May 14, 2019

To: All ODDS Staff and Stakeholders

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

I am pleased to share with you a new way to look at staff stability in Oregon.

In the past, I’ve reported on the annual Staff Stability Surveys conducted through the NCI (National Core Indicators) staff stability survey. These surveys are a collaborative effort between the National Association of State Directors of Developmental Disabilities Services and the Human Services Research Institute. NCI collects comprehensive data about Direct Support Professionals that work with people with I/DD in residential, in-home and/or employment settings.

Provider agencies are facing stiff challenges in recruiting and retaining qualified staff to support people with I/DD. In the 2017–2019 Legislatively Approved Budget (LAB), the Oregon Legislature provided funds to support rate increases for increases in wages and benefits. To see the potential impact of those funds, and to get a better understanding of staff stability throughout the state, Oregon law now requires group home providers submit annual staffing data to a nationally standardized reporting survey organization specified by ODDS. The NCI Staff Stability Survey was designated as the required survey.

The new Staff Stability Report for Oregon is now ready for review. In the report you can see specific data for the 95 provider agencies that completed the survey. One of the key elements of the survey, average hourly wages, shows that Oregon’s average hourly wage is $13.10 per hour, ranging from $10.50 to $19.13 per hour.

This report includes data on private group home provider agencies; it doesn’t include the Stabilization and Crisis Unit. Some provider agencies also provide supports in other settings. As a result, some of the data in the
report demonstrate information on DSPs in in-home and non-residential settings. However, the DSP wage information is specific to DSPs working in residential settings.

Thank you to the 95 agencies that completed the last survey. It’s important that everyone complete it and the survey is open again. We remind any provider agencies that haven’t completed the survey that civil penalties can be issued if agencies required to complete the survey do not.

I encourage anyone interested in Direct Support Professional wages, benefits and other work factors, to review the report.

Sincerely,

Lilia Teninty  
Director  
Office of Developmental Disabilities Services

*Previous ODDS Director’s Messages are available at http://www.oregon.gov/DHS/SENIORS-DISABILITIES/DD/Pages/messages.aspx*

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