



# No Turning Back:

## THE FUTURE OF DIRECT SUPPORT

Presented by Kim Champney (she/her)  
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Listen for the 3 seeds ...





**Alaska's current shortage of workers will likely continue for at least the next decade.**

*Dan Robinson, Alaska Dept of Labor*

# It's not just Alaska



- 66% of Americans who became unemployed during the pandemic are not actively looking for work
- 20% have altered their livelihood so they don't have to work at all or just part-time
- Among those currently unemployed who have held multiple jobs since April 2020, 60% lasted less than three months in their most recent job.
- 49% of respondents are not willing to take jobs that do not offer the opportunity for remote work.

*US Chamber of Commerce, October 2022*

Seed #1 =

The workers are not coming back





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**The home and community-based service system is designed for a larger workforce**





**“Human Work”:  
the work only  
humans can do.**

*- James Meristosis, author of Human Work in the Age of Smart Machines*





Seed #2 =

Human work is a precious resource



# How do we leverage Human Work?

Use available technology

Change funding methods

Recruit the innovators





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**Increased  
Independence  
=  
Less reliance on  
Paid Support**

Seed #3 =

The disability rights movement is an  
important part of the solution





**Visualize the  
Future ...**





# The 3 seeds ...



The workers aren't coming back



Human work is a precious resource



The disability rights movement is an important part of the solution

**A journey of a  
thousand miles  
begins with a  
single step.**

# What is that step?

- What can we be doing today in our current support system to prepare for tomorrow?
- What changes do we need to build the system of the future?



# Thank you

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