Countdown to FMC 2022

FMC provides attendees with innovative and thought-provoking ideas for the future of home care and hospice... A must-attend event.

– Joe Calcutt, Liberty Healthcare

The countdown to FMC 2022 is officially under way! We just announced our full conference lineup of inspiring speakers, a dynamic expo, 30 educational sessions, and 2+ days in Las Vegas at an eye-catching venue.

The 2022 Financial Management Conference presents a host of opportunities for home care and hospice financial professionals – from finance managers to CFOs to come together and collaborate.

Connect with new people and reboot your skills with a wide array of industry topics, then head over to the expo to learn more about the latest trends and offerings tailored to the industry.
Letter from the Executive Director: Private Duty at NAHC Hosts Inaugural Town Hall Meeting

Private duty home care providers and industry leaders from around the country joined newly appointed Executive Director of Private Duty at NAHC, Kristen Wheeler, along with several members of NAHC’s Private Duty Advisory Council on Wednesday, May 4, 2022, to share information and learn more about NAHC’s advocacy efforts as they relate to the workforce crisis in the country.

Dave Totaro, Chief Government Affairs Officer for BAYADA and one of the Council’s two Co-Chairs, shared information about NAHC’s efforts to form the Home Care Workforce Action Alliance (HCWAA), a collaboration of several national associations with a common goal: alleviation of the home care worker staffing crisis. A formal announcement about HCWAA is scheduled for May 18th, 2022, but attendees learned about the history of the collaboration, its four key components and what the Call to Action will look like.

Home care associations form alliance to address workforce crisis

Several home care associations have joined together to form the Home Care Workforce Action Alliance to help mitigate the severe staffing crisis. Leaders of the Private Duty Home Care Advisory Council of the National Association for Home Care & Hospice unveiled the new organization at their meeting on Wednesday.

“The lack of a sustainable workforce has been our No. 1 issue for at least a decade or two decades if not more,” David Totaro, chief government affairs officer for home care giant Bayada and NAHC board member, said. “The pandemic, while it didn’t create the issue, certainly hasn’t helped it.”
Private Duty Featured Program of the Month: Creating a Best in Class Caregiver Culture

**REGISTER**

During this webinar, you will learn how Family & Nursing Care, a 54-year-old, $40M+ revenue home care company with over 1,300 caregivers, has earned its stellar reputation and what they’ve done to position themselves as the go-to home care agency.

They will discuss the following topics:

- **Recruitment**
  - Why they’ve never experienced a caregiver shortage
  - Why caregivers want to work at Family & Nursing Care
  - Reducing cost to hire a caregiver
    - Advertising
    - Labor time to post the jobs, screening applications, phone screening, setting up interviews, interviewing, online testing, reference checking, background checks, data entry into software package and payroll, drug screening, orientation

Did You Miss These Two Private Duty Webinars?

If you missed the two private duty webinars on May 4 and May 5, you can still register and watch them. As a Private Duty Home Care at NAHC member, these webinars are free to you and your staff!

**Private Duty at NAHC Town Hall Spring 2022: Workforce Advocacy & More!**

- **REGISTER**
- Free to NAHC members!
System
Private Duty Home Care at NAHC will hold an important town hall webinar on Wednesday, May 4, 2022 from 3:00 – 4:00 p.m. Eastern to discuss the major issues and challenges facing private duty home care operators today.

Key Findings from the 2022 Home Care Benchmarking Report

REGISTER

With the release of the 2022 HCP Benchmarking Report, we have detailed data on how the past year has affected home care agencies, and what it can teach us about operating an agency in the future.

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Connect with the New NAHC Community

We have some pretty big news – NAHC is moving our discussion groups to a new exclusive member-only online NAHC Community! Because our members are busy, we don’t want you to miss out on important industry updates, events, new programs, and daily member-led discussions.

The community is a place where you can instantly access the brightest minds in the industry. Here you can:

- Have creative discussions. Bounce ideas off your peers and gather diverse perspectives, solutions, and new information from home care and hospice pros.
- Make new connections. Meet other NAHC members and stakeholders doing incredible things and changing the face of the industry.
- Discover new resources. Access the resources available to you from NAHC and the shared resources of our members. Level up your career by staying in the loop on news and trends.
This community is a place to feel supported by industry influencers sharing their time and knowledge to help you solve challenges.

