



# I/DD Workforce on the Verge of Collapse



The health, safety and independence of over 30,000 Oregonians who experience intellectual and developmental disabilities (I/DD) are threatened by critical shortages in the workforce that supports them. **Direct Service Professionals (DSPs) provide crucial supports to adults and children with I/DD including management of their medical needs, challenging behaviors, personal hygiene, support to maintain employment and make real connections in the community.** These incredibly dedicated and extensively trained individuals work for nonprofit entities and other agencies that operate as state partners, providing services that support people to live and work in communities across Oregon.

## Today the need to invest in our DSPs is greater than ever!

**The waiting list for residential services is growing.**

- The capacity to serve children has decreased by 30% since 2017 due to a lack of providers and DSP staff available to cover homes safely.
- The waiting list for children seeking residential settings continues to grow.

**High turnover rates for DSPs lead to repeated severance of the critical bonds between DSPs and the individuals they support.**

- Based on a recent national staffing survey, Oregon’s DSP turnover rate is 47.4%, compared to 43.8% nationally, as a result of low wages, long hours and increasing overtime.
- Though the work they do can be physically and emotionally challenging, hourly DSP wages average between \$13.13 and \$13.86 in Oregon, less than most fast food and warehouse jobs, severely hindering recruitment.

## FUND the DSP WORKFORCE

Today, DSPs earn an average 111% (\$13.86 average) of minimum wage.

**\$46.1M GF = Investment in DSPs      \$15 average wage\***

\*Investment will result in an average wage of \$15 effective 10/1/19.

**How the typical I/DD Residential Provider is funded:**

- 85% - State GF/Federal Match:** K-Plan Funds = 66% Federal + 34% State General Fund match
- 9% - Social Security, SSDI:** Paid to individual supported for room and board = \$599 per month
- 5% - Fundraising:** Includes grants and donations dedicated to housing costs
- 1% (or less) - Private Pay**

\*The current rate model used to fund community providers is based on a cost study conducted in 2007. To address this outdated model, DHS worked with stakeholders and consultants in 2018 to develop a methodology which uses the Oregon Needs Assessment tool and is based on a current cost study of provider expenses. This updated rate model reflects increases in actual cost and competitive DSP wages. Because those wages have not been adjusted for cost of living increases since 2009, full funding for the updated rate model is \$84 million.

