Essential? Non-Essential?

Health Care Worker? Non-Health Care Worker?

Heroic? Just Doing Their Job?

Eligible for Hazard pay? Anonymous?

Confusion

If direct support workforce issues are the highest priority for I/DD service providers (and those who rely on them)…

Then establishing a standard occupational code is the highest priority for the direct support workforce.

Nothing we do is as important as this…

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The O*NET database includes information on skills, abilities, knowledge, work activities, and interests associated with occupations. This information can be used to facilitate career exploration, vocational counseling, and a variety of human resources functions, such as developing job orders and position descriptions and aligning training with current workplace needs.

Information in o*net is available for over 840 occupations. Each occupational title and code is based on the most current version of the standard occupational classification system.

The database used in o*net online is based largely on data supplied by occupational analysts using sources such as the **dictionary of occupational titles (dot)**. To develop data for this database, analysts evaluated and refined existing occupational data, then applied these data to the O*NET content model.

The occupation - Direct Support Professional does NOT appear in the O*NET database

31-1000 Nursing, Psychiatric, and Home Health Aides

31-1010 Nursing, Psychiatric, and Home Health Aides
31-1011 Home Health Aides
31-1013 Psychiatric Aides
31-1014 Nursing Assistants
31-1015 Orderlies

A STANDARD OCCUPATIONAL CODE
HOW ARE DSPs CURRENTLY CLASSIFIED IN O*NET?

39-0000 Personal Care and Service Occupations

39-9000 Other Personal Care and Service Workers

39-9010 Childcare Workers

39-9020 Personal Care Aides

39-9032 Recreation Workers

39-9040 Residential Advisors

39-9041 Residential Advisors

39-9090 Miscellaneous Personal Care and Service Workers

39-9099 Personal Care and Service Workers, All Other

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DIRECT CARE GROWTH 2008 - 2018

581,140 (-3%)

720,480 (33%)

599,350

540,890

2.3 million (151%)

899,000

2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

2,039,240

■ Home care   ■ Residential care   ■ Nursing homes

3,601,620

Source: PHI. 2019. "Workforce Data Center." https://phinational.org/policy-research/workforce-data-center/.

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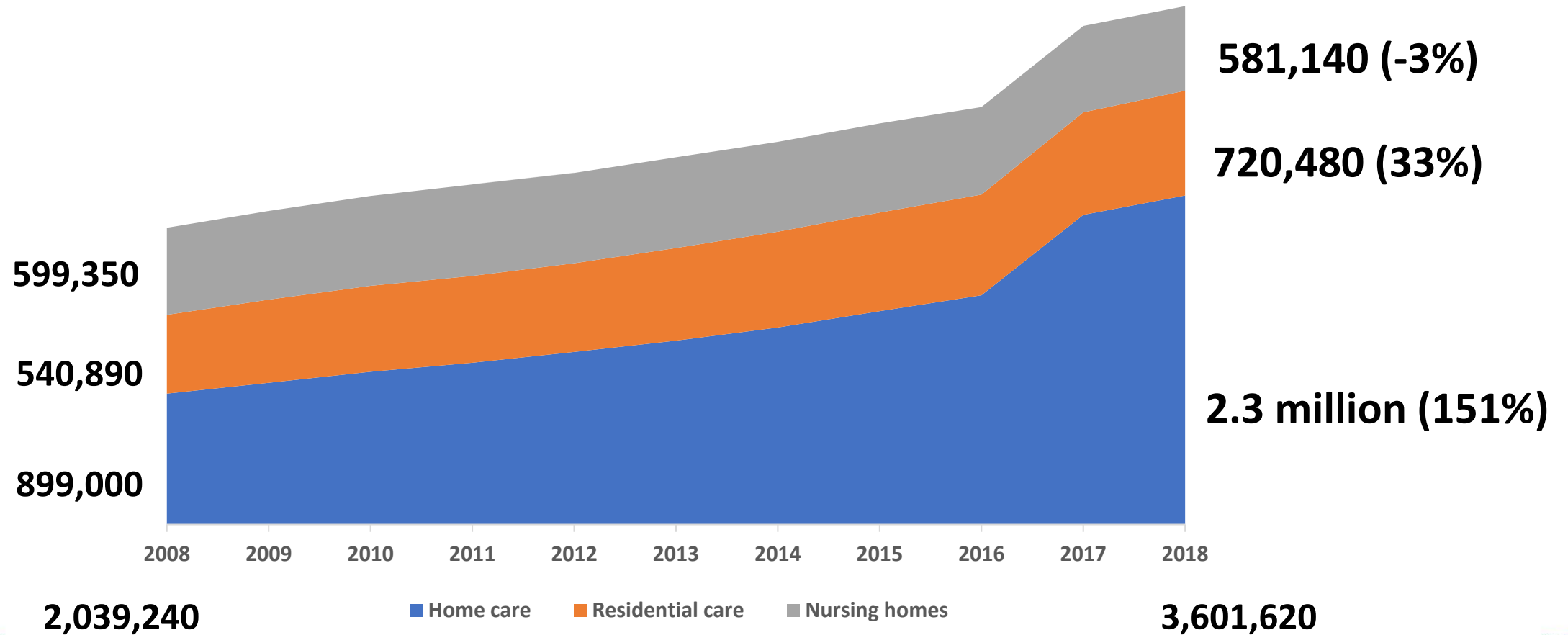
A STANDARD OCCUPATIONAL CODE
DIRECT CARE PROJECTIONS 2018-2028

