

DSP TURNOVER

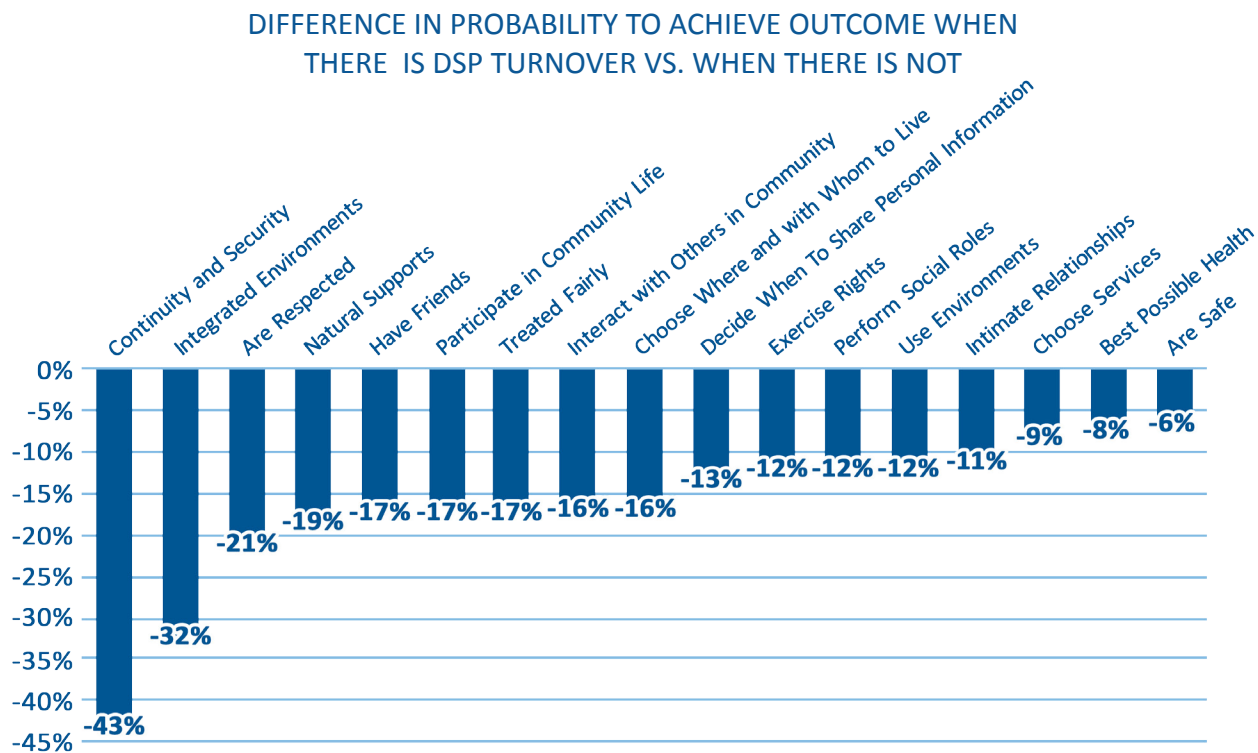
THE HARMFUL IMPACT ON PEOPLE WITH DISABILITIES

Despite being the “backbone” of long term services and supports (LTSS) in the United States¹, direct support professionals (DSPs) “are among the nation’s most vulnerable workers”². Wages, benefits, and career ladder opportunities have not kept up with the increased responsibilities and workload of DSPs.

CQL | The Council on Quality and Leadership recently conducted a study³ which analyzed over 1,300 Personal Outcome Measures® interviews with people with intellectual and developmental disabilities to examine the impact DSP turnover had on different aspects of people with disabilities’ quality of life.

Major Findings: DSP Turnover Negatively Impacted Every Area of Quality of Life

People with disabilities were significantly less likely to have almost every quality of life indicator present when they experienced DSP turnover (see figure).



The findings also reinforced the critical role DSPs play in the lives of people with disabilities; these benefits are wide-ranging from safety to community integration. For example, people with disabilities are 32% less likely to have friends when they experience turnover than those who do not experience DSP turnover.

DSPs are central to the quality of life of people with disabilities and should be recognized and paid accordingly.



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References

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2. American Network of Community Options and Resources. (2014) *Ensuring a sustainable work force for people with disabilities: Minimum wage increases can not leave direct support professionals behind*. Alexandria, VA: Author.
3. Friedman C. (2018). Direct support professionals and quality of life of people with intellectual and developmental disabilities. *Intellectual and Developmental Disabilities*, 56(4), 234-250.