

Challenges in Workforce Strength and Preparedness

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NASEM optimizing Care Systems for People with Intellectual and Developmental Disabilities

December 8, 2021

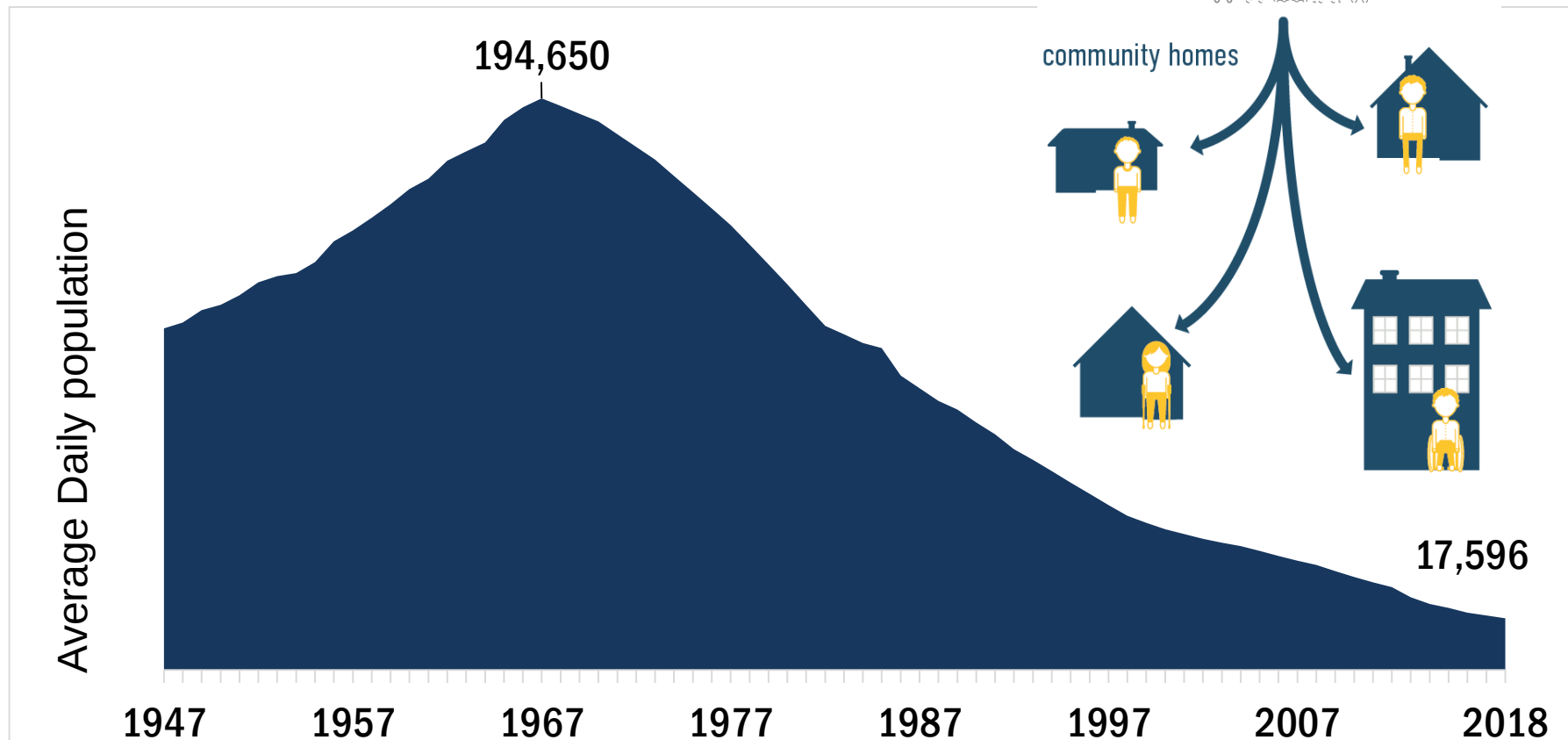
rtcon community living

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30 Years of
Community Living

Life got better for people with IDD in the community (1987-2017)



