



# Data-driven approaches to Workforce Crisis

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# Agenda

- MN data collection efforts
- Overview of HCBS labor market report (LMR)
  - LMR history
  - LMR and workforce
- Most recent findings for LMR
  - High level findings
  - Wages
  - FMS
  - Benefits and health insurance
  - Sneak peak

# MN Data Collection Efforts

In Minnesota, there is not one singular data collection effort that is used to create a full understanding of the DSP workforce. There are a number of efforts, across agencies, that are used to create a more robust understanding.

From DHS the two main efforts that have been undertaken are provider cost reporting and labor market reporting. The bulk of this presentation will focus on broader labor market reporting effort.

However, if you are interested in finding out more about disability waiver rates cost reporting and what data is being collected please review the [2022 DWRS Legislative Report](#). Cost reporting for PCA services is scheduled to launch next year, with the first report being available in subsequent years.

# HCBS Labor Market Reporting

# Labor Market Reporting

- Piloted in 2018, passed in 2019 and implemented between 2019 and 2021, this reporting requirement collects high-level workforce data around the larger workforce economic benchmarks such as wages, benefit access, retention and turnover. Surveys nearly all HCBS providers in Minnesota on a sample basis. Population of about 10,000 providers.
  - This is an ongoing requirement in statute that mandates annual data collection.
- This broad look at the workforce provides the opportunity to both compare provider types as a whole, but also look at providers across payment types.
  - This cross-program comparison allows for a larger market-level analysis of wages and benefits for an entire workforce regardless of which program they may be paid out of, and rises beyond the limitations often put on one broad workforce.

# Labor Market Reporting and Workforce Data

- This effort collects the follow major types of data as well as other auxiliary workforce data as determined by policy staff and stakeholder engagement:
  - Full-time and Part-time employment of Direct Support Workers
  - Direct Support Worker Wages
    - Regular and Overtime
  - Benefit access, cost, and enrollment
    - Health Insurance
    - Paid Time Off/Sick/Vacation
    - Other benefits
  - Direct Support Worker retention and job vacancy rates

# Why is collecting this data important?

Better understand the workforce

Engage in data driven decision making to  
address workforce shortage and other  
issues

# Two data collection efforts in one!

**2022 HCBS Labor Market Survey:** a sample-based survey of providers of direct support services in the Minnesota HCBS programs. This effort yielded 290 complete surveys that represent a statistically significant sample of programs across the state.

**2022 Self-direction reporting:** a population level data collection from [Financial Management Services](#) providers (FMS) that provide financial tasks, billing and employer-related responsibilities for participant employers who self-direct their services. This effort yielded employer and employee data for over 12,000 people who self-direct their services.



# 2022 High level findings

- The workforce was majority part-time with 43% of DSP in this market are full-time, while 57% work part-time.
- The statewide median starting wage for full-time workers was \$14.66, and \$14.62 for part-time workers.
- 70% of workers were offered health insurance by their employer with 41% offer high deductible plans.

# Statewide regular wages

<b>Waiver or service</b>	<b>Full-time starting wage</b>	<b>Full-time over 1 year wage</b>	<b>Part-time starting wage</b>	<b>Part-time over 1 year wage</b>
<b>Overall</b>	\$14.62	\$14.66	\$14.62	\$14.66
<b>PCA</b>	\$13.75	\$14.35	\$14.00	\$14.35
<b>CAC/CADI/BI/DD</b>	\$15.00	\$16.09	\$14.86	\$15.88
<b>AC/EW</b>	\$15.32	\$16.14	\$14.88	\$15.75

There has been an 8% increase in statewide median wages over the last two years:

- \$13.50 in 2020
- \$14.62 in 2021

# Wages by service types

## Wages by reports service type

<b>Service type</b>	<b>Median full-time wage after one year</b>	<b>Median part-time wage after one year</b>	<b>Direct support worker wage component in DWRS rate with workforce factor</b>
Day Services	\$15.50	\$15.00	\$16.02
Residential Services	\$16.47	\$15.91	\$14.17
Unit-Based Services	\$16.00	\$15.30	\$12.85-\$19.16
PCA Services	\$14.00	\$14.00	NA

# Livable wages

One way to measure the wages is to compare them to the DEED cost of living measurements that are calculated annually. In the table below, it shows that the current statewide median wage of \$14.62 is roughly 10% below the hourly wage needed to support a single adult in the state.

