

Invest in New Yorkers With Disabilities

Invest in the services and staff they rely on

Decades of inadequate funding caused severe staff shortages and left nonprofit provider agencies struggling to maintain facilities and provide quality care and support for New Yorkers with disabilities.

Recent investment by the state made progress toward addressing this crisis and stabilizing the system of care, but without sustained investment, that progress will be lost.



NEW YORKERS WITH DISABILITIES NEED YOUR SUPPORT FOR



A 2.7% Targeted Inflationary Increase

to ensure funding accounts for the increased cost of living and providing services



The Careforce Affordability Initiative

to support affordable housing, childcare and healthcare for direct care staff

Investment Works!

Recent investments have begun to stabilize our care system, revitalize supports, and increase staff wages.

Most providers used this funding to increase staff wages.
As direct care pay increases, staffing improves.

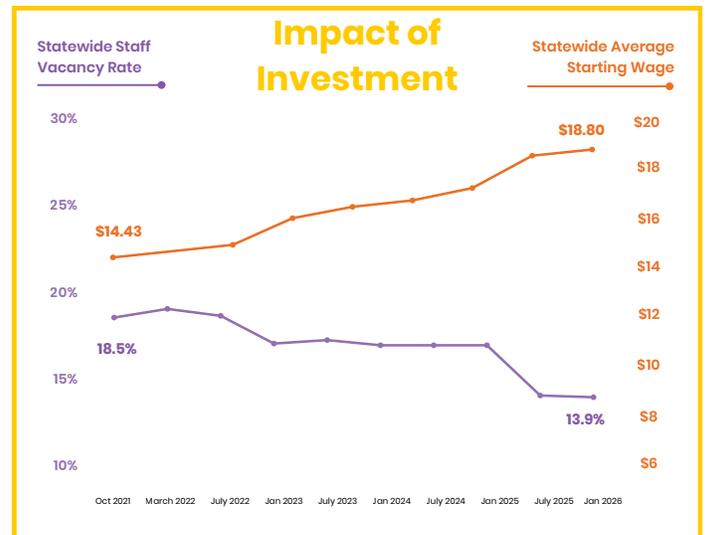
Investment in services for New Yorkers with Intellectual and Developmental Disabilities still lags behind inflation over the past 5 years alone.

Further investment is needed just to cover inflation.

Inadequate investment drives staffing shortages, creates inequity for direct care staff, and reduces access to critical services and support for New Yorkers with disabilities.

Investment has finally made progress.

To sustain that progress, investment MUST be ongoing.



INVEST IN PEOPLE WITH DISABILITIES. INVEST IN STAFF. INVEST IN EQUITY!

2.7% Inflationary Increase

A 2.7% Targeted Inflationary Increase (TII) will simply adjust for inflation to cover the increased cost of food, benefits, transportation, utilities, medical supplies and more.

Why is it needed?

- The 2.7% increase reflects inflation over the past year based on the Federal Consumer Price Index (CPI)
- Since 2020, basic costs have increased **almost 25%**
- Investment in supports for New Yorkers with disabilities consistently falls short of covering inflation
- A 2.7% increase won't close the gap between funding and inflation, but it will keep it from growing

If Medicaid rates don't cover rising costs, providers can't sustain services, pay fair wages, maintain facilities, or ensure quality care.



Careforce Affordability Initiatives

These proposals aim to make housing, healthcare and childcare more accessible and affordable for New York's direct care staff, to support our workforce and improve equity.

Housing

- 4 out of 5 DSPs make under \$20/hour, significantly less than a living wage in NYS
- In a recent survey by University Miami of Ohio, half of direct care staff reported they experience food and housing insecurity
- If they can't meet their own basic needs, staff can't support the needs of people with IDD

Careforce Housing Affordability Initiatives would provide housing preference, employer-assisted housing grants, down payment assistance and interest rate reductions for direct care staff.

Healthcare

- Health insurance premiums are increasing every year—at a higher rate than inflation
- Increasing the out-of-pocket cost of benefits or reducing the quality of benefits negates the progress we've made to increase wages
- Cutting other costs to cover health premiums erodes supports for people with disabilities

The Healthcare Affordability Initiative would provide a \$2,500 credit per eligible employee for agencies to enhance health benefits or reduce the out-of-pocket cost for employees.

Childcare

- More than half of direct care staff are the primary caregiver for at least one child
- Direct care staff frequently struggle to afford reliable childcare

Enhancing the New York Child and Dependent Care Credit make childcare more affordable, support workforce participation, and improve financial stability for working families.

Equity

- The majority of direct care staff are women
- A high percentage are BIPOC people
- Undervaluing care work disproportionately harms people in disinfranchised communities

Supporting Careforce Affordability supports equity and enhances opportunity for women, people of color, and people with disabilities.

We
MATTER!