Meeting Agenda

1. **News & Announcements**

   - NADSP National Advocacy Symposium March 9, 10
     - Standard Occupational Classification for DSPs
       - S.1437 Recognizing the Role of Direct Support Professionals Act
     - Build Back Better Investments in HCBS
       - Living Wages, Competency-Based Training, Credentialing

   - ANCOR Membership

   - ODP Announcements and Guidance

     - Proposed Fee Schedule Rates
     - Use of One-Time Recruitment & Retention ARPA Funds
     - Waiver Renewal Implications

The Provider Alliance
SHARING IDEAS, RESOURCES, AND PURPOSE

NADSP Advocacy Symposium

TPA Members,

We are proud to support the first-ever Advocacy Symposium coordinated by the National Association of Direct Support Professionals (NADSP), Amplifying The Voices Of DSPs. This event will be held virtually over March 9 and March 10. Investment in workforce development is the foundation of our advocacy and the measures supported by NADSP further advance efforts to establish fair and equitable compensation for our DSPs.

NADSP is supporting two major policy issues:

1. S.1437 - Recognizing the Role of Direct Support Professionals Act - This bill requires the Office of Management and Budget to establish a separate category within the Standard Occupational Classification system for direct support professionals (i.e., individuals who provide services to promote independence in individuals with a disability) for data reporting purposes.

2. Assure effective implementation of workforce development initiatives authorized through legislation (formerly known as Build Back Better) that leads to living wages, enhanced competency-based training initiatives, career ladder and credentialing opportunities that lead to professional growth and development.

Welcome New ANCOR Member!

We're delighted to introduce **The Provider Alliance** from Pennsylvania as the newest member to our growing network of providers, associations and individuals!

Welcome to the ANCOR community!

Meeting Agenda

2. **Health Insurance Renewal Trends**

- COVID-19 Implications

  o Workforce Impact

  o Vaccinations and Testing

  o Impact on Other Claims and Conditions

- Labor Market Impact

  o The Great Resignation

  o Employee Mental Health & Wellness

Meeting Agenda

3.   **Recruitment & Retention Strategies**
   - Current Data and Member Experiences on Turnover and Vacancy
   - Candidate Pool and Competition for Workers with Other Industries
   - ODP Proposed Credentialing Programs
   - Training Requirements

RECOMMENDATIONS FOR THE AMERICAN RESCUE PLAN ACT SPENDING PROPOSAL

TPA Survey Results

JULY 1, 2021

As we prepared our comments for the Commonwealth of Pennsylvania American Rescue Plan proposed spending package, it was important for us to survey members on priorities to ensure a unified message to represent our membership effectively. We opened our survey on June 28 and asked our members to respond to (3) simple questions. Our goal was to establish a priority as we prepare our response. We're pleased to report that 41 surveys were completed in just 48 short hours. Below is a summary of the results.

Q1: Please select in order of priority funding needs for your organization.	Weighted Score	Top-3 Votes
DSP Compensation/Recruitment of Additional Staff	5.67	37
Technology Implementation, Infrastructure, and Ongoing Maintenance & Support	4.08	30
Configuration & Service Model Changes	3.26	19
Vehicle or Equipment Purchase	3.24	15
Capital Improvements	2.89	12
PPE & Mitigation Costs	1.74	2

Recommendations

- **Increasing fee schedule rates to support a living wage for DSP's ($18.20 per hour)**
- **Funding sign-on and retention bonuses to reduce vacancies.**
- **Incentivizing the use of technology and funding for ongoing costs.**
- **Offering student loan forgiveness for ID/A DSPs.**

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

- 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

Provide Funding for Staff Training, Credentialing and Business Associates Programs for Employment

- One time funding up to $50,000 or 1% of provider annual revenue whichever is greater for the following types of activities: agency adoption of CMS core competency training for Direct Support Professionals, DSP National Association for Dual Diagnosis certifications, agency completion of National Association for Dual Diagnosis Accreditation, establishing business associate program in industry to promote employment for people with disabilities, Lifecourse Ambassador program.
- Timeframe: March 1, 2021 through March 31, 2024
- Estimated total funding $23M

Meeting Agenda

4. **ODP Abuse/Neglect Registry Taskforce**

- ODP Objectives

   o Outline Desirable Parameters for a Registry

   o Complete an Analysis of Challenges for Implementation

   o Provider Recommendations for Implementation of a Caregiver Abuse/Neglect Registry in PA

   o Proposed Target Date to submit recommendations is October 2022

Abuse/Neglect Registry Taskforce

Objectives

1. Outline desirable parameters for a registry

2. Complete an analysis of challenges for implementation the registry

3. Provide recommendations for implementation of a Caregiver Abuse/Neglect Registry in PA

Target timeline - October 2022

Abuse/Neglect Taskforce Additional Guidance
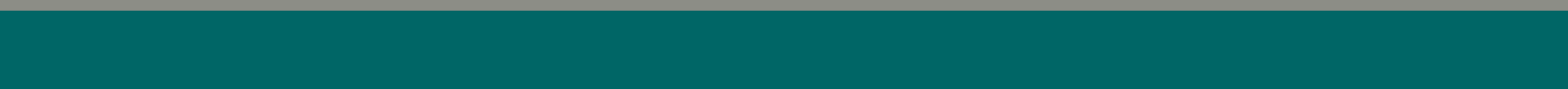
The objectives of the taskforce will be to:

(1) Outline desirable parameters for a registry (What populations are covered? Which types of caregivers are included? What is the bar for inclusion in the registry?)

(2) Complete an analysis of challenges for implementation the registry

(3) Provide recommendations for implementation of a Caregiver Abuse/Neglect Registry in PA

The target timeline for producing recommendations for implementation of a registry is October 2022.

Questions & Discussion

Thank You!