

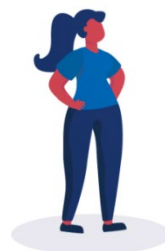
Understanding the Competitive Workforce Factor



- In 2019, legislators made a critical investment in the disability services workforce by beginning to address the **17% wage gap** that exists between working in disability services as a Direct Support Professional and working in other comparable jobs in our communities.
- Specifically, the legislature created a new **Competitive Workforce Factor** within the Disability Waiver Rate System with the goal of making the wages and benefits of disability services jobs more competitive.
- The Competitive Workforce Factor was set at 4.7% and will equate to an **average 3% to 4% increase** in the dollars individuals receive for accessing services, the majority of which go to staff wages and benefits.
- The Competitive Workforce Factor was officially approved by the federal government near the end of 2019 and will now begin being implemented on an individual by individual basis **throughout the 2020 calendar year**.
- In December of 2020, providers of disability services are required to post a **report** of the **additional revenue** generated by the Competitive Workforce Factor and how their organization will use that revenue.
- **The establishment of the Competitive Workforce factor was a significant step forward in strengthening the disability Direct Support Professional workforce.**

- **Underpaid:** The average hourly wage for direct care is \$13.15 which is 17% less than jobs requiring similar skills and experience.
- **Understaffed:** With 18,500 current openings within our workforce of 93,000 the profession has a 19.3% vacancy rate, one of the largest in the state.
- **Under pressure:** 50% of DSPs stay in their position for less than a year.

*Data based on Department of Human Services 2019 Cost Reporting Pilot Labor Market Reporting Preliminary Findings



DIRECT SUPPORT PROFESSIONALS

Empowering people with disabilities
to live their best lives



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