

IDD Direct Care Workers

TEXAS WORKFORCE CRISIS

This was a crisis long **before** COVID-19 pandemic.
In 2023 the crisis has reached the brink of a **catastrophe**.



What is the Crisis?

Texas has experienced a significant shortage of direct care workers (DCWs), the frontline workers who support people with intellectual and developmental disabilities (IDD) in the community.

IDD providers rely entirely on revenue from Medicaid, unlike most healthcare providers who can offset Medicaid shortfalls with other revenue sources like Medicare or private insurance.

Based on a survey conducted by PPAT, PACSTX and Texas Council:

- Providers are reporting a **30% vacancy in group home staff positions** – one out of every three homes at any given time do not have scheduled staff. Those positions are filled by administrative staff, overtime, or home consolidations
- **48% average increase in use of overtime reported due to staffing shortages**
- 48% providers report turning away referrals; 33% report closing or consolidating homes

What is a DCW?

DCWs support people living in their own homes and in group homes, often with just one DCW on-site.

DCWs support individuals who have complex needs (e.g., have quadriplegia, are tube-fed, etc.) or who have mental health and/or behavior support needs 24 hours a day, 7 days a week, 365 days a year.

Without enough DCWs, group homes must close or consolidate, and often on-site staff are forced to work unreasonably long hours, endangering health and safety of individuals in the homes.

Competition Pay:

HEB Cashier - \$15/hour

Amazon - \$18/hour

Walmart - \$16/hour

Starbucks - \$17/hour

Chick-Fil-A - \$14/hour

Nursing Homes - \$15-18/hour

What is the Solution?

Raise the direct care portion of rates to an average wage of \$15/hour so IDD providers can recruit and retain qualified direct care workers.

Estimated Cost:

\$120.7 million GR biennium for HCS group home

\$29.8 million GR biennium day habilitation (HCS/TxHmL)

\$24.2 million GR biennium for CFC (HCS/TxHmL)

\$41.1 million GR biennium for ICF

Total: \$215.8 million GR biennium

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