

WORKFORCE CRISIS

VERMONT CARE PARTNERS

DEVELOPMENTAL, SUBSTANCE USE DISORDERS AND MENTAL HEALTH SERVICES



COVID FUELS DEMAND

During the COVID pandemic, substance use disorders and mental health demand, including for anxiety and depression, has increased especially for school-age children, people with disabilities, isolated elders, and families

STAFF VACANCY RATE NEARING 20%

- Development Disability staff vacancies as high as 50%
- Some staff working 100+ hours per week
- Entry level wages less than local retail and fast food
- Staff at all levels leaving for higher pay, less risk
- Staff at all levels experiencing burnout and exhaustion



IMPACT



- Residential programs for children forced to close or reduce hours
- 342 children and 437 adults waiting for services
- 88 people with I/DD waiting for a home
- Loss of 19% service hours to people with I/DD
- Closure and reduced hours for Crisis Bed and Children's Residential Programs
- Increased use of hospital emergency departments and inpatient care
- Closure of an agency serving people with disabilities
- Students in need not receiving adequate social, emotional and behavioral supports

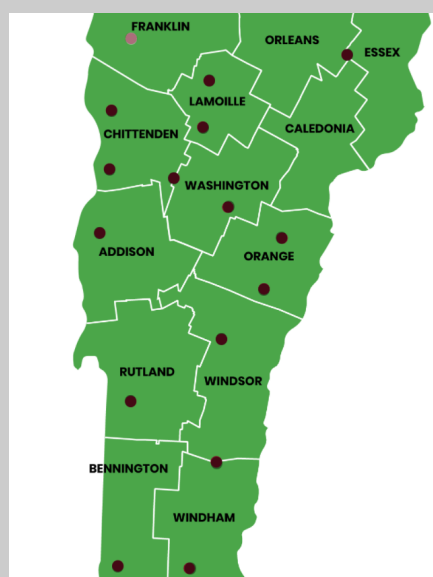
THE SOLUTION: SIGNIFICANT RATE INCREASE WITH SUSTAINED INVESTMENT

FY22 Budget Adjustment Act

- Invest in flexible funds for recruitment and retention bonuses, shift differentials. etc.

FY23 Budget Act

- Increase Medicaid rates to achieve market rate compensation levels at no less than 20\$/hour for I/DD, mental health. and SUD services
- Require the Administration to establish and propose funding for predictable scheduled rate increases aligned with state employees, healthcare, education
- Develop and expand tuition assistance, scholarships, and loan repayment
- Implement strategies in Health Care and DA/SSA Workforce Strategic Plans
- Support Certified Community Behavioral Health Center Clinic development



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Supporting Vermonters to Lead Healthy and Satisfying Lives Community by Community