IDD Medicaid expenditures over time



\$15.7
billion

1987



\$55.3
billion

2017

People with IDD supported to work



people with IDD getting Medicaid-funded HCBS









VIDEO SURVEILLANCE
WITH AUDIO RECORDING
VOL. AREA FOR VIDEO COB. INFORMATION ON AUDIO

Royals

EMERGENCY
EXIT
Pull Red Handle Up
Push Window Out

EMERGENCY
EXIT
Pull Red Handle Up
Push Window Out



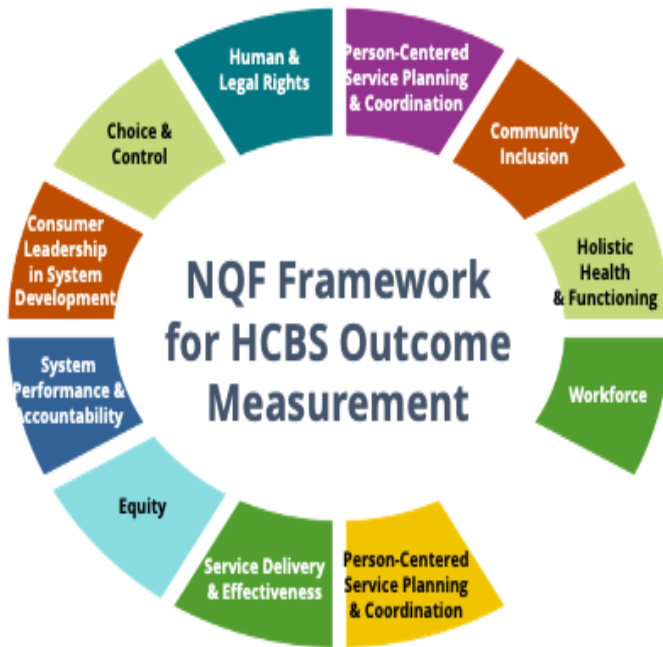
Did life get better for direct support professionals?



Is quality possible?



direct support workforce



quality long-term services and supports

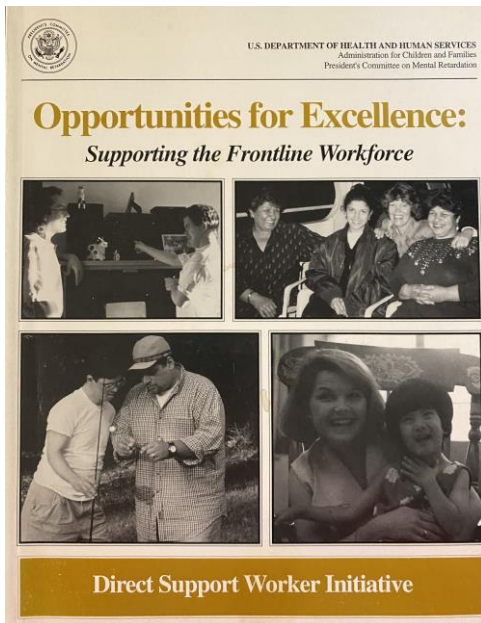


A 30 year National Problem

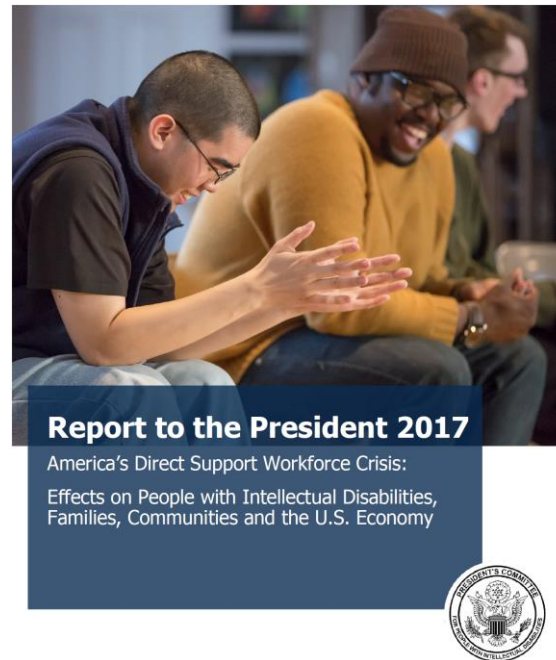


30 years of reports..... 30 years of knowing.....

