

INVEST IN NEW YORKERS WITH DISABILITIES!



INVEST IN THE STAFF WHO SUPPORT THEM. INVEST IN THE SERVICES THEY RELY ON.

OUR SYSTEM OF CARE

Nonprofit agencies like The Arc New York deliver supports to 85% of New Yorkers with intellectual and developmental disabilities.

These Medicaid-funded services provide support with the basic tasks of daily living, supported housing, medical and therapeutic services, job training, skill development, community connections, respite for families, and more. These essential programs ensure the health and wellbeing of New Yorkers with disabilities.

IS A SYSTEM IN CRISIS

For more than a decade, New York state failed to make adequate investments to sustain the essential programs and services people with intellectual and developmental disabilities rely on.

Every year, inflation far outpaced investment. Systemic underfunding drove us into a critical staffing crisis and eroded New York's system of supports for its citizens with I/DD.



THE IMPACT OF UNDERFUNDING

20,000

direct support positions across the state are currently unfilled

1 IN 3

DSPs leave their jobs every year

38%

of providers were forced to close or reduce programs or services in a single year

Turnover costs have risen to

\$100,000,000 every year

\$100M that would be better spent investing in staff than replacing them



Why are we in crisis?

In the past decade, costs more than quadrupled due to inflation, yet year after year, the state neglected to invest in I/DD services. Minimal increases made in recent years were touted as “historic investments,” yet those investments rarely covered the cost of that year’s inflation.

Without investment, wages for essential staff stagnated, our staffing crisis escalated, infrastructure deteriorated, and programs have been forced to close.

We no longer have the resources to meet the needs of New Yorkers with I/DD.

What is the solution?

1 Invest in the field

Meaningful and ongoing investment in our service system is necessary to reverse years of underfunding and ensure quality supports for New Yorkers with I/DD are available today and sustained in the future.

2 Invest in the workforce

Direct support staff are the foundation of services for New Yorkers with I/DD. Without them, we cannot operate programs or meet the needs of people we support. Investment is necessary to raise wages and support recruitment, retention and development of skilled staff.

The Issue of Inequity

Nonprofit providers are funded by Medicaid through the state, and deliver services to 85% of New Yorkers with I/DD.

While wages for direct support staff at voluntary providers stagnated, the state provided significant increases for staff doing the same work at state operated providers.

Today, DSPs at nonprofit providers make 30% LESS than DSPs working for the state

This inequity further destabilized our essential workforce.

The Arc New York is Calling on State Leaders to:

- 1 Include a 3.2% COLA for I/DD Providers in the 2024-25 Budget
- 2 Establish a Direct Support Wage Enhancement (DSWE)

What is the COLA?

The annual Cost-of-Living Adjustment (COLA) is a planned increase in state program budgets, intended to increase funding to adjust appropriately for inflation and the rising cost of operations.

A 3.2% COLA would compensate for this year’s inflation.

It would merely meet rising costs and keep our system from slipping further.

What is the DSWE?

The DSWE is a targeted workforce investment. It would allocate \$4,000 per eligible employee, to increase the hourly pay for frontline staff who deliver care and support to people with I/DD.

The DSWE is a necessary investment to stabilize our workforce and recruit and retain skilled staff.