



COURAGE

Advocate

chnology

RE

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Explore
Together

Collective

LEARN

AWARENESS

CHANGE

WELCOME TPA MEMBERS!



Membership Meeting

JANUARY 27, 2023





Upcoming TPA Meetings

Next Virtual Membership Meetings

February 24

March 31

Planned In-Person Meetings

May 11

July 28

October Conference

Other TPA Committee Meetings & Workgroups

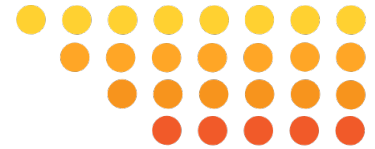


2022 ID/A WORKFORCE REPORT

WHAT YOU SHOULD KNOW

The Center for Healthcare Solutions has been conducting compensation surveys for healthcare, human services, and ID/A providers for over four decades. This year they have collaborated with Arc of PA, RCPA, and TPA to produce a detailed report on the state of the ID/A industry workforce. Fifty-two organizations representing a full array of services from every region across Pennsylvania participated in this survey.* Over 9,000 employees were included representing 40 different positions to evaluate wage compression issues and critical data on over 7,000 DSPs, Residential Supervisors, and Other Program Supervisors. Here is a summary of key findings:

JOB CLASSIFICATION	AVERAGE WAGE	VACANCY FACTOR	TURNOVER RATE
DIRECT SUPPORT PROFESSIONALS	\$ 16.61	28%	38%
RESIDENTIAL SUPERVISORS	\$ 22.20	28%	42%
OTHER PROGRAM SUPERVISORS	\$ 23.12	16%	19%



ODP Policy Updates

- Waiver Renewals
- ARPA Targeted Service Recovery for CPS, Employment, and Supports Coordination
- Extension of Federal Public Health Emergency
- Recent ODP Announcements



TPA Updates

- TPA Survey Results & Feedback
- Implications for Members in 2023
- Introduction of New TPA Website



Results

- Simple Survey Design
 - (10) Questions Survey Tool
 - Designed to Assess Satisfaction, Value Add of Membership, & Opportunities for Improvement
- Survey was deployed to just over 500 members & distributed (4) times between 12/2/22 & 01/03/23
- Our Return Rate 10%



TPA MEMBER SURVEY

SURVEY RESULTS

75%
FREQUENTLY

MEETING PARTICIPATION

Members were asked how frequently they attended meetings; 75% (37) reported they regularly attend meetings & 24% (12) attend as their schedule permits OR plan to attend more regularly in the coming year.

70%
ALWAYS

EMAILS & ANNOUNCEMENTS

Members were asked how frequently they read emails and announcements; 70% (34) reported they always read our emails and find them very helpful and 29% (14) scan and read them sometimes.

41%
ADVOCACY

MOST HELPFUL BENEFIT OF TPA MEMBERSHIP

Members were asked which benefits (advocacy, meetings, emails, access to resources & the website) were most helpful; 41% (20) reported advocacy, 29% (14) reported meetings & workgroups, 22% (11) reported email communications, & 6% (3) reported access to resources.



TPA MEMBER SURVEY

MEMBER RATING

OVERALL SATISFACTION WITH TPA MEMBERSHIP



SATISFACTION WITH TPA USE OF SOCIAL MEDIA



WOULD RECOMMEND TPA TO OTHERS



VALUE OF THE TPA MEMBERSHIP



OPPORTUNITIES



HEAR MORE FROM INDUSTRY EXPERTS ON TRENDS IN SERVICE.



NETWORKING WITH COLLEAGUES (BOTH IN PERSON & VIRTUALLY)



