

How can your county help during the DSP Workforce Crisis?

County Board Leadership

1. Establish communication plan for emergency staff deployment in case provider is not available
2. Establish emergency housing and staffing plans
3. Share with people served/families and guardians the reality of local DSP shortage and crisis plan
4. Identify aging caregivers and their adult children, then establish response teams to be ready to provide immediate support
5. Establish policy and procedures for roles and duties of county board staff including scope of supports for providers (i.e., who does what, and when)
6. Establish budgets and reimbursement mechanisms for provider recruitment/retention/on-boarding
7. Facilitate ongoing “Listen and Learn” opportunities for people, families, and providers on DSP shortage fears/concerns
8. Lead intentional strategic planning sessions with providers to brainstorm solutions to unique local challenges

SSAs/County Board Staff

1. Review ISPs for ways to...
 - safely decrease current supervision levels
 - reduce 2:1 staffing
 - prioritize greatest ADL needs
 - simplify crucial outcomes/action steps for ISPs
 - reassess On-Site-On-Call needs
2. Referrals for assistive tech and remote supports to vendors – including medication administration technology
3. Have a “Plan B” when requests come in for 1:1 support or living arrangements and there are no providers
4. Schedule frequent well-being check-ins for people served, DSPs and front-line supervisors
5. Consider all options to serve as volunteer back up supports including community members, friends etc.
6. Check in on mental health needs of individuals and families served & connect to local mental health agencies

Provider Support Staff

1. Meet 1:1 with agency providers to determine level of risk for staff shortage
2. Develop a triage plan for most vulnerable providers, including emergency housing and emergency staffing
3. Develop ongoing provider support plan to help with meals, cleaning, lawn care, groceries, transportation, and medical appointments
4. Establish ongoing DSP appreciation plan (including setting budgets for gift cards, meals, gas cards, and other supports)
5. Contact providers regularly re: current staff vacancies to offer support (i.e., identify independent providers to supplement, etc.)