

# Workforce- Rate Increase

*Many retail stores and fast-food restaurants pay higher wages, including benefits, to workers with less responsibilities than DSPs caring for another person's life.*

## What is a Direct Support Professional (DSP)?

Direct Support Professionals (DSPs) provide critical services to people with developmental and intellectual disabilities to help them live as independently as they can. They provide:

- Assistance with activities of daily living
- Support in the workplace and the community
- Encouragement for the individual to lead self-directed lives

**They are the unsung heroes of the developmental services system.**

*As of June 30, 2022, there were 220 individuals with developmental disabilities who had funding available but were unable to hire staff to begin their services.*

### Health Care Workforce Rate Increase

Developmental services did not receive a Medicaid rate increase in the current biennial budget that concludes on June 30, 2023. A Medicaid rate increase was not a part of the current state biennium budget.

At the same time, the inflationary pressure on wages in health care/human services has been tremendous. It is critical that the Governor and Legislature prioritize increases to the rates paid to Area Agencies and other providers in the developmental services system as they craft the next two-year budget.

### Medicaid Rate Increase for DSP Living Wage in New Hampshire

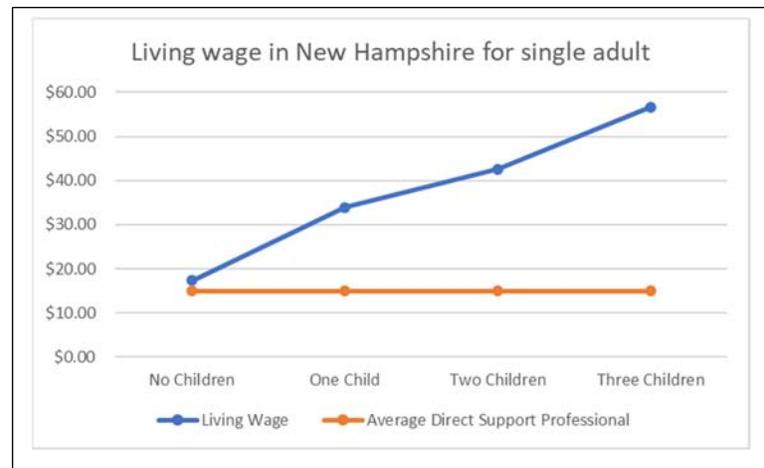
A Medicaid Rate Increase will make an enormous difference in the lives of direct support professionals and the vulnerable people they support daily.

A Medicaid Rate Increase would provide a much-needed boost to agencies struggling to recruit and retain essential workers like direct support professionals.

#### Help Wanted for all positions:

The need for direct support professionals is highlighted here but there are many open positions across Area Agencies. From office managers to service coordinators Area Agencies are looking to hire and retain qualified people.

***It is vital for a Medicaid Rate increase to support DSP Living wage.***



### What is a Living Wage?

A living wage is the minimum amount that an individual must earn to successfully pay for all the expenses for an individual or family. Expenses like rent/mortgage, transportation, healthcare, food, gas, utilities and more.

The current living wage for New Hampshire, as calculated for 2022 by MIT's Living Wage calculator, for a single person, with no children, working full time is \$17.23 per hour. <https://livingwage.mit.edu/states/33>  
Direct Support Professionals (DSP) base hourly wage in New Hampshire is around \$15.00. This hourly wage amount varies by region.

<https://www.indeed.com/career/direct-support-professional/salaries/NH>

A rate increase for the DSP workforce is needed for DSP reimbursement to be competitive with other industries and ensure the state can honor individuals' state-approved service agreements and the need for services outlined therein.