

Calendar No. 567

119TH CONGRESS
2D 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, Mr. VAN HOLLEN, Ms. BLUNT ROCHESTER, Mr. KELLY, Mr. COONS, and Mr. KIM) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

SEPTEMBER 14, 2026

Reported by Mr. PAUL, with an amendment

[Strike out all after the enacting clause and insert the part printed in *italie*]

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,*

1 **SECTION 1. SHORT TITLE.**

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

4 **SEC. 2. FINDINGS.**

5 Congress finds the following:

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

11 (A) enhancing independence and commu-
12 nity inclusion of these individuals, including
13 through travel and recreation, visiting friends
14 and family, shopping, or socializing;

15 (B) coaching and supporting individuals in
16 communicating needs, achieving self-expression,
17 pursuing personal goals, living independently,
18 and participating actively in employment or vol-
19 untary roles in the community;

20 (C) providing assistance with activities of
21 independent daily living (such as feeding, bath-
22 ing, toileting, and ambulation) and with tasks
23 such as meal preparation, shopping, light
24 housekeeping, laundry, and home management;
25 or

1 ~~(D)~~ supporting individuals at home, work,
2 school, or any other community setting.

3 ~~(2)~~ Through the support of direct support pro-
4 fessionals, individuals are able to lead self-directed
5 lives within their own communities.

6 ~~(3)~~ Providers of home- and community-based
7 services are experiencing difficulty hiring and retain-
8 ing direct support professionals, with a national
9 turnover rate of 39 percent, as identified in a 2023
10 study by the National Core Indicators.

11 ~~(4)~~ High turnover rates can lead to instability
12 for individuals receiving services, and this may result
13 in individuals not receiving enough personalized care
14 to help them reach their goals for independent liv-
15 ing.

16 ~~(5)~~ A discrete occupational category for direct
17 support professionals will help States and the Fed-
18 eral Government—

19 ~~(A)~~ better interpret the shortage in the
20 labor market of direct support professionals;
21 and

22 ~~(B)~~ collect data on the high turnover rate
23 of direct support professionals.

24 ~~(6)~~ The Standard Occupational Classification
25 system is designed and maintained solely for statis-

tical purposes, and is used by Federal statistical agencies to classify workers and jobs into occupational categories for the purpose of collecting, calculating, analyzing, or disseminating data.

(7) Occupations in the Standard Occupational Classification system are classified based on work performed and, in some cases, on the skills, education, or training needed to perform the work.

(8) Establishing a discrete occupational category for direct support professionals will—

(A) correct an inaccurate representation in the Standard Occupational Classification system;

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

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

SEC. 3. REVISION OF STANDARD OCCUPATIONAL CLASSIFICATION SYSTEM.

The Director of the Office of Management and Budget shall, as part of the first revision of the Standard Occu-

1 pational Classification system occurring after the date of
 2 enactment of this Act, consider revising the Standard Oc-
 3 cupational Classification system to establish a separate
 4 code for direct support professionals as a healthcare sup-
 5 port occupation.

6 **SEC. 4. REPORT TO CONGRESS.**

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

18 **SEC. 5. NO NEW FUNDS.**

19 No additional funds are authorized to be appro-
 20 priated to carry out this Act.

21 **SECTION 1. SHORT TITLE.**

22 *This Act may be cited as the “Recognizing the Role*
 23 *of Direct Support Professionals Act”.*

24 **SEC. 2. FINDINGS.**

25 *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 house-*
 19 *keeping, laundry, and home management; or*

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

22 (2) *Through the support of direct support profes-*
 23 *sionals, individuals are able to lead self-directed lives*
 24 *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 living.*

10 (5) *A discrete occupational category for direct*
 11 *support professionals will help States and the Federal*
 12 *Government—*

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

15 (B) *collect data on the high turnover rate of*
 16 *direct support professionals.*

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

23 (7) *Occupations in the Standard Occupational*
 24 *Classification system are classified based on work per-*

1 *formed and, in some cases, on the skills, education, or*
 2 *training needed to perform the work.*

3 *(8) Establishing a discrete occupational category*
 4 *for direct support professionals will—*

5 *(A) correct an inaccurate representation in*
 6 *the Standard Occupational Classification sys-*
 7 *tem;*

8 *(B) recognize these professionals for the crit-*
 9 *ical and often overlooked work that they perform*
 10 *for the disabled community, which work is dif-*
 11 *ferent than the work of a home health aide or a*
 12 *personal care aide; and*

13 *(C) better align the Standard Occupational*
 14 *Classification system with related classification*
 15 *systems.*

16 **SEC. 3. REVISION OF STANDARD OCCUPATIONAL CLASSI-**
 17 **FICATION SYSTEM.**

18 *The Director of the Office of Management and Budget*
 19 *shall, as part of the first revision of the Standard Occupa-*
 20 *tional Classification system occurring after the date of en-*
 21 *actment of this Act, consider revising the Standard Occupa-*
 22 *tional Classification system to establish a separate code for*
 23 *direct support professionals as a healthcare support occupa-*
 24 *tion.*

1 **SEC. 4. REPORT TO CONGRESS.**

2 *If, after carrying out section 3, the Director of the Of-*
3 *fice of Management and Budget decides not to establish a*
4 *separate code for direct support professionals in the Stand-*
5 *ard Occupational Classification system, the Director shall,*
6 *by not later than 1 month after the first revision of the*
7 *Standard Occupational Classification system occurring*
8 *after the date of enactment of this Act, submit a report to*
9 *the Committee on Homeland Security and Governmental*
10 *Affairs of the Senate and the Committee on Education and*
11 *Workforce of the House of Representatives explaining the*
12 *Office of Management and Budget's decision.*

13 **SEC. 5. NO NEW FUNDS.**

14 *No additional funds are authorized to be appropriated*
15 *to carry out this Act.*

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