

PASCO News

October 2021

Join us for Trunk or Treat!

A graphic for the 'Trunk or Treat' event. It features a white car with its trunk open, filled with colorful candy. To the left of the car is a purple skeleton, a jack-o'-lantern, and a ghost. To the right is a ghost in a wheelchair and a large, stylized tree. The text 'Trunk or Treat' is written in a large, white, playful font across the top. Below the car, it says 'FRIDAY, OCTOBER 29TH 2021' and '4PM-7:30PM'. In the bottom left, it says 'PASCO' and '9197 W. 6th Ave. #1000 Lakewood, CO 80215'. In the bottom right, it says 'RSVP' and 'go.pascohh.com/halloween'. There is also a small accessibility icon in the top right corner of the graphic.

PASCO
9197 W. 6th Ave. #1000
Lakewood, CO 80215

RSVP
go.pascohh.com/halloween

Boo to you! It's that time of year again when our team at PASCO gets together to make an awesome accessible Halloween event for all. We are so excited to announce our Halloween event for 2021 – the PASCO Trunk or Treat. This outdoor event is a fun-filled way to host a Halloween extravaganza while allowing proper social distancing to keep our friends safe. Hosted in the PASCO parking lot, we will have an evening of cool costumes, outdoor heaters, spooky-themed trunks, and of course some delicious treats.

While Halloween has the potential to be a frightfully fun time for everybody, many neighborhoods and homes do not allow for the disability community to fully participate. PASCO takes pride in providing fully accessible events for the community and we look forward to continuing upholding that standard this year.

We hope to see you there!

Please **RSVP** at go.pascohh.com/halloween



Are you a PASCO Evangelist?

Are you someone who is always telling others about PASCO and what we do? Would you be interested in becoming a PASCO advocate? If so, we invite you to join our PASCO Evangelist program! This program allows our amazing families to be equipped with the materials and knowledge necessary to become a PASCO pro. Interested individuals will attend a lunch and learn (in person or remote), get trained on all of our service offerings, and will leave with a wealth of information and tools to help assist other families.

We will be implementing a referral program as well to make sure you are rewarded for your hard work and advocacy.

If you are interested, please sign up at: go.pascohh.com/pascope



Vaccination Status

We wanted to extend a sincere thank you to all of our families that provided their proof of vaccination status. Thanks to your help our HR team was able to meet the reporting deadline of October 1st for the Colorado vaccine mandate.

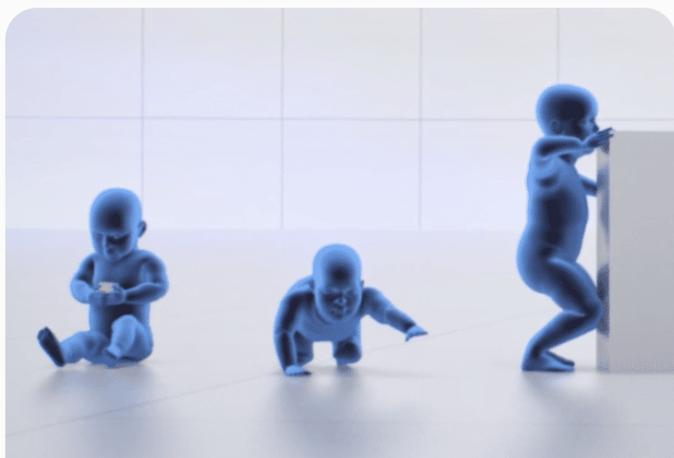


Did you Know?

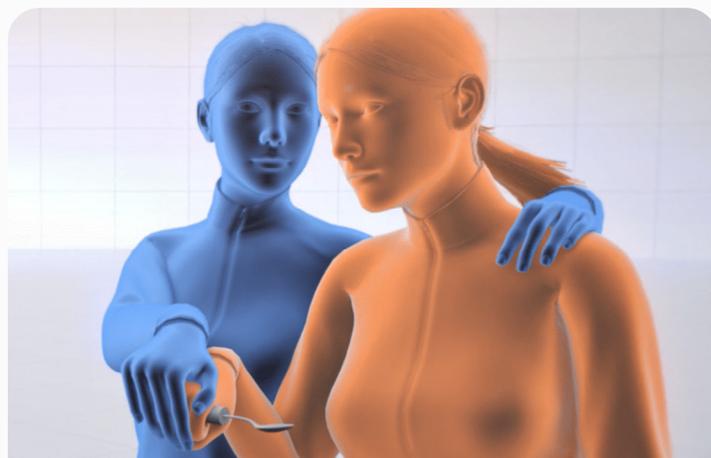
That October is Disability Employment Awareness Month? This month is dedicated to celebrating the historical accomplishments individuals with disabilities have made in numerous different industries while also highlighting ways in which our national workforce can continue to be more accessible to all.

Caregiver Training Center NEW ADDITIONS

We are continuing to introduce more useful training videos in our Caregiver Training Center. These videos and written guides are a great opportunity to learn some new skills or fine-tune some that were already in your caregiver toolbelt. We are excited to share two new videos, one focusing on developmental stages from birth to age 3, and another teaching proper spoon-feeding techniques.



