STATE of the WORKFORCE

2022 SURVEY RESULTS

ABOUT THE SURVEY
Each year National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD) implements the State of the Workforce Survey. The survey collects comprehensive data on provider agencies and the Direct Support Professional (DSP) workforce providing direct supports to adults (age 18 and over) with intellectual and developmental disabilities (IDD). The goal of the survey is to help states describe their workforce, measure challenges, and monitor improvements. The release of the 2022 State of the Workforce survey data marks an opportunity for state developmental disability agencies, advocates, and researchers to work together to address the DSP workforce crisis.

ABOUT THE DATA
The data presented in this summary represent the weighted NCI-IDD average survey results and refer to the period between Jan. 1, 2022, and Dec. 31, 2022.

NOTE: States’ sampling methodologies varied. For details, see Appendix B.

PARTICIPATING STATES & AGENCIES
More than 276,119 DSPs with 3,633 provider agencies in 28 states & the District of Columbia

DSP RACIAL/ETHNIC BREAKDOWN
- 43.6% Black or African American
- 34.1% White
- 4.9% Hispanic / Latinx
- 2.3% Asian

SERVICES
- 69% of responding agencies provide residential supports
- 60% of responding agencies provide in-home supports
- 69% of responding agencies provide non-residential supports

WAGES
- $14.50 2021 median hourly wage
- $15.98 2022 median hourly wage

All 24 states that conducted the survey in 2021 had an increase in median hourly wage in 2022.

5 states reported a median hourly wage that is at or above livable wages for 1 adult. However, many DSPs are caregivers at home too—and no states reported median hourly wages at or above livable wage for 1 adult and 1 child.

DSP GENDER IDENTITY
- 69.8% Female
- 24.9% Male
- 5.2% Don’t know
- 0.2% Non-binary

NASDDDS National Association of State Directors of Developmental Disabilities Services

NCI-IDD is a collaboration between the National Association of State Directors of Developmental Disabilities Services, Human Services Research Institute, and participating states.
Across states, the average turnover ratio was 40.9%. Among the 24 states that participated in the 2021 survey, 22 saw a decrease in turnover ratio. In states with the largest decreases from 2021, the turnover ratio was 25.3% (D.C.), 24.6% (Delaware), and 18.2% (Arizona).

Despite decreased DSP turnover ratios across the country, most states experienced an increased percent of DSPs separating within 6 months.

*Employed as of Dec. 31, 2022

- Employed 1 year or less: 36%
- Employed 3 years or more: 37%

**Left employment at agency in 2022

- Employed 1 year or less: 62%
- Employed 3 years or more: 16%

Half of all responding agencies (49.7%) reported having turned away or stopped accepting new service referrals in 2022 due to staff shortages.

Vacancy rates for full-time positions ranged from 9% to 21%. Rates for part-time positions ranged from 8% to 31%.

Note: These are point-in-time vacancy rates, not averages across the year.

Recruitment & Retention

- 81% of agencies reported offering a realistic job preview to candidates
- 58% of agencies offered a pay incentive or referral bonus program
- 21% of agencies included DSPs in agency governance
- 29% of agencies gave stipends or raises to DSPs at key steps throughout credentialing process
- 28% of agencies utilized DSP ladder to retain highly skilled workers in DSP roles

Benefits

- Offered paid time off to some or all DSPs: 75.0%
- Offered health insurance to some or all DSPs: 61.7%
- Offered retirement plan to some or all DSPs: 54.5%

Average ratio of 10 DSPs to 1 frontline supervisor

Frontline Supervisors

- 58% of agencies offered a realistic job preview to candidates
- 21% of agencies offered a pay incentive or referral bonus program
- 29% of agencies included DSPs in agency governance
- 28% of agencies gave stipends or raises to DSPs at key steps throughout credentialing process
- 28% of agencies utilized DSP ladder to retain highly skilled workers in DSP roles