



Support Access to Home and Community-Based Services for People with I/DD

Support \$150 Billion for HCBS in the Budget Reconciliation Bill

The Medicaid Home and Community Based Services (HCBS) program plays a critical role in ensuring people with intellectual and developmental disabilities (I/DD) can be supported in their homes and communities, rather than in institutions. However, due to the mounting challenges the HCBS program faces, an investment of at least \$150 billion is necessary for states to begin to meet those challenges and enable them to build a sustainable HCBS infrastructure that can address the magnitude of unmet need in our communities.

The Direct Care Workforce Crisis Endangers Access to HCBS

The backbone of the Medicaid HCBS program is its workforce—the direct support professionals (DSPs) who not only provide essential caregiving services to people with I/DD, but also provide an array of supports ranging from assistance in grocery shopping to job training and employment supports. The DSP workforce is in the midst of a long-standing crisis due to decades of underinvestment; and that crisis is now being exacerbated by the COVID-19 pandemic.

National data from the [National Core Indicators 2020 Staff Stability Survey Report](#) shows that the average hourly wage for DSPs is \$13.36, with state turnover rates averaging 43% and ranging as high as 79.5%.

ANCOR's survey of providers, [The State of America's Direct Support Workforce 2021](#), finds that due to the DSP workforce crisis:

- 77% of providers are turning away new referrals
- 58% of providers are discontinuing programs and services
- 84% of providers are delaying the launch of new programs or services
- 92% of providers grapple with the impact of the pandemic on recruitment

The high turnover rates and exodus of DSPs from the field has left individuals with I/DD without consistent access to critical support and at a higher risk for hospitalization and institutionalization.

America's High Inflation Rates Harm the Direct Care Workforce

Skyrocketing inflation rates have impacted all Americans; but because disability service providers are primarily reliant on Medicaid funds as their only funding source, they are unable to raise wages to keep pace with rising inflation. Due to this reliance on stagnant Medicaid reimbursement rates, providers are increasingly unable to compete against industries that have traditionally paid entry-level wages, such as retail and fast food.

Temporary Assistance Is Not Sufficient, Congress Must Invest \$150 Billion

Temporary American Rescue Plan Act (ARPA) funds have been critical in supporting access to HCBS and enabling providers to invest in their direct care workforces, but limited one-time funding is insufficient to address the gravity of the workforce crisis. Providers and DSPs face a devastating fiscal cliff upon the expiration of that funding.

As Congress negotiates what will be included in the revised budget reconciliation package, the investment of nearly \$150 billion for the HCBS program is necessary to build on the ARPA investment and allow providers to continue measures to retain existing workers and recruit new ones, ensuring sustainable services for individuals with I/DD and their families.