



DPC Issue Brief

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Title: Workforce Issues for Personal Attendant Services

Background: There is a growing recognition of the critical role played by the people who provide the hands on services that allow people with disabilities to live and receive support services in their own homes and communities. The growing number of people with disabilities of all ages who need community services and supports will make the demand for Personal Attendants even greater over the next few years. However, due to low wages and the lack of health and other benefits, there is a crisis in recruiting and retaining qualified individuals to serve as Personal Attendants.

Recommendation: The Disability Policy Consortium (DPC) recommends that the Texas Legislature:

- Appropriate sufficient funds to recruit the necessary number of qualified Personal Attendants to meet the growing need for self-directed as well as agency delivered community services;
- Equalize the pay scales for Personal Attendants in all public and private programs (Equal Pay for Equal Services);
- Develop a mechanism to allow Personal Attendants to purchase health as well as other benefits; and
- Direct the Health and Human Services Commission (HHSC) and the Department of Aging and Disability Services (DADS) to develop an outreach, retention and orientation program to assure that there will be an adequate number of Personal Attendants in the future to meet the growing demands for self-directed as well as agency delivered community services.

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