

EXHIBIT C



ahbsa

Arkansas Home Based
Services Association

Who we are...

The Arkansas Home Based Services Association represents licensed home care service providers who provide home based care to aging citizens in all 75 counties in Arkansas.

The AHBSA promotes high standards for members to ensure Arkansans have access to and receive high-quality home care and ensure caregivers have safe and secure environments in which to work and the industry continues to innovate care in our communities.

The Association's focus is to educate and engage decision-makers in the public and private sector on issues that impact home health services.



Percentage of Elderly Patients Receiving Care with Diagnosis of Alzheimer/Dementia

Percent of long-term care services users diagnosed with Alzheimer's disease or other dementias

- Percent of home health agency patients: 35.5% (2017)
- Percent of hospice patients: 46.3% (2017)
- Percent of nursing home residents : 49.1% (2017)
- Percent of inpatient rehabilitation facility patients: 35.6% (2018)
- Percent of long-term care hospital patients: 45.5% (2018)

SOURCE: National Center for Health Statistics, National Study of Long-Term Care Providers, 2017–2018.



FAMILY CAREGIVER & RESOURCES FOR FAMILIES

- TRAINING FOR FAMILY CAREGIVERS
 - Frank and Barbara Broyles Foundation
 - Schmieding Center
- RESOURCES FOR FAMILIES
 - RESPITE CARE
 - INFORMATION ABOUT RELEVANT LOCAL SERVICES
 - INDIVIDUAL COUNSELING SESSIONS
 - FREE SUPPORT GROUPS



Caregiving & Alzheimer's

Time Investment

In 2012, Americans provided 17.5 billion hours of unpaid care to people with Alzheimer's disease and other dementias.

This number represents an average of 21.9 hours of care per caregiver per week, or 1,139 hours of care per caregiver per year.



How Alzheimer's Caregiving Impacts Non-Professional Caregivers

Stress

61%

Percentage of caregivers rating their emotional stress as "high" or "very high"

Depression

39%

Percentage of caregivers reporting depression vs. 17% of non-caregivers

24/7

59%

Percentage of Alzheimer's caregivers who felt that they were "on-duty" 24 hours a day

Health

43%

Percentage reporting that the physical impact of Alzheimer's caregiving was high to very high

Caregiving Options

At Home with Unpaid Care

At Home with Paid Care

Respite Care

Specialized Assisted Living Community

Benefits of Having Professional Caregiving Help



Caregivers specifically trained in dementia care

Reduced levels of depression and stress for primary caregivers and family members



Assistance in creating and implementing health care plans

Delayed nursing home admission for dementia patients



Source: Alzheimer's Association. 2013 Alzheimer's Disease Facts and Figures. Alzheimer's and Dementia: The Journal of the Alzheimer's Association; Volume 9, Issue 2
ActivCareLiving.com - Alzheimer's & Dementia Care

PAIN POINTS FOR FAMILY CAREGIVERS



PROFESSIONAL CAREGIVER

- BENEFITS OF HIRING AN AGENCY
 - ALZHEIMER/DEMENTIA SPECIFIC TRAINING
 - SUPPORT OF AGENCY FOR FAMILY AND CAREGIVER
 - BACKUP CARE
 - CAREGIVER IS HIRED BY AGENCY, SO THERE IS NO LIABILITY TO PATIENT OR FAMILY



DIFFERENCE BETWEEN TRADITIONAL SENIOR CARE AND ALZHEIMER'S/ DEMENTIA CARE

THERE ARE MANY SIMILARITIES IN CARING FOR A SENIOR NEEDING ASSISTANCE WITH ACTIVITIES OF DAILY LIVING AND A SENIOR THAT HAS ALZHEIMERS/ DEMENTIA