<b>Employment Type</b>	<b>DSP wage</b>	<b>Livable wage for a single adult</b>	<b>Difference (%)</b>	<b>Livable wage for a family of three with two working adults</b>	<b>Difference (%)</b>
<b>Statewide</b>	\$14.62	\$16.21	10%	\$16.81	14%

# 2022 Self-direction data

This reporting included over 24,600 workers

- 47% CDCS 17 and younger
- 53% CDCS 18+

77% of all self-direction workers providing personal assistance

- 16% providing treatment and training

Paid family members made up 46% of the workforce

The median wage for self-direction workers were:

- Full-time: \$17.27
- Part-time: \$16.50

# Health Insurance Access

This year DHS found a notable increase in the providers offering health insurance to their staff.

In previous reporting, only 53% of providers offered health insurance to their DSP staff.

It is also noteworthy that providers most often offer high deductible plans for workers, which tend to be the highest out-of-pocket cost for workers themselves.

<b>Program</b>	<b>Org. offered health insurance</b>	<b>High deductible</b>	<b>Full coverage</b>	<b>Other plan types</b>
<b>Overall</b>	70%	41%	22%	25%
<b>PCA</b>	73%	27%	14%	41%
<b>CAC/CAD I/BI/DD</b>	57%	38%	18%	16%
<b>AC/EW</b>	79%	57%	35%	19%

# Benefits and Paid Time Off

## Benefits Offer

Benefits	Overall	PCA	CAC/CADI /BI/DD	EW/AC
Dental insurance	50%	27.3%	48.5%	66.7%
Vision insurance	39%	27.3%	33.5%	63.5%
Life insurance	46%	13.6%	43.5%	69.8%
Short-term disability	39%	18.2%	35.0%	63.5%
Long-term disability	29%	13.6%	28.0%	41.3%
Retirement benefits	54%	22.7%	53.0%	71.4%

## Paid Time Off

Pay type	Full-time	Part-time
Overall	42%	27%
Holiday Pay	60.3%	40.0%
Paid sick time	26.3%	16.3%
Vacation time	37.7%	23.3%
Generic Paid Time Off	44.3%	30.0%

# Turnover and vacancy rates

## Turnover Rate

- National average for comparable jobs is 39%
- DHS found that Minnesota's turnover was higher than the national Average\*
  - DSP: 48%
  - DSP supervisors: 28%

\* While this number is high, this has been consistent for five years.

## Vacancies

- Statewide Minnesota job vacancy is 8.2%
- DHS found that job vacancy was 11.3% for HCBS DSP.



# How can these findings be used?

Since being piloted in 2018, many initiatives have been supported by the data collected about the DSP workforce. Some examples of this are:

- Advocates in the states used early labor market data to bring legislation to pass the PCA rate framework in 2021 and additional rate increases for homecare services in the years since.
  - The PCA framework also included cost reporting for this service, which will lead to an even better understanding of wages and costs.
- During the COVID-19 period, the Minnesota Governor and Legislature used findings to help prioritize workforce support for the direct support workforce on the front-lines of the pandemic.

# Sneak Peak for 2023 and beyond

Reporting is about to start for the 2023 year! Notifications will be sent out to about 350 provider organizations.

- Prior to reporting, the entire survey was reviewed and questions were rewritten for clarity and alignment with policy.
- After the 2023 reporting, data can begin to be analyzed for trends.

The findings from HCBS labor market reporting already have and will continue to expand the conversations about the DSP workforce for all HCBS services in Minnesota.

Since the official launch of HCBS labor market reporting, statewide wages have gone up by over 8%, but the conversation and work continues.

# Thank you!

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