OPPORTUNITIES TO PARTNER WITH OTHER ASSOCIATIONS FOR VALUE

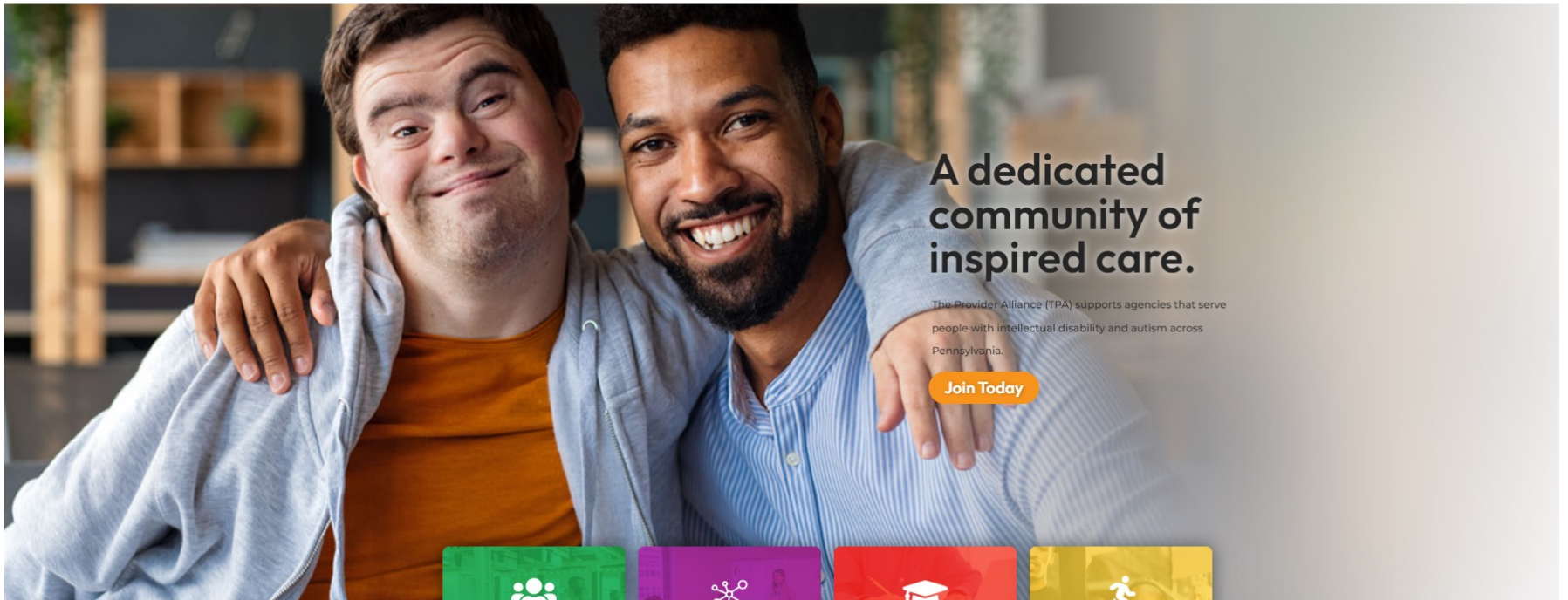


NEW TPA WEBSITE



MEET CONNECT LEARN ACT

Login | Join TPA



A dedicated community of inspired care.

The Provider Alliance (TPA) supports agencies that serve people with intellectual disability and autism across Pennsylvania.

[Join Today](#)





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Meet


Connect


Learn


Act

Upcoming Events

- 27**
Jan

TPA Membership Meeting (Virtual)

January 27, 2023 9:00 am
- 31**
Jan

Planificación de la seguridad comunitaria: Depende de dónde vivas y de a quién conozcas

January 31, 2023 12:00 pm
- 6**
Feb

Adult Autism Waiver (AAW) A Stakeholder Session

February 6, 2023 10:00 am
- 9**
Feb

General Waiver Renewal Trail

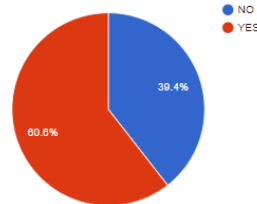
February 9, 2023 1:00 pm

This Week's Poll

If enhanced CPS rates revert to the currently published fee schedule rates, do you believe this will have a negative impact on service capacity?

- YES
- NO

[Submit](#)



Latest News

ODPANN 22-110 Quality Assessment & Improvement (QA&I) Annual Statewide Report for Interim Year 2 (FY 21-22)
OCTOBER 24, 2022

The Office of Developmental Programs (ODP) issued this communication to announce the release of...

ODPANN 22-108 Required Provider Qualification (PQ) Training on Common Health Conditions That May Be Associated with Preventable Deaths
OCTOBER 7, 2022

This communication provides guidance and information about a new qualification requirement that has been added...