**Developmental Milestones
From Birth To Age 3**



**Spoon Feeding Techniques &
Modified Texture Diets**

These guides and other important training resources can be found at

<https://pascohh.com/caregiver-training-center/>

Caring for Someone with Down Syndrome

Down syndrome is a very common genetic condition with a wide range of symptoms. In the United States, it's the most commonly diagnosed chromosomal condition resulting in over 6,000 babies being born with Down syndrome each year. People diagnosed with this condition will face unique physical and mental challenges as they grow, but with the right services and an educated caregiver, they can lead fulfilling lives.

In this informative article, explore the causes, traits, and other important information surrounding Down syndrome and how to best care for someone with this lifelong condition.



Learn More at: pascohh.com/caring-for-someone-with-down-syndrome/

CNA Spotlight - Grace Conner



Grace started her healthcare journey early in her life. Even before she graduated high school she knew that this was the compassionate path for her. Once she turned 18 years old and was able to work in healthcare, she jumped at the opportunity. This journey eventually brought Grace to Colorado and into the PASCO family in 2014.

Grace's story began in Africa. Growing up, she dreamed of experiencing and living in other countries. Her brother helped her realize this dream when he guided her on her journey to the US in 1999. After working retail and food-related jobs, she realized that those industries were not a good fit for her passions. She discovered the world of healthcare and knew that she had found her calling. After graduating high school, Grace began working in a nursing home in Washington. While she loved the individuals she cared for, she realized that the nursing home environment was not a fit for her. With her CMA (Certified Medical Assistant) certification earned and new opportunities ahead, Grace found the home health industry and never looked back.

Grace possesses one of the most important skills a nurse should have – compassion. During her time as a CNA, some of her most memorable experiences have involved sharing and hearing stories from the individuals she sees. “I will never forget those stories – they are so touching and while some stories are truly heartbreaking, it makes me grateful that I am there to provide care and help people who truly need me,” she says. These stories help drive her desire to provide the best assistance and care for the families she works with. It is these personal connections that truly motivate Grace. One of the things that drives her most is knowing that there is a reciprocated sense of reliance and trust between the caregiver and the person receiving care. Grace appreciates knowing that she is helping others and that they lean on her to be there for them. That feeling of trust between her and those she cares for puts her in what she describes as a “let’s go” mentality – she wants to go all in and do everything she can for those who need her.

When Grace is not providing outstanding care for families, she continues to stay busy. Grace finds that idling in place is not where she finds comfort. She is comforted knowing that as long as she did a good job and did it right she can find peace.

This sense of peace can come in many different forms. Professionally, she knows that she has done a good job when she sees the smiling faces of those she cares for. Personally, that sense of accomplishment looks a bit different. When she is not providing top-tier care at work, Grace is tending to her lovely garden at home. She grows all sorts of flowers, fruits, and vegetables, all carefully tended to by Grace. Successful gardens require a lot of close attention, care and patience, all things which Grace excels at in all aspects of her life. Grace says that gardening is like therapy – the calm, slower pace of the activity helps her immensely with stress relief. One thing Grace is most proud of throughout her career is the patience that she has learned to possess along the way. This skill has been one that has not only benefited her professionally but personally as well.

When she is not spending time in her garden, Grace loves to spend time with her family. One of her favorite things about PASCO is the flexibility that her job provides to allow her to have that time with her loved ones. Grace, her spouse and her 5-year-old daughter love to travel to new places together but also enjoy some more relaxed activities like settling in for a movie as a family.

We are so appreciative of the hard work, dedication and love that Grace puts into her job every day. The commitment she makes to those she cares for exemplifies what it means to be a part of the PASCO family.

If you know a CNA looking to make a difference like Grace does have them apply at PASCO: pascohh.com/careers

Broncos Ticket Giveaway

Are you ready for some football?

We are excited to announce that we will be giving away 2 tickets to each of the Denver Broncos' regular-season home games for the 2021 season! PASCO will provide one wheelchair-accessible/ADA seat as well as one standard seat for the winner. Located in the northwest corner of the stadium in section 319, these seats provide a full view of the field so you can catch the action no matter where it is taking place.

To enter, please complete the form at the link below and select which games you are interested in attending. Entry to this giveaway is free.

<https://go.pascohh.com/broncos>

Please take care to note the date and time of each game as well to ensure that you would be able to attend if selected. Multiple game preferences may be selected – you will be submitted into an individual drawing for each game. Please, only one overall submission per person.

Winners will be randomly selected and contacted via email before the selected game. After you are chosen as a winner, you are not eligible to participate in any drawings following for the season.

If there are any questions, please reach out to Sarah Southorn at sarah.southorn@pascohh.com.



Afternoon at the Zoo



Have a wild time with PASCO at Afternoon at the Zoo

October 19th

2:30 - 5:00 PM

If you were looking for a day to explore the zoo, this will be a great day to do so. You may bump into some familiar PASCO friends while you're there! Our administrative staff will be spending time with the lions, tigers, and bears (oh my!) and would love to see your smiling faces. We will be wearing our PASCO gear, so if you see us around the zoo be sure to say hello.

