

INVEST IN NEW YORKERS WITH I/DD INVEST IN *me!*



Non-profit providers that support 85% of New Yorkers with I/DD have not received investment from the State to address the decade-long workforce crisis that impacts the quality and availability of care supports and services.

NEW YORK
**DISABILITY
ADVOCATES**
Life. Supported.



85% of individuals with I/DD in NY are supported by non-profit providers



1 in 3 Direct Support Professionals leave their jobs every year



Non-profit provider agency staff vacancies remain in excess of **17%** in 2023

TO COMBAT WIDESPREAD STAFFING SHORTAGES AND HIGH TURNOVER RATES IN THE I/DD CARE SECTOR, NYDA IS URGING GOVERNOR HOCHUL TO INCLUDE THE FOLLOWING IN THE SFY25 EXECUTIVE BUDGET:

- **A Direct Support Wage Enhancement** that invests in Direct Care workers' salaries to ensure an equitable and sustainable non-profit workforce.
- **A 3.2% COLA for non-profit I/DD service providers** to meet rising costs as a result of inflation and keep our system from slipping further.

WHY COLA?

Due to the inflationary growth that has occurred over the past year, non-profit provider agencies' operating costs have increased significantly. Meanwhile, high levels of staff turnover are costing non-profit providers an additional +\$100 million every year.

WHY DSWE?

The DSWE would drive progress by investing an additional \$4,000 in each of our dedicated DSPs – raising their pay by about \$2 an hour.



SUPPORTING DIRECT SUPPORT PROFESSIONALS

A permanent investment in Direct Support Professionals' (DSP) salaries is critical to recruit and retain essential staff. As highly skilled professionals dedicated to individuals with I/DD, DSPs take on numerous critical responsibilities to ensure the health, safety, productivity, & well-being of the entire I/DD community. In addition to attending to the comprehensive social, emotional, & psychological needs, the responsibilities of DSPs include:



**FIRST AID
& CPR**



**ADMINISTERING
MEDICATION**



**TEACHING ESSENTIAL
LIFE SKILLS**



**ENSURING
HEALTH & SAFETY**

Through their fundamental support & services, DSPs are integral pillars of support for New York's I/DD community and are crucial in ensuring that over 130,000 New Yorkers with I/DD can live their highest quality of life. **Yet, low wages caused by decades of underfunding have resulted in a statewide shortage of direct support staff, leaving thousands of New Yorkers with I/DD and their families without access to much-needed care.**

STATE VS. NON-PROFIT WAGE FUNDING

Investment in wages for this essential workforce is critical for non-profit providers that support people with I/DD to recruit and retain staff. Over the past two years, OPWDD has provided significant increases to their State DSP workforce, who provide the same support and services to the same population as non-profit DSPs. Current OPWDD-employed DSPs make up to \$10/per hour more for the same job. Therefore, the inclusion of the DSWE is also critical to providing an equitable increase to employees who are providing the same services to the majority of people with I/DD in New York State.