



Preventing Workforce Crisis in Direct Support Services: Aligning SOC, Support Standards, and Medicaid Fund Distribution

Summary:

Presents a framework for preventing workforce crises in Direct Support Services by aligning the SOC system (“main grid” defining occupations) with support standards (“local grid” detailing duties for specific populations) to ensure fair and sustainable Medicaid wage distribution. Without this alignment, funding is inefficient, creating pay inequities, workforce instability, and reduced service quality.

Key Points:

- SOC defines occupations for nationwide Medicaid workforce planning and wage allocation
- Support standards detail duties for specific populations (e.g., IDD, veterans)
- Alignment ensures accurate wage allocation based on actual responsibilities
- Prevents wage disparities, staff shortages, and service quality decline
- Applicable to HCBS, social work, and rehabilitative programs

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