

2019 PENNSYLVANIA DIRECT SUPPORT PROFESSIONAL & FRONTLINE SUPERVISOR COMPENSATION STUDY

Direct Support Professionals (DSPs) work with people with intellectual disability and autism to help them live full and meaningful lives in their communities. DSPs are often a primary lifeline for people with disabilities, providing life-sustaining and enriching services.

After 10 years without a rate increase, the Pennsylvania legislature and Governor Wolf began an investment* to fix the DSP crisis in the FY 2017-18 budget. This investment and other factors resulted in DSP wages increasing by an average of a dollar an hour in 2018 and thirty-seven cents in 2019. As of June 30, 2019, the average DSP starting hourly wage was \$12.16, with an average DSP hourly wage of \$13.20.

Roughly 1 out of 5 DSP jobs remain open, putting strain on the current workforce while negatively impact Pennsylvanians with intellectual disability or autism. **With DSP turnover at 31.6% per year (over 17,000 positions out of 55,000) and 19.4% of DSP positions open (over 10,000 positions out of 55,000), Pennsylvania still has a long way to go to fix the DSP crisis.**

DSP RATES SHOW LIMITED PROGRESS MADE

Average	2018	2019	Percent of PA Living Wage**
Starting	11.62	12.16	38%
Hourly	12.83	13.20	58%
Turnover	38.2%	31.6%	--
Open	20.4%	19.4%	--

*Medicaid is the primary payer for ID/A services, accounting for well over 90% of their ID/A revenue. The rates set by the state determine funding for ID/A services.

** Based on the MIT-Based Living Wage.

The 2019 Pennsylvania Direct Support Professional and Frontline Manager Compensation Study is a collaboration of:

- **Moving Agencies Toward Excellence (MAX)**
- **PAR (Pennsylvania Advocacy and Resources for Intellectual Disability)**
- **Rehabilitation and Community Providers Association (RCPA)**
- **The Alliance of Community Service Provider (The Alliance CSP)**
- **The Arc of Pennsylvania**
- **The Provider Alliance (TPA)**
- **United Cerebral Palsy of Pennsylvania (UCP of PA)**

Pennsylvania's recent investment in DSPs was not enough to address high turnover and fill open positions.

Please contact one of the collaborating associations to find out how you can help.