

119TH CONGRESS
1ST SESSION

S. 3211

To require the Office of Management and Budget to consider revising the Standard Occupational Classification system to establish a separate code for direct support professionals, and for other purposes.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 19, 2025

Ms. HASSAN (for herself, Ms. COLLINS, Ms. MURKOWSKI, Mrs. GILLIBRAND, Mr. KING, Mrs. SHAHEEN, and Mr. VAN HOLLEN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To require the Office of Management and Budget to consider revising the Standard Occupational Classification system to establish a separate code for direct support professionals, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Recognizing the Role
5 of Direct Support Professionals Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) Direct support professionals play a critical
2 role in the care provided to individuals with intellec-
3 tual and developmental disabilities by providing a
4 wide range of supportive services on a day-to-day
5 basis to promote independence, including—

6 (A) enhancing independence and commu-
7 nity inclusion of these individuals, including
8 through travel and recreation, visiting friends
9 and family, shopping, or socializing;

10 (B) coaching and supporting individuals in
11 communicating needs, achieving self-expression,
12 pursuing personal goals, living independently,
13 and participating actively in employment or vol-
14 untary roles in the community;

15 (C) providing assistance with activities of
16 independent daily living (such as feeding, bath-
17 ing, toileting, and ambulation) and with tasks
18 such as meal preparation, shopping, light
19 housekeeping, laundry, and home management;
20 or

21 (D) supporting individuals at home, work,
22 school, or any other community setting.

23 (2) Through the support of direct support pro-
24 fessionals, individuals are able to lead self-directed
25 lives within their own communities.

1 (3) Providers of home- and community-based
2 services are experiencing difficulty hiring and retain-
3 ing direct support professionals, with a national
4 turnover rate of 39 percent, as identified in a 2023
5 study by the National Core Indicators.

6 (4) High turnover rates can lead to instability
7 for individuals receiving services, and this may result
8 in individuals not receiving enough personalized care
9 to help them reach their goals for independent liv-
10 ing.

11 (5) A discrete occupational category for direct
12 support professionals will help States and the Fed-
13 eral Government—

14 (A) better interpret the shortage in the
15 labor market of direct support professionals;
16 and

17 (B) collect data on the high turnover rate
18 of direct support professionals.

19 (6) The Standard Occupational Classification
20 system is designed and maintained solely for statis-
21 tical purposes, and is used by Federal statistical
22 agencies to classify workers and jobs into occupa-
23 tional categories for the purpose of collecting, calcu-
24 lating, analyzing, or disseminating data.

1 (7) Occupations in the Standard Occupational
 2 Classification system are classified based on work
 3 performed and, in some cases, on the skills, edu-
 4 cation, or training needed to perform the work.

5 (8) Establishing a discrete occupational cat-
 6 egory for direct support professionals will—

7 (A) correct an inaccurate representation in
 8 the Standard Occupational Classification sys-
 9 tem;

10 (B) recognize these professionals for the
 11 critical and often overlooked work that they
 12 perform for the disabled community, which
 13 work is different than the work of a home
 14 health aide or a personal care aide; and

15 (C) better align the Standard Occupational
 16 Classification system with related classification
 17 systems.

18 **SEC. 3. REVISION OF STANDARD OCCUPATIONAL CLASSI-**
 19 **FICATION SYSTEM.**

20 The Director of the Office of Management and Budg-
 21 et shall, as part of the first revision of the Standard Occu-
 22 pational Classification system occurring after the date of
 23 enactment of this Act, consider revising the Standard Oc-
 24 cupational Classification system to establish a separate

1 code for direct support professionals as a healthcare sup-
2 port occupation.

3 **SEC. 4. REPORT TO CONGRESS.**

4 If, after carrying out section 3, the Director of the
5 Office of Management and Budget decides not to establish
6 a separate code for direct support professionals in the
7 Standard Occupational Classification system, the Director
8 shall, by not later than 30 days after the first revision
9 of the Standard Occupational Classification system occur-
10 ring after the date of enactment of this Act, submit a re-
11 port to the Committee on Homeland Security and Govern-
12 mental Affairs of the Senate and the Committee on Edu-
13 cation and Workforce of the House of Representatives ex-
14 plaining the Office of Management and Budget's decision.

15 **SEC. 5. NO NEW FUNDS.**

16 No additional funds are authorized to be appro-
17 priated to carry out this Act.

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