NADSP

Category	Projection
Software Developers	241,500
Restaurant Cooks	299,000
Registered Nurses	371,500
Food Prep/Service	640,100
Direct Care Workers	1,321,100
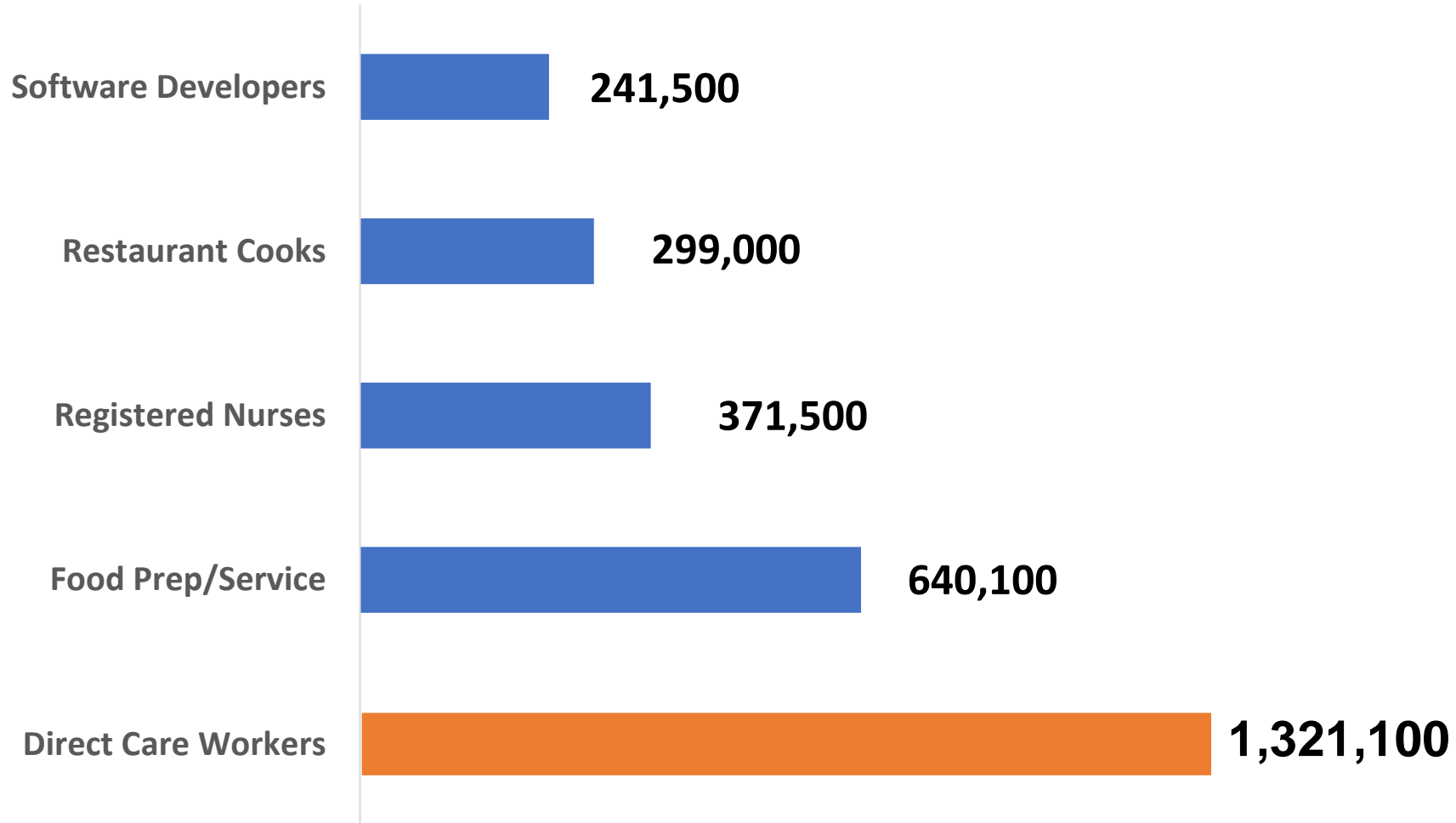
Source: U.S. Bureau of Labor Statistics (BLS), Employment Projections Program (EPP). 2019a. Occupational Projections Data. https://www.bls.gov/emp/.

