

Lilia Teninty

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**Number:** APD-AR-16-006

**Issue date:** 1/22/2016

**Topic:** Developmental Disabilities

**Due date:** All data entered no later than June 30, 2016

**Subject:** NCI Staff Stability Survey Requirement

**Applies to (check all that apply):**

- |  |   |
|--|---|
| <input type="checkbox"/> All DHS employees                     | <input type="checkbox"/> County Mental Health Directors   |
| <input type="checkbox"/> Area Agencies on Aging                | <input type="checkbox"/> Health Services  |
| <input type="checkbox"/> Aging and People with Disabilities    | <input checked="" type="checkbox"/> Office of Developmental Disabilities Services(ODDS)   |
| <input type="checkbox"/> Self Sufficiency Programs             | <input type="checkbox"/> ODDS Children's Intensive In Home Services   |
| <input checked="" type="checkbox"/> County DD Program Managers | <input type="checkbox"/> Stabilization and Crisis Unit (SACU)   |
| <input type="checkbox"/> ODDS Children's Residential Services  | <input checked="" type="checkbox"/> Other (please specify): ORA; CPAO; Providers of: 24 Hour Residential services; Supported Living; Foster Care services (when there are additional staff hired); Employment and non-residential day services. |
| <input type="checkbox"/> Child Welfare Programs                |   |

**Action required:**

The National Core Indicators, often referred to as NCI, supports states in gathering data about services to people with I/DD. NCI is a collaborative effort between the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Human Services Research Institute (HSRI), which began in 1997.

Oregon has participated annually in NCI's Child/Family survey since 2013, a satisfaction survey about the Office of Developmental Disabilities Services (ODDS) services available in the family home.

This year, Oregon will also participate in the Staff Stability Survey. This survey gathers information about employees providing direct "hands on" services and supports, often referred to as Direct Support Professionals (DSP). This survey focuses on staffing levels, job stability, wages and compensation, and focuses on the DSP workforce

employed between 1/1/2015 -12/31/15. The existing turnover report will be discontinued based on participation in the NCI Staff Stability Survey.

Providers of 24-hour residential services, supported living, foster care (when additional staff are hired to work for the foster provider), and employment and non-residential day services will be required to participate in the Staff Stability Survey, and report findings to HSRI no later than 6/30/2016.

Reporting of the data occurs in an aggregated manner so that there is no identification by individual provider agencies. Employees working in an agency's Human Services or Payroll Departments generally complete the survey. Providers enter their responses through a secure web portal managed by HSRI, and communication is between the provider and HSRI. NCI completes a report for each state, and publishes all state reports on the NCI website.

The 2014 Staff Stability Survey results can be located at [http://www.nationalcoreindicators.org/upload/aidd/2014\\_Staff\\_Stability\\_Report\\_11\\_13\\_15.pdf](http://www.nationalcoreindicators.org/upload/aidd/2014_Staff_Stability_Report_11_13_15.pdf). The report represents the results from 10 participating states in 2014.

Seventeen states will participate this year. Findings provide valuable information to providers, advocates, legislative and state oversight entities based on reliable data. Oregon will benefit from seeing our own states performance and progress, comparing our data with other states and staying on top of national benchmarks that may be established as a result.

NCI will provide an Oregon specific orientation to the Staff Stability Survey via webinar within the first few weeks of February. All providers are encouraged to attend. More information will be forthcoming about this and other training opportunities in the next few weeks.

ODDs needs to provide email addresses of providers to NCI over the next several weeks. Providers will receive a test email to verify that the accurate email address is on file. If the email is not current, a provider should expect a call from ODDS to secure an accurate email address. If you are a foster care provider, you must participate if you hire additional staff in your foster home.

**Reason for action:**

A change to ORS 430.216 now requires DHS to provide a report to the Oregon Legislature biennially, summarizing:

- \* The average turnover of direct care workers in service settings; and
- \* A summary of the average wages of direct care workers by the setting in which they work

Information gained will increase Oregon's ability to:

- \* Track the impact of the 4% rate increase that went into effect 1/1/2016 for 24 hour residential providers
- \* Evaluate Oregon's workforce status and trends compared to other states to provide context for workforce improvement strategies; and
- \* Assess the impacts of federal and state policy changes, including implementation of the Department of Labor Administrative Rule.

**Field/stakeholder review:**     Yes     No

**If yes, reviewed by:**    ORA/CPAO

*If you have any questions about this action request, contact:*

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OBSOLETE