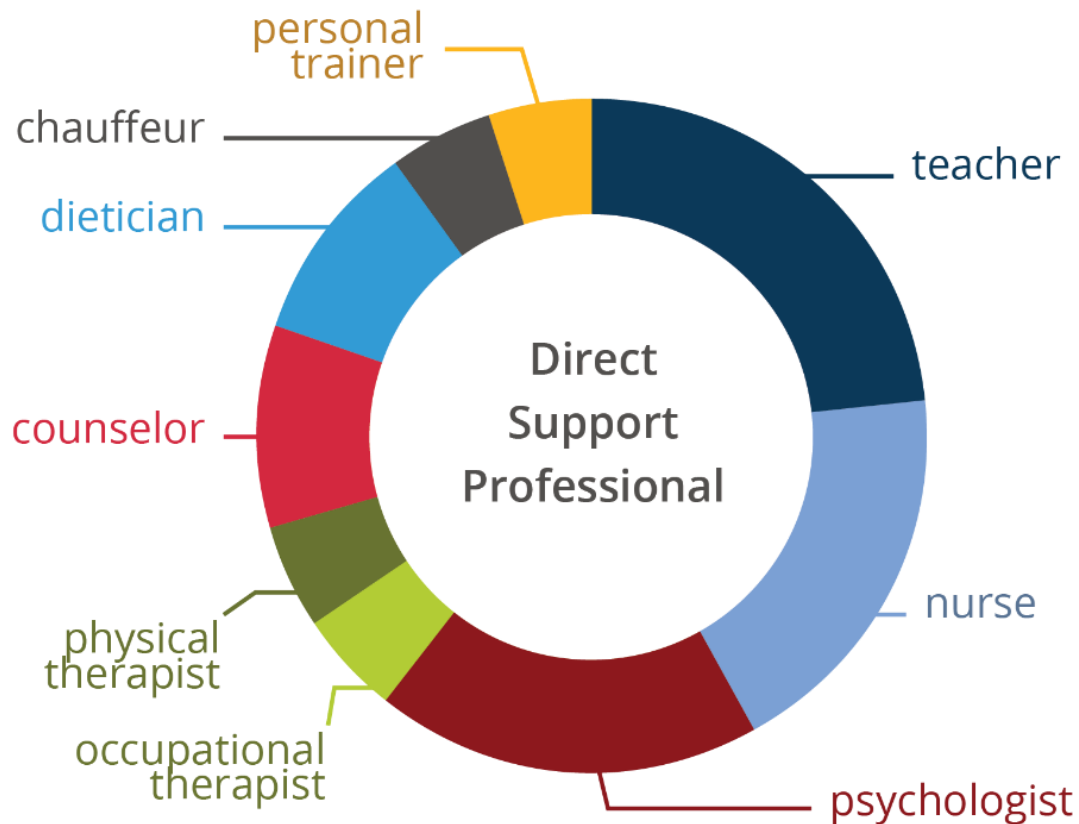
1996



2017



DSPs: caregivers? PCAs? Skilled professionals?



