



# Impact of the Direct Support Workforce Crisis on People with Disabilities and Their Families

53 community agencies serving people with (I/DD) responded to a survey focused on staffing challenges and the impact it had on services to people living in community residences and attending day services. Pervasive staffing shortages not only directly affect people who depend on staff for daily supports, but also limits access to services for people living with their families and seeking agency support.



## Direct Support Professional (DSP) Workforce Crisis

<b>25%</b>	DSP Staff Vacancy Rate
<b>2,137</b>	Number of Vacant DSP Positions
<b>85,477</b>	Weekly DSP Hours Not Provided to People in Community Settings Due to Vacant Positions

## Nursing, Frontline Supervisor and Case Manager Staff Shortages

<b>23%</b>	Frontline Supervisor and Case Manager Staff Vacancy Rate
<b>14%</b>	Direct Contact Nursing Positions Vacancy Rate
<b>16,382</b>	Weekly Direct Contact Clinical/Supervisor Hours Not Provided Due to Vacant Positions



## People with Disabilities are Not Receiving Needed Services

<b>28%</b>	Survey Respondents Not Accepting New Admissions for Services Due to Staff Shortages
<b>14%</b>	Survey Respondents Have Closed a Residential Setting in 2022 Due to Staff Shortages
<b>72%</b>	Survey Respondents Delaying Expansion Plans and/or New Initiatives Due to Staff Shortages

## What Those Most Affected by the Staffing Shortage are Saying

“What has been a crisis for some time has now become a dire emergency”

“Current staff are leaving at twice the rate of new staff coming in”

“Staff are working to the point of fatigue; they are worn out and leaving our agency. Having fewer staff working in a home for longer hours leaves individuals receiving support more vulnerable.”

“The system may not have another year to survive. Guidehouse’s last benchmark is too far away.”

## ‘People will die waiting’: America’s system for the disabled is nearing collapse

“Without more money to recruit and retain staff, providers believe the trend of placing people in larger group homes will accelerate. While wealthier families may be able to pay for private services, middle-class and lower-income families will likely see the quality of their loved one’s care diminish.”

[LINK TO ARTICLE](#) (Politico 08/10/22)

**THEY DESERVE MORE**

## Mounting Pressures Ahead of January Rate Adjustments

<b>8.5%</b>	Two-years of high inflation rates erode the impact of budgeted rate adjustments - <u>not included in Guidehouse calculations</u>
<b>5.9%</b>	Reported wage increases by U.S. DoL BLS for 12/13 Illinois largest counties—making it difficult for providers to compete
<b>(\$2.95/hr)</b>	In Chicago/Collar Counties, DSP wage rates will STILL be \$2.95/hr BELOW the recommended Guidehouse rates
<b>(\$1.00/hr)</b>	For the rest of the state, DSP wage rates will STILL be \$1.00/hr BELOW the recommended Guidehouse rates

Minimum Wage Increases vs. DSP Reimbursement and Guidehouse Recommendations

