DDS STATEWIDE ADVISORY COUNCIL

Meeting Minutes

**Location:** Remote

**Date:** Dec 9, 2021

## Attendance

Christine Shane, Susan Barber, Maital Levy, Diane Glennon, Sue Loring, Maron Jacobs, Jose Costa DDS: Commissioner Jane Ryder, Elizabeth Morse, Nick Dantzer, Tim Cahill, Chris Klaskin, Michelle Harris, Chris Thompson, & Victor Hernandez . Presenter: Ellen Attaliades; President and CEO of ADDP

## Agenda Items

1. The meeting opened at 505pm with introductions and the Commissioner introducing Ellen Attaliades the executive director of the Association for Developmental Disabilities Providers (ADDP). ADDP is a trade organization that represents over 130 providers that provide services for DDS individuals, both residentially and in day programs.
2. Ms Attaliades reviewed her background in Human Services most recently the CEO of the Edinburg Center before joining ADDP. Her presentation quickly moved to the current workforce challenges that is unprecedented. When she was a provider, their vacancy rates range anywhere from 20 to 60% Depending on the agency and the programs, ADDP completed a recent survey of their day programs and for the first-time programs had a waitlist. Programs didn’t have enough to have minimum staffing requirements. ADDP established a Workforce Committee comprised of two task forces: a regulatory relief task force on how can things be done differently without compromising quality and a metrics task force to create a compensation survey so agencies would have an idea on what benchmarks are for salaries and benefits in their geographies.

There is also a collaborative of members from the Providers Council and ADDP to address issues pertaining to chapter 257 and how to provide retention and recruitment bonuses with 257 and the ARPA funds. ADDP asked for 174 million over two years. This includes a loan repayment program, funding to support a public relations campaign and bonuses for staff.

With EOHHS, they created a workforce workgroup. They met for two years and created different salary benchmarks undergrad and graduate tuition and fees programs. This is a initiative to look at pathways to professionalizing human service employment. She also commented that ADDP was not aware of any providers closing because they couldn't make it financially. There has been program consolidation. So, any changes were not related to financial but was a quality issue.

ADDP has also developed a corporate academic partnership with UMass Lowell. Members can get reduced discounts on human service degrees and programs. Goal is to leverage the public universities to prepare people entering the human services sector. They also have a residential committee and a day service committee. They meet every two weeks to share best practices and learn from each other.

1. Commissioner Ryder and Chairperson Shane thanked Ellen for attending and addressing the many current provider issues facing DDS programs and services.
2. September 23, 2021 meeting minutes approved.
3. Commissioner Ryder addressed that we have a lot of work to do between now and January 2023. DDS has the full support of both Governor Baker and Secretary Sudders to meet the needs of those we serve.
4. Meeting adjourned at 6:35pm