



TO: Developmental Disabilities (DD) Agency Providers and Independent Providers
FROM: Tony Green, Director, Division of Developmental Disabilities (DDD)
DATE: May 25, 2023
RE: **UPDATED:** Developmental Disabilities Provider Grant Memo

On May 2, you received a memo outlining the upcoming one-time, provider stabilization grant in June 2023. The purpose of the grants is to stabilize active independent providers and increase the DD agency provider's ability to hire and retain staff. The purpose of this memo is to provide additional clarification and updates to the grants and reporting metrics.

Payments

DD Agency Providers:

DD agency providers will receive a one-time grant in June 2023. At a minimum, each provider will receive a \$2,000 grant if their CY2022 revenue was less than 0.01% of the total revenue for CY2022. All other DD agency provider grants will be tiered based on the percentage of their agency's revenue for CY2022. Specific agency amounts will be shared directly with agency owners. The one-time, stabilization grant for agency providers will total approximately \$22 million.

DD Independent Providers:

Active independent providers will receive a one-time grant of \$2,000 in June 2023.

Active is defined as "an independent provider who has provided a paid service in the last 60 days as of May 1, 2023". **Please note that all claims for March 1, 2023 – April 30, 2023 must be submitted by May, 15, 2023 to be included in the "active" provider's data.**

Metrics – DD Agency Providers Only

DHHS-DDD has developed the following metrics based on the most recent National Core Indicators (NCI) State of the Workforce Survey Report for 2021. Nebraska DD agency providers are required to participate in the yearly data reporting for this survey each spring.

Nebraska's average Direct Support Professional (DSP) turnover rate in the 2021 NCI report was the 11th highest out of the 28 states included in the survey. The turnover ratio for DSPs in Nebraska was 50.2% and the NCI average was 43.3%.

Nebraska's tenure data showed that Nebraska had the highest percentage in the DSPs that had been on the payroll for less than 6 months category out of all reporting states at 26.4%. Additionally, Nebraska scored the lowest of all of the reporting states for the percentage of DSPs that have been on the payroll for 36+ months at 22.6%.

Updated Metric Expectations and Reporting

The DD provider agencies will develop strategies to support the intent and purpose of this funding and to improve their agency's current turnover rate and tenure rate based on the charts below. The

strategies are agency-specific, with the latitude to be creative and utilize a variety of solutions that will appeal to each agency’s specific labor force.

DHHS-DDD will monitor the DD provider agency’s progress on a quarterly basis and provide support as needed if the agency’s strategies are ineffective to meet the goal and intent of this funding.

The developed strategies and baseline data will be submitted to DHHS-DDD by July 15, 2023. DHHS-DDD will provide a simple reporting tool to be utilized by all DD provider agencies. Additionally, the DD agency provider will report on the specific metrics on a quarterly basis. Reports will be due:

- On October 15, 2023 for the reporting period of July – Sept. 2023;
- On Jan. 15, 2024 for the reporting period of Oct. – Dec. 2023;
- On April 15, 2024 for the reporting period of Jan. – March 2024; and
- On July 15, 2024 for the reporting period of April – June 2024.

All reports must be submitted to dhhs.ddproviderrelations@nebraska.gov.

| DD Agency Provider Metrics – Focus Area: Staff Stability Scores, National Core Indicators (NCI) | |
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| 1. | Decrease your agency turnover rate of Direct Care Professionals (DSP)s by June 30, 2024. Utilize the chart below based on your current (June 2023) turnover rate. |
| | Current Agency Turnover Rate of DSPs (as of June 2023): |
| | 0% - 14% |
| | 15% - 29% |
| | 30% - 44% |
| | 45% - 59% |
| | 60% - 74% |
| | 75% - 89% |
| | 90% or higher |
| | 2021 NCI Data: Turnover Ratio for DSPS in 2021 for Nebraska - 50.2% |
| 2. | Increase your agency tenure percentages of Direct Care Professionals (DSP)s by June 30, 2024. Focus: Retention/Tenure - Increase DSP tenure percentages for DSP categories that are beyond 6 months of employment. |
| | Current Agency Tenure Rate of DSPs by Length of Service (as of June 2023): |
| | 6 months – 12 months |
| | 12 months – 24 months |
| | 24 months – 36 months |
| | 36 months |
| | To calculate tenure, the number of DSPs employed in each agency for each tenure length of service range is divided by the total number of DSPs employed. |
| 2021 NCI Data: Tenure Among DSPs Employed as of Dec. 31, 2021, for Nebraska – 26.4% | |

If you have questions, please send those to: dhhs.ddproviderrelations@nebraska.gov.