

As if Things Weren't Bad
Enough.

(the facts about direct support
professionals in New Hampshire)

Presented by Jeff Spiegler for the
action group for community
support issues.

Healthcare crisis for people with disabilities and the elderly.

- There is a significant shortage of Direct support Professionals (DSP) in the country and specifically in New Hampshire.
- This shortage will grow to crisis proportions in the next 10 years unless there is action taken now.

The present situation

- According to the the national clearing house on the direct support workforce, Direct support Professionals (DSP) provide an estimated 70-80% of the hands-on long-term support and personal assistance required by Americans who are elderly or living with a disability or other chronic condition.

The family support provided

- Other support, especially in home support, is provided by family and friends.
- 28.9 % of families in the United States are caring for a family member who is aging or disabled. These family caregivers are aging themselves. US Dept of the Census.

Family support continued

- The discrepancy between these data may be significant. Some studies measure the rate much higher than the 20-30% cited by the national clearing house on the direct support workforce. This may be due to under reporting of people who feel like its their job to take care of family members.

Family Impact

- Of those families who provide in home support 14% rated their quality of life fair to poor.
- Other studies have shown that mothers of children with physical differences were much more likely to have chronic back pain and debilitating conditions due to the support they provide.

Family Impacts

- The demands of providing in home support are such that it may be difficult or impossible for the family member to seek outside employment.
- 30% of these family providers said they did not know where to turn for long or short term help in caring for their family member. National Quality supportgiving Coalition Study.

The current situation with DSP's

- Direct support professionals (DSP) are in short supply, there are an estimated 16 % to 25% Vacancy rate for DSP's In New Hampshire
- There is an estimated 30-100% turn over rate among these workers.
- DSP workers are often undereducated only requiring a high school diploma or equivalent.

Direct support is Undervalued

- These Jobs are undervalued in our society.
 - A full time position averages \$11.13^{*} per hour if taxes are taken out Medicare and Social security¹ 7.65 % and federal taxes² 15% after the first \$7550. then the take home is \$ 9.20 per hour. Which is well below the poverty rate of 10.75 per hour³.
 - Benefits, when available, are often too expensive for DSP's to afford.
 - National clearing house on the direct support workforce. 1 socialsecurity.gov. 2 IRS.gov. 3 [us census bureau](http://us.census.bureau).

Under valued continued

- **There is little or no possibility of professional advancement**
- **There is a negative stigma associated with caring for others at this level.**
- **There is little training at most programs. Although this is improving, turn-over is so high that more training is like pouring water into a bucket with a hole in it.**

The future of the DSP situation if nothing is done.

- The typical DSP is a woman between the ages of 25 and 44.
- In 2000 there were just under 180,000 people meeting these criteria in the state of New Hampshire. (only a percentage of those women provide support)

The future

- By the year 2015 (in just over 7 years) that number will have declined by 2.5%
- During the same period the elderly population will expand by 34%. This does not include any increase in those other individuals needing services.