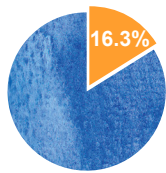


# Direct Support Professionals Provide Critical Services for Georgians with Developmental Disabilities

**Direct Support Professionals (DSPs) are staff who provide a wide range of supportive services to people with developmental disabilities on a daily basis so that people with disabilities can live, work and lead self-directed lives in their communities.**

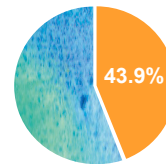
## Challenges Facing the Direct Support Professionals Workforce

The direct support workforce is one of the fastest growing in America due to population growth, the increased life expectancy among persons with disabilities, the aging of family caregivers, and the mandated and much needed movement from institutional to community-based services. Demand for DSP support is greater than the number of available workers.



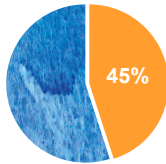
### Lack of Paid Time Off

Only a small number of Direct Support Professionals (16.3%) receive any kind of paid time off. Paid time off is important to maintain a healthy work-life balance and prevent burn out.



### Limited Access to Affordable Health Insurance

Health insurance benefits are offered to less than half of Direct Support Professionals. Health insurance is a critical benefit to maintain a healthy and productive workforce.



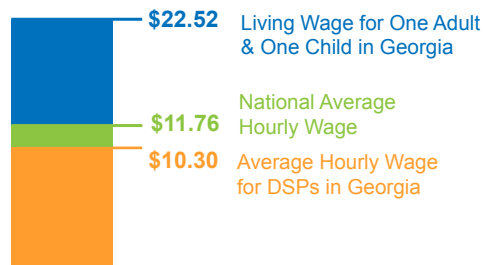
### High Workforce Turnover

Almost half of Direct Support Professionals don't return to their job the next year. This turnover highlights that low wages, limited benefits, minimal training, ineffective supervision, and few opportunities for career growth, combined with the growing complexity of work, are barriers to creating a stable workforce.



### Lower than Average Wages

The average hourly wage for a Direct Support Provider is less than half the living wage for one adult and one child in Georgia.





DSPs Provide Critical Supports to People with Disabilities

- ! Employment
- ! Health Needs
- ! Housekeeping
- ! Personal care
- ! Home management
- ! Skills for daily living
- ! Recreation
- ! Transportation

# *The Crisis of Care in Home and Community-based Settings is of High Concern in Georgia*

## *What's Being Done to Address Direct Support Provider Workforce Challenges:*



*States are forming in-state partnerships to collaborate with state workforce agencies, trade associations, and educational institutions.*



*Legislatures are advocating for a standard occupational classification for Direct Service Providers to improve workforce data collection.*



*Wages and benefits are being evaluated and Medicaid reimbursement rate changes, including cost of living adjustments, wage pass throughs, and value based payments are being implemented.*

## *It's Time to Take Action*

***Georgians with developmental disabilities, their families, and communities are asking the Georgia legislature to fund the additional 5% provider rate increase —approximately \$12.3 million.***

***We're seeking at least 4.5% of that 5% increase to be used to increase the wages of Direct Support Professionals until a rate study is conducted.***