



WISCONSIN DEPARTMENT
of **HEALTH SERVICES**

**Status Of Wisconsin's American Rescue Plan Act of 2021 (ARPA)
Home and Community Based Services (HCBS) Plan**

**Presented to Wisconsin Medicaid Advisory Committee
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Wisconsin ARPA HCBS Initiatives

- 1) HCBS Rate Reform
- 2) DCW Reform & Analysis
- 3) Tribal LTC Enhancements
- 4) Grants for HCBS Improvements
- 5) Independent Living Supports Pilot
- 6) ADRC Modernization
- 7) No-Wrong Door – Supporting Kids Together
- 8) Assisted Living Reporting, Member Assessment & Cert
- 9) Adult Incident Reporting System

Further Information can be found at:

<https://www.dhs.wisconsin.gov/arpa/hcbs.htm>

ARPA Initiatives

- **Medicaid HCBS Rate Reform Initiative**
 - Additional 5% rate increase for HCBS providers started January 1, 2022
 - Minimum Fee Schedule for Home and Community Based Services
- **Direct Care Workforce Reform and Analysis**
 - Staff Stability Survey
 - Certification & Registry
 - WisCaregiver Connection
 - Career Ladder w/ credentialing, training, & differential MA rates
- **Grant for HCBS Improvements**
- **Independent Supports Living Pilot**
- **Tribal Long Term Care Enhancements**
 - System Development - Service Facility and Infrastructure Improvement, Member Home Improvement, Enhance HCBS Tribal Capacity, Tribal LTC Study Group
 - ADRS Program Enhancement

IDD Staff Stability Survey

- All 72 Wisconsin counties are represented in survey results. In total, 204 provider agencies provided data for this report. All data presented refers to the period between January 1, 2021 through December 31st, 2021.
- Retention Statistics:
 - Average turnover rate reported by agencies: 62%
 - 59% of Direct Care Workers (DCWs) had been employed at the agency for less than one year
 - 43% of individuals that left had been employed for less than 6 months
 - 16% of individuals that left had been employed for over 36 months
 - Average vacancy rates for full-time and part-time positions: 20%
- Reimbursement and Benefit Statistics:
 - Across all service types, responding agencies paid a median hourly wage of \$13.50.
 - The median starting hourly wage was \$13.00.
 - In 2021 the Medicaid personal care reimbursement rate was approx. \$19.16 per hour. In 2022 the maximum fee is \$21.82 per hour.
 - A slight majority (62%) of responding agencies offer some form of paid time off to employees
 - Among responding agencies, 60% offered health insurance to some or all DSPs

IDD Staff Stability Survey

- Most providers cited low pay as the primary reason DCWs are leaving their jobs (73% of respondents). Other responses included inadequate benefits (29%) and inconsistent scheduling (19%).
- Providers named **standardized training for DCWs** followed by recruitment tools/resources, and retention tools/resources as the greatest need to build their DCW workforce.
- A report comparing all participating states will be produced by the end of the year. Further information about the survey can be found at:

<https://www.hsri.org/project/national-core-indicators-staff-stability-survey>

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Career Laddering

- Ladder to careers in health care management, nursing, and multiple medical fields
- Looks good on a resume when applying to health care jobs and post-secondary education
- Scholarships
- Low-risk opportunity for career exploration



Certified Direct Care Professional (CDCPs)

- 30-40 hour asynchronous online course with proctored exam and public registry.
- CY 2023 recruit, train and employ 10,000 CDCPs.
- Marketing Plan leveraging WisCaregiver Career branding.
- CDCPs will receive bonuses for working at an approved HCBS provider or agency
- Workforce website for employer, job seekers and CDCPs.



ARPA Grants Results

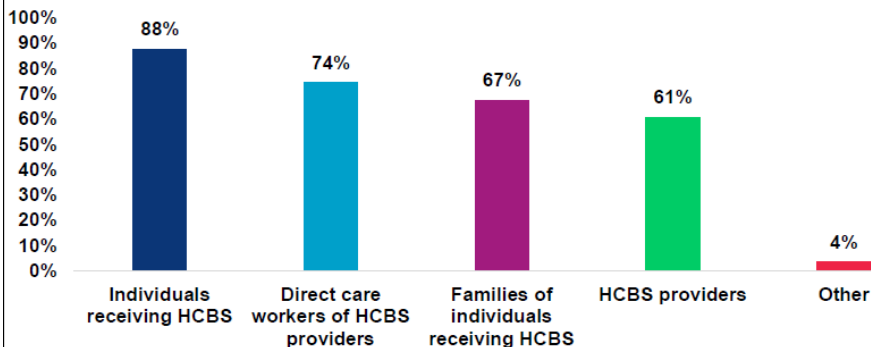
Data is up to date as of: 9/13/22 12:00 am CST

Applications Created	Total Applications Submitted	Cash Amount Requested from Submitted Applications*	Average Cash Amount Requested*
1,151	723	\$213,332,539.15	\$297,534.92

*Six applications have budgets outside of the allowable limits, exceeding \$2M or of \$0. The 6 applications are not included in the total cash amount or average cash amount requested calculations.

