

# 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

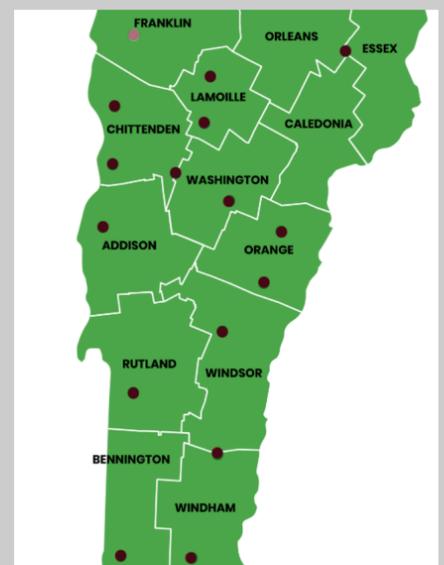
## SOLUTION: Significant Rate Increase with Sustained Investment and Flexible One-Time Funding

### 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
- Explore Certified Community Behavioral Health Clinic development



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Supporting Vermonters to Lead Healthy and Satisfying Lives Community by Community

