



Staff Stability Survey Aging and Physical Disabilities

Pilot Survey Cycle 2022
August 24, 2022

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Background



Workforce and caregiver crisis

- Growing demand for direct care workforce and caregivers
 - Long-term care employers will need to fill 7.4 million job openings in direct care from 2019 to 2029
- Workers struggle with poverty
 - Median wage for DCW was \$13.56 in 2020
 - Median earnings were \$20,200
 - 44% relied on some form of public assistance
 - Immigrants constitute 31% of the home care workforce, compared to 17% of the total U.S. labor force.
- COVID-19



American Rescue Plan Act (ARPA)

- HCBS Enhanced FMAP funding

The Need for Data

Agree there is a direct care workforce crisis

State government is in position to make policy decisions

Data is needed to:

- Drive decisions
- Be informed
- Clearly identify and understand an issue
- Ensure inclusion
- Effectuate change
- Measure success over time



National Core Indicators - Aging and Disabilities (NCI-AD)

| Adult Consumer Survey (ACS) | Staff Stability Survey* State of the Workforce Survey |
|---|---|
| <ul style="list-style-type: none">• Launched in 2015• 29 states participation;• 22 in current survey cycle | <ul style="list-style-type: none">• Piloted in 2022• 5 pilot states |
| <ul style="list-style-type: none">• Developed by states for states• Partnership between states, ADvancing States, and HSRI | <ul style="list-style-type: none">• Developed by states for states• Partnership between states, ADvancing States, and HSRI |
| <ul style="list-style-type: none">• Consumer survey | <ul style="list-style-type: none">• Provider survey |
| <ul style="list-style-type: none">• Optional modules: Service-Planning and Self Direction | <ul style="list-style-type: none">• Self-Direction module in planning phase |
| <ul style="list-style-type: none">• 45 minutes – 1 hour to complete | <ul style="list-style-type: none">• 45 minutes – 1 hour to complete, can be completed in multiple sittings |

Staff Stability Survey Goals

Workforce
Initiatives

Government
Partnerships

Budget
Projections

Baseline Data
for Future
Analysis

Context for
NCI-AD
Outcomes

Policy Planning

Stakeholder
Engagement

Quality
Assurance

Wisconsin's Goals



Obtain baseline data across all HCBS Programs

- Staff Stability Survey for persons with intellectual and developmental disabilities (IDD) – Wisconsin participated for the first time, with 209 providers and agencies completing the survey on July 31, 2022.
- Staff Stability Survey for persons who are older adults or have physical disabilities – Wisconsin participating in a pilot this fall.
- Staff Stability Survey for Children's long-term services and for persons who self-determine their services (IRIS) – goal to have during the ARPA HCBS timeframe.

Staff Stability Survey-AD Foundation

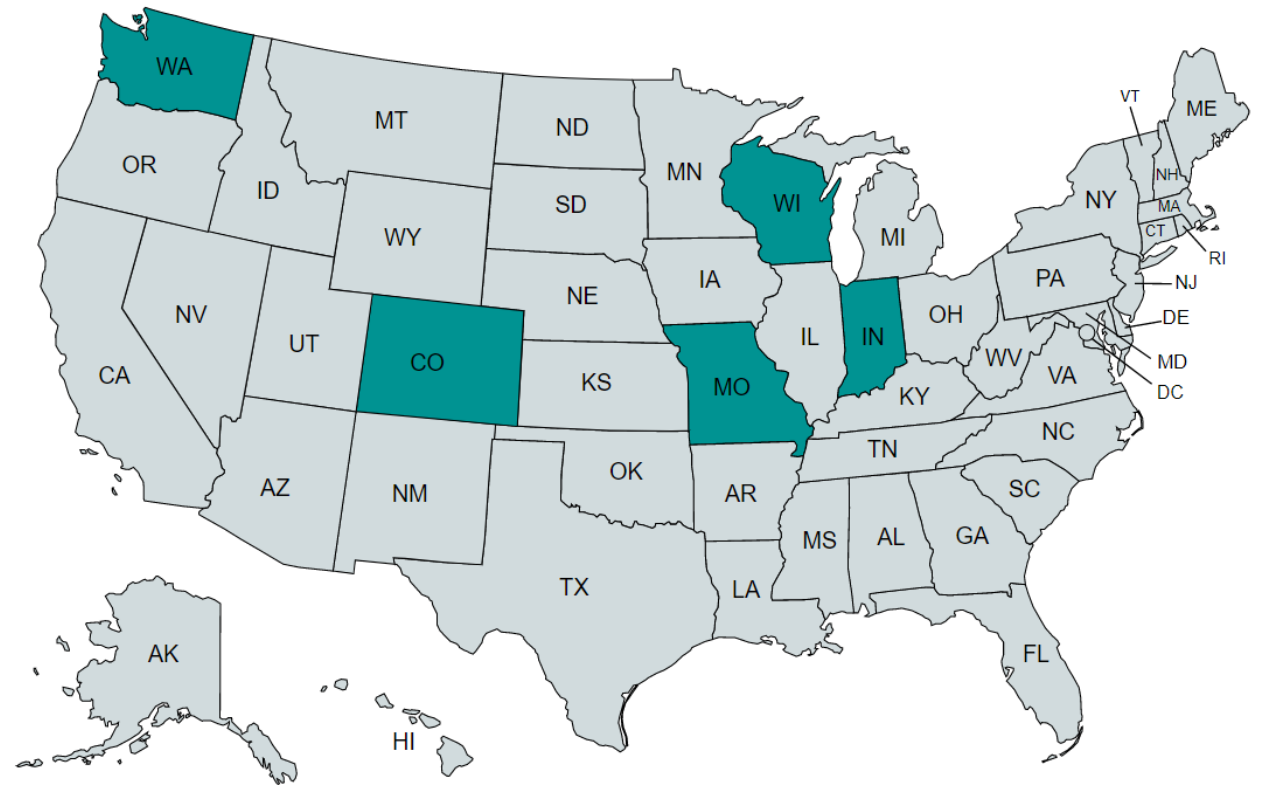
Conducted by states, HSRI, and ADvancing States to gather information about the strengths, weaknesses, and trends of the direct care workforce