HHHA + PCA + CNA $\neq$ DSP

HHHA + PCA + CNA + a whole
lot more = DSP



4.5 Million direct care workers in the U.S.



2.3 million home care workers



721,000 residential care aides



581,000 nursing assistants in nursing homes



>1.3 million DSPs

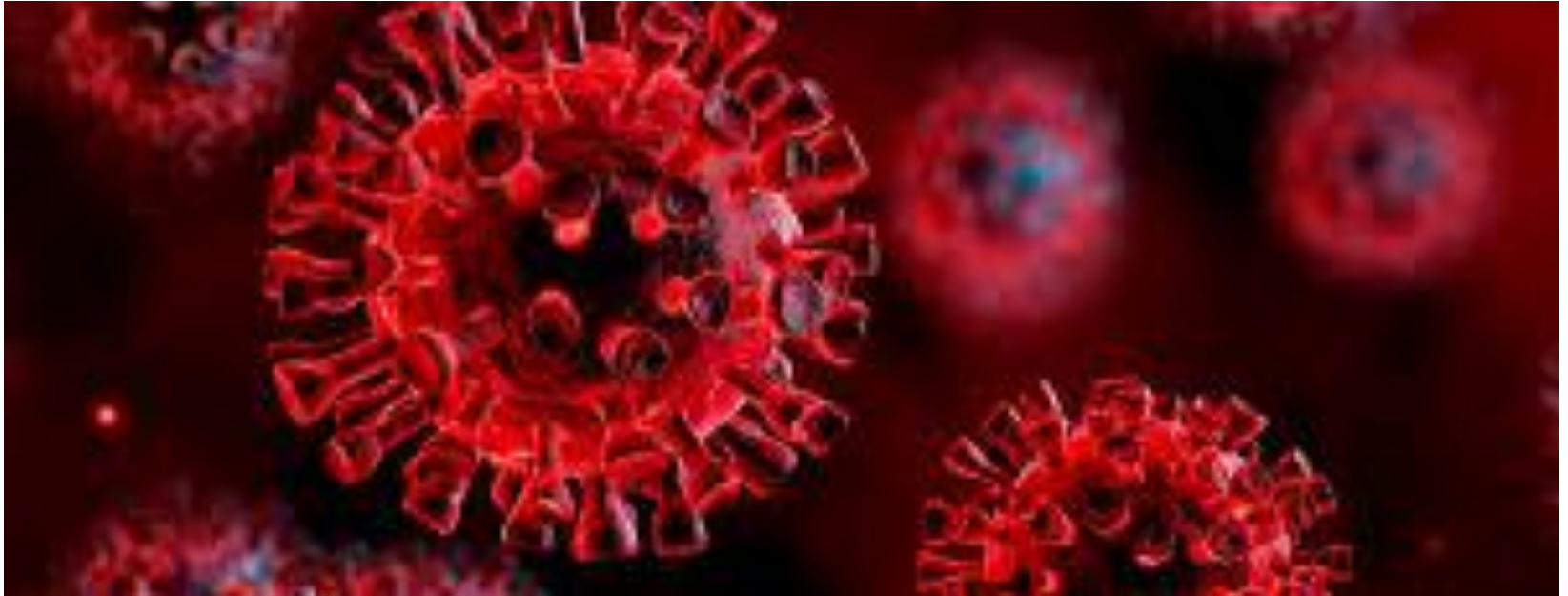
*PCPID

Sources: PHI. 2019; Hewitt et al 2017



