DIRECT SUPPORT WORKFORCE BRIEFING SHEET

THE GOVERNOR’S PROPOSED BUDGET CUTS THE FY21 RATE INCREASE THAT WAS MANDATED IN THE 2019 MINIMUM WAGE BILL FROM 4% TO 2%. THIS PUTS PEOPLE WITH DEVELOPMENTAL DISABILITIES AT RISK OF LOSING COMMUNITY SUPPORTS.

People with developmental disabilities are already facing dire workforce issues:

<table>
<thead>
<tr>
<th>STAFF LEAVE JOBS QUICKLY</th>
<th>RETAILERS PAY HIGHER STARTING WAGES</th>
<th>STAFF VACANCY RATES AND POOR FUNDING PUT PEOPLE AT RISK</th>
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<tr>
<td>1 in 3 direct support staff don’t stay in their jobs 6 months;</td>
<td>Costco - $12.55 cashier, $13.30 stocker</td>
<td>Half of all providers have a direct support vacancy rate over 16%;</td>
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<td>Over half of direct support staff leave within a year;</td>
<td>Aldi - $12.98 sales associate, $17 order picker</td>
<td>1 in 4 providers have a direct support vacancy rate over 24%;</td>
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<td>The vast majority leave voluntarily because of high stress, low-wage work;</td>
<td>Giant - $12.35 store clerk, $13 retail sales associate</td>
<td>High vacancy rates put the safety of people with developmental disabilities at risk every day.</td>
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<td>DSPs can make as much if not more working for big box retailers.</td>
<td>Amazon - $15 full-time, part-time and seasonal</td>
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COMMUNITY SERVICES FOR MARYLANDERS WITH DEVELOPMENTAL DISABILITIES ARE NEARING A BREAKING POINT. THE DEVELOPMENTAL DISABILITIES COALITION SUPPORTS THE FULL 4% INCREASE AS MANDATED IN THE MINIMUM WAGE BILL OF 2019!
What Do Direct Support Professionals Do?

Direct Support Professionals (DSPs) help people with Developmental Disabilities in the following ways:

- They create and implement person-centered plans of support, document services, and complete other required paperwork.
- They support people with DD to obtain work, and provide job coaching and other support in the job.
- DSPs schedule and obtain appropriate medical and dental care for people, and coordinate insurances for coverage.
- DSPs help plan and prepare meals and provide cooking instruction.
- They administer medications and treatments and document according to nursing standards.
- DSPs transport people with developmental disabilities to work, appts, and activities.
- DSPs provide personal care assistance to bathe and dress, transfer into and out of personal wheelchairs, etc.
- They assist with banking and budget management, and ensure people have what they need (food, clothing, and shelter).
- DSPs respond to mental health emergencies and provide behavioral supports.
- They connect people with friends and natural supports in the community.

...and much more.

Direct Support Jobs are NOT Minimum Wage Jobs!