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House Health & Government Operations Committee HB 625: Commission to Study the Health Care Workforce Crisis in Maryland – 3 Establishment

February 10, 2022

The Maryland Association of Community Services (MACS) is a non-profit association of over 100 agencies across Maryland serving people with intellectual and developmental disabilities (IDD). MACS members provide residential, day and supported employment services to thousands of Marylanders, so that they can live, work and fully participate in their communities.

Prior to the pandemic, IDD providers were struggling with high vacancy and turnover rates-- half of all IDD providers in 2019 had a direct support vacancy rate over 16% and 1 in 4 providers had a direct support vacancy rate over 24%.

As of January 2022, the average vacancy rate was 25%, with some MACS members reporting rates as high as 60%, and 1 in 4 providers reporting a direct support vacancy rate over 30%. Many are unable to serve the same number of people they had been supporting prior to the start of the pandemic, due to current staffing shortages.

MACS is in strong support of efforts to take a deeper dive into the healthcare staffing shortages across the state in an attempt to understand the intersections of these shortages with wages, training programs, the needs of rural communities, and other factors, and to develop workable solutions that begin to ease the staffing crisis facing many providers. We are deeply appreciative of the sponsor's acknowledgement of the IDD community supports workforce as a part of the State's healthcare delivery system and urge your favorable support.

Respectfully submitted,

Lauren Kallins