Tactics are different

Example of Army General



DIRECTOR OF CLIENT CARE

TRACY DALTON

- HOME INSTEAD



MEETING WITH FAMILIES

- HEADER
 - Not sleeping
 - Isolation
 - Promised loved ones wouldn't put in a NH
 - Balancing full time job/family
 - Losing loved one before you losing them
 - Trying to do it all yourself- by the time call is made- usually emergency or just start crying from first phone call



RESISTANCE TO CARE

- Stranger in home
- Spouse overcompensates
- Man of house-doesn't want to admit needs help- has always protected family and been able to "handle it"
- Wife feels like she is supposed to take care of choses-feels like she isn't be able to do what she is supposed to do if someone else is doing it

EXAMPLES OF ALZHEIMER CARE

ANTECEDOTAL STORIES:

- TRACY



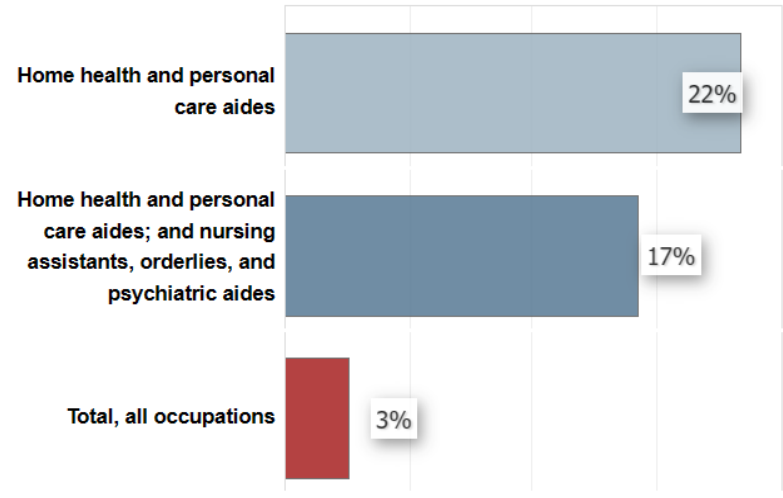
THE CONUNDRUM
WITH HIRING
PROFESSIONAL
CAREGIVERS TO
SUPPORT DEMAND



Professional Caregiver Workforce

Home Health and Personal Care Aides

Percent change in employment, projected 2022-32



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment projections data for home health and personal care aides, 2022-32

Occupational Title	SOC Code	Employment, 2022	Projected Employment, 2032	Change, 2022-32		Employment Index
				Percent	Numeric	
Home health and personal care aides	31-1120	3,715,500	4,520,100	22	804,600	

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

<https://www.bls.gov/ooh/healthcare/home-health-aides-and-personal-care-aides.htm#tab-6>





PHI

QUALITY CARE
THROUGH
QUALITY JOBS

DIRECT CARE BOOM

Between 2021 and 2031, the direct care workforce is projected to add more than 1 million new jobs, which represents the largest growth of any job sector in the country. During the same timeframe, nearly 9.3 million total direct care jobs will need to be filled, including new jobs and job vacancies that are created as existing workers leave the field or exit the labor force.

WORKFORCE ISSUES

[Key Facts & FAQ - PHI \(phinational.org\)](https://www.phinational.org)



WORKFORCE ISSUES

- US News and World Report
<https://www.usnews.com/news/health-news/articles/2023-04-26/in-an-aging-america-a-looming-shortage-of-home-health-care-workers>
In an Aging America, a Looming Shortage of Home Health Care Workers By HealthDay April 26, 2023
- Amid a Severe Shortage of Home Health Aides, Immigrants Help Care for Our Seniors Posted by Karen Aho | Jan 26, 2023
<https://immigrationimpact.com/2023/01/26/shortage-home-health-aides-immigrants/>
- Home Health Care Workforce Not Keeping Up with Community Needs -Higher Pay, Paths for Career Mobility, and More Predictable Schedules Could Help Ease the Shortage of Home Care Workers June 9, 2023
<https://ldi.upenn.edu/our-work/research-updates/home-health-care-workforce-not-keeping-up-with-community-needs/>