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A STANDARD OCCUPATIONAL CODE
THE UNITED STATES BUREAU OF LABOR STATISTICS
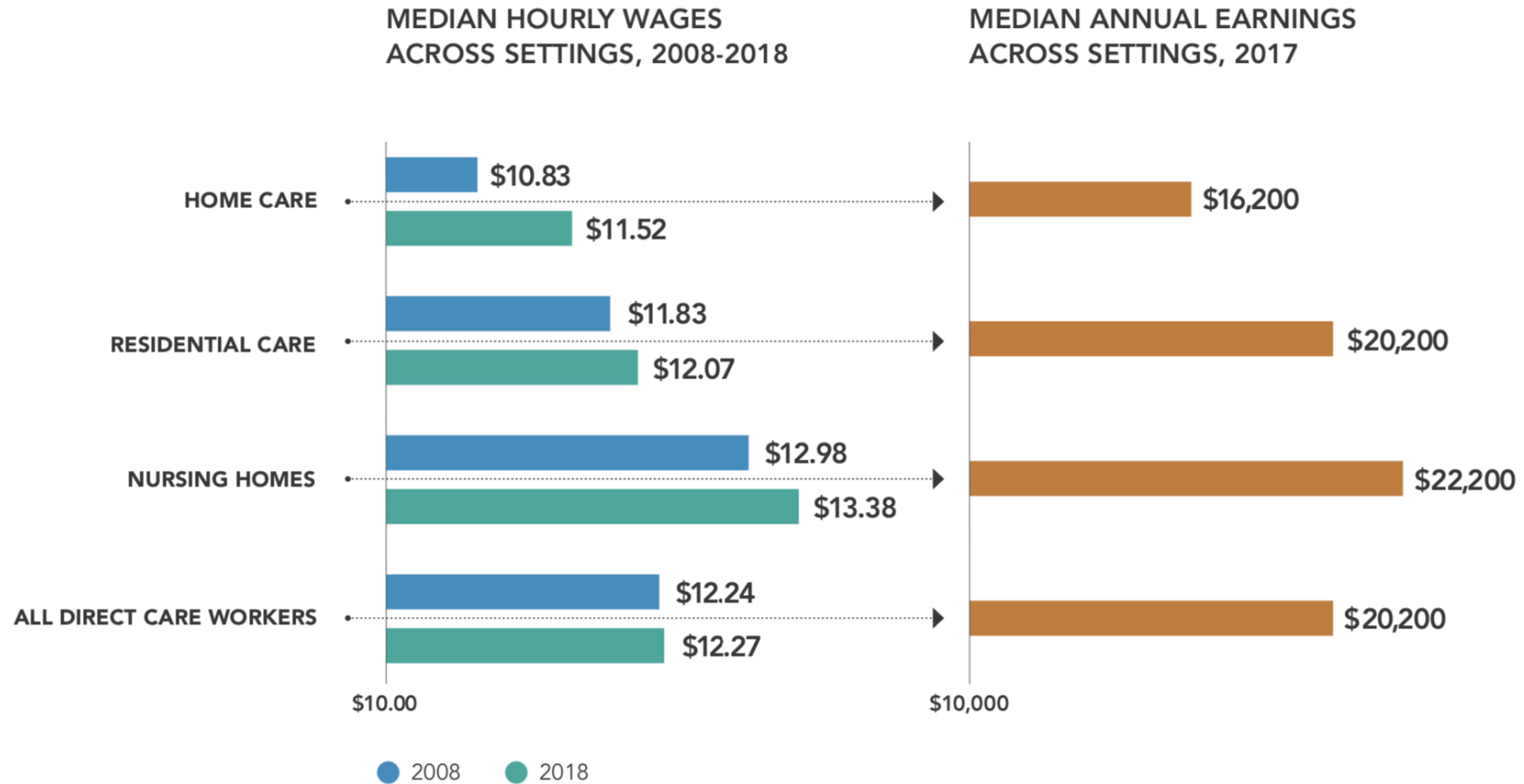
Due To Projected Job Growth And Job Separation There Will Be 8.2 Million Direct Care Job Openings Between 2018 And 2028

