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Feb. 28, 2022

To: All ODDS Staff and Partners

From: Lilia Teninty, Director, Office of Developmental Disabilities Services (ODDS)

Subject: NCI Staff Stability Survey 2021

A stable workforce is critical to supporting people with intellectual and developmental disabilities (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 2020 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.

Survey results

You can read the survey's results online at <https://bit.ly/33r0XfF>. Here are a few key points:

- Wages and benefits: Oregon’s average hourly DSP wage was \$15.43 and starting wage was \$14.40
- Turnover: Oregon’s average turnover rate was 52.3%, and the NCI average was 43.6%.
- Tenure: 21.9 % of DSPs in Oregon were on the job less than six months and 59.5% for 12 months or more.
- Vacancy rates: Oregon’s vacancy rate for full-time DSPs was 11.6% with the NCI average at 12.3 percent.

The study does not include Personal Support Worker data or Stabilization and Crisis Unit data. The COVID-19 Supplement to the report is available at <https://bit.ly/3JBmbqj>.

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. Last year’s report is not yet available. When it is, ODDs will post it online at <https://bit.ly/3Bry1Av>.

Participation in the next survey

All group home providers are required to participate in the NCI Staff Stability Survey, per statute and Oregon Administrative Rules (OARs). We also highly encourage all other provider agencies to participate. ODDS uses the to collect data to meet the following requirements:

- 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. 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).”

In March, providers will receive an email titled “OR NCI Staff Stability Survey 2021.” 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, 2022.**

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-
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