



## Department of Developmental Disabilities

Mike DeWine, Governor  
Jeff Davis, Director

To: Governor's Office of Workforce Transformation  
From: Ohio Department of Developmental Disabilities  
Date: October 13, 2021  
Re: Critical Jobs

Lt. Governor Jon Husted,

Ohio's developmental disability (DD) system is designed to support people with developmental disabilities leading them toward healthy lives focused on their talents, interests, and skills.

Ohio's DD services system is dependent upon thousands of direct support professionals (DSPs) who ensure Ohioans with disabilities and their families receive the supports they need daily. Meeting those needs requires skilled professionals who provide indirect and direct support. The quality of the workforce impacts options for those needing services and the outcomes achieved.

Today, exacerbated by pandemic conditions, workforce issues are a preeminent challenge to Ohio's DD system. Ohio is experiencing a critical shortage of DSPs resulting in tremendous concern from small business providers to families on the ability to continue these essential supports.

DSPs provide a broad range of support including preparing meals, assisting with medications and medical treatments, attending doctor appointments, bathing, dressing, mobility, getting to school, work, religious and recreational activities, and other general daily support services.

Due to these many specialized tasks that are required of DSPs, they do not easily fit into any of the Standard Occupational Classifications (SOC) determined by the US Department of Labor.

Currently, DSPs are inaccurately classified in labor reports under other positions, which do not adequately represent the skill requirements of a DSP. Because of this, DODD has relied on the National Core Indicators Staff Stability Survey and implemented a wage verification tool to better capture data related to DSPs working in Ohio. Unfortunately, that data is not currently represented in the Top Jobs List.

As proposed by Ohio DD Workforce Task Force, I am respectfully requesting that a job category for DSPs be created for Ohio's Top Jobs List and be classified as critical and in-demand to assist the small business owners providing these services in attracting the required applicants they need to provide these essential services.

I would appreciate your consideration of this request and am open to any dialogue needed to answer any questions you or your team may have about the importance of this designation.

Sincerely,

A handwritten signature in black ink, appearing to read "JD", written over a horizontal line.

Jeff Davis  
Director

CC: Rachel Johanson, Deputy Director at the Governor's Office of Workforce Transformation