Workforce Shortage Crisis: inequity|isolation

Maura Sullivan, Government Affairs and Health Policy
Disability Task Force
3/9/2023
Overview for this morning

Current state of the workforce shortage crisis

- Capacity, closures
- those with complex, high needs
- thousands unserved
- isolation, lack of supports 3 years

Gov Healey’s budget FY’24

- significant investments
  - MassHealth, DDS
  - Chapter 257
- Advocacy needed
The new Governor and Admin’s budget includes significant investments.

- $200 Million for MassHealth day programs
- $54 Million increase for chapter 257 rates ($173M vs. $119M) relative to programs which were last addressed two years ago.
- $21 Million boost for Turning 22 (students needing adult services) of $105.6 Million (recognizes COVID delays)
More investments

• $10 Million increase for adults with autism

• $7 Million boost for families in need (Family Support)

• Lastly a $270 Million increase in residential services including a boost for state operated programs to address the backlog of need
<table>
<thead>
<tr>
<th>Line Item</th>
<th>Description</th>
<th>FY’22 Final Budget</th>
<th>FY’23 Conference Budget*</th>
<th>FY’24 H1 Proposal</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>DDS 5911-2000</td>
<td>Transportation</td>
<td>24,878,794</td>
<td>33,869,314</td>
<td>33,535,611</td>
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<tr>
<td>DDS 5920-2000</td>
<td>Community Residential</td>
<td>1,408,349,243</td>
<td>1,442,384,037</td>
<td>1,715,777,146</td>
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<tr>
<td>DDS 5920-2025</td>
<td>Community Day/Work</td>
<td>234,962,246</td>
<td>278,562,283</td>
<td>240,080,258</td>
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<tr>
<td>DDS 5920-3000</td>
<td>Respite/Fam Support</td>
<td>84,853,898</td>
<td>90,628,537</td>
<td>98,053,790</td>
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<tr>
<td>DDS 5920-2003</td>
<td>Technology for Individuals</td>
<td>500,000</td>
<td>1,750,000</td>
<td>2,750,000</td>
<td>plus $1 Million</td>
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<tr>
<td>DDS 5920-3010</td>
<td>Autism Waiver Children</td>
<td>7,433,900</td>
<td>13,933,900</td>
<td>10,940,691</td>
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<tr>
<td>DDS 5920-3020</td>
<td>Autism Omnibus</td>
<td>36,607,970</td>
<td>42,300,000</td>
<td>52,540,994</td>
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<tr>
<td>DDS 5920-3025</td>
<td>Aging w/DD</td>
<td>100,000</td>
<td>100,000</td>
<td>100,000</td>
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<tr>
<td>DDS 5920-5000</td>
<td>Turning 22</td>
<td>79,948,997</td>
<td>84,099,551</td>
<td>105,653,241</td>
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<tr>
<td>5948 &amp; 7061-0012</td>
<td>DESE/DDS In Home</td>
<td>10,500,000</td>
<td>10,500,000</td>
<td>10,500,000</td>
<td>To Be Confirmed</td>
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<tr>
<td>DDS 5920-2010</td>
<td>State Operated Homes</td>
<td>240,637,466</td>
<td>255,532,588</td>
<td>317,747,049</td>
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<tr>
<td>DDS 5911-1003</td>
<td>Admin-Service Coord</td>
<td>82,578,289</td>
<td>88,212,555</td>
<td>91,022,293</td>
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<tr>
<td>DDS 5930-1000</td>
<td>State Schools</td>
<td>103,743,275</td>
<td>109,102,137</td>
<td>123,632,585</td>
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<tr>
<td>1599-6903</td>
<td>Ch 257 Human Services Reserve</td>
<td>118,000,000</td>
<td>230,000,000</td>
<td>173,000,000</td>
<td>Higher than FY22</td>
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</tbody>
</table>

Note that 2022 Reserve includes Final Budget & Supp Budget total; Rates are on bi-ennial schedule so allocations will vary by DDS spending in FY’23 is tracking behind budget despite significant unmet needs.

MassHealth accounts Long Term Services and Support - LTSS within MassHealth

<table>
<thead>
<tr>
<th></th>
<th>Senior Care</th>
<th>3.7 Billion</th>
<th>3.8 Billion</th>
<th>4.87 Billion</th>
<th>1-Mar-23</th>
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</thead>
<tbody>
<tr>
<td>4000-0601</td>
<td>Fee For Service, and LTSS</td>
<td>3.6 Billion</td>
<td>3.8 Billion</td>
<td>3.7 Billion</td>
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</tbody>
</table>

MassHealth services are an entitlement; LTSSS funding may come for more than one account.
The Budget Process
Turning around the workforce crisis will take time.

- Governor Healey and Secretary Walsh must fully assess the needs of our community and
- Direct agencies to implement tools included by the House and Senate in the FY’23 budget
- Get a head start on reducing the numbers in crisis
Workforce Crisis - through legislation

• Rep Garballey, Rep Cataldo and Senator Finegold’s Legislation
  • to increase the rates of pay for DDS and MH
  • Partnering with ADDP
• Legislation to provide Community College tuition
• Parents/Guardians as paid caregivers!

• www.thearcofmass.org/advocacy/bills
Workforce related bills

An Act relative to rates for workers providing supports and services for individuals with disabilities
SD.2086 & HD.3286 Sen. Barry Finegold, Reps. Sean Garballey and Simon Cataldo. Bill addresses severe workforce shortage for direct support staff, program managers, and clinicians such as nurses. Minimum salary benchmark of the 75th percentile based on our state’s bureau of labor statistics. All DDS services & the Mass Health Day Habilitation program

An Act establishing a fund to further educational opportunities for caregivers to adults with disabilities SD.2348 & HD.3173 Sen. Mike Barrett & Rep. Dave Rogers. Creates a pilot to provide free community college to direct support staff with two years of service.

An Act relative to family members serving as caregivers HD.2455 & SD.1170 Rep. James O’Day & Sen. Joan Lovely This bill allows guardians, caregivers, and others with legal standing to be paid for providing AFC and PCA services.
Other bills related to the current barriers

- Accessory Dwelling Units
- ABA for Adults
- HST Transportation bills
- An Act to protect medically fragile children
- NEED ACTION ON HOUSING, IMMIGRATION, TRANSPORTATION
Sharing our lived experience

• Stories help us connect.
• Stories also reveal the details, and spur change in systems
• They deepen our understanding of individual and family experiences.
Neil’s Direct Support story

- Medication certification
- Triggers
- Behavior supports
- Safety
- AAC communication
- Bonding, trust
- Turn over
Use The Arc’s tools!

- [www.thearcofmass.org/advocacy](http://www.thearcofmass.org/advocacy)
- Find your passion on our platform!
- Find your legislator
- Sign up for Notes from The Arc
- Action Alerts – are a spring board – the follow up is key
Still at a critical juncture, more work needed with administration and legislature

Stabilize our Service System

- Use the tools provided by legislature, right size our approaches to “real time needs of individuals”
- Unspent allocations in FY’23 – Could this spill over to ‘24?
  - Could have addressed provider accommodations for day and transportation
  - Could have provided $$ for those at home via supports packages or other approach
Meetings with new administration

Education, key connections, responsiveness
Kate Walsh, EOHHS Secretary has a strong record in advancing health equity. 13 Years as Pres/CEO of Boston Medical Center, 6 Yrs as EVP and COO at Brigham & Women’s

Matt Gorzkowicz, Admin Finance Secretary. 10 years Assoc. VP of Admin Finance at UMass, 5 Yrs in State AdmFin including as Undersecretary and, Sen W/M budget director