Basis: Staff Stability Survey (I/DD population)

- Administered by states, HSRI and NASDDDS
- Launched in 2007
- 27 states use

Current states in the AD pilot:

- Colorado
- Indiana
- Missouri
- Washington
- Wisconsin



Staff Stability Survey-AD Foundation

- Data on the following two slides are from the 2020 Staff Stability Survey Report available here:
www.nationalcoreindicators.org/staff-stability-survey/
- Includes **2,987** providers from **27** states
- Refers to the workforce of Direct Care Workers (DCWs) supporting adults with IDD in 2020
- Represents the weighted NCI-IDD averages



Across states, the **average DSP turnover rate**
in 2020 was **44%**
State turnover rates ranged from **27%** to **80%**

Among DSPs who were employed as of
December 31, 2020:

- **30%** had been employed **12 months or less**

Among DSPs who had **separated** from
employment in 2020:

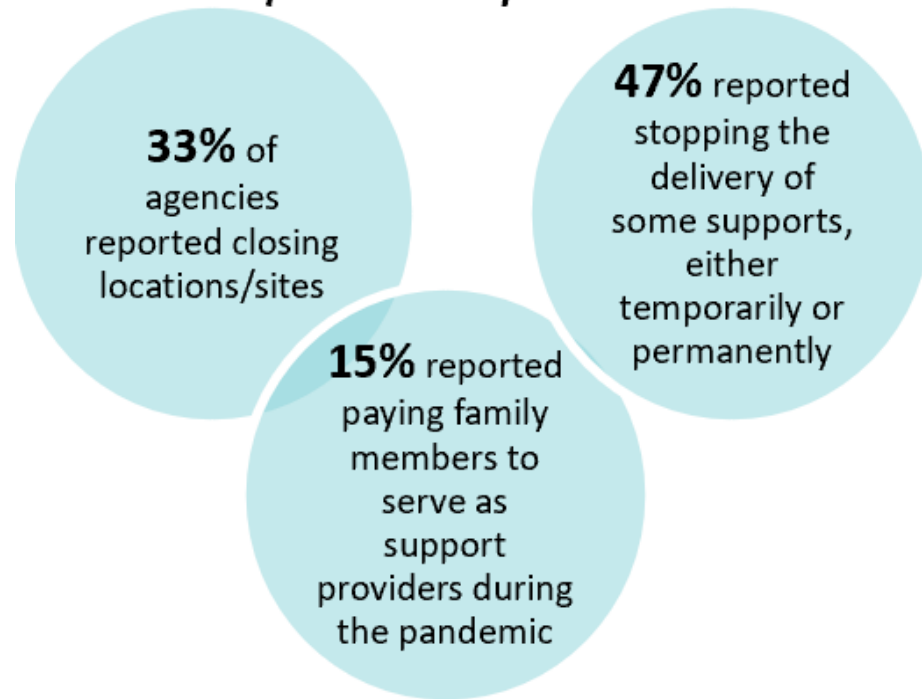
- **48%** had been employed **12 months or less**



Across all service
types, agencies
paid a **median**
hourly wage of
\$13.36

National data from 2020 Staff Stability ID/DD Survey

Across the 22 states that included the COVID-19 Supplement, respondents reported the following about their pandemic experience:



To retain DSPs during the pandemic . . .

