



INVESTING IN A STRONG HUMAN SERVICES WORKFORCE

Every lowan deserves access to high quality human services. But staffing at human services agencies across the state is at a critical low.

During the COVID-19 pandemic, these frontline workers were deemed “essential” by the state. They showed up, serving some of the most vulnerable lowans, despite risks to their own health and families. And yet Iowa continues to devalue these workers by refusing to reimburse these services at rates that allow workers to earn a stable income. Reimbursement rates for many of these critical services have not

Lutheran Services in Iowa (LSI) asks the Iowa legislature to invest in the human services workforce by supporting the following four opportunities:

1 Direct Support Professionals (DSP) Wage Increase

Direct Support Professionals provide care to more than 160,000 lowans in need of mental health and disability services, often 365 days per year.

But 99% of Iowa disability service providers – including LSI – have devastating DSP vacancies and high turnover due to insufficient employee wages.

In collaboration with the Iowa Association of Community Providers, we support the request for a 10% rate increase with a 75% pass-through for wages and 25% at the employer discretion to cover benefits and overhead costs.

A \$4/hour increase would raise the average DSP wage by \$3/hour.



“I do this work because I firmly believe children deserve to reside in a safe and stable environment. During this time, children are especially vulnerable to being victims of neglect and physical abuse while they are not attending school. Children are also at a greater risk for witnessing domestic violence, parental substance abuse, and becoming victims of sexual abuse. Child abuse does not stop during a pandemic and neither will I.”

— Gina, an LSI Family Support Specialist, Dubuque



Lutheran Services in Iowa

 LSIowa.org

 [LSI.iowa](https://www.facebook.com/LSI.iowa)

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Qualified Residential Treatment Program (Q RTP) (former Foster Group Care Services)

Q RTPs provide temporary residential treatment for children in foster care, who are in Iowa's Department of Human Services and Juvenile Court systems and are unable to receive necessary mental and behavioral healthcare in a home environment.



\$57 amount per day, per child services statewide are losing

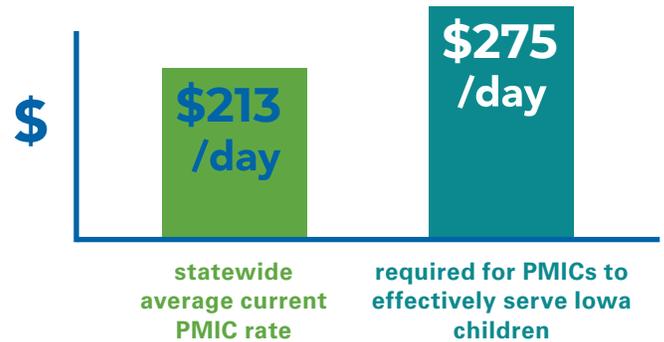
We support a \$4.5 million investment, with a rate increase to \$195/day in fiscal year 2022 and \$218/day by fiscal year 2023.

(In collaboration with the Coalition for Family and Children's Services in Iowa)

3

Psychiatric Medical Institute for Children (PMIC) Rate Increase

Iowa's PMICs provide critical care for children in need of intensive, out-of-home mental health treatment. But inadequate reimbursement by the Medicaid program is putting PMICs at risk, as the cost to provide this service exceeds the reimbursement rate.



Iowa's PMIC providers are requesting a \$3.9 million increased investment from the state, which would carry a \$4.5 million federal match.

4

Sufficient Rates for Family Centered Services (FCS)

As Iowa moves forward with requirements from the federal Family First Prevention Services Act (FFPSA) legislation, we must sufficiently fund the new services designed to keep children safely in their homes through the use of prevention and evidence-based intervention programming. This will require a \$13.2 million investment to fill two major funding gaps that will otherwise prevent the success of this service.



The creation of a new children's mental health system is imminent, as is a new child welfare environment under Family First.

These services will not be successful if the existing funding and staffing gaps are not swiftly and appropriately addressed.