



This message is posted in English, Russian, Simplified Chinese, Somali, Spanish and Vietnamese at: <https://www.oregon.gov/dhs/SENIORS-DISABILITIES/DD/Pages/messages.aspx>

Feb. 19, 2021

To: All ODDS Staff and Stakeholders

From: Lilia Teninty, Director, Office of Developmental Disabilities Services

Subject: NCI Staff Stability Survey 2020

A stable workforce is critical to supporting people with I/DD to live full lives in their communities and to ensure their health and safety.

One way to assess the stability of the Direct Support Professional (DSP) workforce is through the National Core Indicators (NCI) staff stability survey. NCI is a collaborative effort between the National Association of State Directors of Developmental Disabilities Services and the Human Services Research Institute.

For the staff stability survey, NCI works with its member states to collect comprehensive data on the DSPs that work with people with I/DD in residential, in-home and/or employment settings.

A total of 26 states plus the District of Columbia participated in the 2019 survey. The goal of this survey is to help states benchmark and compare their workforce data to other states to make improvements through policy or program changes.

Here are a few key points from the [2019 survey results](#):

- Wages and benefits: Oregon's average hourly DSP wage was \$14.59 and starting wage was \$13.65

- Turnover: Oregon's average turnover rate was 49.4 percent; the NCI average was 38.2 percent.
- Tenure: 23.7 percent of DSPs in Oregon were on the job less than six months and 56.4 percent for 12 months or more.
- Vacancy rates: Oregon's vacancy rate for full-time DSPs was 9.2 percent with the NCI average at 7.6 percent.

The study does not include Personal Support Worker data or Stabilization and Crisis Unit data.

Oregon statute (ORS 433.434) requires I/DD group home providers to complete staff stability surveys to inform future policy decisions and support funding discussions with the Legislature.

In addition, per OAR 411-325-025(4)(a): "A provider must submit annual staffing data to the nationally standardized reporting survey organization specified by the Department (Permanent as of 2/15/19)." 24-hr group home providers that do not complete the survey may be subject to civil penalties per OAR 411-325-0460(2)(a)(A).

ODDS uses the NCI Staff Stability Survey to collect data to meet these requirements. All group home providers are required to participate, per statute and OAR. We also highly encourage all other provider agencies to participate.

In addition to the national survey, ODDS receives an annual staff stability report that focuses on 24-hour group home provider agencies. This is an important survey because it helps ODDS and its 24-hour provider agencies better understand the current DSP workforce and assess factors that may impact DSP workforce stability. The [Oregon survey report](#) is posted on the Quality Assurance section of the ODDS website.

In early March, providers will receive an email titled "OR NCI Staff Stability Survey 2020." Included in the email will be a link with the survey and a link to a video tutorial on how to complete the survey. If a provider email is not current, a provider should expect a call from ODDS to secure an accurate email address. Surveys must be completed by June 30, 2021.

Thank you for participating in this important survey.

Sincerely,

A handwritten signature in black ink, appearing to read "Lilia". The signature is fluid and cursive, with a large loop at the beginning.

Lilia Teninty
Director
Office of Developmental Disabilities Services

Previous Director's Messages are available at
[http://www.oregon.gov/DHS/SENIORS-
DISABILITIES/DD/Pages/messages.aspx](http://www.oregon.gov/DHS/SENIORS-DISABILITIES/DD/Pages/messages.aspx)

Follow us on Facebook @oregonDHS.IDD or twitter @OregonODDS and
explore our website.

You can get this document in other languages, large print, braille or a format you prefer. Contact the Oregon Office of Developmental Disabilities Services at 503-945-5811. We accept all relay calls or you can dial 711.