WORKFORCE ISSUES

- NPR

A shortage of health aides is forcing out those who wish to get care at home MAY 5, 2022 FROMSIDE EFFECTS PUBLIC MEDIA By Natalie Krebs

<https://www.npr.org/sections/health-shots/2022/05/05/1095050780/a-shortage-of-health-aides-is-forcing-out-those-who-wish-to-get-care-at-home>

- Home Care Daily Pulse

In-depth report reveals impact of workforce shortage on home care staffing efforts By: C. MAX BACHMANN MAY 25, 2023

[In-depth report reveals impact of workforce shortage on home care staffing efforts \(mcknightshomecare.com\)](https://mcknightshomecare.com)



Medicaid Reimbursement Rates by State Per State Minimum Wage

State	Medicaid Reimbursement Rate	State Minimum Wage	% of State Minimum Wage
Mississippi	\$23.84/hr	\$7.25	69.59%
Tennessee	\$23.44/hr	\$7.25	69.07%
Oklahoma	\$21.04/hr	\$7.25	65.54%
Missouri	\$30.64/hr	\$12.00	60.84%
Arkansas	\$20.48/hr	\$11.00	46.3%

NEW FEDERAL INITIATIVE

Medicare to Improve Dementia Care for Individuals Living with Alzheimer's Disease, Caregivers

July 31, 2023

Email: media@alz.org

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— *Alzheimer's Association Applauds Biden Administration for Introducing GUIDE Model,
Consistent with the Comprehensive Care for Alzheimer's Act* —

WASHINGTON, D.C., July 31, 2023 — Today, the Alzheimer's Association enthusiastically welcomed the Biden Administration's announcement of a new Centers for Medicare & Medicaid Services (CMS) initiative to improve the way dementia care is delivered for people living with



Margaret has been diagnosed with dementia. Her daughter, Kathy, is her caregiver. Margaret and Kathy are concerned about Margaret's future and being able to meet her evolving needs at home.

Common Dementia Care Experience

Many people like Margaret and Kathy feel uncertain about how to access the resources and support they need.

1 Margaret's doctor diagnoses her with dementia. Margaret and Kathy search the internet for more information.

2 Margaret starts taking the wrong medication dosages. Kathy takes on the daily responsibility of managing Margaret's medications.

3 Kathy becomes stressed each evening that Margaret may wander. Margaret becomes aggressive when Kathy tries to keep her at home.

4 Kathy plans for a neighbor to stay with Margaret. The neighbor cancels last minute and Kathy misses her appointment.

5 Margaret's dementia has progressed so that Kathy is unable to leave her alone. Margaret receives 4 hours of in-home respite care so that Kathy may attend her doctor's appointments.

Experience Under GUIDE

The Guiding an Improved Dementia Experience (GUIDE) model offers a comprehensive package of services to improve the quality of life for people with dementia as well as reduce the strain on their caregivers.

1 Margaret receives a comprehensive assessment and a home visit to identify safety risks. Kathy's needs are also addressed.

2 The care team works with Margaret to develop a care plan based on her goals and preferences. The care plan includes a referral to a home-delivered meal service and tips on how Margaret can maintain her medication schedule.

3 Kathy enrolls in caregiver skills training. The next time Margaret tries to wander at night, Kathy calls the care team for support and convinces Margaret to stay home.

4 Margaret's dementia has progressed so that Kathy is unable to leave her alone. Margaret receives 4 hours of in-home respite care so that Kathy may attend her doctor's appointments.

