

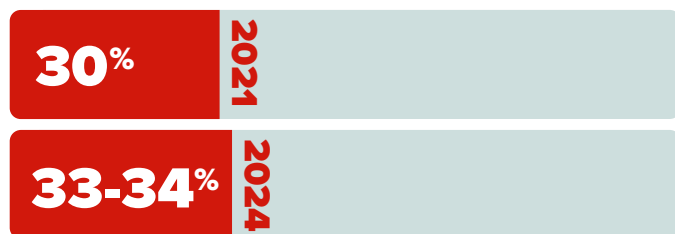
The DSP Workforce Crisis in Texas



Over 15,000 individuals with intellectual and developmental disabilities (IDD) in Texas rely on paid staff in small residential settings – including Home and Community-based Services (HCS) and Intermediate Care Facility (ICF) group homes – for their daily needs.

VACANCY RATE FOR DIRECT SUPPORT PROFESSIONALS (DSPs)

Despite a modest rate increase to \$10.60/hour for DSPs on September 1, 2023, **staff vacancy rates in HCS homes and ICF facilities rose.**



**Recent survey data collected by Texas' leading IDD services associations*

THE WORKFORCE CRISIS HAS HAD A SIGNIFICANT IMPACT ON HEALTH AND SAFETY OF TEXANS WITH IDD, AS SURVEY RESULTS INDICATE:

- ▶ 48% of HCS homes and 57% of ICF facilities are struggling to meet federal access standards
- ▶ 20% of HCS homes and 22% of ICF facilities are reporting an increase in medication errors
- ▶ 30% of HCS homes and 43% of ICF facilities are experiencing an increase in behavioral issues
- ▶ 14% of HCS homes and ICF facilities are reporting an increase in hospitalizations

94% of HCS providers and 96% of ICF providers indicated that **\$10.60/hour is not sufficient to address the workforce shortage**, according to the most recent survey.

Unless and until the Texas legislature acts, individuals with IDD will continue to rely on DSPs compensated at the insufficient rate of \$10.60 per hour, further exacerbating the workforce crisis which will lead to devastating consequences for Texans with IDD and their families who rely on DSPs.

THE LATEST SURVEY ALSO FOUND THAT:



DSPs in group homes currently work an **average of 60 hours per week**, with **some working 100 hours per week** or more, leading to fatigue-related errors and lower tolerance for stressful situations.

- ▶ DSPs at HCS homes work an average of 62 hours per week, while those in ICF facilities work an average of 56 hours per week.



A total of **179 HCS homes** and **50 ICF facilities** **closed** between January 2023 and February 2024.



From March 2024 onward, there are an additional **92 HCS homes** and **34 ICF facilities** anticipated to close by the end of the year.

While the 88th Texas Legislature responded to challenges in recruiting and retaining qualified DSPs at State Supported Living Centers (SSLCs) by increasing base wages to \$17.71/hour, DSPs in community-based settings saw only a minimal increase in their base wage, from \$9.53 to \$10.60/hour. This significant disparity in starting pay exacerbates the workforce crisis in community-based services.