



# OUR CARE CAN'T WAIT



## Sustainability of Idaho's HCBS Direct Care Workforce for seniors and people with disabilities

The Office of Performance Evaluation's (OPE) report on the Sustainability of Idaho's Home and Community Based Services (HCBS) Direct Care Workforce outlines five (5) recommendations to address the workforce crisis and put Idaho on a path of creating a sustainable direct care workforce. This fact sheet will cover three (3) of the most critical recommendations to the Disability community.

**Medicaid HCBS direct care workers provide critical hands-on care and support to children & adults with disabilities and seniors to live, work, volunteer, and stay independent in their homes and communities.**



1

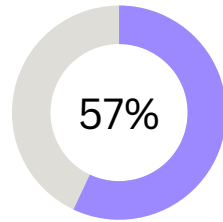
**Medicaid rates should support competitive wages to achieve a sustainable workforce.**



- Increase wages
- Include benefits
- Cost of inflation included each year for rates
- Provide rates that compete in border towns
- Improve wage setting in self direction

## 2

**IDHW should support efforts to make training more accessible and develop a career ladder for direct care workers.**



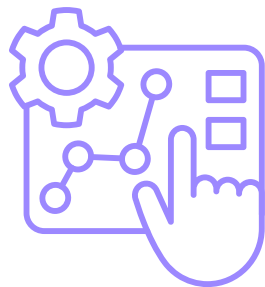
About 35% of HCBS workers were dissatisfied with opportunities for career advancement.



HCBS Direct Care workers reported they had too little training.

## 3

**Medicaid must improve its capacity to manage a program of its size and complexity**



- The 2022 OPE **Medicaid Rate Setting Evaluation** reported that for a long time, Medicaid has not had enough staff to manage or improve the program.
- Medicaid should identify its staffing needs and submit a budget to meet those needs.

**Our Care Can't Wait, is a coalition of people with disabilities, families, disability advocacy organizations and HCBS provider agencies working to ensure people with disabilities and families have a well-qualified, reliable workforce that meets their needs to live the life they choose.**