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Margaret wanders away from home at night and is taken to the hospital



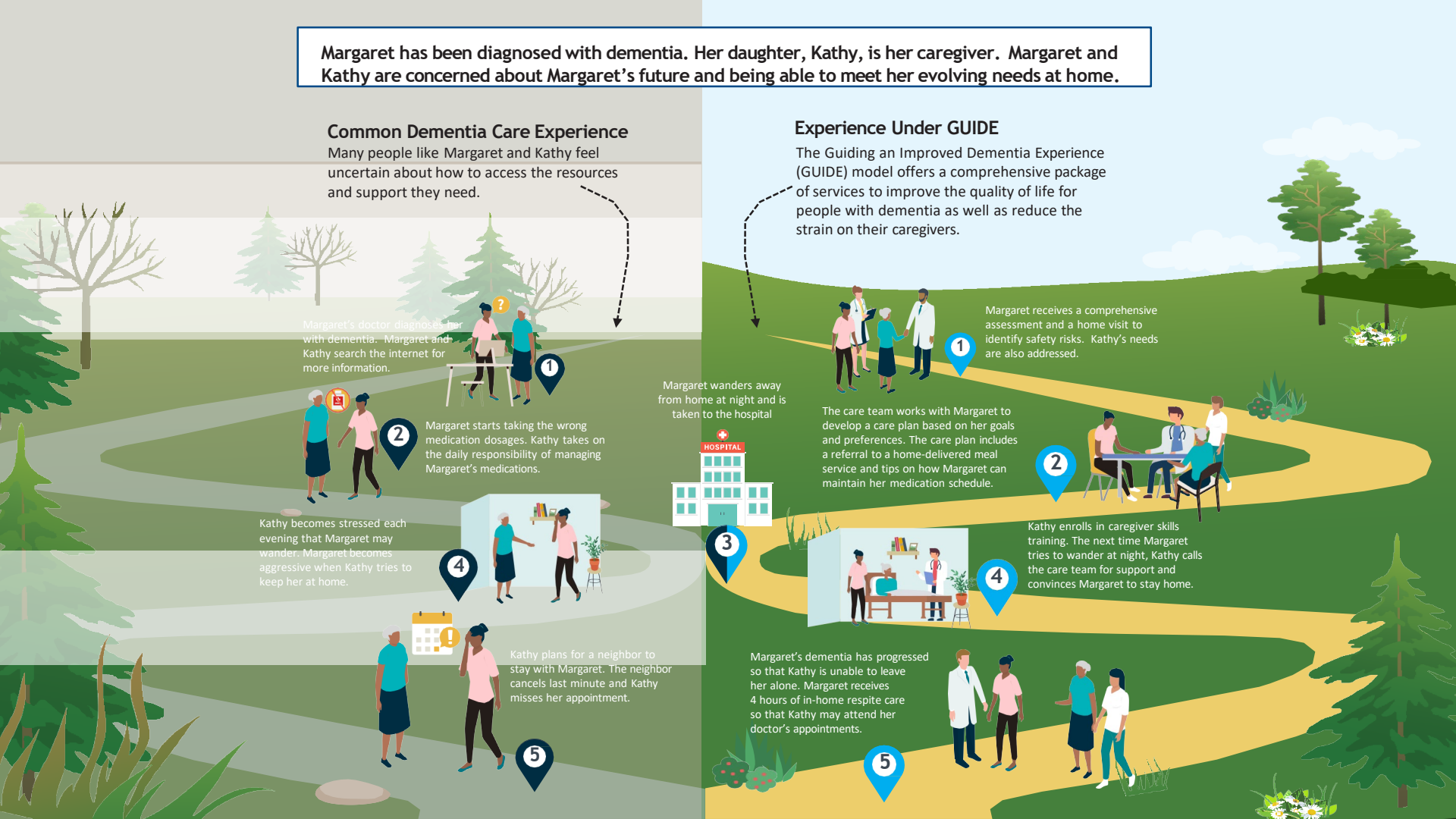
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CONCLUSION

- Need for both family and professional caregiver is growing exponentially
- To train, hire, and retain professional caregivers we must be able to compete with other industries
- Federal government is starting programs to combat the growing need
- State must provide a reimbursement rate that allows agencies to pay caregivers more



QUESTIONS

