



Minnesota Organization for Habilitation & Rehabilitation (MOHR) 2023/2024 Government Affairs Committee Workplan

MOHR believes that Minnesotans with disabilities living in every part of the state should have access to high-quality employment and day support services. Accordingly, MOHR will actively work on the specific initiatives outlined below.

Continuing to strengthen the Disability Waiver Rate System (DWRS) such that it more accurately reflects the true cost of providing access to meaningful employment and day support services for people with disabilities as well as the critical role of the Direct Support Professionals providing those hands-on supports.

- 1) Fully fund the Competitive Workforce Factor within DWRS, informed by the MN Department of Human Services' bi-annual analysis of this factor. **MOHR, as part of the Best Life Alliance, introduced a legislative proposal in the 2024 session to increase the Competitive Workforce Factor to 16.76 percent (updated Competitive Workforce Factor data to come out soon). As expected the high cost of this proposal meant it was not passed during the 2024 session.**
- 2) Update the DWRS components to address increased provider costs associated with recently enacted employer requirements. **With the Federal DOL Overtime Rule Update and MN's Paid Medical and Family Leave program both currently set to be implemented in January 2025, calendar year 2025 and shortly thereafter will be ideal window for data collection from MOHR members on financial impacts.**
- 3) Address the issue of the Supervisory base wage component being less than Direct Support Professional base wage component within DWRS frameworks for certain services. **MOHR, as part of the Best Life Alliance, introduced a legislative proposal in the 2024 session to update the Bureau of Labor Statistic Standard Occupational Classification (BLS SOC) codes that comprise supervisory staff. As expected the high cost of this proposal meant it was not passed during the 2024 session.**
- 4) Continue to strengthen DWRS Transportation Cost Reporting to address the true cost of transportation across employment and day services. **MOHR Transportation Subcommittee in process of collecting data to inform this work.**

Enhancing the critical employment supports provided to Minnesotans with disabilities through the MN Department of Employment and Economic Development.

- 5) Increase ongoing funding for the Extended Employment services that support Minnesotans with disabilities to reach their competitive employment goals. Prioritize continued advocacy and education with legislators and DEED/VRS of inflation adjustor to ensure ongoing stable funding. **MOHR EE Subcommittee carried out multiple stakeholder conversations on topic of inflation adjuster during 2024 session and those conversations remain ongoing.**
- 6) Influence the continued implementation of E1MN, aimed at better coordinating the overlap between employment supports provided through DHS and DEED and addressing areas of process and

paperwork confusion. MOHR-EE Subcommittee currently communicating with DHS and DEED regarding conflict between waived employment support services and EE services. Plan is to have these conversations influence DHS's upcoming study and action plan for cross agency coordination for employment outcomes, and to have MOHR involved on ongoing basis in study and action plan.

Advancing system wide policy and funding reforms to move Employment and Day Services forward through innovation and streamlining.

- 7) Seek reductions in requirements for redundant or non-value-added paperwork requirements. MOHR DEET Subcommittee met with DHS staff to share recommendations. MOHR has requested involvement in DHS's upcoming study and action plan for cross agency coordination for employment outcomes as well as DHS's development of an "HCBS Person Portal".
- 8) Monitor implementation of 2023 funds as well as possible 2024 funding opportunities for grants funds focused on increasing competitive integrated employment. **Monitoring ongoing.**
- 9) Explore options for individuals served in independent employment that may need rapid re-entry services but not formal ongoing supports. MOHR's Competitive Integrated Employment Subcommittee has shared recommendation with DHS and is seeking partnership to develop this new service option.
- 10) Allow for increased innovation in Day Support Services through increased ability to bill for indirect time, creating a day service under the unit based DWRS category, and allowing for hourly billing units. MOHR continuing to evaluate feasibility.
- 11) Monitor and share information on Waiver Reimagine and individual budgeting redesign. **Monitoring ongoing.**

Engaging in meaningful workforce development activities, beyond critical wages and benefits advocacy, that will increase the interested pool of candidates to address the workforce shortage crisis in disability services.

- 12) Connect MOHR members with various workforce development and talent pipeline development efforts currently underway in Minnesota. MOHR GAC Workforce Subcommittee held many meetings with multiple external talent pipeline development groups, and plans for further collaboration are underway.
- 13) Support pro-immigration groups to increase pipeline of workers. **Monitoring ongoing.**

Responding to other relevant legislative proposals impacting Minnesotans with disabilities and MOHR service providers. Monitoring ongoing.