

Brain Injury Association of Virginia and Virginia Alliance of Brain Injury Service Providers WORKFORCE RETENTION FUNDS

WHAT

\$775,000 increase to state contracted brain injury providers to address significant workforce retention issues.

PATRONS AND ITEM NUMBERS

Senator Ghazala Hashmi, 314 #2s

Delegate Sam Rasoul, 314 #1h

WHY

State contracted brain injury providers report high attrition and difficulty filling open positions because of non-competitive salaries and benefits. Delivery of programs and services suffer and client needs can go unmet.

- On average, brain injury Case Managers are paid approximately \$10k (17%) less than what the county offers for the same qualifications
- Brain injury case management customer surveys reflect a growing dissatisfaction; long wait lists lead potential clients to obtain services from organizations with less skill in managing brain injury
- State-funded brain injury service providers report an average attrition rate of 30%

HOW

Through a DARS Appropriation and existing processes, contracts for 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.

