

## FY'25 BUDGET REQUEST

# Addressing the Largest Workforce Shortage in History

*The Association of Developmental Disabilities Providers (ADDP) represents 134 human service organizations statewide, delivering a diverse array of services and supports to individuals with intellectual and developmental disabilities (I/DD), including Autism, as well as individuals with brain injuries.*

The human services industry continues to grapple with the largest workforce shortage in its history. Conducted in October 2023, ADDP's most recent workforce metrics survey indicated:

- An alarming 26% staff vacancy rate for Direct Support Professionals, representing the bulk of overall vacancies with over 5,000 positions left unfilled.
- 33% staff vacancy rate for Licensed Practical Nurses and 14% staff vacancy rate for Registered Nurses
- 18% vacancy rate for Clinicians
- A substantial waitlist comprising over 2,700 individuals who are unable to access day services, thus remaining at home.

### ADDP FY'25 Budget Priorities

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#### **Maintain the Governor's funding for Chapter 257 services. (Line-Item 1599-6903)**

The Chapter 257 line-item funds critical rate adjustments mandated by Chapter 257 of the Acts of 2008. These rate adjustments help to keep wages for staff providing essential services at a level sufficient to attract and retain qualified personnel. **It is critical that FY'25 funding be preserved** because the current rate of investment remains insufficient to fully meet the demands of the human services system. As part of the Collaborative, ADDP believes strongly that the benchmark to determine wage rates for Chapter 257 programs should be the 75th percentile of comparable positions in Massachusetts established by the Bureau of Labor Statistics (BLS). The Governor's H2 budget is a reasonable step forward in funding Chapter 257 and making progress towards achieving the 75th percentile of salaries at comparable positions established by the BLS.

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#### **Maintain all line items for service provision to persons with intellectual and developmental disabilities and brain injuries in the Governor's budget. (For further reference, please see our chart located on the back of the page.)**

# ADDP FY'25 Budget Request

Line Item	Description	Gov. H2 FY'25 Budget Proposal	ADDP FY'25 Budget Request
1599-6903	Chapter 257 & Human Service Reserve	\$390,000,000	Maintain
DDS 5920-2025	Community Day and Work Programs	\$288,021,407	Maintain
DDS 5911-2000	Transportation Services	\$40,017,443	Maintain
DDS 5920-2000	Community Residential Services	\$1,698,579,657	Maintain
DDS 5920-3000	Respite Family Supports	\$119,420,577	Maintain
MH 4000-0601	MassHealth Senior Care (Includes AFC & Day Hab)	\$4,580,139,945	Maintain
DDS 5920-3020	Autism Omnibus	\$61,917,941	Maintain
DDS 5920-5000	Turning 22 Program and Services	\$124,104,015	Maintain
DDS 5920-2003	Supportive Technology for Individuals	\$3,250,000	Maintain
MRC 4120-6000	Head Injury Treatment Services	\$28,669,936	Maintain

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