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A STANDARD OCCUPATIONAL CODE
WAGES ARE NOT KEEPING UP (2008 – 2018)

MEDIAN HOURLY WAGES
ACROSS SETTINGS, 2008-2018

MEDIAN ANNUAL EARNINGS
ACROSS SETTINGS, 2017

HOME CARE
- $10.83
- $11.52
- $16,200

RESIDENTIAL CARE
- $11.83
- $12.07
- $20,200

NURSING HOMES
- $12.98
- $13.38
- $22,200

ALL DIRECT CARE WORKERS
- $12.24
- $12.27
- $20,200

$10.00 $10,000

● 2008   ● 2018

Sources: U.S. Bureau of Labor Statistics (BLS), Division of Occupational Employment Statistics (OES). 2019. *May 2008 to May 2018 National Industry-Specific Occupational Employment and Wage Estimates*. https://www.bls.gov/oes/current/oessrci.htm; Ruggles, Steven, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. 2019. *IPUMS USA: Version 9.0*. Minneapolis, MN: IPUMS, University of Minnesota. https://doi.org/10.18128/D010.V9.0; analysis by PHI (July 8, 2019).

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DSPs are misclassified in labor reports as Personal Care Assistants or Home Health Aides - job classifications that do not adequately represent the skill requirements of a Direct Support Professional.

To confront this, the National Alliance for Direct Support Professionals (NADSP) is leading a nationwide effort to **Establish a Direct Support Professional Standardized Occupational Code**.

#dontworkanonymously

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Negative Implications for Service Reimbursement Rates

When states do not have a SOC for classifying the roles of Direct Support Professionals, they struggle to appropriately set reimbursement rates for services which compensate Direct Support Professionals.

#dontworkanonymously

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NADSP

Lack of Data for Identifying Workforce Shortages

Without a SOC, there is no real measure for identifying staffing needs, gaps in services, and risks for cessation of services. Data provided through a SOC will lead to better understanding workforce shortages and developing long-lasting approaches to fixing them.

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Devaluation of the Workforce

Despite the fact that a Direct Support Professionals work requires complex skills, thoughtful compassion, diverse care, and deep medical knowledge, there is a failure to identify this position on the scale it deserves. A SOC would create a concrete understanding of both the contributions and the struggles of the workforce.

#dontworkanonymously

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The 2018 Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form 461 broad occupations, 97 minor groups, and 23 major groups.

Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together.

The Process is Reviewed and Revised every 8 years.
*The proposed revision of the SOC for 2026 should be available for public comment in 2024.

Establish a Direct Support Professional Standard Occupational Classification:

