Challenges for HCBS Workforce:
- The Number of Seniors will DOUBLE to 83.7 Million by 2050 – Census Bureau
- The need for Direct Care Worker jobs will increase by 34% between 2019-2029 – Bureau of Labor Statistics
- High wages offered by Walmart ($14.76), Target ($13.00), Amazon ($15.00) and McDonald's ($13.00) are drawing qualified health care workers out of the industry to less demanding jobs.

Challenges for HCBS Provider:
- Centers continue to deliver high-quality care with LESS MONEY.
- Centers are mandated to absorb the cost of Electronic Visit Verification (EVV) and other policy/regulations that cost more manpower.
- Reimbursement rates have not increased with the minimum wage increases.
- Since 2017 Minimum Wage has INCREASED $2.60 per hour. This is a 25% increase.
- Minimum Wage will continue to increase at $0.85 per year for the next 2 years, which will be a total of a 36% increase.

Most Providers have been paying above minimum wage; however, with the continued increases and the stagnant Medicaid rates this is NO Longer Possible!

NOT Only does the Reimbursement Rate pay for Direct Care staff it also pays for the oversight of the programs per State/Federal Regulations.

REQUEST: Increase DHSS, CDS and In-Home, Provider Rates by 18% to ensure quality staff can be hired and retained to provide the highest quality of care for Missourians with disabilities that deserve to live and work in their own community.

DHSS – Department of Health & Senior Services; HCBS – Home & Community Based Services; CDS – Consumer Directed Services; In-Home Agency Directed Services; EVV – Electronic Visit Verification (Timesheet Verification)