3,838 provider agencies responded from 29 states

**DSP DEMOGRAPHICS**
- Average breakdown of gender identity:
  - Female: 71.2%
  - Male: 24.1%
  - Unknown: 4.4%
  - Non-conforming/Other: 0.3%

- Average breakdown of race/ethnicity:
  - White: 38.6%
  - Black/African American: 40.1%
  - Asian: 1.5%
  - Hispanic/Latinx: 5.4%

**MEDIAN HOURLY WAGE**
- $14.50

**BENEFITS**
- 73.7% of responding agencies offered PTO of some type

**TURNOVER RATIO**
- Turnover ratio for DSPs in 2021 ranged from 28.5% to 59.0%
- The weighted average turnover ratio was 43.3%

**FRONTLINE SUPERVISORS**
- Across participating states, there was an average ratio of 1 frontline supervisor for every 10 DSPs

**COVID-19 RESPONSE**
- 65.7% report changes to delivery of supports
- Almost two-thirds of responding agencies indicated there were changes in the way some supports were delivered in 2021

**IMPORTANT NOTE:** Data reflects the time period January to December 2021; data collection occurred between January and September 2022.