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DHS Extends Form I-9 Requirement Flexibility

The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced an extension of the flexibility in complying with requirements related to Form I-9, Employment Eligibility Verification, due to COVID-19.

This temporary guidance was set to expire April 30, 2022. Because of ongoing precautions related to COVID-19, DHS has **extended the Form I-9 flexibilities**, effective May 1, until October 31, 2022.

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Dept of Labor Announces Listening Sessions on Revisions to Overtime Regs

**Seeking input on executive, administrative, professional exemptions**

The U.S. Department of Labor announced a series of listening sessions with workers, employers and workplace stakeholders on potential revisions to regulations used to enforce the **Fair Labor Standards Act’s** minimum wage and overtime exemptions for executive, administrative and professional employees.

The **FLSA** requires employers to pay most U.S. employees at least the **federal minimum wage** for all hours worked, and **overtime pay** at not less than time
Home Care Industry Sees Client Growth Rate Spike, Caregiver Growth Rate Drop

The home care industry is changing. Its role in the overall health care system is growing, but the question is whether home care providers are doing enough to keep up with that growth.

This is reflected in the contrast of client and caregiver growth. Its reflected in the urgency to get into value-based models, despite the meager amount of agencies tracking data.

It’s also clear that, while there are certainly clear trends across the industry that are telling, there are differences between each agency’s place in the space – and a difference in how each gets from Point A to Point B.

Access to Capital, Flexible Staffing Supercharging Growth for Home-Based Care Startups

The amount of money being invested in the home-based care space has many people excited about the future, particularly as smaller startup companies continue to grow.

VC firms have in recent years pumped over $2.5 billion into senior care and home-based care startups, according to Crunchbase data, with notable examples being MedArrive and Sprinter.
Health. That trend is likely to continue due to the country’s rapidly aging population and shifting care preferences.

**READ THE REST @ Home Health Care News**

**Shift to aging in place has become a multibillion-dollar opportunity**

By 2030, the over-60s age group will be **1.4 billion** globally. That’s only eight years away. This is a huge population that will need both government services and consumer services. By **2030**, the silver economy is projected to spend just under $15 trillion, up from $8.7 trillion in 2020. This segment — particularly the area of aging in place — presents major opportunities for investment.

According to **Pivotal Ventures**, the aging care industry — which includes daily essential activities, health and safety awareness, care coordination, transition support and home-based care — is a $648 billion market. That’s over a billion dollars more than the pharmaceutical industry and signifies how much the customers in these markets are willing to pay.

**READ THE REST @ McKnight’s Home Care**

**Bill sets minimum dementia training standards for home health aides**

Home health aides in Indiana who treat Alzheimer’s patients will have minimum training standards, thanks to a bill Gov. Eric Holcomb signed into law this week.

Senate Enrolled Act 353, authored by Sen. Vaneta Becker (R-Evansville) and Sen. Stacey Donato (R-
Logansport), will set minimum dementia training standards for home health aides. The bill passed with overwhelming bipartisan support.

The Alzheimer’s Association Greater Indiana Chapter applauded the passage of Senate Enrolled Act 353, noting in a release that more families of dementia patients are opting to keep their loved ones at home.

Ride-Sharing Partnerships Offer High ROI, Workforce Relief for Home Care Companies

The right partnership can be a powerful tool for businesses looking to expand their service offerings, enhance their internal operations or even gain an edge over competitors.

Over the years, home care providers have gone beyond just forming relationships with industry peers. These collaborations have yielded a significant return on investment (ROI) for agencies.

In general, home care organizations have partnered with food delivery companies, fitness companies and home-modification companies, just to name a few examples. For 24 Hour Home Care and Georgetown Home Care, collaborations with ride-share companies have driven key results.

RESOURCES

The Human Experience 2020: Vision for the Future of Health Care - The Beryl Institute

PDHCA Education - PDHCA Website
Littler Operational Guidelines for the Home Care Industry Amid COVID 19
- Littler Mendelson, P.C.

SPONSOR

Generations Homecare System is the all-in-one agency management solution that gives providers the power to connect care teams, simplify daily tasks, and maintain security and privacy compliance.

Key features include intuitive scheduling, Electronic Visit Verification (EVV), mobile apps, comprehensive reporting, and more. If your state requires the use of EVV, Generations has a solution for you.

With the mobile app, your team can take care of business, no matter where the day may take you. Visit our website homecaresoftware.com.