Oregon Department
of Human Services
INTELLECTUAL/DEVELOPMENTAL DISABILITIES

American Rescue Plan Act (ARPA)
# Capacity Restoration and Expansion Grant Survey Results

The Office of Developmental Disabilities Services (ODDS) collected input from its service partners, those who receive I/DD services and the community on how to prioritize $15 million of grant funding to ensure the largest impact on the system. The following potential funding categories were shared:

- Start-up funding, training and technical assistance for culturally and linguistically specific providers for all services
- Funding to enhance and grow all services for individuals with the highest support needs
- Focused funding for capacity expansion in rural areas for all provider types
- Start-up funding for all provider types
- Rebuilding funding for employment providers
- Training and technical assistance for all provider types
- Other needs not identified above

The survey was open for 10 days from January 21–31, 2022 and had 84 respondents. This funding will be available to community partners through a formal application and procurement process during 2022 and is made possible by federal and state matched funds.

Question 1: What type of agency/organization/group are you representing? Please check all that apply.

Below is a summary of the results from question 1:
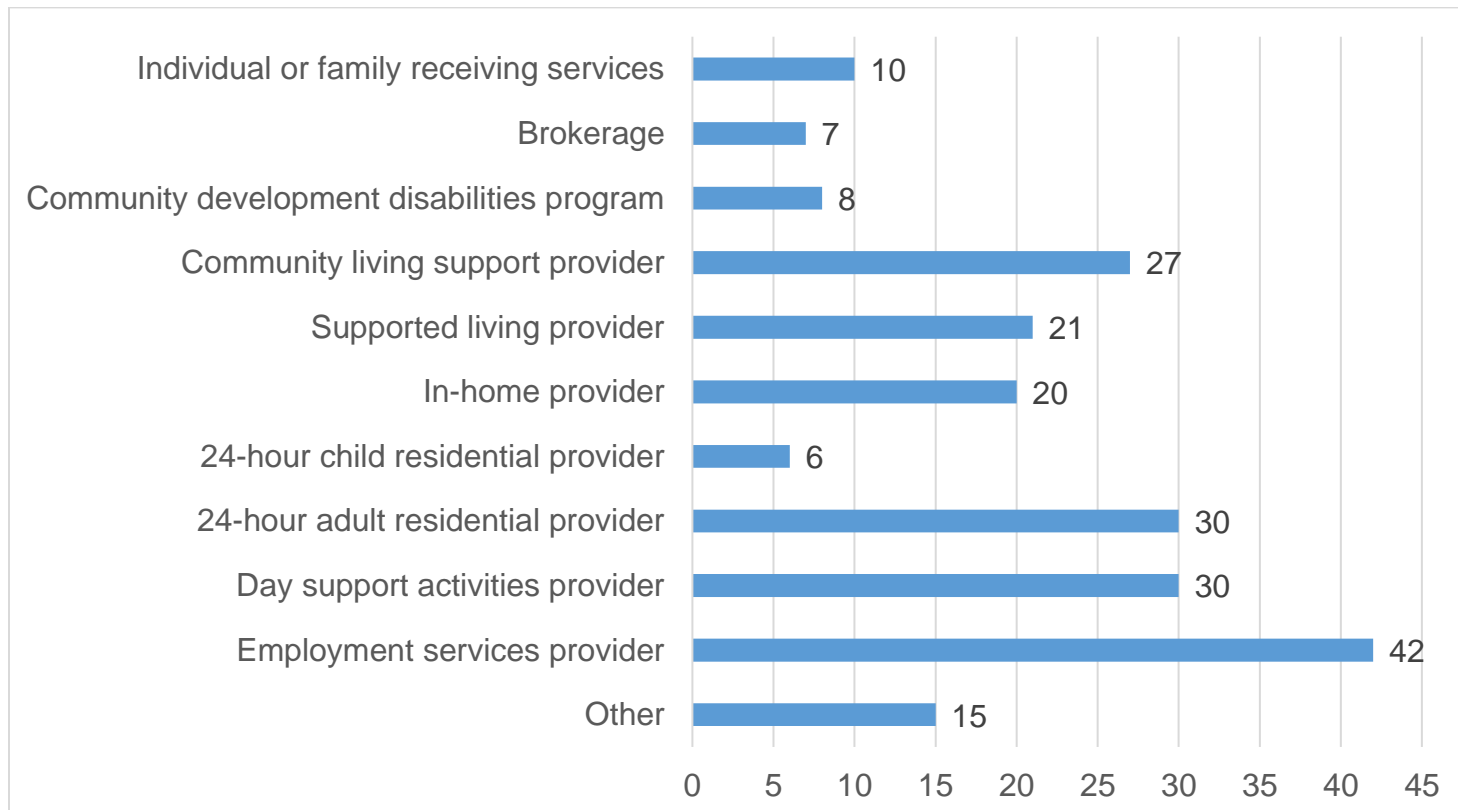
The chart above shows 216 total responses from the 84 respondents, with the largest number of responses from employment services providers (42, 19 percent) followed by day support activities (DSA) providers (30, 14 percent) and 24-hour adult residential providers (30, 14 percent).

