

## UNITED WITH NYDA: CHAMPIONING EQUITABLE PAY FOR THOSE WHO SUPPORT OUR IDD COMMUNITY

### CURRENT CHALLENGES

- 2020–2025, NYS IDD non-profit care agencies received an inflationary increase of only 15.8% while inflation surged.
- 4 out of 5 Direct Support Professionals (DSPs) earn under \$20/hour, below a living wage.
- Half of DSPs experience food & housing insecurity.
- High staffing vacancies leave many people with IDD unserved or under-served.
- Agencies struggle to maintain housing, vocational training, therapeutic services, and community programs due to underfunding and rising costs.



### PROPOSAL: WORKFORCE INVESTMENTS

- Targeted inflationary increase 2.7%.
- CareForce Affordability Initiatives.
  - Affordable housing preference for DSPs.
  - Employer assisted housing matching grants.
  - SONYMA CareForce down payment assistance and interest rate reductions.
- Infrastructure and Care System Investment.
  - Expand Prior Property Approval (PPA) to align with climate goals. New capital funding demonstration program for innovative service models.
  - Increase Residential Reserve for Replacement (RRR) rate to \$2,500/resident upstate and \$3,000 in NYC and Long Island.

### HOW THIS PROPOSAL WORKS

- Housing Support: Grants and down payment assistance help DSPs secure stable housing.
- Childcare Expansion: Capital funding for childcare centers and expanded NYS Child Tax Credit.
- Healthcare Support: \$2,500 per employee allocation to offset rising health care costs.
- Capital Investments: Maintain and upgrade housing and service infrastructure to ensure continuity of care.

To learn more or reach out the NYDA directly, please visit [nydisabilityadvocates.com](http://nydisabilityadvocates.com)



### EXPECTED OUTCOME

- Fair, competitive wages for DSPs.
- Improved housing and childcare access.
- Enhanced infrastructure for agencies.
- Better quality of care for people with IDD.
- Reduced turnover and burnout.

**Your voice matters.**

**Contact your legislators and urge them to  
#InvestInUs**

**Because everyone with IDD deserves  
dignity, stability, and opportunity.**