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Leadership, innovation, collaboration  
for state Aging and Disability agencies

# The Future of LTSS Policy

Advisory Council on Alzheimer's  
Research, Care, & Services  
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Leadership, innovation,  
collaboration for state  
Aging and Disability agencies.



**ADVANCING STATES**

Our mission is to design, improve,  
and sustain state systems  
delivering long-term services and  
supports for older adults, people  
with disabilities, and their  
caregivers.

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## ARPA HCBS Funding

- American Rescue Plan Act (ARPA) provided states with an extra 10% federal funding (FMAP) for Medicaid HCBS
- States may not reduce state HCBS spending as a result of higher federal funds
- States must spend increased resources on efforts to enhance, expand, or strengthen HCBS

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## State ARPA Spending Plans

- States must submit plans to the Federal Government (CMS) on how to spend the money
- State spending plans demonstrate LTSS priorities moving forward
- Compilation of all plans: <https://www.medicaid.gov/medicaid/home-community-based-services/guidance/strengthening-and-investing-home-and-community-based-services-for-medicaid-beneficiaries-american-rescue-plan-act-of-2021-section-9817-spending-plans-and-narratives/index.html>
- Analysis of plans available: <http://www.advancingstates.org/policy/federal-advocacy/advocacy-alerts/advancing-states-releases-analysis-state-hcbs-spending-plans>

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## State Priorities in ARPA Plans

- New/Expanded Services:
  - Caregiver Supports: 24 states
  - Home Modifications: 19 states
  - Assistive Technology: 19 states
  - Behavioral Health: 15 states
- Additional waiver “slots”: 13 states
- Provider rate increases: 28 states
- Provider bonuses: 15 states
- Rate study: 25 states

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## State Priorities (continued)

- Provider training/certification: 38 states
- Recruitment/retention bonuses: 29 states
- Telehealth improvements: 12 states
- LTSS EHRs: 10 states
- Health and welfare technology: 15 states
- Housing supports: 12 states
- Behavioral health initiatives: 23 states

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## Workforce Initiatives: Examples

- Provide recruitment and retention incentive grants. Initiate a workforce development initiative (Alabama)
- Offer enhanced training and support beyond current training requirements for the individuals who provide direct, hands-on care for those with disabilities and their families, incentivizing retention, and professionalism among this workforce (Alaska)
- Partner with higher education and establish affordable pathways to allied health professions to build career advancement opportunities for the workforce (Colorado)
- Create a nursing incentive campaign, specifically to offer service retention bonuses for nurses providing home care (Delaware)
- Expand high school nurse aide training programs (Hawaii)

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## Workforce Initiatives: Examples

- Explore how to use a pay-for-outcomes strategy for provider recruitment and retention strategies, ex: p4p for percentage of staff hired with a certain level of training (Indiana)
- Increase internship and supervision support for CBHI workforce including targeted relationships with institutions of higher education (Massachusetts)
- Supplemental payment pools for HCBS services, using structures such as:
  - Sign-on bonuses;
  - Retention bonuses;
  - Ladder advancement stipends; and
  - Competency/training support stipends. (New Hampshire)
- Grants to clinics, physician offices, hospitals, private duty nursing, home health, or other clinical providers for the purposes of loan repayment, sign-on bonuses, training, and certification costs (New Mexico)
- Establish a \$2.5M performance based contracting fund for AAAs that meet certain metrics in terms of quality/ quantity/ workforce diversity (Oregon)
- Incentives to move to West Virginia to provide professional mental health services in rural communities.

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## Alzheimer's/Dementia-Specific Activities

- Dementia Aware and Geriatric/Dementia Continuing Education
  - Develop an annual cognitive health assessment that identifies signs of Alzheimer's disease or other dementias in beneficiaries.
  - Develop provider training in culturally competent dementia care.
  - Develop a referral protocol on cognitive health and dementia in beneficiaries (California)
- Provide Provider Training to Support Evidence-Based Models, especially training related to dementia support (Connecticut)
- Workforce training opportunities and/ or incentives for DCWs to obtain approved, advanced certifications and other trainings that are industry-validated and linked to career pathways and/ or professional development, including Alzheimer's and dementia (Rhode Island)
- Implement statewide training modules and offer grant funding opportunities for providers to invest in workforce training Focus areas include direct care skills for dementia (Wisconsin)

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## Questions?

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**Thank you!**

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