A total of 10 agency, organization and group types are represented in the chart as well as types with fewer responses under 'other.' Others responding to the survey include:
1. Host home providers (4)
2. Adult foster care providers (3)
3. Behavioral professionals (2)
4. Nursing agency
5. Community based organization director
6. Family support provider
7. Juvenile probation officer
8. Technical assistance and quality assurance provider

9. Retired service provider

Questions 2–8:

Questions 2–8 asked respondents to provide write-in responses (except for question 2 which was to select all that apply with a write-in 'other' option). A large amount of feedback was received for each field and staff sorted this feedback all together, as most responses did not necessarily just apply to the question it was addressing. Many responses included multiple ideas and each of those ideas was extracted and sorted by staff. The pie chart below includes all the extracted ideas. Following the chart there are many of those ideas highlighted by category. Questions 2–8 asked the following:

1. Which types of start-up grant funding would have the most significant positive impact on your agency or service? Select all that apply:
   - No start-up funding needed at this time
   - Start-up funding to expand 24-hour residential provider
   - Start-up funding to expand host home provider
   - Start-up funding to expand foster care provider
   - Start-up funding to expand employment agency
   - Start-up funding to expand supported living providers
   - Start-up funding to expand in rural areas of Oregon for any type of provider
   - Start-up funding to expand culturally and linguistically specific providers
   - Other: If other types of start-up funding are needed, please describe.
2. Provide further detail about the types of start-up grant funding that would have the most significant positive impact on your agency or service (selected in question 2):
3. Would you be serving children or adults?
4. What geographic area would you like to expand to?
5. If you are expanding culturally and linguistic specific services, what type of agency and service would this be for?
6. A priority of the grant funding is to enhance and grow services for individuals with the highest support needs. Please describe what types of additional services this funding can be used for to meet this goal.
7. Please provide feedback on your agency's specific training needs that would benefit from this funding.
8. Please provide feedback on your agency's specific technical assistance needs that would benefit from this funding.

9. Please provide feedback on how to ensure this grant funding can provide equitable impact in our communities.
10. Do you have any additional feedback, concerns or comments for staff to consider?

