

# IDD Community Capacity

This graphic is based on data from ALL Members of Alliance, the nonprofit, statewide association of Community Centered Boards (CCBs) and Program Approved Service Agencies (PASAs) that is dedicated to strengthening services and supports for individuals with intellectual and developmental disabilities (IDD).

## Why do we need higher provider rates to support people in services?

1

**This is Joe!**



Joe likes yo-yos, race cars & football.



Joe also has an IDD. Joe goes to see his local CCB where he finds out he can access Homemaker Services, Respite Care, & Personal Care Services based on his needs.

2

**This is Lisa!**



After reviewing several options, Joe chooses his favorite service provider. And guess who works there? LISA! Lisa is excited to be Joe's Direct Support Professional (DSP).

4



Lisa loves her job and is so excited to see Joe accomplishing his goals! Unfortunately, it's tough for Lisa to pay her bills making \$11.30 per hour. Lisa might even have to leave her difficult but rewarding work to make more money elsewhere.

3



Lisa and Joe really get along. Lisa uses her skills to help Joe achieve the goals in his person-centered service plan. Joe's services help him live a meaningful life in his community.

5



To make matters worse, the agency that Lisa works for is struggling to pay her that \$11.30 per hour.

With social security, worker's comp, health insurance, paid leave, supervision & administrative costs, it actually costs Lisa's agency \$20.20 per hour to employ her to work with Joe.



6



**Why can't Lisa's agency cover its costs?**

Unfortunately, the state doesn't reimburse providers at sufficient rates. Joe's Homemaker services are reimbursed at \$14.92 per hour, his Respite Care at \$19.80, and his Personal Care at \$19.80 per hour. The rates simply don't cover the \$20.20 per hour that it costs to provide them and leads to significant shortfalls over time.



### LEARN ABOUT WHO WE REPRESENT



- Alliance members serve over 7500 individuals with IDD in Colorado
- Alliance Members serve 82% of all individuals receiving DD comprehensive waiver services



### LEARN ABOUT DIRECT SUPPORT PROFESSIONALS (DSPs)

- Alliance members employ more than 3800 DSPs throughout the state
- Full-time DSPs make an average of \$11.30 per hour in Colorado
- DSP wages range from \$8.23 per hour to \$15.72 per hour in our state

- Average DSP turnover across member agencies is 39%, but some agencies experience up to 91% turnover
- Alliance members must hire and train more than 1400 additional DSPs each year due to turnover
- Turnover costs the IDD community provider system more than \$11 million each year

**Low reimbursement rates = low DSP wages = high DSP turnover = service disruptions and challenges for individuals receiving services**