Subject: NCI Staff Stability Survey Requirement

Appplies to (check all that apply):

☐ All DHS employees
☐ Area Agencies on Aging: {Select type}
☐ Aging and People with Disabilities
☐ Self Sufficiency Programs
☒ County DD program managers
☐ ODDS Children’s Residential Services
☐ Child Welfare Programs
☐ County Mental Health Directors
☐ Health Services
☒ Office of Developmental Disabilities Services (ODDS)
☐ ODDS Children’s Intensive In Home Services
☐ Stabilization and Crisis Unit (SACU)
☐ Other (please specify): ORA; CPAO; Providers of: 24 Hour Residential services; Supported Living; Community Living, Employment and non-residential day services.

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

Oregon will again participate in the Staff Stability Survey this year. This survey gathers information about employees providing direct “hands on” services and supports, often referred to as Direct Support Professionals (DSP). This survey gathers information on staffing levels, job stability, wages and compensation, and focuses on the DSP workforce employed between 1/1/2017 -12/31/17.

Oregon House Bill 2684 requires group home providers (residential training facilities and residential training homes) to submit annual staffing data to a nationally

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standardized reporting survey organization specified by the Department of Human Services. DHS has selected National Core Indicators Staff Stability Survey for this purpose. The NCI Staff Stability Survey will meet the obligations of your organization under sections 2 and 3 of the ORS 443.400 to 443.455. As such, the information you provide will be reported to the Oregon Department of Human Services in both aggregate and disaggregated form. Each agency’s information will be individually identified and included in a report that will be publicly available. All providers must report findings to HSRI no later than 6/30/2018.

Providers enter their responses through a secure web portal managed by HSRI, and communication about the survey is between the provider and HSRI.

Twenty three 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. The 2016 Staff Stability Survey results can be located at [2016 Staff Stability Survey Report]. The report represents the results from 20 participating states plus the District of Columbia in 2016.

Providers will receive an email in late February from Dorothy Hiersteiner dhiersteiner@hsri.org called OR NCI Staff Stability Survey 2017. Included in the email will be a link to the survey and a link to a video tutorial on how to complete the survey. If the provider email is not current, a provider should expect a call from ODDS to secure an accurate email address.

**Reason for action:**
ORS 430.216 now requires DHS to provide a report to the Oregon Legislature biennially, summarizing:
* The average turnover of Direct Support Professionals in service settings; and
* A summary of the average wages of Direct Support Professionals by the setting in which they work.

Information gained will increase Oregon’s ability to:
* Track the impact of provider rate changes on DSP’s wages.
* 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:

<table>
<thead>
<tr>
<th>Contact(s): Neal Kushiyama</th>
</tr>
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<tbody>
<tr>
<td>Phone: 503-373-2147</td>
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<tr>
<td>Fax: 503-373-2251</td>
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<tr>
<td>Email: <a href="mailto:Neal.T.Kushiyama@dhsoha.state.or.us">Neal.T.Kushiyama@dhsoha.state.or.us</a></td>
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<td>Oregon Training and Consultation</td>
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<td>Out and About Respite Services</td>
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<td>Pacific Opportunities, Inc</td>
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<td>OR</td>
<td>Pam's Clean Machine</td>
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<td>Parents for Alternate Support Solutions</td>
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<td>Partnerships in Community Living, Inc</td>
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<td>Pearl Buck Center, Inc</td>
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<tr>
<td>OR</td>
<td>Peer Empowerment and Community Experiences</td>
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<td>Personalized Independence, Inc.</td>
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<td>OR</td>
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<td>Portland Habilitation</td>
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<td>OR</td>
<td>Portland Life Skills, Inc</td>
<td><a href="mailto:knelson@pmrs.inc.org">knelson@pmrs.inc.org</a></td>
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<td>OR</td>
<td>Portland Metro Residential Services</td>
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<td>OR</td>
<td>Portland Parks &amp; Recreation</td>
<td><a href="mailto:scottrector@fullife.com">scottrector@fullife.com</a></td>
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<td>OR</td>
<td>Portland Supported Employment, Inc</td>
<td><a href="mailto:dhamar@theppfi.com">dhamar@theppfi.com</a></td>
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<td>OR</td>
<td>Quiet Waters Outreach</td>
<td><a href="mailto:Irish10012@aol.com">Irish10012@aol.com</a></td>
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<td>Rain King Properties</td>
<td><a href="mailto:ralmlarson@comcast.net">ralmlarson@comcast.net</a></td>
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<td>Rainbow Adult Living Facilities</td>
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<td>Reach, Inc</td>
<td><a href="mailto:monicanegrete@me.com">monicanegrete@me.com</a></td>
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<td>Real World Supports, Inc</td>
<td><a href="mailto:realitykitchen@gmail.com">realitykitchen@gmail.com</a></td>
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<td>OR</td>
<td>Residential Assistance Program</td>
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