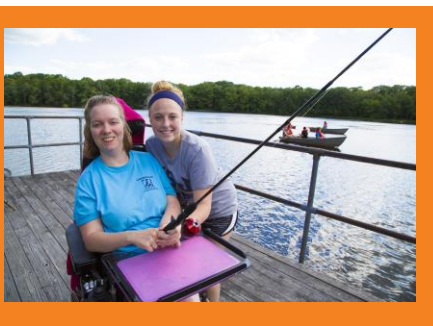


## Recognizing and Fixing the 2019 DSP Workforce Crisis

Direct Support Professionals (DSPs) are the workforce that support individuals with intellectual and developmental disabilities (I/DD) with their daily tasks, employment supports, medical needs and every other detail that goes into living a quality life in the community. This workforce is experiencing one of the largest turnover crises (45 percent every year), with little solution in sight. Currently, the Bureau of Labor Statistics houses DSPs under a larger category of personal care aides and home health aides – which, combined, are the fastest growing careers in the country, requiring over 1 million new workers over the next decade. However, DSPs are unique - they are funded by the Medicaid program, unlike the broader personal care aide and home health aide workforce. Therefore, there has been a call for DSPs to have a separate Standard Occupational Classification (SOC) at the U.S. Bureau of Labor Statistics, so that we can better understand how our federal health programs invest in this essential workforce.

- **A SOC for DSPs will help provide the data that policymakers need at the state and federal level to better understand the DSP workforce.** States heavily rely on SOC data to determine what rates they will pay private disability service providers to provide disability supports. Without accurate federal data, states have to guess what to reimburse to these private providers. Similarly, Congress does not have accurate data on how states are investing in the growth of this workforce. A number of states have come together to share their data through the NCI Staff Stability Survey, but it is not complete and could use the SOC data as an essential component to that report.
- **The data would not be hard for BLS to compile.** Disability service providers already code DSPs in their payment system. It would be fairly simple for to share this data so that it fed into the national collection of data for the SOC.
- **Legislative encouragement could make the DSP SOC a reality.** Although typically SOC are corrected through the BLS regulatory system, SOC are only revisited every decade or so. The call for a new SOC has been consistent from the community but has not yet been achieved – it is compelling for Congress to send legislative encouragement for BLS to seriously consider a BLS SOC.



### How Can Congress Help?

U.S. Senator Hassan (D-NH) is planning on introducing legislation to address this important issue and offer the legislative encouragement mentioned above. If you are a Congressional office interested in joining as lead sponsor, please reach out to Kenzie Marshall with Senator Hassan's office at [kenzie\\_marshall@hassan.senate.gov](mailto:kenzie_marshall@hassan.senate.gov).

### For More Information:

You can also contact Sarah Meek, ANCOR's Director of Legislative Affairs, for additional information at [smeek@ancor.org](mailto:smeek@ancor.org) or 703.535.7850, ext. 104.