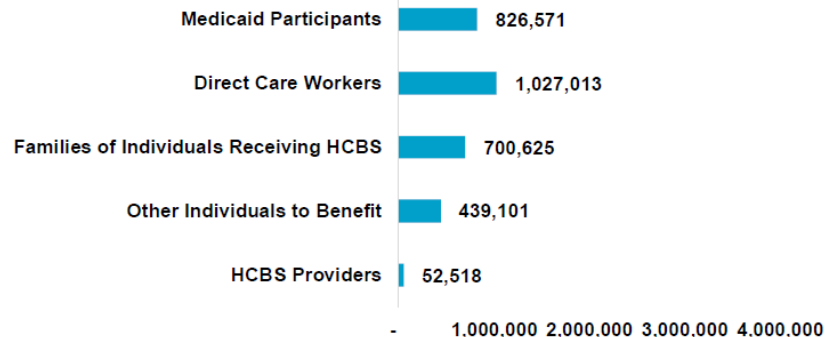
Submitted Applications by Project Beneficiaries

88% of the submitted applications would benefit individuals receiving HCBS.



Potential Project Beneficiaries of Submitted Applications

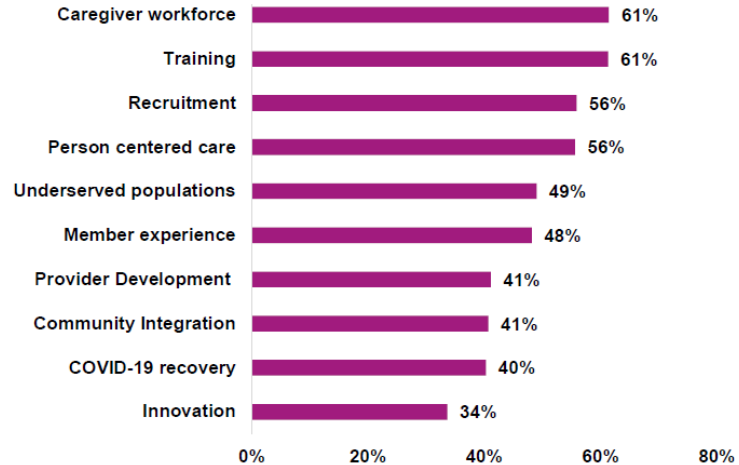
Over 800,000 Medicaid Participants and over 1 million Families of HCBS individuals would benefit from the submitted applications.



ARPA Grants Results

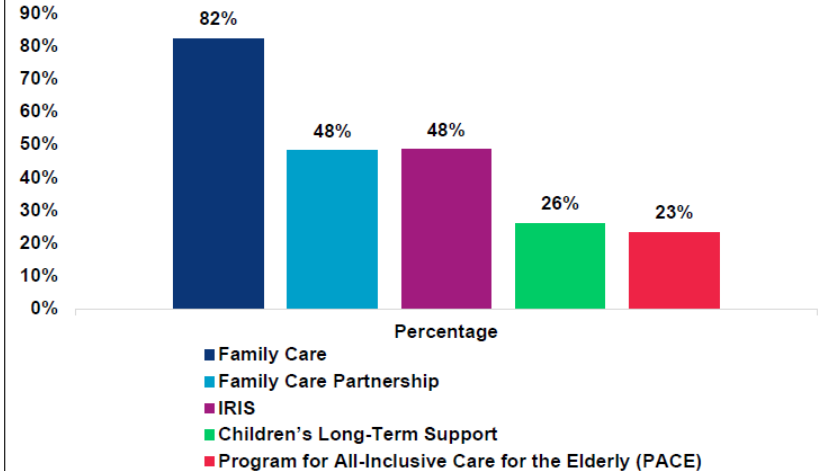
Top 10 Project Categories

61% of submitted applications address the caregiver workforce and training.



Medicaid Programs that Would Benefit from Submitted Applications

82% of submitted applications would benefit the Family Care Medicaid program.



Independent Living Supports Pilot

- Wisconsin resident over age 18 that resides in pilot ADRC or Tribal ADRS service area
- Not currently enrolled in Medicaid LTC or living in a licensed or certified residential facility
- Participants must attest to income below 300% FPL (no asset test, no deductible, and no consideration of spousal income)
- At least one eligible functional need. If under age 55, must have a qualifying diagnosis or other target population qualification.
 - A qualifying diagnosis may be defined as a long-term disability, such as, multiple sclerosis or dementia.

Tribal System Development

- Funds have been set aside to award to tribes to support home restoration projects to ensure individuals can continue to reside in their home instead of having to relocate to assisted living or a nursing home.
- Funds have been provided for each tribe to hire a tribal Aging and Disability Specialist (ADRS).

Questions?