ODPANN 22-109 Infection Control Procedures and Mitigating the Spread of COVID-19
OCTOBER 7, 2022

This announcement communicates the Center for Disease Control (CDC) and Pennsylvania Department of Health...

ODPANN 22-107: American Rescue Plan Act (ARPA) Spending Deadline Extended
OCTOBER 5, 2022

The Centers for Medicare and Medicaid Services (CMS) extended the ARPA spending deadline for...

What is Advocacy for TPA Members

The Provider Alliance (TPA) supports agencies that serve people with intellectual disability and autism across Pennsylvania. We do this through collaboration, advocacy, innovation and information-sharing across our membership. The Provider Alliance promotes best practices and workforce development to help our members deliver safe, supportive, and compassionate services that are part of the fabric of our local communities.

Advocacy Priorities



Invest \$430 Million State Funds in our
DSP Workforce



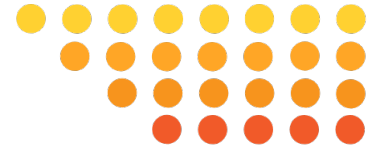
Market Index
Legislation to Keep
Pace with Inflation



Permanent Elimination
of Prudent Payment



Promotion of
Technology & System
Simplification



Advocacy Report

- Advocacy & Policy Conferences with PA Providers:
 - August 3, 2022
 - October 5, 2022
- PA Provider Association Meetings
 - November 15, 2022
 - December 5, 2022
 - December 19, 2022
 - January 19, 2023
- Unified Budget Request Letter to Governor Shapiro
 - January 26, 2023



Unified Budget Request



January 26, 2023

The Honorable Josh Shapiro
Governor
Room 225 Main Capitol Building
Harrisburg, PA 17120

Dear Governor Shapiro:

As the organizations representing Pennsylvania's Intellectual Disabilities/Autism (ID/A) service providers, we are asking you to include \$430 million in your 2023-2024 state general fund budget proposal to significantly improve the wage rates for the Direct Support Professionals (DSPs) who provide care to individuals with ID/A. This funding, along with its federal match, is crucial because the ID/A system is in crisis. Nearly 60,000 Pennsylvanians with ID/A are at risk of losing or experiencing a reduction of essential services because there are not enough DSPs to care for them. More specifically:

- After years of underfunding, the most recent rate increase did not provide enough of an increase to keep providers competitive with current the job market. Providers of intellectual disability and autism (ID/A) services continue to constantly struggle to recruit and retain a sufficient number of Direct Support Professionals (DSPs) to care for people with ID/A.

Development of Unified Budget Request



	Appropriation Basis	Actual/Projected Cost	Delta	Cost Basis	Fiscal Impact	State General Funds
Inflation May 2020 - Dec 2021	3.50%	8.74%	5.24%	\$ 4,500,000,000	\$ 235,800,000	
Inflation Factor 2022 (CPI-U)	0.00%	6.50%	6.50%	\$ 4,500,000,000	\$ 292,500,000	
Inflation Factor 2023 (Mercer)	0.00%	2.50%	2.50%	\$ 4,500,000,000	\$ 112,500,000	
Inflation 2024 (Mercer)	0.00%	2.50%	2.50%	\$ 4,500,000,000	\$ 112,500,000	
Workforce Stabilization/Other	0.00%		3.26%		\$ 146,700,000	
						47.80%
Total Financial Impact					\$ 900,000,000	\$ 430,200,000
			20.00%			20.00%
Notes:						
Cost basis updated from RTK, PA Blue Book, and FY 2022-23 Executive Budget Summary and discounted to				\$ 4,500,000,000		
Inflation 2020-2021 applies net difference between published CPI-U data from U.S. Department of Labor and 3.5% Mercer Trending for the period May 2020 through Dec 2021						
Inflation 2022 applies 6.5% CPI-U (All Items) from Department of Labor report USDL-23-0017, released January 12, 2023						
Inflation for 2023 and 2024 applies 2.5% factor for projected inflation derived from Mercer Consulting and CPI projections ranging from 2.2% to 2.85%						

Government Relations Update



- New Cabinet Appointees
- Key Changes in Pennsylvania General Assembly
- TPA Advocacy Guidance, Support & Toolkit
- Continued Collaboration with ID/A Associations
 - Joint Meeting
 - Media Campaign



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THANKYOU!