



IACP

Iowa Association of Community Providers

The Problem: DSP Workforce Crisis

We have a serious workforce crisis. The LTSS system of supports for 40,000 Iowans with intellectual and developmental disabilities, brain injuries or mental challenges is directly impacted. Direct Support Professionals (DSPs) provide important services but current reimbursement rates are not sufficient to recruit and retain quality workers.

99% of providers have DSP **vacancies**

97% of providers request DSPs **to work extended shifts**



38% of providers have **eliminated services** due to workforce shortage

Turnover is at 48% (nearly doubled in five years - it was 27% in 2015)



Starting wages for Resource Centers are \$16.70 - \$24.41 **compared to \$10.94 - \$11.28 for DSPs**

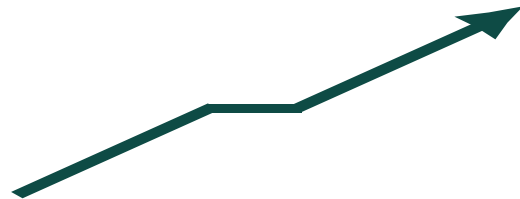
Average wage for DSP is **\$12.52 - \$12.90**

Based on 2019 surveys conducted by IACP of its members, 131 responses (71% response rate).

The Solution: A Rate Increase Directed at DSP Wages

Other Midwest States have increased rates to lift direct support wages.

- Indiana 5.0%
- Wisconsin 6.0%
- Kansas 8.5%



**THE
ASK**

**10% rate increase with
75% pass-through to wages**

Estimated \$33M state appropriation, with federal match

25% at employer discretion to cover FICA, benefits, administrative and overhead costs