Below is a summary of the results from questions 2-8:
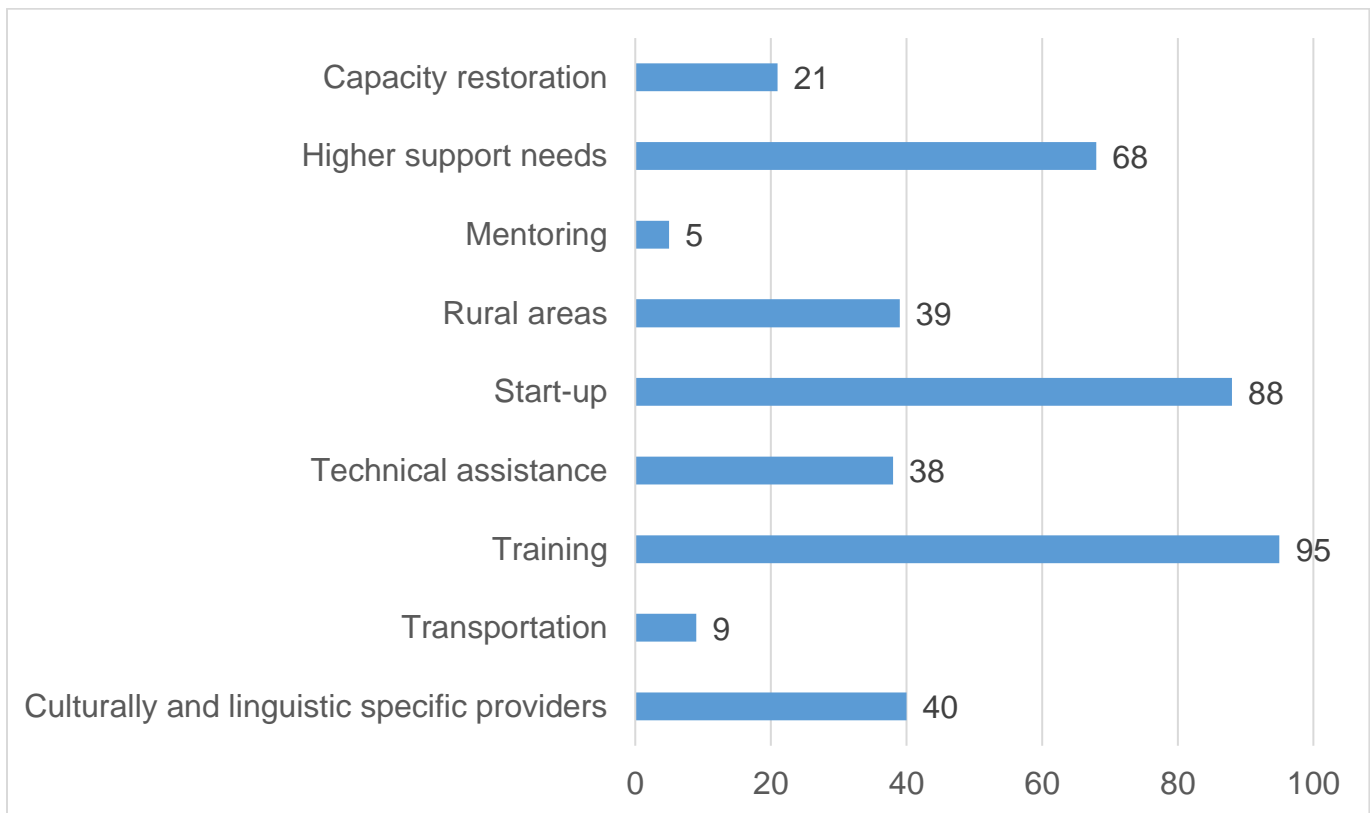
The chart above shows the 403 ideas, comments and suggestions from the 84 respondents. Staff sorted these responses into nine categories. Please note that this does not represent 403 unique responses as some are duplicated to be represented in multiple categories. The largest number of responses were for training (95, 24 percent), followed by start-up funding (88, 22 percent). The third largest number of responses was for a focus on those with higher support needs (68, 17 percent).

Highlighted responses by category:
If multiple respondents answered similarly that is reflected (for example, (3)).

Capacity restoration

- Retention and recruitment for direct support professionals (DSPs) (9)
- Funds for business expenses and not recruitment and retention (4)
- Increase services counseling (2)

- In-person services for DSA and employment services (2)
- Funds to lease non-facility-based activity locations (DSA)
- Increase partnerships between all provider types
- Funds to increase case management entities' (CME) staff responsibilities to include contractual oversight and compliance
- Improve school transition services
- Funds for all providers for COVID-related losses
- Develop capacity strategy for an increase of individuals transferring from in-home to supported living services

Higher support needs

- Increase wages (6)
- Recruitment and retention for DSPs (5)
- Start-up funds for group homes who specialize in supporting medically fragile individuals (4)
- Start-up funds to expand providers who support high needs individuals including "rural" areas (4)
- Utilize technology for service delivery (2)
- Start-up funds for mobile crisis unit to support individuals with behavioral challenges (2)
- Job coaches (2)
- Funds to support individuals stepping down from stabilization and crisis services or Oregon State Hospital to 24-hour residential or supported living
- Youth placements for individuals with mental health and behavior needs
- Lower caseloads
- Phone translation services
- Transportation for community inclusion
- Alternative funding structure
- Options for adults who need to transition into an increased support model
- Temporary payments for providing 2:2 staffing supports
- Technical assistance with behavioral support
- Unconditional cash resource for clients
- Funds for 1:1 staffing after a medical issue or onset of dementia, etc.
- Start-up funds for employment services that serve individuals with behavior support needs
- 1:1 supervision for employment and DSA

