

Ryan Gallant  
Augusta  
LD 1932

Testimony in Support of LD 1932 – An Act to Support Essential Support Workers and Enhance Workforce Development

Members of the HHS Committee,

My name is Ryan Gallant, and I live in Augusta, Maine. I am the President and owner of Gallant Therapy Services, a Maine-based healthcare organization that provides therapy and community-based support services across multiple locations in the state. I am also the Legislative Chair of the Maine Occupational Therapy Association.

I am writing in strong support of LD 1932.

From an employer and system-level perspective, Maine's direct support workforce is in crisis. The services provided by Direct Support Professionals and other essential support workers are foundational to our healthcare and social service systems. Yet the compensation structure supporting this workforce has not kept pace with the realities of the labor market, inflation, or the increasing complexity of care.

In my organization, and across the provider community, workforce instability is the single greatest barrier to delivering consistent, high-quality services. We routinely lose skilled, dedicated employees to retail, warehouse, and service-sector jobs that offer higher wages, more predictable schedules, and fewer responsibilities.

This is not a reflection of the work ethic or commitment of our staff. It is a structural problem.

Turnover carries real costs:

- \* Disrupted care for vulnerable individuals
- \* Increased training and onboarding expenses
- \* Administrative burden
- \* Lost productivity
- \* Burnout among remaining staff
- \* Delayed access to services for families

Providers are attempting to compete in the labor market while operating within reimbursement systems that were not designed to support sustainable wages or long-term workforce development.

LD 1932 is an important step toward correcting this imbalance.

By investing in workforce development, training, and compensation structures, this legislation would:

- \* Improve staff retention
- \* Stabilize service delivery
- \* Reduce system-wide inefficiencies
- \* Protect access to care in rural and underserved communities
- \* Support providers who are trying to operate responsibly and sustainably

This bill is not simply about wages. It is about building a stable infrastructure that allows essential services to exist at all.

From a business perspective, predictability and sustainability matter. We can plan, invest, and grow when the workforce is stable. Without that foundation, every other reform effort becomes significantly harder to achieve.

Supporting essential support workers is both a moral responsibility and a sound economic decision for the State of Maine.

I respectfully urge the Committee to support LD 1932 and take a meaningful step toward strengthening Maine's long-term care and community services workforce.

Thank you for your time and consideration.

Respectfully submitted,

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