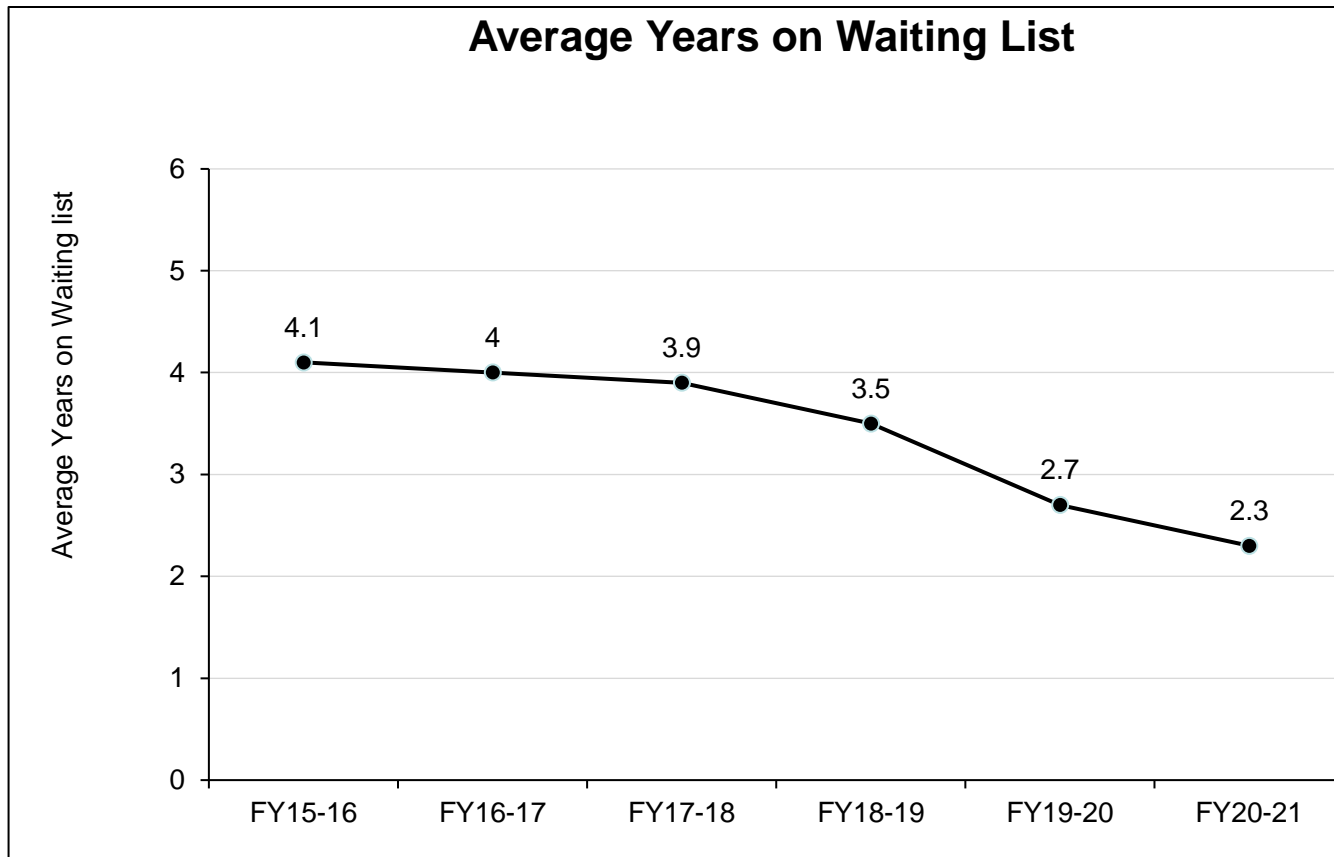


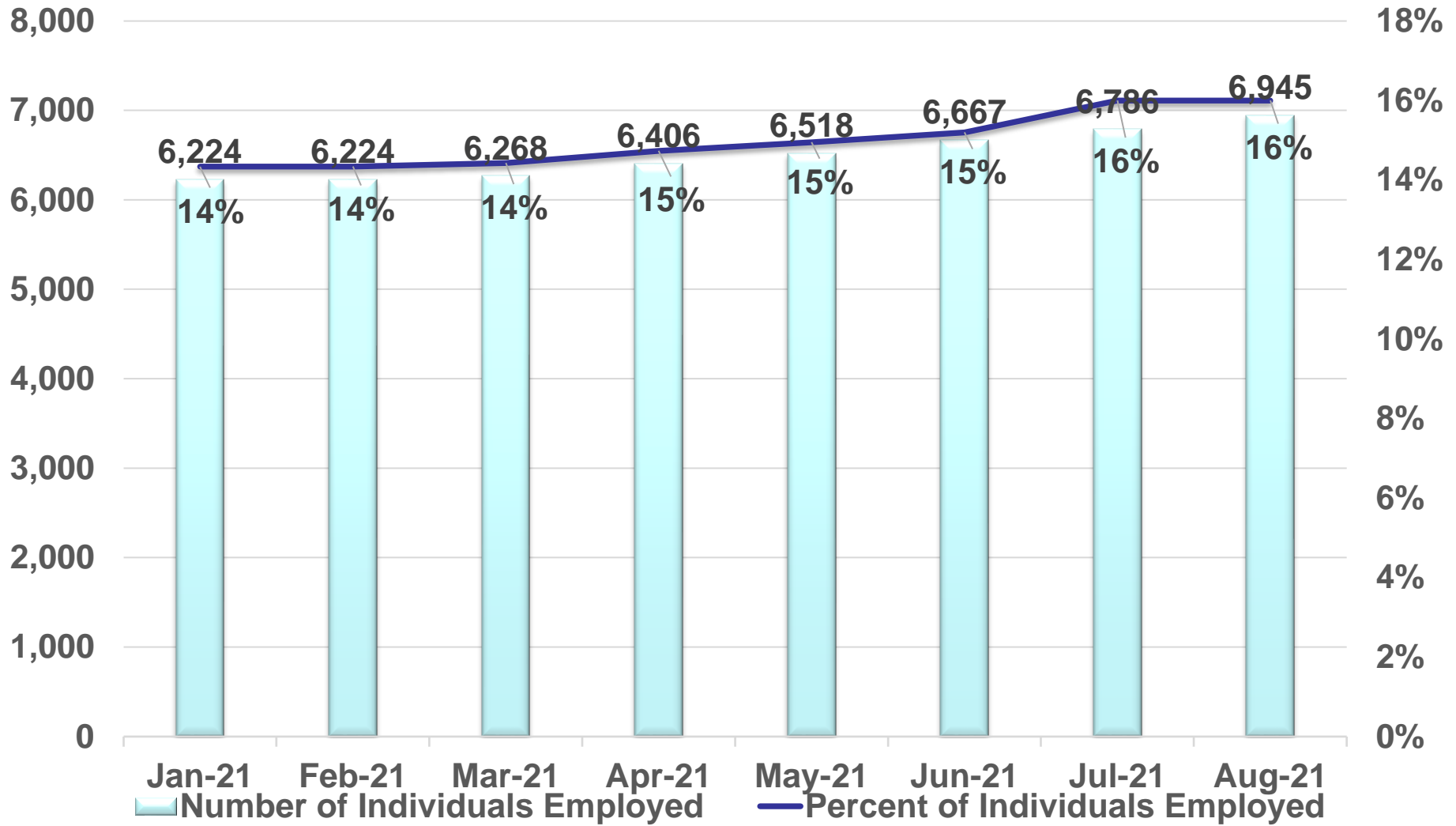
# ODP Updates

The Provider Alliance  
October 29, 2021

# Some Good News...



# Restoration Trend in Employment



Number and Percent of ODP Enrollees ages 18-64 who have Competitive Integrated Employment – January 2021 through July 2021

## Staffing Shortage

- Predicted for 30 years based on demographic analysis
- Pre-pandemic vacancy rate 18%
- Pandemic Impacts
  - 27% staff vacancy rate compared to pre-pandemic service levels
  - Excessive OT & burnout
  - Mental health issues
  - Impact on management & ability to support workforce
  - Cross industry workforce shortages

## Staffing Shortage

- Impact on individuals
  - Current data analysis and data collection on service loss
- Policy/regulatory relief
  - Clarification of definition of neglect in relation to staffing ratio
  - Guidance on HRST in relation to 6400 assessment requirements
- ARPA Funding
  - Data update rates
  - One time funds COVID related, recruitment & retention
  - One time funds training

## Staffing Shortage

- Key considerations for recruitment and retention planning
  - Wage compression
    - New to current DSPs
    - DSP to supervisor
  - Turnover is not just related to wage
    - Supervisory quality & environment
  - Short term and sustainable strategies
    - Competency based training tied to compensation (DSP I, II, III...)
  - Resources available to plan approaches

## **Workforce Strategies Resources**

- University of Minnesota [Research and Training Center on Community Living](#) (research about the workforce and demonstration projects, literature summaries, tools and resources for providers on evidence-based practices)