- 2:1 supervision at protected employment area
- American Sign Language (ASL) for ODDS services
- Funds for home repairs
- Transition services for child to adult
- Additional employment supports
- 1:1 staffing for in home services
- Funding for adaptive equipment
- Behavioral supports and interventions
- Create enhanced DSP positions
- Increased wages for 2:1 staffing for attendant care
- Funding to increase adult foster care rates
- Ideas for training for high support needs include:
  - Specialized supports for in home and employment services (2)
  - Cultural sensitivity
  - Oregon Intervention System (OIS) for DSPs
  - Epilepsy
  - Autism
  - Burnout
  - Supporting individuals with high support needs
  - Mental health
  - Dementia or Alzheimer's
  - Accommodations and best practices to serve individuals with behavioral challenges (including navigating discovery services)
  - Supporting adjudicated & non-adjudicated offenders

Mentoring

- Peer to peer mentoring for DSPs and providers
- Hire a consultant to hire new executive directors
- Providers giving technical assistance to other providers

Rural areas

- Start-up funding for employment providers (7)
- Transportation costs (3)
- Culturally and linguistically specific providers (3)
- Start-up for supported living providers (3)

- Start-up for community living supports (3)
- Start-up funds for 24-hour residential (2)
- Start-up for adult foster homes (2)
- Start-up funds for children's residential (1)
- Electronic Visit Verification (EVV) costs
- Access to technology with internet/hotspots
- Support for individuals with high support needs
- Early access family outreach
- Technical assistance for adjudicated offenders
- Remote training

Start-up

- Start-up funds for:
  - Employment (25)
  - Supported living (18)
  - 24-hour residential (13)
  - Representative payees (3)
  - Adult and children's foster care (3)
  - Expanding in home supports (2)
  - Children's residential (2)
  - Technical assistance for employment (2)
  - Enhancing social work program to support direct support staff (2)
  - Host homes (1)
  - Community living supports (1)
  - Positive behavior support program
  - Staff and management hiring
  - Culturally and linguistically specific service providers
  - Technical assistance in certification and endorsements
  - Technical assistance with quality assurance
  - Agencies serving adults
  - Agencies serving transition age youth
  - Job coaches
  - Overnight supports
  - Childcare expenses for direct support staff
  - Transportation
  - Agency costs
  - EVV costs

- o Marketing costs
- o Tools for community employers specific to the area
- o Line of credit for respite care services
- o Marketing for volunteers

Technical assistance

- New office equipment (2)
- Technology enhancements (2)
- Local CME should be go-to support for technical assistance
- Contracting software
- Add job application program to provider websites
- Meditation application for phones/tablets for employees and clients
- ODDS provided computer program for all providers to use
- Laptops for all people in a home including internet
- Technical assistance for:
  - o Starting a provider agency (4)
  - o Technology (2)
  - o Use of technology in service delivery (2)
  - o Quality assurance check-in for providers who have clients from a SACU step-down or an Oregon State Hospital discharge
  - o Starting a positive behavior support program
  - o Providers that grow capacity for supported living services
  - o Culturally and linguistically specific services
  - o Outreach
  - o Hiring executive director positions
  - o Boundary setting
  - o Dealing with grief and death
  - o Relationship building
  - o Risk assessments
  - o Working with medical personnel
  - o New record keeping system
  - o Employee training
  - o Empowerment and retention
  - o Telehealth
  - o Representative payee accounting software system
  - o Job coaches
  - o Employment specialists

- o Provider staff
- o Safety plans
- o Individual support plans (ISPs)
- o Emergency contacts
- o Transportation
- o Employee and client tracking
- o Upgrade timekeeping system
- o Assistive technology uses

