



February 2, 2018

To: All ODDS Staff and Stakeholders

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

We know that 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.

Twenty-one states participated in the 2016 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.

The [2016 Staff Stability Survey Report](#) is now available online. A few key points from the 2016 survey results:

- Wages and benefits: Oregon's average hourly DSP wage was \$13.13 and starting wage was \$11.81.
- Turnover: Oregon's turnover rate was 59.5 percent; the NCI average was 45.5 percent.
- Tenure: Twenty-six percent of DSPs in Oregon were on the job less than six months and 56.1 percent for 12 months or more.
- Vacancy rates: Oregon's vacancy rate for full-time DSPs was 11.1 percent with the NCI average at 9.8 percent.

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

All agency providers should participate in NCI survey

The 2017-19 Legislatively Approved Budget included increased funding to providers to help address staffing issues. In House Bill 2684 (2017), the Legislature required that I/DD group home providers complete staff stability surveys to inform future policy and funding decisions. ODDS will use the NCI Staff Stability Survey as the survey tool. For the 2016 study, 73.8 percent of providers responded to the survey. For future surveys, group home providers are required to participate, per statute. We also highly encourage all other provider agencies to participate.

In late February 2018, providers will receive an email titled “OR NCI Staff Stability Survey 2017.” 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, 2018.

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

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