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April 29, 2022

To: All ODDS staff and partners

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

Subject: NCI releases special “Staff Stability Survey Report” for group homes

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

Special report released: 24-hour group home providers

NCI recently released the special “2020 Staff Stability Survey Report: Oregon Group Home Provider Agencies” that includes 24-hour group home provider agencies in the Oregon’s I/DD system. This is an important survey because it helps ODDS and its provider agencies better understand the current DSP workforce, assess factors that may impact DSP workforce stability and make improvements through policy and program changes.

The [report is available to read online in English](#). For other languages, large print, braille or a format you prefer, contact the Oregon Office of Developmental Disabilities Services at 503-945-5811.

Here are a few key points:

- 155 provider agencies in Oregon’s I/DD system participated, including ODDS’ Stabilization and Crisis Unit (SACU).
- The total number of DSPs employed by these agencies was 8,732 as of Dec. 31, 2021.
- For the first time, NCI included demographic information about race, ethnicity and gender identity. 113 provider agencies in Oregon provided this information:
 - 37% White, 22% unknown, 21% Black, 9% Latinx, 4% more than one race or ethnicity, 3% Pacific Islander, 2% Asian, 2% other, 1% Indigenous.
 - 57.3% female, 34.6% male, 7.8% unknown, 0.3% gender nonconforming or other.
- The average starting wage for DSPs was \$13.83. The average hourly wage was \$14.89.
- The turnover rate was 55.9%. 24.2% of DSPs were employed for less than six months. 58.6% of DSPs were employed for 12 or more months.

Deadline for current survey for all group home providers

All group home providers who employ DSPs that worked with adults in 2021 **are required to participate in the OR NCI Staff Stability Survey 2021**, per statute and Oregon Administrative Rules (OARs).

- In March, providers should have received an email titled “OR NCI Staff Stability Survey 2021” from staffstability@hsri.org.
- The email included a provider-specific link to the survey.
- These surveys must be completed by June 30, 2022.
- If you did not receive the survey message and need the link to access your survey, contact Julie Hoyt at julie.hoyt@dhsosha.state.or.us.

How ODDS uses the NCI surveys

ODDS uses the survey 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).”

Thank you to all who participated 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 ODDS Director's Messages are available at <http://www.oregon.gov/DHS/SENIORS-DISABILITIES/DD/Pages/messages.aspx>

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