



## **Brain Injury Association of Virginia and Virginia Alliance of Brain Injury Service Providers Workforce Retention Fund**

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### **WHAT**

A \$985,000 increase is needed in FY 25 for workforce retention to ensure quality accessible services for people living with brain injuries.

### **PATRON AND ITEM NUMBERS**

Delegate Rodney Willett, 314 #1h

Senator Ghazala Hashmi, 314 #1s

### **WHY**

State-contracted brain injury providers continue to report high attrition and difficulty filling open positions because of non-competitive salaries and benefits. When staff cannot be retained or hired due to low salaries, delivery of programs and services are impeded, which leads to the inability to meet client needs. Critical services can go unmet or are delayed.

- Starting salaries for brain injury case managers and Clubhouse staff are generally 10% to up to 20% less than starting salaries for similar positions in our DD and Behavioral Health safety net service systems.
- Community Service Board (CSB) employees get regular cost of living raises in the state budget to coincide with state employees, but our workforce does not.
- State brain injury providers have received workforce retention increases in only 3 of the last 20 years, resulting in more than a 30% turnover rate this year. This high turnover leads to loss of highly trained staff and service delays for our consumers.

### **HOW**

Through a DARS Appropriation and existing processes, contracts for brain injury service providers would be increased to raise overall staff salaries to levels where the programs could fairly compete for qualified staff. Last year's increase in funding was an excellent start to increasing salaries for service providers, but more is still needed to offer competitive salaries.