

# DIRECT CARE WORKFORCE INITIATIVE

Presented by  
the New Mexico

Association of Developmental Disability Community Providers

**ADDCP**



**To promote and advocate for  
quality, community based services  
for children and adults with  
intellectual and developmental  
disabilities in New Mexico.**

# Support for Direct Support Professionals

- ▶ Support for DSP workforce requires collaboration between employers, advocates and law makers.
- ▶ Some of the collaborative groups include the Association of Developmental Disabilities Community Providers, (ADDCP), the New Mexico Caregivers Coalition (NMCC) and other partner organizations.
- ▶ Senator Ortiz y Pino convened a meeting with all of the listed groups to a roundtable discussion on June 16, 21 and 29 to explore opportunities to collaboratively pursue policy interventions that support New Mexico's DSP workforce.

# Goal of the collaboration

- ▶ Commitment to supporting the DSP workforce.
- ▶ Improve and deliver highest quality of care for people with developmental and intellectual disabilities.
- ▶ Examine the current DSP workforce in New Mexico.
- ▶ Collect data that identifies the makeup of the workforce.
- ▶ Assess the data to determine a policy approach.

# Preliminary Goal

- ▶ Collaborative groups recognize there is a paucity of data on the DSP workforce within New Mexico's state funded programs.
- ▶ DSPs do not have their own occupational classification in federal labor datasets.
- ▶ Review job title classifications to better understand this population
- ▶ New Mexico does not currently collect this data.
- ▶ Identify the necessary data requirement and pursue collection criteria recommendations.

# Objective

- ▶ Accurate workforce data on the size, stability and compensation for the DSP workforce is necessary.
- ▶ Examination of the data will provide government leaders, administrators, employers, advocates, consumers and family members to better understand our workforce.
- ▶ Examine three specific areas:
  - ▶ workforce volume (e.g., employment numbers by job type and full-time versus part-time staff);
  - ▶ stability (e.g., recruitment, retention, turnover, and job vacancies);
  - ▶ compensation (e.g. hourly wages and availability of benefits).

# Objective Continued:

- ▶ We need a well-trained and appropriately compensated DSP workforce based on accurate data. Data can be leveraged to develop and evaluate targeted policy solutions to improve wages and working conditions for DSPs which would be critical in future efforts to study adjustments to provider reimbursement rates.

# Proposed Next Steps

- ▶ Establish a task force to assess the DSP workforce through a legislative memorial.
- ▶ Insure DOH system wide assessment incorporates the needs of this effort.
- ▶ Ensure that all providers of services to the Developmental and intellectual disability population are included in this task force.
- ▶ Establish a fund to pay for the task force and study of the DSP workforce.
- ▶ Report recommendations to legislature, Department of Health, Department of Health and Human Services following study.
- ▶ Implement task force recommendations.



# Thank you for your support

The Association of Developmental Disabilities Community Providers (ADDACP) is a statewide trade association representing more than 25 community providers of services for adults with intellectual and developmental disabilities and children with or at risk of developmental disabilities. Combined, we support over 3,000 children and adults throughout New Mexico every day.