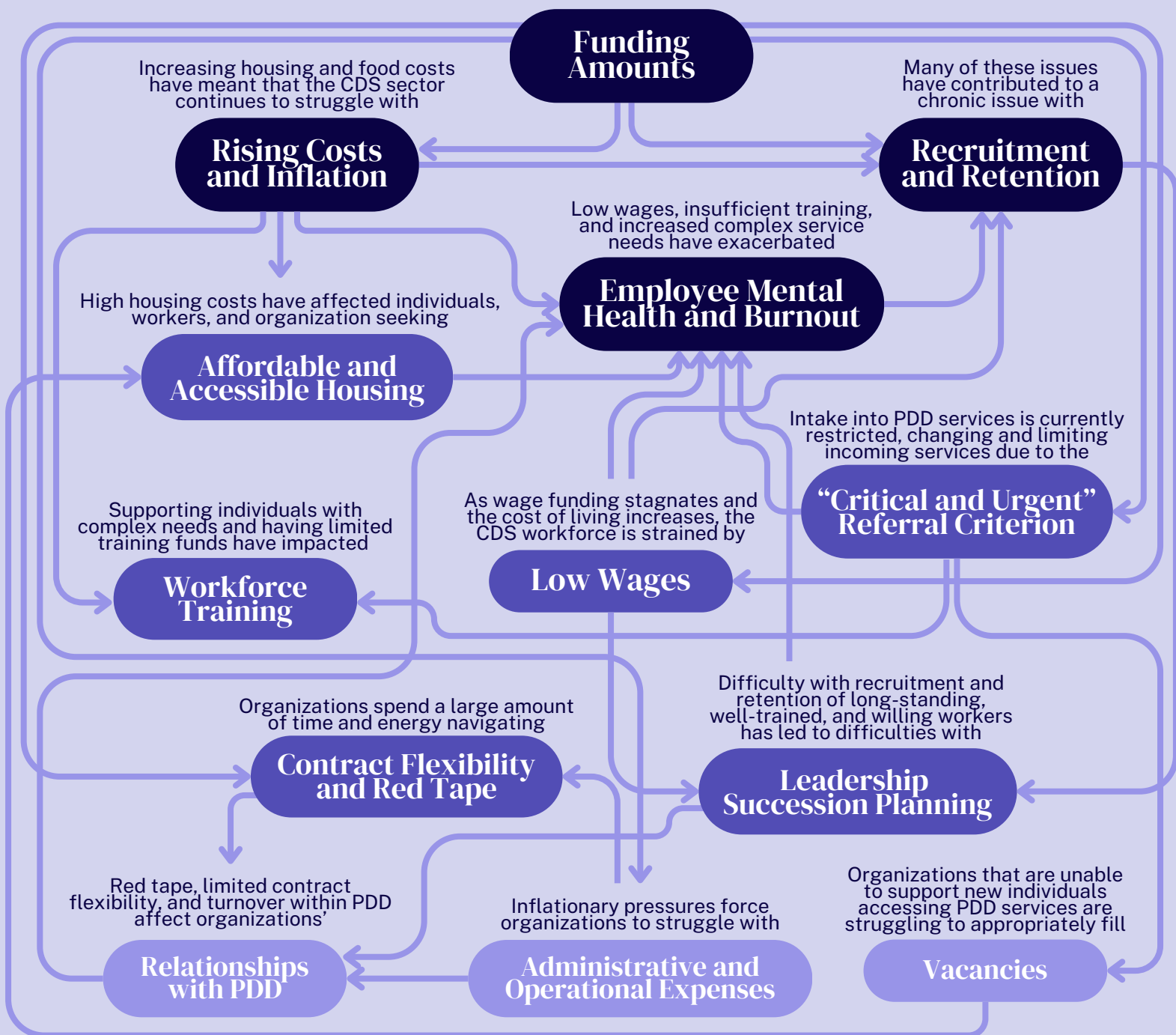


Cascading Challenges

What Issues are Affecting the CDS Sector?

