

BUDGET PRIORITY IN FOCUS: Careforce Worker Wage Investment

HIRE AND KEEP SKILLED STAFF.

Support a dedicated, recurring raise for the human services workforce.



2027–28 BUDGET PRIORITIES

for people with intellectual and developmental disabilities

📈 Keep funding in step with rising costs · 3.4% TII

👥 Give frontline staff a lasting raise · **Careforce Wage Investment**

💡 Ease rising health insurance costs · Healthcare Enhancement

FIVE YEARS OF PROGRESS, INVESTED IN STAFF

After more than a decade with no increases in funding for services for New Yorkers with IDD, the State made progress with five straight years of investment.

STATE TII
INVESTMENTS: **+17.5%**

DSP STARTING
WAGES: **+30%**

Providers invested those increases in staff. **Wages are up, and vacancies have decreased 45%** since 2021. But we have yet to achieve a living wage for this skilled work, and **nearly 1 in 3 DSPs still leave every year.**

WHAT THE CAREFORCE INVESTMENT DOES

\$2,500

Year 1 · ~\$1.35/hr



\$4,500

Year 2 · ~\$2.47/hr



\$6,000

Year 3 · ~\$3.30/hr

Per eligible employee, built permanently into rates, in addition to the TII.

WHY CAREFORCE MATTERS

PEOPLE WITH IDD DESERVE STABLE CARE.

Nearly 1 in 3 staff leave each year. Every time staff leave, a person with IDD loses someone they trust, who understands their unique support needs. Constant turnover disrupts the lives of people with disabilities and the quality of care.

SKILLED WORK DESERVES MORE THAN \$19 AN HOUR.

DSPs give medications, perform first aid and CPR, deescalate behavioral crises, and teach fundamental life skills, from self-care to financial management. Yet after five years of increases, **the average DSP starting wage is only \$19.03 an hour, not a living wage** for this skilled work. Pay barely grows with experience, and **experienced staff can't afford to stay**. Even after years of service, the average DSP earns just \$21.06.

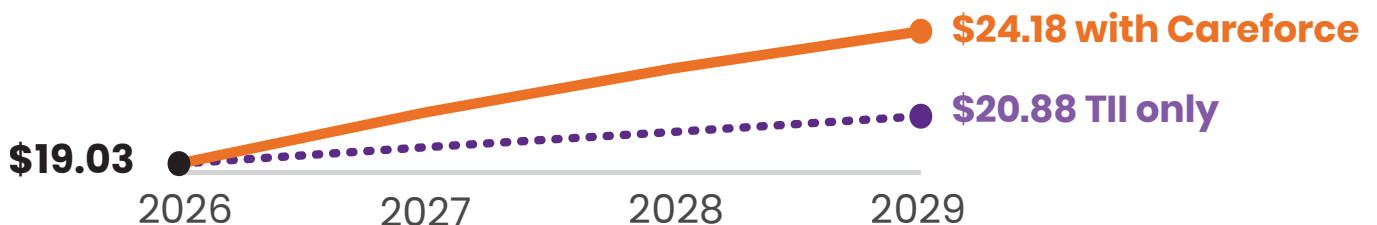
NOT JUST DSPs

People with disabilities also rely on clinicians, care managers and other staff to provide comprehensive support. **At some agencies, staffing shortages in these other key roles are now critical.** The Careforce investment covers direct care workers, nurses, clinicians, care managers and other eligible non-executive employees earning under \$125,000 a year, across all human services sectors.

WHY IT MUST BE SEPARATE FROM THE TII

Staff face the same rising costs, and wages still don't reflect the skill and responsibility of these critical roles. **A TII-funded raise only keeps up with inflation. The Careforce investment makes real progress** for staff and matches the State's multi-year raises for its own workforce.

Projected DSP Starting Wage



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

INVEST IN
us!