

KNOW THE FACTS

- **Home and community-based services are essential to keep individuals with disabilities healthy and in their own homes and communities.**
- **Rates are ONLY at 2008 levels while the actual cost to serve individuals has increased each of the last 12 years.**
- **Providers, individuals and families are not able to offer Direct Support Professionals (DSPs) a competitive and living wage creating a work force crisis.**
- **The DSP turnover rate in Louisiana is 40%.***
- **Louisiana's median hourly pay is only \$8.05 compared to a national median of \$12.00.***

What Can Legislators Do?

Appropriate additional State General Funds to increase home and community-based service rates to ensure Direct Support Professional (DSP) base pay increases by two dollars per hour.

Commit to protecting this increase and ensure annual increases until DSPs in Louisiana earn a competitive living wage!

Why Do This?

The service rates paid to providers, individuals and families are not sufficient to pay staff a competitive living wage. The low pay and often challenging work has resulted in a **severe shortage of DSPs**. Individuals receiving services are paying the price...

Individuals struggle to find workers willing to provide the services they need due to these low rates. This creates an incredible burden on parents and family members to fulfill the needs of their loved ones without support and increases the potential for someone having to live in an institution.

Increasing rates to ensure DSP base pay increases by \$2 per hour gives providers, individuals and families a greater chance of hiring and retaining a sufficient, skilled workforce capable of meeting the needs of individuals currently receiving home and community-based services. These services are **more cost-effective** than institutional settings and afford individuals with disabilities a **better quality of life** in their own homes to bond with family members resulting in more natural supports.

*National Core Indicators. (2019). National Core Indicators 2018 Staff Stability Survey Report. Retrieved from the National Core Indicators website: <https://www.nationalcoreindicators.org/staff-stability-survey/>