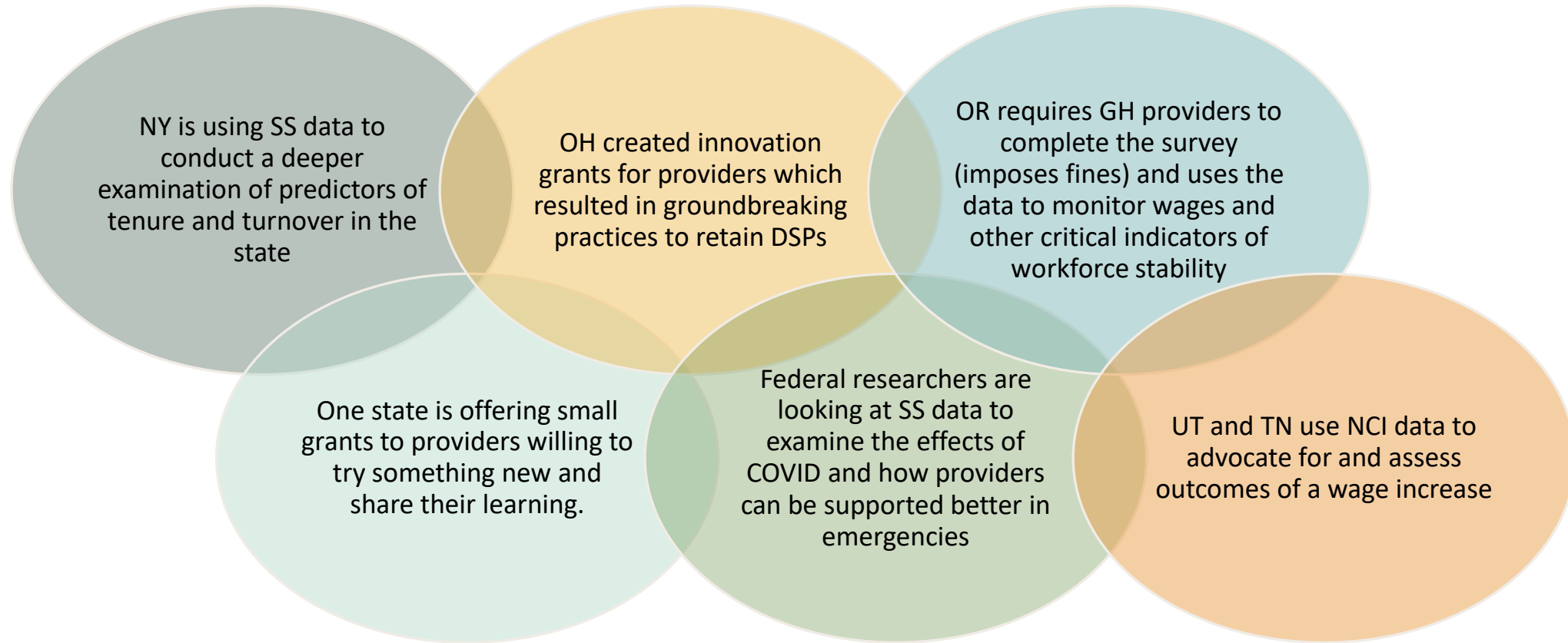
38% reported implementing at least one wage bonus for all DSPs

26% reported implementing temporary wage increases for all DSPs

25% reported no wage bonuses or wage increases were implemented

National data from 2020 Staff Stability ID/DD Survey

How are data being used?



Staff Stability Survey-AD

Next will discuss how we can gather relevant data for aging and physical disability populations through the Staff Stability Survey-AD pilot



Who is included?

Direct Care Workers (DCWs):

- Support people to maintain independence
- Provide personal assistance such as support to get out of bed, bathe, dress and groom
- Conduct basic clinical tasks such as monitoring vital signs, helping with prescribed exercises, or administering medications
- Assist with housekeeping, grocery shopping, and cooking, accompany clients to doctor appointments or other errands
- Provide companionship
- Provide support in community engagement activities
- Provide support in day centers or other day activities
- Provide respite support



Who is not included?

The following are excluded from this pilot survey:

- Nursing home facilities
- Self-directed DSWs
- Clinically licensed staff (CNAs may be included)

Topics in pilot survey

Demographics of
state DSW
workforce

Provider
information, such
as size, number of
people served, etc.

DSW turnover
rates

Length of DSW
employment

Recruitment and
retention strategies

Vacancy rates

Hourly wages

Benefits

Pilot Process

Process

- States create list of providers and gather provider e-mail addresses
- Individualized portal survey link created for each provider
- State sends individualized link to each provider
- Provider completes survey using individualized link
- State access to data set for analysis, reporting, policy development
- National data used to create technical report

Confidentiality

- Reported data is de-identified, and at systems level

Pilot Timeline



Other Details



- Organizations that complete the entire Staff Stability Survey-AD will receive an incentive of \$250, \$500, \$750, or \$1,000, depending on the number of direct care workers employed
- For more information and to sign up for email notices about the state's ARPA initiatives, visit www.dhs.wisconsin.gov/arpa/hcbs-directcareworkforce.htm

Contact Us

Wisconsin Department of Health Services

- Visit www.dhs.wisconsin.gov/arpa/hcbs-directcareworkforce.htm for more information and to sign up for email notices about the state's ARPA initiatives
- Email us at DHSDMSWIARPAHCBS@dhs.wisconsin.gov with any questions

ADvancing States

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HSRI

- Dorothy Hiersteiner dhiersteiner@hsri.org



Questions and Answers



Thank you for
attending!
