



NASP is a membership association of Developmental Disability (DD) service providers across the State of Nebraska. Our membership includes Providers of all sizes spanning both urban and rural areas. We serve thousands of Nebraska's most vulnerable residents and employ thousands more.

DD services are essential services. Every town in every county has individuals and their caregivers in need. Unfortunately, we are in the midst of an historic staff shortage that makes it incredibly difficult to maintain quality standards and keep people safely in services.

The COVID-19 pandemic has changed the world. It is a different labor market than it was two years ago. Without intervention from the State, the DD service system in Nebraska is facing imminent collapse.

What we need: An emergency deficit request to increase rates by 30%

Why we need it: To attract and retain critical direct support staff

- Historical staff shortages:
 - A recent NASP survey shows that **we are 30% short of critical Direct Support Professional (DSP) staffing needs**. This is after having already cut all non-essential services. DSPs are the frontline workers providing services 24 hours a day, 7 days a week.
 - DD providers cannot adjust our pricing or hours to mitigate staff shortages (i.e. close the lobby).
 - DD providers cannot offer competitive wages without a change in the rates set by the State.
- Impending insolvency:
 - A consolidated income summary for five service providers in Nebraska (representing approximately 45% of all payments made by HHS for DD services) comparing financial data for three months prior to the COVID-19 pandemic (July 1, 2019 to September 30, 2019, to the same period in 2021) showed that **DD providers' operating margin fell by a staggering 12%**, from 2.6% to -10.6% between the reporting periods.
 - The continued costs of overtime and having administrative staff cover open shifts makes it impossible for providers to remain financially viable, not to mention the increased safety risks of overextending staff. New referrals are being declined and notices are being sent to people already in services. If the OSHA ETS vaccine mandate goes into effect, costs for some providers will increase even further, not to mention exacerbating the staff shortage crisis.

When we need it: Immediately

Exactly like the State employee and childcare crises already being addressed, it is imperative that State leadership provides adequate funding to shore up the DD system before it is too late.