



CLOSE THE GAP

on Iowa's DSP Workforce Crisis.

We need your help.

WHAT IS A COMMUNITY PROVIDER?

We are providers of mental health and disability support services in all 99 counties. Supports include residential, employment, mental health, transportation, and a multitude of other services helping individuals live in and thrive in communities throughout the state.

WHO IS A DSP?

Direct Support Professionals (DSPs) are the lifeblood of Iowa's community providers. They provide mental health and disability support and services, including assistance with daily tasks, obtaining and maintaining employment, making friends, and enabling people to not just live, but thrive in their own communities.

Because of their efforts, 160,000 Iowans are living, learning and working in their community of choice, and not in State institutions.

THIS IS A CRISIS

DSPs provide essential services to vulnerable Iowans, but wages paid based on Medicaid reimbursement rates and the current employment environment make it extremely difficult to recruit and retain quality employees.

IACP TOP PRIORITY: DSP WAGES

**Thank you for supporting
community providers!**

Thank you for the 4.25% rate increase for HCBS and Habilitation (effective July 1, 2022). We are grateful for your commitment to address our workforce crisis. Unfortunately, the cost of living for families with children has gone up 10.6% and up 6.4% for single households. **Additional State financial support is needed** to close the wage gap between DSPs and other entry-level jobs 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
Iowans are affected

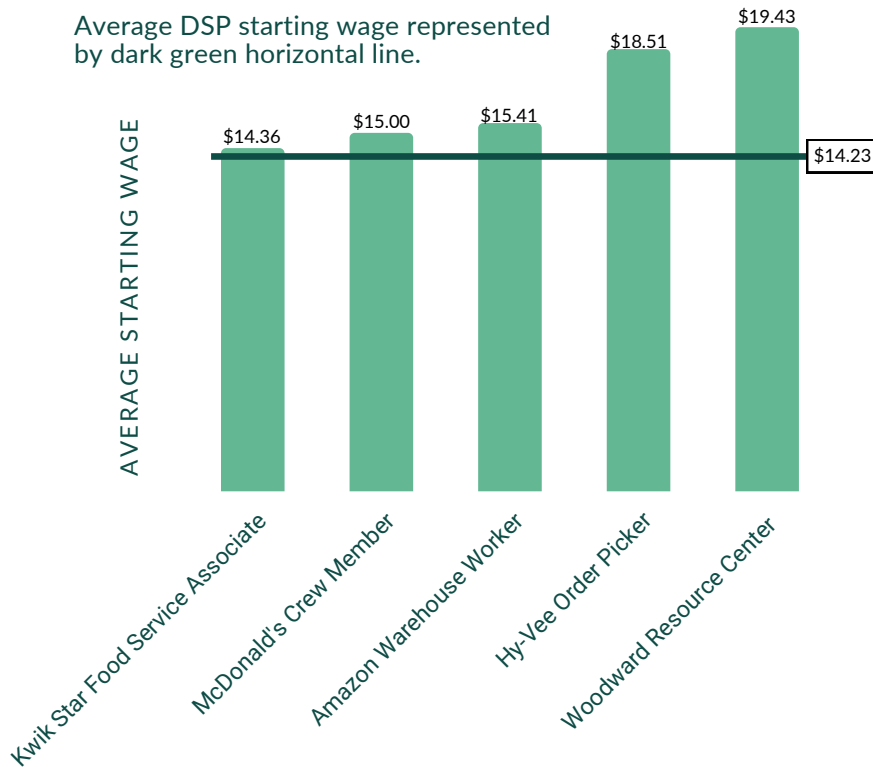
96%
of community providers
have staff vacancies

40%
average DSP
turnover rate

HERE'S THE PROBLEM

The average starting wage of a DSP in Iowa is \$14.23. Providers continue to struggle 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 DSP starting wage represented by dark green horizontal line.



AS ADVERTISED 10/02/22

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

HERE'S WHAT IS NEEDED NOW:
CLOSE THE GAP

Support rate increases to address workforce crisis for:

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

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

