

ODP Updates

The Provider Alliance
March 25, 2022

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
 - Lack of predictability with childcare/school

ODP Strategies to Address Staffing Shortages

- Rate increases (regulatory requirement for data update at least every 3 years)
- One-time supplemental payments for recruitment and retention
- Continued professionalization of workforce
 - Supplemental payments for certification/credentialing
- More efficient use of workforce
 - Increase use of self-direction
 - Technology
 - Adopting changes in ISP process related to staffing ratios

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...)
 - Composition of workforce
 - Resources available to plan approaches

Supplemental Payment to Address Staff Training, Credentialing, and Business Associates Programs for Employment

- Funding may be requested up to 1% of ODP eligible service revenue from FY19/20, FY20/21 or \$100,000, whichever is greater.
- ODP will begin accepting applications immediately and will notify providers of approval on a rolling monthly basis around the 15th of each month.
- Applications will be accepted through June 30, 2022.
- This funding must be utilized prior to October 31, 2023.



Supplemental Payments Available for:

- Agency adoption of CMS core competency training for Direct Support Professionals (DSPs)
- DSP National Association for Dual Diagnosis certifications
- Agency completion of National Association for Dual Diagnosis Accreditation
- Lifecourse Ambassador Series for individuals or agency hosting of the series.
- Providers are encouraged to be creative in their proposals with an eye towards the development of creating or enhancing career ladders for DSP's, portability, and expansion of a well-qualified workforce and employing the principles of Lifecourse.

Business Associate in Industry

- A business associate in industry is an **embedded staff person** within a typical **community business** to **assist with hiring practices** and supporting people with disabilities in the workplace.
- The associate is typically an employment specialist on provider agency payroll and works on-site at that community business.
- The business associate in industry provides training and technical assistance to human resource and other employees in the community business in which it is embedded

Federal Public Health Emergency (PHE)

- PHE through 4/16/2022
- White House signaled intent to renew

Appendix K

- In place until 6 months after federal PHE ends
 - Cap exceptions
 - Enhanced rates for CPS & transport trip
- Planning for ‘unwinding’ of authorities

Abuse Registry Taskforce

Objectives:

1. Outline desirable parameters for a registry (PS populations, types of caregivers, bar for inclusion)
2. Analysis of challenges for implementation
3. Provide recommendations for implementation of a Caregiver Abuse/Neglect Registry in PA

Timeframe for Completion: October 2022

Abuse Registry Challenges

- Legal
 - No statutory authority for a registry
 - Must address appeal rights for caregivers
- Policy and Procedural
 - Current investigations for APS only substantiate that abuse/neglect occurred but not responsible person(s)
 - Implications and interface between CPSL, APS, and OAPS
- Infrastructure
 - Requires revision investigatory process
 - Required IT changes to support collection of new investigatory information;
 - Need for policy, procedures, and IT to support assignment of and database for unique identifiers for all DSPs/DCWs;
- Fiscal impact

ODP Waivers Status

- ID/A Waivers
 - 4/1/2022 Amendments – awaiting CMS approval
 - Add eligibility for children with medical complexity and modify some service definitions and qualifications
 - Incentive payments for residential transitions
 - Add services/changes currently available through Appendix K
 - Remote services
 - HCBS in a hospital
 - Renewal 7/1/2022

ID Connect

- PA Department of Health (DOH) grant from the CDC appropriation under the 2019 Epidemiology and Laboratory Capacity for Prevention and Control of Emerging Infectious Diseases (ELC) - Enhanced Detection Expansion (EDE) Grant.
- Build capacity and provide additional support for infection prevention and control through the Health Care Quality Units (HCQUs) in partnership with a team of infection prevention specialists from Infectious Disease (ID) Connect.
- Goals of the program include a focus on:
 1. Infection Prevention, Preparedness and Response
 2. Education and Training
- This project will run through June 2023.

LTC RISE: Long-term Care Resiliency Infrastructure Supports & Empowerment

Regional Congregate Care Teams (RCATs) transition to LTC RISE effective January 1, 2022

ICFs:

- ICF locations continue to be eligible for LTC RISE COVID-19 prevention and response support
- Additionally, in order to improve resiliency and self-reliance, ICFs are eligible to participate in quality improvement projects provided by LTC RISE

ODP Licensed Settings

- Licensed ODP programs continue to be eligible for LTC RISE COVID-19 prevention and response support
- Engagement between the provider organization and LTC RISE health system.

Additional Information:

<https://www.health.pa.gov/topics/disease/coronavirus/Pages/LTC-RISE.aspx>

Licensed providers will be receiving an email indicating your assigned LTC RISE healthcare organization

LTC RISE

All ICF and Provider Organizations should aim to procure resources independently through commercial market sustainable outbreak operations. When barriers or limitations exist, testing support, PPE, and staff augmentation remain available from the Long-Term Care Task Force. **Requests must continue to be submitted for each location requesting support.**

Request for support can be made through the following links:

- [Testing Needs Assessment Form](#)
- [PPE Critical Needs Assessment Form](#)
- [Pennsylvania Long-Term Care Task Force Staffing Support Request](#)

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)