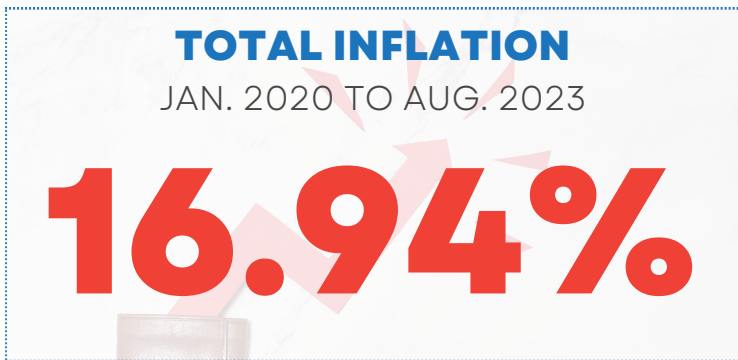
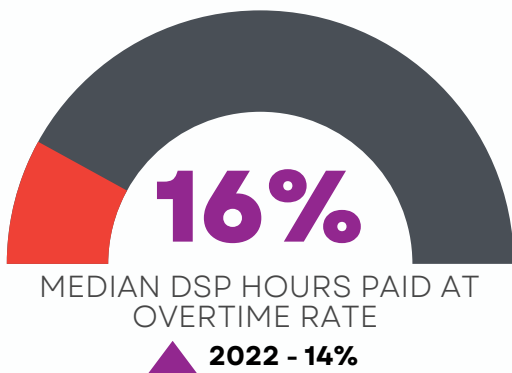
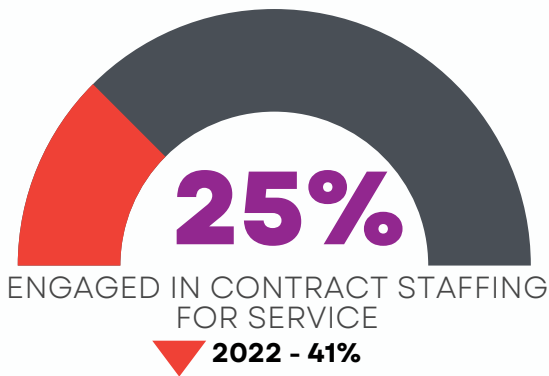


THE CENTER FOR HEALTHCARE SOLUTIONS COLLABORATED WITH THE INTELLECTUAL DISABILITY & AUTISM (ID/A) ASSOCIATIONS ACROSS PENNSYLVANIA TO PRODUCE A DETAILED REPORT ON THE STATE OF THE ID/A INDUSTRY WORKFORCE. SEVENTY-ONE ORGANIZATIONS REPRESENTING OVER 12,000 DSPS AND FRONTLINE SUPERVISORS PARTICIPATED IN TO EVALUATE CRITICAL COMPENSATION AND WORKFORCE DATA. HERE IS A SUMMARY OF KEY FINDINGS:

JOB CLASSIFICATION	AVERAGE WAGE	VACANCY FACTOR	TURNOVER RATE
DIRECT SUPPORT PROFESSIONALS	\$ 16.90	23%	33%



ADDITIONAL ID/A WORKFORCE TRENDS



THE STORY BEHIND THE NUMBERS

- DSP WAGES INCREASED BY 1.79% OVER LAST YEAR TO \$16.90 PER HOUR DESPITE NO NEW FUNDING.
- INFLATION (CPI-U) HAS INCREASED 9.9% SINCE CURRENT FEE SCHEDULE WAS ADOPTED IN 2022 AND 16.94% SINCE 2020.
- VACANCIES AND TURNOVER REMAIN HISTORICALLY HIGH DESPITE SYSTEM CAPACITY DECREASES.
- OVERTIME AND CONTRACT STAFFING ARE BEING USED AT UNSUSTAINABLE LEVELS.
- THE CURRENT REVIEW TO UPDATE FEE SCHEDULE RATES MUST BE **ENACTED IMMEDIATELY.**