



For people with intellectual  
and developmental disabilities

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**Achieve with us.**

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**Resolving the Workforce Crisis: Appendix B  
Investment and Innovation Dollars Impact**

The following data shows estimated cost savings of The Arc’s recommended strategies in, “Resolving the Workforce Crisis: Strengthening the Quality and Sustainability of the Direct Support and Professional Workforce.”

<u>Items</u>	<u>Potential Savings</u>	<u>Numbers</u>
1. Recruitment/Onboarding staff	\$19,000,000	5,000 staff turn-over <sup>i</sup>
2. Lack of trained staff/expertise	\$21,000,000	700 staff <sup>ii</sup>
3. Residential Innovation	\$11,000,000	100 people <sup>iii</sup>
4. Institution closure	\$42,000,000	.30 of total FY’19 budget <sup>iv</sup>

Another potential savings could be curbing the amount of high school students placed into residential schools. Cost savings in Department of Elementary & Secondary Education (DESE) are estimated to be \$120,000 per/student, per/year.

Not yet estimated are other costs due to lack of training/expertise and unfilled positions, which result in *preventable* accidents, abuse or unnecessary medical interventions including:

- Psychiatric hospitalizations or crises
- General hospital stays
- Emergency room stays
- Rehabilitation hospital stays
- Pharmacy and durable equipment

**Note: Some cost estimates are not currently possible. However, this appendix will be updated for certain items as of December 21, 2018.**

<sup>i</sup> Based on \$3,800 per employee recruitment cost.

<sup>ii</sup> Assumes that 700 persons out of estimated unduplicated count of 22,000 persons with I/DD in DDS residential, day, employment and MassHealth day habilitation required additional staff due to turnover and/or lack of training; used blended cost of \$30,000 per employee.

<sup>iii</sup> Assumes reduced cost for 100 persons per year in supported living, shared living or intensive family supports.

<sup>iv</sup> To arrive at .30 savings, we include estimated personnel costs not in DDS FY’19 budget line item for state institutions.

The Arc in Massachusetts Includes the Following Local Chapters:

Berkshire County • Bristol County • Brockton Area • Cape Cod • Center of Hope Foundation  
Charles River Center • East Middlesex • Greater Haverhill-Newburyport • Greater Lawrence • LifeLinks • Greater Plymouth • Minute Man AHS  
Northeast • The Arc of Opportunity (North Central) • South Norfolk County • South Shore • The United Arc