For the health and safety of guests, staff, and animals in their care, the zoo will be limiting the number of visitors per day to provide for recommended physical distance.

To accommodate for these precautions, advanced ticket purchase is required - please visit the Denver Zoo website for pricing and more information.

Please contact support@pascohh.com with any questions. Thank you!

Community Events connection for the community

CSNA - Colorado Springs (Children's Services Networking Alliance)

Join us and like-minded professionals that serve the children's disability and special needs space in Colorado Springs.

 Oct 20 2021  The Arc Pikes Peak Region
10 N. Meade Ave.,
Colorado Springs, CO 80909

 3:30 pm - 4:30 pm



No estás Sola/Solo (Spanish Support Group)

PASCO is creating a community for individuals like you with the intention of sharing and supporting one another. Join us every third Thursday of the month for a virtual support group.

 Oct 21 2021  PASCO
9197 W. 6th Ave., Suite 1000
Lakewood, CO 80215

 5:00 pm - 6:00 pm



PASCO Trunk or Treat Street

While we may have to do our annual Halloween party a little differently, we encourage you and your family to join us for a wonderfully entertaining Trunk or Treat.

 Oct 29 2021  PASCO
9197 W. 6th Ave., Suite 1000
Lakewood, CO 80215

 4:00 pm - 6:00 pm



Let's Connect! RSVP for your preferred events at: pascohh.com/community-events/

Advocacy Corner by David Bolin

State Board of Health will not consider a change to the vaccine rule in October. Since the last Board of Health action approving an emergency COVID19 vaccination rule, the Executive Director of the Colorado Dept. of Public Health and Environment (CDPHE) has decided to withhold a permanent rule while waiting for the Centers for Medicare and Medicaid Services (CMS) and OSHA to publish their emergency rules. OSHA's rule will be for employers with 100 or more employees and we are unsure of the extent of the CMS rule. In the meantime, the emergency rule is in effect requiring 100% of employees of licensed health care facilities to be vaccinated unless they have a medical or religious exemption approved by the entity. She also added in a temporary exemption for live-in caregivers who only serve clients living in their household.

PASCO is part of the Colorado Long-term Assistance Service Providers association, and the association made the following recommendations for the permanent rule that is on hold:

1. Exempt live-in caregivers in the homecare industry as long as they only serve clients they live with.
2. Lower the overall compliance expectation from 100% to 90% of home care workers, so that this rule is following the same compliance as the flu shot mandate rule.
3. Changing the testing requirement for entities with at least a 90% vaccine rate and allow for other COVID mitigation measures.

You can review the slides from the last Residential Care Strike Force meeting in September at: <https://cha.com/wp-content/uploads/2021/09/9.28.21-Residential-Care-Strike-Team.pdf>

We will communicate more information about both rules as we learn more about them.

For information on PASCO's efforts to assist employees with the COVID19 mandate, please go to: <https://pascohh.com/covid/>

We understand that the COVID19 vaccination is new to us all, and a highly personal decision for each of you. PASCO is required to comply with Federal, State and Local laws and regulations. We are concerned with the health and safety of all the people we serve and all of our employees. We are available to answer your questions by calling the Support Team or HR.

Case Management Redesign: As we've been reporting, the Department of Health Care Policy and Financing (HCPF) intends to make significant changes to their case management system including limiting the number of case management agencies (CMAs) and requiring the selected case management agencies to be the only CMA in a given geographic area. They are also implementing a new case management software program and starting later this year will re-pilot the Assessment and Support Planning tool developed over the last seven years. You can follow the case management redesign at: <https://hcpf.colorado.gov/case-management-redesign>.

New Utilization Management Vendor: On November 1, 2021, Pediatric Home Health will start requiring Prior Authorization Requests (PARs) again. HCPF chose KEPRO as the vendor who will review PARs and authorize services. Pediatric Home Health PARs will be initially spread over a several month period starting November 1st. The PAR Team and Nursing Team will let you know if they need additional information from you to ensure a smooth process.

National News: The Advocacy Team is following vaccination mandates across the country to help all of the TEAM agencies to be prepared for new mandates. We are gathering best practices by our peers across the country also. The Team is monitoring Congressional action on the budget reconciliation and infrastructure bills to see what will happen to the promised funding for HCBS services across the country.



PASCO Support - for all of your employment needs

If you have questions, we have answers. Contact our helpful Support Team for any assistance with:

- Caregiver and Client contact information changes
- Live-In Caregiver form support
- PASS support (unlocking timesheets, password resets, questions, etc)
- Therap Support
- Savii Support
- Checking status of compliance items
- Scheduling compliance items (e.g. CPR, Skills Den)
- Remote Learning support (PASCO Connect)
- Changing language preferences
- Employment verification requests
- Help accessing paystubs
- Questions about a paycheck
- Employee vacation requests
- Direct deposit enrollment/updates
- Financial Assistance program
- Something else? Send it to PASCO Support and we'll get you an answer.



CONTACT US
support@pascohh.com

(303) 233-3122
Ask for the Support Team



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🌐 PASCOHH.COM LAKEWOOD, CO 80215

Let's stay connected



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