

Workforce Shortage Crisis: inequity | isolation

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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



Line Item	Description	FY'22 Final Budget	FY'23 Conference Budget*	FY'24 H1 Proposal	Notes
DDS 5911-2000	Transportation	24,878,794	33,869,314	33,535,611	
DDS 5920-2000	Community Residential	1,408,349,243	1,442,384,037	1,715,777,146	
DDS 5920-2025	Community Day/Work	234,962,246	278,562,283	240,080,258	will need more \$\$
DDS 5920-3000	Respite/Fam Support	84,853,898	90,628,537	98,053,790	
DDS 5920-2003	Technology for Individuals	500,000	1,750,000	2,750,000	plus \$1 Million
DDS 5920-3010	Autism Waiver Children	7,433,900	13,933,900	10,940,691	
DDS 5920-3020	Autism Omnibus	36,607,970	42,300,000	52,540,994	
DDS 5920-3025	Aging w/DD	100,000	100,000	100,000	
DDS 5920-5000	Turning 22	79,948,997	84,099,551	105,653,241	
5948 & 7061-0012	DESE/DDS In Home	10,500,000	10,500,00	10,500,000	To Be Confirmed
DDS 5920-2010	State Operated Homes	240,637,466	255,532,588	317,747,049	
DDS 5911-1003	Admin-Service Coord	82,578,289	88,212,555	91,022,293	
DDS 5930-1000	State Schools	103,743,275	109,102,137	123,632,585	
1599-6903	Ch 257 Human Services Reserve	118,000,000	230,000,000	173,000,000	Higher than FY22

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

MassHealth accounts Long Term Services and Support - LTSS within MassHealth

4000-0601	Senior Care	3.7 Billion	3.8 Billion	4.87 Billion	1-Mar-23
4000-0700	Fee For Service, and LTSS	3.6 Billion	3.8 Billion	3.7 Billion	

MassHealth services are an entitlement; LTSS funding may come for more than one account.

The Budget Process

Apps Gmail YouTube Maps Video Conferencing... WeTransfer Line Item Summary... New Tab Sign In - Zoom Reading list

THE 192ND GENERAL COURT OF THE COMMONWEALTH OF MASSACHUSETTS

Bills & Laws **Budget** Legislators Hearings & Events Committees & Commissions State House

FY 2023 Budget

[Governor's Budget](#)
 House Ways & Means Budget
 House Debate
 House Budget
 Senate Ways & Means Budget
 Senate Debate
 Senate Budget
 Conference Committee
 Final Budget

LEGISLATORS

SENATE
[All Senators](#)

HEARINGS & EVENTS

Date	Time	Event Title	Location
Monday, Feb. 28	11:00 AM	Senate Session	Senate Chamber
Monday, Feb. 28	10:00 AM	Informal House Session	House

BILLS & LAWS

[BILLS](#)



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
- 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

Morse, Elizabeth S (DDS)

Beckman, Mary A (EHS)

Sullivan, Dana C (EHS)

Rymer, Jane F (DDS)

Shaw, Daniel W (EHS)

Maura Sullivan

Darcy, Leslie (EHS)

Hav, Jeremiah (EHS)

New Administration – Key Secretary Roles



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



Workforce Equity Now

