Brain Injury Association of Virginia Virginia Alliance of Brain Injury Service Providers

2023 Legislative Needs Statement

# WHAT:

$675,000 for increase to base brain injury funding to address on-going, significant workforce retention issues experienced by providers.

# PATRONS AND ITEM NUMBERS:

# WHY:

Given current inflation rates of more than 9%, we are seeking a 10% investment in our workforce. Despite our increases in 2021, providers are reporting increased personnel turnover and difficulty in filling open positions; due primarily to non-competitive salary offers, less than robust benefits also affect hiring, resulting in impacts in service delivery and meeting demands for services.

* Brain Injury Connections of the Shenandoah Valley is in the 10th percentile for case manager salaries.
* The BridgeLine in Charlottesville was able to add benefits with the last increase, but they are still woefully behind on salary parity.
* In Fairfax, case manager positions are advertised at $63,000 and Brain Injury Services cannot be competitive at that rate; they remain below the mean and 75th percentile. On average, Brain Injury Services Case Managers are paid $10k less than what the county offers for the same qualifications
* In rural areas, where Walmart is paying $22/hr., Brain Injury Services of Southwest Virginia is struggling to find suitable applicants; their attrition rate was 31% in 2021.
* Due to the loss of a significant, long-standing state contract for the Traumatic Brain Injury Act Federal Grant Program, the Brain Injury Association of Virginia was left with a $13,000 overall organizational deficit despite their share ($96,000) of the previous workforce investment. One position was eliminated, 2 employees left for higher paying jobs, and 1 left because of resulting programmatic changes.
* Customer surveys reflect a growing dissatisfaction; long wait lists lead many potential clients to obtain services from other organizations with less skill in managing brain injury.

# HOW:

Through a DARS Appropriation and existing processes, contracts for community based brain injury service providers would be increased to raise overall staff salaries to levels at which the programs could fairly complete for qualified staff, and as needed, to increase staff hours to ensure adequate program staffing. The Brain Injury Association of Virginia would receive an extra $50,000 of the money to the address the staffing and salary gap caused by the reduction in their role as a partner in the federal TBI Act grant.