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WORKFORCE-STARVED NON-PROFITS RECOMMEND WORKFORCE DEVELOPMENT IDEAS TO ADDRESS HIGH-DEMAND FOR CAREGIVERS

According to the NYS Office of the Comptroller's 2019 report, New York's non-profit agencies provided over 1.4 million jobs and comprised nearly 18 percent of private employment in the State as of 2017 (the latest data available). New York led the nation in the number of people employed by Nonprofits.

Yet the human services workforce shortages and high turnover rates that are affecting the ability of so many New Yorkers to access mental health, addiction and developmental disability services were not featured in the Governor's recent Workforce Development announcement of \$48 million in new workforce investments.

For this reason, human services advocates have recommendations for the Regional Economic Development Councils and configuration of the Consolidated Funding Applications so the non-profit industry is eligible for the recently announced funding opportunities.

"If the initiative aims to create short-term job opportunities to support economic and personal recovery after COVID-19, then addressing the mental health workforce crisis cannot be ignored," said Andrea Smyth, President and CEO of the NYS Coalition for Children's Behavioral Health

Smyth added, "If Community Colleges developed certificate curriculum for those considering human services and direct care work, the cost of individual non-profits bearing the full cost of training could be significantly reduced and the time between hire and providing services would shrink."

Lauri Cole, Executive Director of the NY Council for Community Behavioral Healthcare said, "On July 14, the CDC released updated information regarding overdose deaths in the U.S that is the worst on record. CDC provisional counts have both NYC and NYS rates of overdose deaths substantially higher than the national average increase of 29%. Despite these stunning statistics, nonprofit community-based organizations that want to increase access to care in local communities across the state cannot do so due to crippling workforce shortages at all levels of the organization. These agencies remain severely limited in their ability to meet increased demand for care. The workforce development funds announced by the the Governor's Office yesterday must be made available to ALL types of community businesses, including local nonprofit addiction and mental health treatment organizations whose sole objective is to save lives and support communities that are devastated by these completely avoidable deaths of despair."

"Lack of state investment, historically low wages and the COVID-19 pandemic have exacerbated the workforce crisis and have forced nonprofit developmental disability providers to close programs. According to a survey done by all of the developmental disability associations, the average vacancy rate Direct Support Professionals is 24.7% with nearly 70% of agencies statewide reported supervisory staff needing to cover shifts as a direct result of staffing shortages. The results of the survey paint a dire

picture for the I/DD service delivery system, which necessitates swift action by the State of New York to adequately address the current emergency and to ensure individual's safety and the future viability of the system." said Barbara Crosier, Vice President of Government Relations for Cerebral Palsy Associations of New York State.

Related to the categories identified by the Governor, advocates recommend the following:

Public-Private Partnerships to Advance 21st Century Skills: Expand the infrastructure and capacity of SUNY and CUNY to support Evidence Based Practices (EBPs) offered by existing New York non-profits. The colleges and university can upskill the existing clinicians by offering EBPs like Sanctuary (Andrus in Yonkers), multiple EBPs through the Center for Practice Innovations (Columbia Psychiatry) and Trauma Focused Cognitive Behavioral Therapy (New York Foundling in New York City). This approach will assist addiction and mental health providers better utilize skilled talent and return recovered individuals to the workforce more quickly. Funds available in this category are provided through SUNY and CUNY for specialized curriculum.

Implement a statewide SUNY/CUNY Career Ladder Program for Direct Support Professionals (DSPs), using Nassau and Suffolk County Community College model to provide a certificate/credential and a pathway to an associate degree in the human services field for current DSPs who have participated in the credentialing program at no cost to the participants. The program should provide job-specific higher education and career development to frontline workers in health, education, and human service occupations. Some examples include a degree in Community residence management, Developmental disabilities, Psychology, Education, Human Services/Social Work, Nursing, Physical Therapy Assistant, and Occupational Therapy Assistant

Workforce Solutions that Match Business Needs: The Workforce Solutions programs provide flexible funding for innovative workforce development projects. Funds will support strategic regional efforts that meet communities' near-term workforce needs, including basic direct care workforce curriculum and certificates and employment linkages with regional non-profits. The training and strategies that regionally address a worker shortage and to rapidly deploy and meet the demonstrated demand for jobs open currently. Sources of funding from participating agencies and authorities will be matched to proposals, with individual providers completing the training requirements for hired direct care staff.

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