Community Employment Alliance
Since 1974

Support DDA Decision Package to Fix Employment & Day Rate Assumptions:

The Proposal: Align Funding with Actual Service Delivery

- **DDA should update the Employment and Day Services funding model so it reflects actual service delivery**
  - The Decision Package would:
    - Replace the assumption of 100% utilization with more realistic utilization assumptions
    - Recognize that Supported Employment and Community Inclusion services do not operate like services where every authorized hour is expected to be used
    - Use existing Employment and Day funding more effectively within the current service system to move rates closer to the levels identified in the 2022 Employment and Day Rate Study

Why the Current Funding Model Needs Updating

- **Washington's Employment and Day Services funding model assumes 100% of authorized service hours will be delivered, but that is not how Supported Employment and Community Inclusion works**
  - Supported Employment and Community Inclusion are designed to decrease supports over time as people become more independent
  - Workforce shortages also limit providers' ability to deliver every authorized hour
  - These inaccurate assumptions create artificial underspend, making the program look overfunded while providers remain under-resourced

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What's at Stake

- **Artificial underspend weakens services for people with developmental disabilities**
  - Dollars appropriated for Supported Employment and Community Inclusion Services do not reach people with disabilities in the community
  - Individuals accessing services face staff shortages, turnover, and agency closures
  - Lower provider capacity means fewer authorized hours are delivered, which creates more artificial underspend

> Consistent and qualified support matters because my [staff] helps me to communicate at my workplace; with my managers about my schedule and when I want to learn new tasks, with my coworkers on how to ask for help or offer my help, and with helping customers… When there is staff turnover, it takes time for a new [staff] to get to know me and how to best support me.
>
> -Jacob L

What This Change Would Accomplish

- **This proposal would help:**
  - Reduce artificial underspend caused by inaccurate assumptions
  - Better align the rate study, budget model, and actual service delivery
  - Reduce service disruptions caused by workforce shortages and turnover
  - Improve recruitment and retention of qualified employment professionals
  - Protect access to Supported Employment and Community Inclusion
  - Support Washington's continued leadership in competitive integrated employment