Interrelated issues have led to cascading effects for Community Disability Services (CDS) organizations.

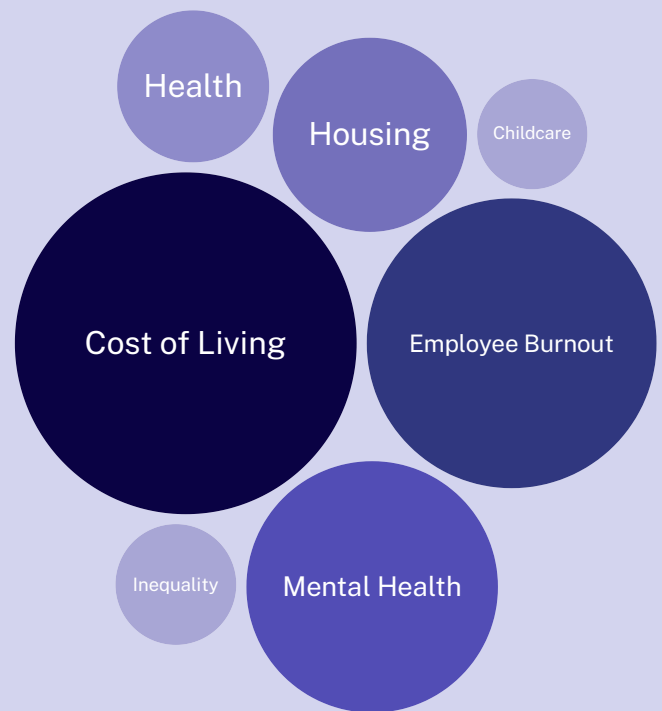
As in 2023, the top challenges mentioned were **funding amounts, rising costs and inflation, recruitment and retention, and employee mental health**. These are deeply linked to other frequently reported issues such as access to **housing, wages, and navigating red tape** due to **inflexible contracts**. In addition, the most independently-reported issue was the **“critical and urgent” criterion** which has been in place since 2019 for individuals seeking PDD services. It has influenced staff training requirements, impacted recruitment and retention, and created wasteful vacancies.



What Issues are Affecting the Workforce?

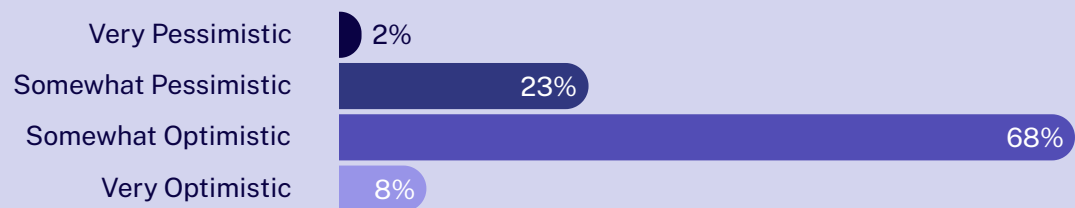
Affordability and cost of living were the most-reported issues affecting the CDS workforce. Coupled with other costs such as housing and childcare, workers are having trouble affording the costs of daily life on the CDS sector's low wages.

With increasingly complex needs of individuals in service coupled with low and stagnant wages, employees continue to leave the CDS sector to find better-paying and lower-stress work in other sectors. For those who remain in the sector, high turnover and demands have created a culture of burnout.



Outlook for the Future?

Over the next 12 months, what is your outlook for your organization? (n=66)



While a significant majority of organizational leaders expressed a positive outlook for the next twelve months, several challenges remain that organizations are attempting to address. The most frequently cited concerns included funding, cost of living, wages, employee retention, referrals, and organizational relationships with PDD.

Several organizations noted that they have either begun or are planning to explore diversifying their revenue sources due to ongoing financial pressures.

Many organizations noted that their outlook was dependent on PDD funding levels going forward.

