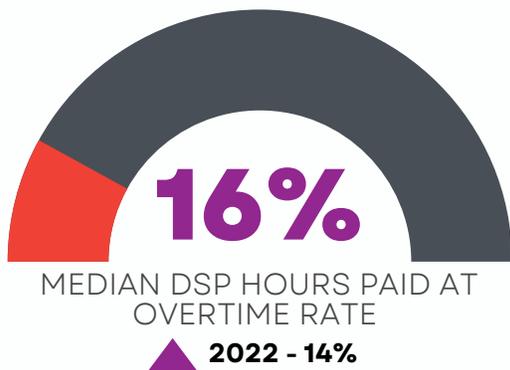
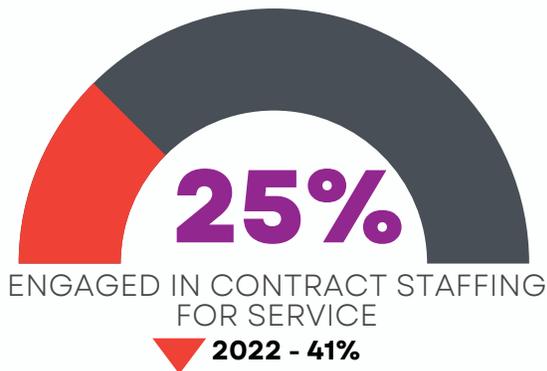


THE CENTER FOR HEALTHCARE SOLUTIONS COLLABORATED WITH THE INTELLECTUAL DISABILITY & AUTISM (ID/A) ASSOCIATIONS ACROSS PENNSYLVANIA TO PRODUCE A DETAILED REPORT ON THE STATE OF THE ID/A INDUSTRY WORKFORCE. SEVENTY-ONE ORGANIZATIONS REPRESENTING OVER 12,000 DSPS AND FRONTLINE SUPERVISORS PARTICIPATED TO 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 WAGE OF \$16.90 REMAINS FAR BELOW MARKET VALUE WITH NO NEW FUNDING THIS YEAR.
- 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.**