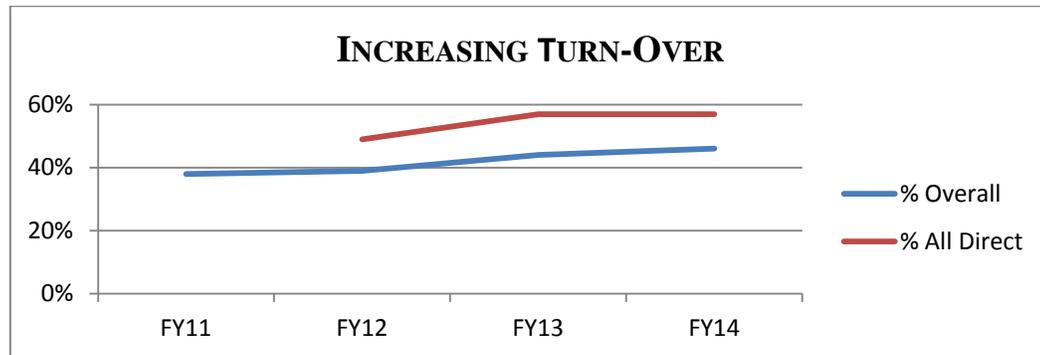




## South Dakota Association of Youth Care Providers

### CRITICAL ISSUE – HIGH STAFF TURN-OVER AND WORKFORCE SHORTAGE



- Average **Direct Care Turn-Over at 57%** in FY13 and FY14
- Overall average turnover increased from 44% in FY11 to 46% in FY14
- Low unemployment is increasing competition for our target workforce

#### IMPACT OF HIGH STAFF TURN-OVER

- Increased length of stay from “re-starting” therapeutic relationships
- Increased risk of self-harm and unauthorized leaves when staff are not familiar with youth
- Increased risk of injury to youth during restraint when staff are not experienced with intervention
- Increased costs for recruitment and training

#### WE SUPPORT GOVERNOR DAUGAARD’S PLAN FOR A 2% PROVIDER INCREASE BUT MORE IS NEEDED

#### DON’T REMOVE FUNDING FOR REDUCED NUMBER OF PLACEMENTS IN FY16

- Staffing and fixed costs do not decrease proportionately with decrease of a few youth
- Reimbursement rates are already inadequate to keep up with workforce pressure on wages
- Instead of removing funding – re-invest to address ongoing workforce challenges

#### IMPACT OF JUVENILE JUSTICE REINVESTMENT INITIATIVE

- Shorter lengths of stay will result in more frequent turn-over of beds and increase vacant bed days
- Need to improve the structural security of private provider facilities through use of cameras, door and window alarms or higher staff to resident ratios to better serve “serious offenders”
- Implementation of evidence-based interventions in residential programs will require additional staff training and monitoring for fidelity to the model
- Change in utilization will impact the operational costs for remaining programs. The funding base and the reimbursement methodology must be re-evaluated to reflect these changes and this should be completed prior to redirecting funding from residential services to other aspects of JJRI.

*Taking care of South Dakota’s youth  
with significant mental health and behavioral challenges*