- [National Alliance of Direct Support Professionals \(NADSP\)](#) (credentialing and training programs, advocacy)
- [BUSINESS ACUMEN CENTER - Home \(hcbsbusinessacumen.org\)](#) (tools and resources for HCBS providers)
- [PHI data warehouse](#) (note focus on HHA, PCA, CNA)
- [Medicaid Workforce Initiative Direct Service Workforce Resource Center](#) (older resources from the initial CMS National Center does include reference to more recent learning collaborative and pending resources)

## ODP Waivers Status

- ID/A Waivers
  - 7/1/2021 Amendments – pending CMS approval
    - Clarifying remote supports versus direct services and adding allowable credentialling for remote support providers
    - Expanding allowable credentialling for benefits counseling providers
    - CESP/ACRE extend within 6 month to 9 months of hire
    - Removing 1:1 and 2:1 as a restrictive interventions
  - Appendix K in place until 6 months after federal PHE ends (PHE was just extended another 90 days by Biden Admin – through 1/16/2022)
    - Cap exceptions
    - Enhanced rates for CPS & transport trip



## **ODP Waivers Status (cont.)**

- ID/A Waivers
  - 1/1/2022 Amendments – current public comment period
    - Add eligibility for children with medical complexity and modify some service definitions and qualifications
    - Add services/changes currently available through Appendix K
      - Remote services
      - HCBS in a hospital
  - Renewal 7/1/2022

## **ODP Waivers Status (cont.)**

- AAW
  - Submitted “As Is” for 7/1/2021 renewal
  - Current operation under emergency extension

## **Vaccination**

- Third shots for immunocompromised
- Boosters
- Federal mandates
  - OSHA
  - CMS