

Update From The Disability Service Community





- Rob Baynard, *Executive Director, Opportunities, Inc.*
- Rick Callahan, *Executive Director, Compass*
- Chris Collins, *Program Service Participant*
- Lori Sedlezky, *Executive Director, Ardmore Enterprises*
- Mary Ellen Stephens, *Service Coordinator, Service Coordination Inc.*
- Alverda McCoy, *Parent*
- Lydia Heimlich, *LTSS Administrator, Ardmore Enterprises*
- Leonard L. Lucchi, *(Advocate Support)*
- Rob Malone, *CEO, The Arc of Prince George's County*
- Omar Nicholson, *Staff at The Prince George's Provider Council*





- 60+ Nonprofits and Social Service Organizations Serve Prince George's County



- Over 2,500 Individuals are Supported in the County

- In Excess of 3,600 Services are Regularly Provided

- Over 4 Million Hours of Direct Support Provided

- Over 3,500 Individuals are Still Waiting for DDA Services





- Serial Underfunding Has Led to Low Staff Pay and the Current Workforce Crisis
- Providers Cannot Pass On Any Costs to Participants and Do Not Have the Discretion to Adjust Staffing Levels
- The Workforce Crisis Threatens the Consistency and Continuity of Services for our Most Vulnerable Citizens. There Are People With Limited Means Impacted By Lack Of Supports
- Some Caregivers Are Unable To Go To Work Without Supports

The Problem



1 in 3 Direct Support Professionals Do Not Last Until their 6 Month Work Anniversary. 50% of Those Who Remain Do Not Make It to 1 Year.

Over 200 people accepted in Prince George's County, but Unable to Start Services Due to Limited Staff

We Have a 31% DSP Turnover Rate

Prince George's Providers Have a Vacancy Rate of 25%



Insufficient Funding
Leads To:

- Low Staff Quality
- Low Operational Support
- Low Programmatic Investment



Insufficient Leads To:

- High Turnover
- High Replacement Costs
- High Vacancy Rates





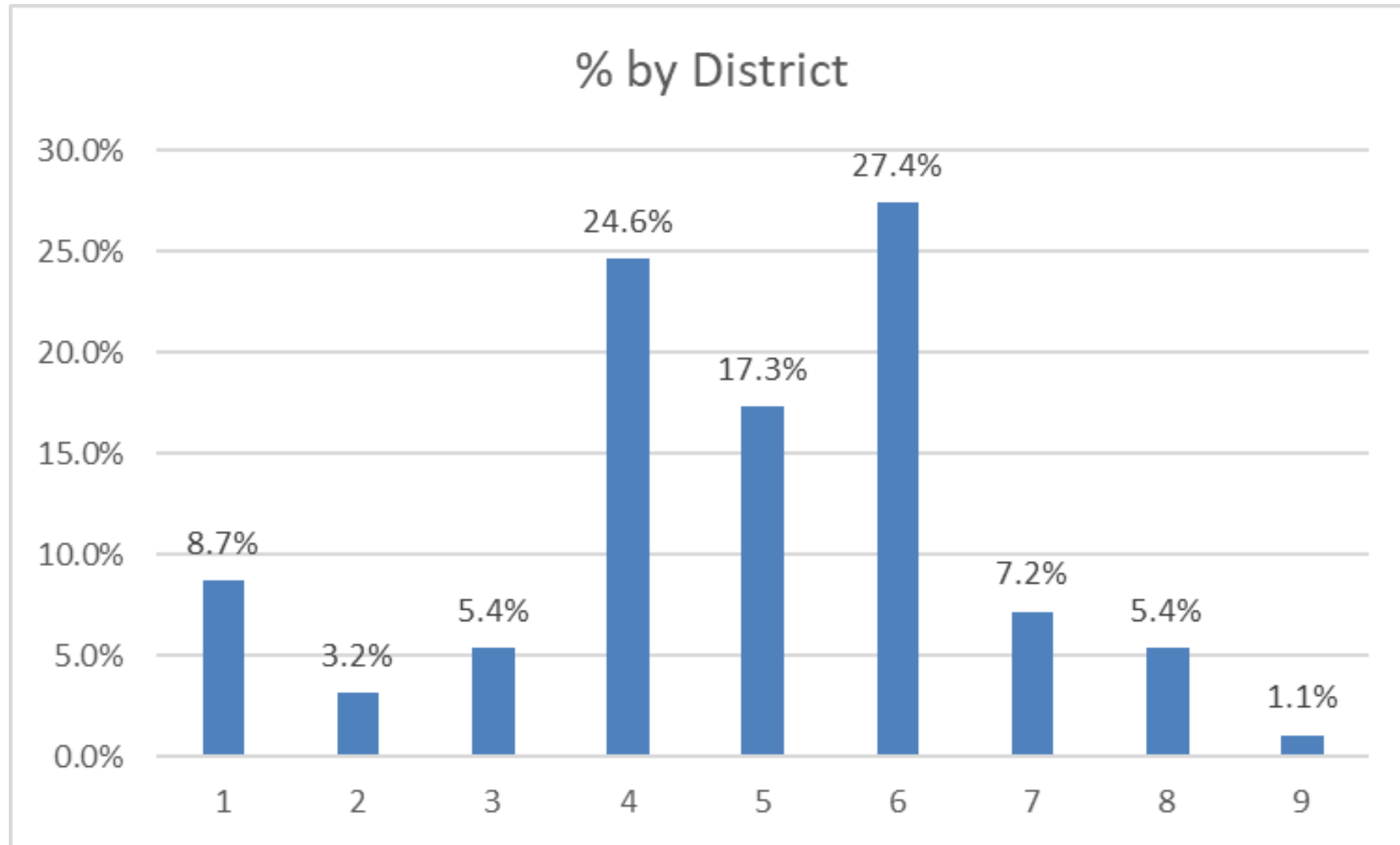
- Without Sufficient Funding and With the Increased Minimum Wage, Our Workforce Will Continue to Shrink as Workers Opt for Less Stressful and Demanding Opportunities
- As Other Competitive Employment Opportunities in the County Rise, Many Dedicated DSPs Will Undoubtedly Seek Other Jobs to Better Manage Rising Costs
- Hundreds of Children and Adults Are Struggling Without Services
- County Citizens/Workers Will Have Employment Impacted, Because They are Unable To Return To Work



- The PGPC Has Explored DSP Training / Certification Programs with PGCC in the Past and Will Revisit, If Possible.
- Some Provider Wage Rates Were Too Low To Benefit From Programs Offered Through Employee Prince George's County.

In The Past, Wages Have Ultimately Caused These Efforts to Fail.

2,500 People Served in Prince George's County





Increase Direct Support Provider Supplement from \$4.4 Million to \$5.4 Million to Assist Providers in Compensating Direct Support Staff

And,

Remove the Wage Cap of \$21.50, Because We have DSPs Now Above That Level

We Need Support To Stabilize Services For Our County Residents

Thank You!



Thank You!

Thank You! Thank You!

Thank You!