



## **The Case for Adopting the SOC in NYS: Improving Direct Support Worker Compensation and Service Quality**

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### **Summary:**

Advocates for New York State to adopt the **Standard Occupational Classification (SOC)** system for Direct Support Workers (DSWs) to ensure fair funding, equitable pay, and improved service quality for individuals with IDD.

### **Key Points:**

- SOC codes standardize job definitions, responsibilities, and wages
- Reduces confusion from inconsistent job titles in workforce planning and billing
- Supports Medicaid funding transparency and equitable distribution
- Recommends pairing SOC codes with IDD-specific support service standards
- Provides roadmap for turning state investments into sustainable workforce improvements

### **Audience:**

NYS policymakers, OPWDD, Medicaid planners, provider administrators, workforce advocates, and service quality researchers.

### **Request Full Publication:**

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