8.2 Million

Thanks to COVID-19

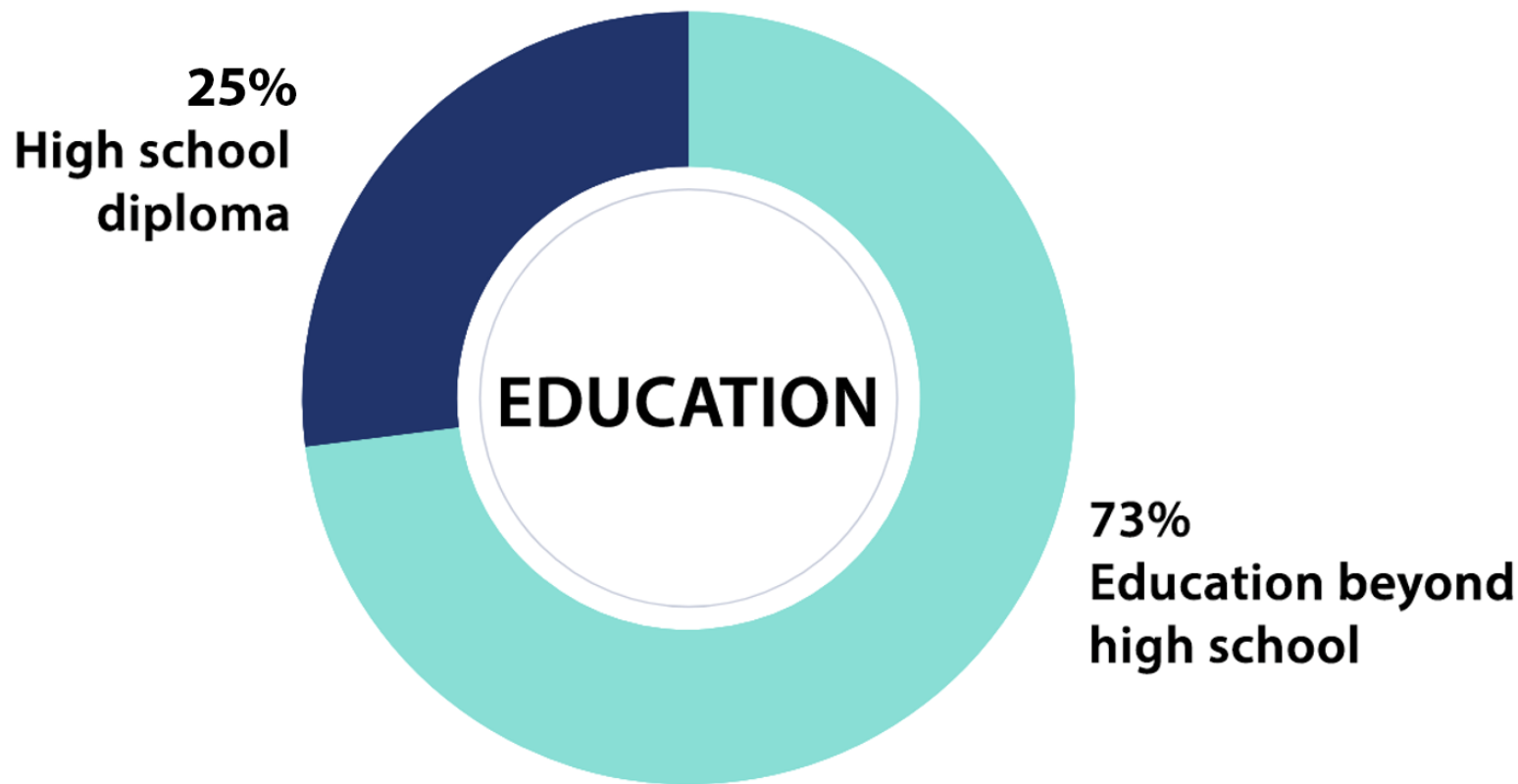


Survey participants

Race and Ethnicity

	<u>6M</u>	<u>12M</u>
American Indian/Native American	2%	2%
Asian	1%	1%
Black/African American	17%	19%
White	73%	72%
Hispanic, Latino, or Spanish origin	7%	6%
Another Race	2%	2%
Two or more races	4%	4%