Training

- Fund all expenses for professional development/advancement (6)
- Funding to cover onboarding expenses including job coaching/shadowing shifts (5)
- Remote trainings throughout state especially rural areas (3)
- Fund behavior professionals to go through Oregon Intervention System (OIS) training (2)
- Paid time for trainings for staff (2)
- Free online trainings (2)
- Support employment annual conference
- Share established DSP training program in Spanish
- Train-the trainer all areas and certifications
- Focus on out-of-industry recruiting and training
- Training & technical assistance on keeping up with Oregon Administrative Rules (OARs, laws, regulations, etc.)
- Training topics:
  - o Supporting people with high support needs (7)
  - o How to motivate young adults to employment (4)
  - o Individual placement and support (ACRE, Discovery) (4)
  - o High level DSA and employment training for high support needs individuals (4)
  - o Gender expression and sexuality (3)
  - o OIS, CPR, first aid, etc. (2)
  - o Working with people with autism including social/sexual supports (2)
  - o Assistive devices (use and installation) (2)
  - o Document and grant writing (2)
  - o Effective communication (2)
  - o Cultural sensitivity (2)

- Choice advising (2)
- Leadership development (2)
- Self-advocacy (2)
- Supporting self-determination (2)
- Presuming competence (2)
- Defensive driving course for those who transport clients (2)
- Epilepsy for staff
- Cleaning, sanitization and organization
- Effective reporting
- Delegated nursing tasks
- Diversity, equity and inclusion
- Mid-level management
- Meeting facilitation
- Strategic planning
- Long- and short-term investments
- Development and fundraising
- ODDS funding streams (waiver, K-plan)
- Money management for budgeting
- Navigating the affordable housing system to assist clients in independent living
- Helping individuals cope with current economic and world issues
- Vehicle safety
- Training on all services
- Employee burnout
- De-escalation
- Supporting individuals with dementia and Alzheimer's
- Code of ethics
- Additional trainings for behavior support and person-centered services
- Bookkeeping
- Expand employment training
- Update training equipment and content for 24-hour residential providers
- Enhanced training for job developers
- For employers: supporting individuals with intellectual/developmental disabilities

Transportation

- Transportation for DSA and employment individuals experiencing mobility challenges including rural and non-traditional hours (2)

- Paid transportation for DSPs to access internet (hotspots) in rural areas (2)
- Increase provider rates for transportation

Culturally and linguistically specific providers

- Expand all provider types throughout the state (13)
- Recruitment and training to hire staff who speak other commonly spoken languages, including rural and tribal areas (4)
- Outreach initiatives to target underserved communities and cultures (Spanish and other non-English speaking families in rural areas, refugee) (2)
- Translation service to easily connect to during calls with non-English speaking clients (2)
- Hire and train staff in ASL
- Increase diversity of foster providers and expand geographic availability
- Support higher wage for bilingual staff
- Increase provider capacity to serve Deaf individuals who do not communicate with ASL
- Funding to expand employment agency to serve individuals where English is not their primary language
- Providers to create and implement a diversity, equity and inclusion plan
- Technical assistance
- Targeted funding for agencies that serve people of color
- Technical assistance to providers on cultural competency
- Share established DSP training program for Spanish speaking employees with other agencies
- Outreach for families in rural areas with child attending School for Deaf
- Outreach to deaf regarding available ODDS services
- Develop materials and technology for Spanish speaking populations
- Trainings for staff
  - ASL
  - Deaf cultural competency
  - Gender expression & sexuality
  - Support for English as a second language (ESL) providers
  - Supporting children with high support needs including gay & transgender supports

Suggested parameters from survey:

- Provide funding utilization guidelines that includes language around equitable access to services
- Minimize reporting requirements for start-up funding
- Require or encourage start-ups to serve those with more significant medical needs and activities of daily living (ADL)
- Encourage more sustainable recruitment methods rather than 'recycling' resources within the field (ex. sign-on bonuses not sustainable for attracting long term employees)
- Simplify application
- Ensure the funding goes to areas of service need, supporting the least supported individuals
- Grants add to provider workload and are not sustainable. Raise provider rates

Responses from the survey that did not apply to capacity restoration and expansion but applied to other services or grants were sent to the appropriate teams.

You can get this document in other languages, large print, braille or a format you prefer. Contact Lisa Catto at 503-979-3242 or email Lisa.M.Catto@dhsoha.state.or.us. We accept all relay calls or you can dial 711.