

# 2022 LEGISLATIVE APPRECIATION & ID/A AWARENESS FORUM

## THE ISSUE

The pandemic and related economic factors have accelerated the decline of our workforce and moved the ID/A system of care in Pennsylvania closer to collapse than ever before.

- 6,500 people lost services during the pandemic.
- Historically high levels of Direct Support Professional (DSP) vacancies (27%) and turnover (60%) were reported across the community system workforce statewide.
- Regression and service gaps produce a catastrophic impact on people with ID/A and their families.
- DSP stress, burnout, and exodus with fewer workers stretched beyond their capabilities to deliver safe and effective care.

## THE CAUSE

Systemic underfunding of fee schedule rates that support DSP wages.

- Lagging and inaccurate data from the U.S. Bureau of Labor Statistics
- Single-payer ID/A system that does not permit employers to compete in the labor market
- No means to meet the state mandate to develop market-driven rates
- 30% inequity between the average hourly wage at Pennsylvania State Centers (\$18.66) and community DSPs (\$14.38).

## THE FACTS

DSPs provide care and support in every aspect of life, working independently in community settings throughout a person's lifetime.

- Daily Living
- Employment
- Medication Management and Administration
- Complex Medical Needs and Therapeutic Services
- Behavioral Support and Mental Health
- Transportation
- Personal Relationships
- Protection & Safety
- Human Rights Advocacy



## YOU CAN HELP!!

The necessary level of system investment to support and maintain a DSP workforce to deliver care to our most vulnerable citizens.

- **Invest an additional \$65 million in state funding** (matched with federal dollars) to:
  - Establish pay equity with PA State Centers.
  - Increase community DSP wages by the 30% needed to impact workforce turnover and vacancies, and stabilize the community ID/A system of care.
- **An annual market index (House Bill 92) will keep the community system viable.**

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