www.tinyurl.com/DSPSOC
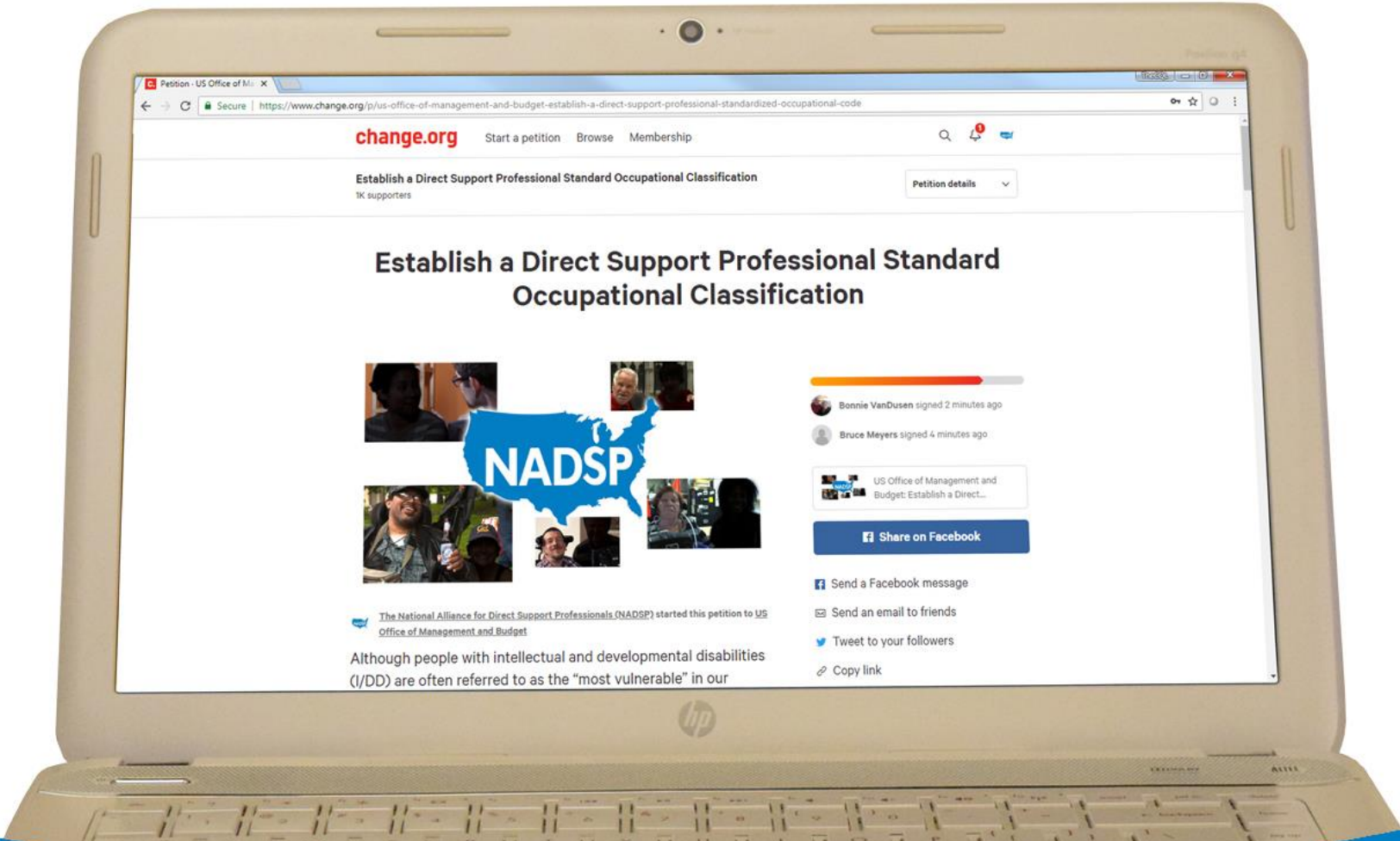
A BILL

To require the Office of Management and Budget to revise
the Standard Occupational Classification system to es-
tablish a separate code for direct support professionals,
and for other purposes.

1   *Be it enacted by the Senate and House of Representa-*

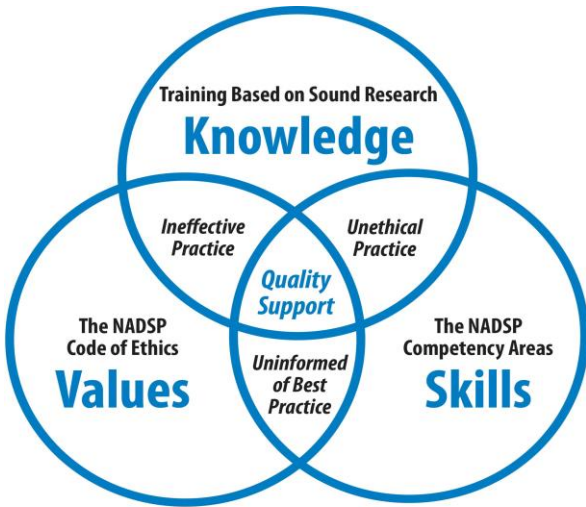2   *tives of the United States of America in Congress assembled,*

3   **SECTION 1. SHORT TITLE.**

4   This Act may be cited as the "Recognizing the Role

5   of Direct Support Professionals Act".

6   **SEC. 2. FINDINGS.**

7   Congress finds the following:
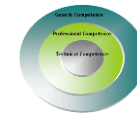
The Six Elements of Any Profession and We Only Have Five

Career Ladder

Learn Demonstrate Evaluate Earn $$$ Stay

A Dynamic Body of Knowledge

Validated Competency Areas (Skills)

Adopted Set of Professional Values (Code of Ethics)

Universally Recognized & Portable Certifications **(E-BADGE Academy)**

Affiliation with Professional Organization

MISSING

A universally recognized Standard Occupational Code