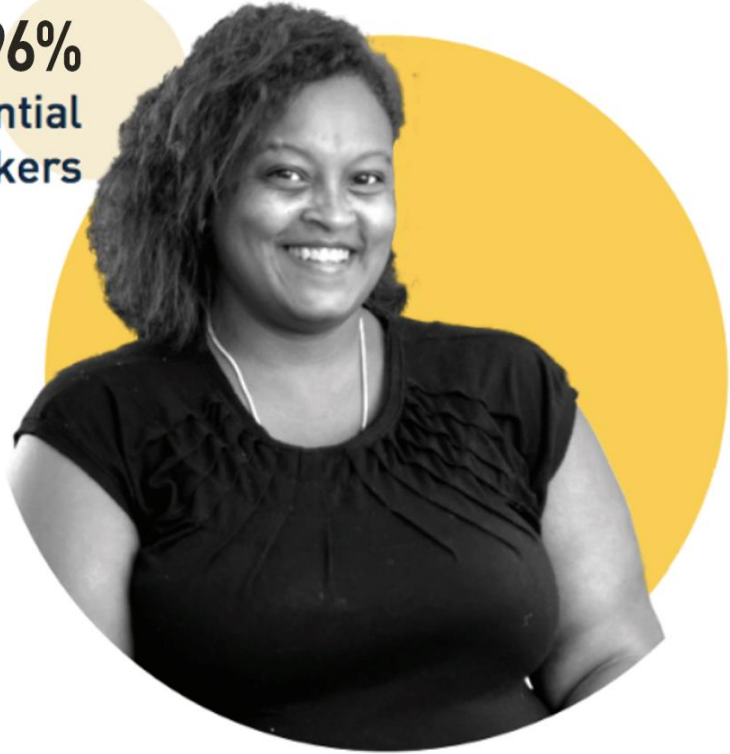


Worker status – 12M

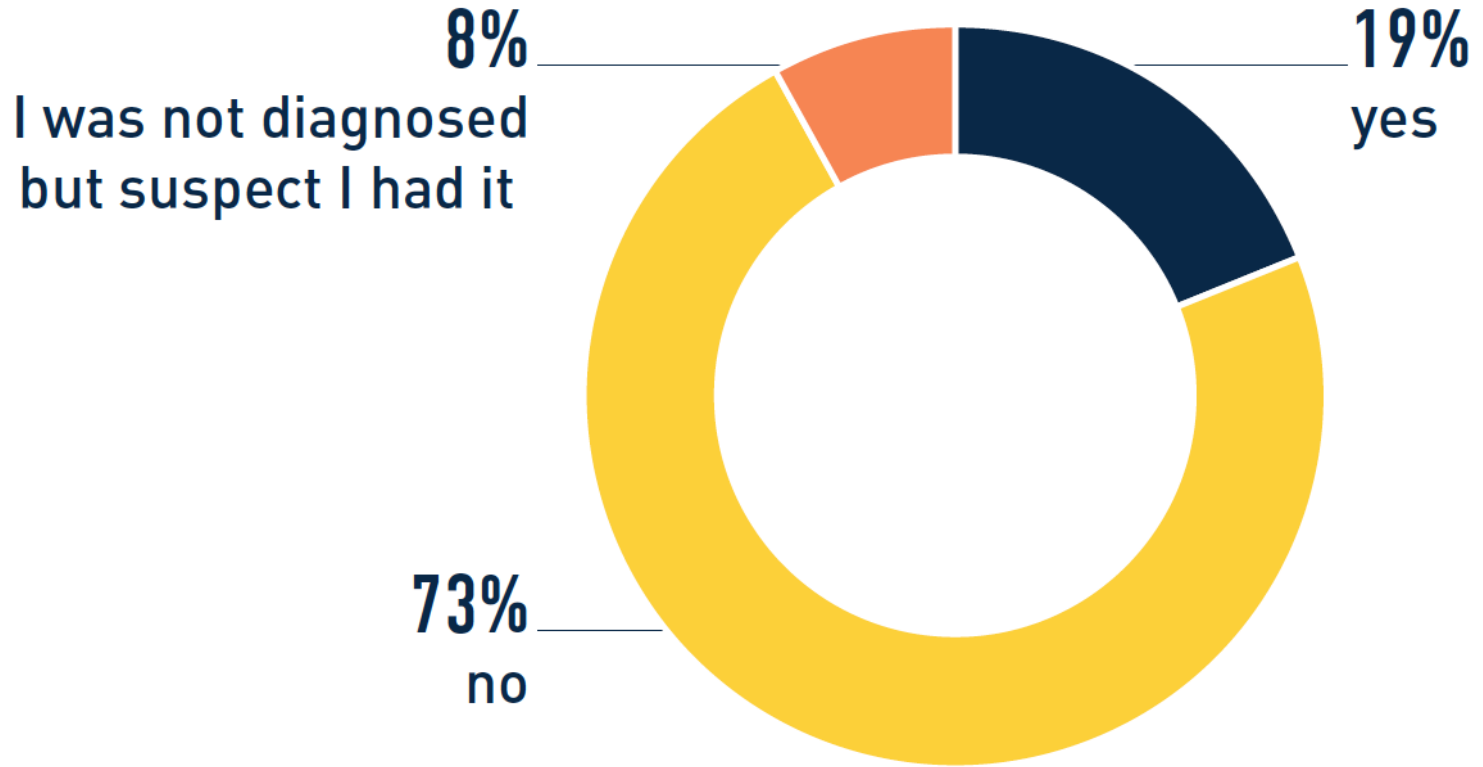
96%
essential
workers

Essential workers “conduct a range of operations and services that are typically essential to continue critical infrastructure operations.”

– U.S. Dept. of Homeland
Security



DSP had COVID-19 diagnosis – 12M



Results of pandemic on DSPs

Physical and/or emotional burnout	50%
Anxiety	47%
Sleep difficulties	38%
Physical health complications	18%
Suicidal ideation	4%
Other reasons	4%

12M



Work life balance

		<u>6M</u>	<u>12M</u>
Much better		2%	6%
Better		6%	19%
The same	38%	40%	
Worse		40%	26%
Much worse		14%	9%





Hope



DSP
COMPENSATION



WORKFORCE
DEVELOPMENT



\$1 billion workforce development grants to states (for three yrs)



\$20 million (over 10yrs) National Technical Assistance Center on DSP Workforce

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