

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:

STAFF LEAVE JOBS QUICKLY

1 in 3 direct support staff **don't stay in their jobs 6 months;**

Over half of direct support staff **leave within a year;**

The **vast majority leave voluntarily** because of high stress, low-wage work;

DSPs can make as much if not more working for big box retailers.

RETAILERS PAY HIGHER STARTING WAGES

Costco - \$12.55 cashier, \$13.30 stocker

Aldi - \$12.98 sales associate, \$17 order picker

Giant - \$12.35 store clerk, \$13 retail sales associate

Amazon - \$15 full-time, part-time and seasonal

STAFF VACANCY RATES AND POOR FUNDING PUT PEOPLE AT RISK

Half of all providers have a direct support **vacancy rate over 16%;**

1 in 4 providers have a direct support **vacancy rate over 24%;**

High vacancy rates put **the safety of people with developmental disabilities at risk every day.**

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.



DSPs transport people with developmental disabilities to work, appts, and activities.



They support people with DD to obtain work, and provide job coaching and other support in the job.



DSPs provide personal care assistance to bathe and dress, transfer into and out of personal wheelchairs, etc.



DSPs schedule and obtain appropriate medical and dental care for people, and coordinate insurances for coverage.



They assist with banking and budget management, and ensure people have what they need (food, clothing, and shelter)



DSPs help plan and prepare meals and provide cooking instruction.



DSPs respond to mental health emergencies and provide behavioral supports.



They administer medications and treatments and document according to nursing standards.



They connect people with friends and natural supports in the community.

... and much more.

Direct Support Jobs are NOT Minimum Wage Jobs!