

## 090623 Breakout Room

### Reasons People Don't Access Services

- 1) Providers don't have sufficient training, skill, expertise
- 2) Providers don't get paid commensurate with skill, expertise or a sustainable, rewarding rate, this is hard work
- 3) Waivers don't equal access to services – services don't exist even though approved
- 4) Pay is the incentive, motivation – also need status and career v “job”
- 5) Need very specific attention to folks with high behavior support needs – overmedicated, over traumatized, over institutionalized because we haven't solved for this –
- 6) Too shy about using profound, severe autism – these are self-harming behaviors, caregivers are harmed, persons are harmed, we can't pretend these are tantrums or simple/not complex communication and sensory behaviors that need support and expertise
- 7) Access rule summary – puts more power back to the people with disabilities, transparency is offered and analyzes workforce, rates to address
- 8) HCBS access is often denied to high needs/high support needs people with autism
- 9) Access to Day Programs is critical – and it will be the case that community-based programs will include more people with disabilities together who are not working during the day - and we need to revisit this concept so that there are sufficient choices for folks
- 10) We use differential rates for providers in residential – may need to use that model more broadly to incentivize providers to provide service to higher support needs clients. Flat rates are not going to incentivize providers to serve folks that are not perceived as “easy”. Training is also key – must reframe the extensive benefits to care in the community and expert support professionals.
- 11) Pay for value, pay for training
- 12) Respite care does not fall under settings rule – our day programs are often funded under respite to “get around” settings rule to allow folks with disabilities to be together to access day services – this needs to be revisited
- 13) Demographic trends show us we better get serious about expanding workforce and creating expert trained staff – with credentialing, access to other careers, livable wages
- 14) We have to include children and adults in the conversation
- 15) Dental, access to medical care also critical to revisit
- 16) Instead of people choosing providers, needs to “flip it” on its head and make it so providers want to and are in position with incentives to “choose” people