

AMERICAN RESCUE PLAN TPA MEMBERSHIP WORKFORCE DATA

TPA Survey Results

AUGUST 26, 2021

As we continue our advocacy to invest \$541M of American Rescue Plan funds into the ID/A Fee Schedule Rates to increase DSP compensation, it was critical to compile current workforce data. To accomplish this, our DSP workforce survey was released on August 4th requesting that members respond to 3 simple questions regarding wages, turnover, and vacancies. Our goal was to determine the current state of the community system using updated and relevant information. We are pleased to report that 37 surveys were completed in just 72 short hours. Below is a summary of the results.

KEY FINDINGS

When compared to their counterparts in PA-owned and operated State Centers, community DSPs are reimbursed at significantly lower levels, creating substantial deficits in workforce capacity and stability. (State Center Data Source: Pennsylvania Office of Developmental Programs).

Workforce Comparisons from Current Data	Residential Services Aides, PA State Centers (June 2021)	Community Direct Support Professionals (July 2021)	Variance
Starting Hourly Wage	\$14.29	\$12.94	\$(1.35)
Average Hourly Wage	\$18.66	\$14.38	\$(4.28)
Vacancy Factor	16.8%	23.3%	1.4X Higher
Turnover Rate	13.9%	37.8%	2.7X Higher

DATA FURTHER SHOWS

- 13 of 37 respondents reported staff vacancies of over 25%.
- 18 of 37 respondents reported a staff turnover rate of over 40%.
- Information reported represents over 7,000 DSP positions.

These findings confirm the urgency of the need at this critical time. We will continue to focus on the funding options available RIGHT NOW through the American Rescue Plan.

Take Action Today!!

Please Contact [Your Legislators](#) and [Governor Tom Wolf](#)

- Urge them to invest \$541 million invested into Fee Schedule Rates for DSPs to reach pay equity with Pennsylvania-owned and operated state centers.
- Let them know that community-based programs are closing and services will not be available for people finally approved from the waiting list which renders service authorizations useless.
- Ask them to invest TODAY in our crumbling ID/A System of Care.