



# CLOSE THE GAP

## on Iowa's DSP Workforce Crisis.

*We need **your** help.*



### WHO IS A DSP?

A direct support professional (DSP) provides mental health and disability supports and services. Because of their efforts, 160,000 Iowans are living, learning and working in their own communities of choice.

These critical services include: bathing, shopping, budgeting, shopping, banking, cooking, cleaning, job development and coaching, transportation, and community activities. **DSP's jobs are essential.** Their work impacts the lives of Iowa's most vulnerable citizens.

### THIS IS A CRISIS

DSPs provide essential services, but Iowa's current reimbursement rates are fixed, making it **nearly impossible** for community providers to recruit and retain quality employees during the current employment shortage.

### IACP TOP PRIORITY: DSP WAGES

Please help us **close the wage gap** for Iowa's community providers.

**Thank you** for the 3.55% rate increase for HCBS (effective July 1, 2021). Unfortunately, our need was 10% and the cost of living went up 6% in the last 12 months. We need funding to close the wage gap in order to attract and maintain quality DSPs. Without such funding, important services will be cut, and community providers will continue to consolidate or close. The fate of vulnerable Iowans is literally hanging in the balance.

**160,000+**  
PEOPLE SERVED

The DSPs in our state serve over 160,000 vulnerable Iowans.

**94%**  
NOW HIRING

94% of Iowa's community providers have DSP vacancies.

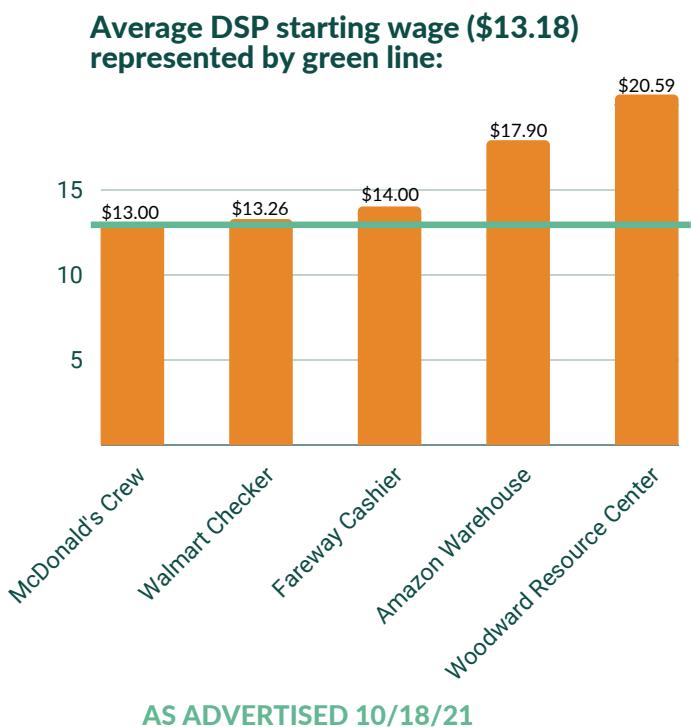
**39%**  
TURNOVER RATE

Providers report an annual 39% DSP turnover rate

## THE COMPETITION

The average starting wage of a DSP in Iowa is **\$13.18**, up from **\$11.98** last year. Providers are struggling to compete with other entry-level jobs. We cannot increase our rates to fund wage increases, as they are set by Iowa Medicaid (IME). The **ONLY** way to increase rates is through a legislative appropriation.

AVERAGE STARTING WAGES



## DIFFERENT FROM HEALTHCARE

What sets Iowa's community providers apart from other healthcare workers?

- Community providers receive more than 90% of their revenue from Medicaid. Other health care organizations receive 25-30% of their total revenue from Medicaid
- Private insurance does not cover these services
- DSPs provide services 24 hours/day, 7 days/week, and 365 days/year
- The need for services is generally ongoing and life long, not sporadic or short term

**CLOSE THE GAP.**  
Support rate increases to address workforce crisis for:

- *Habilitation*
- *Home and Community-Based Services/Brain Injury (HCBS/BI)*
- *Home and Community-Based Services/Intellectual Disabilities (HCBS/ID)*
- *Intermediate Care Facility/Intellectual Disabilities (ICF/ID)*

**This action will help community-based organizations improve the lives of Iowa's most vulnerable citizens.**