

ABOUT THE SURVEY

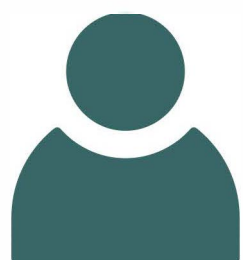
Each year National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD) implements the State of the Workforce Survey. The survey collects comprehensive data on provider agencies and the **Direct Support Professional (DSP)** workforce providing direct supports to adults (age 18 and 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.

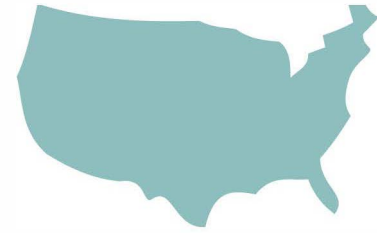
DSP GENDER IDENTITY



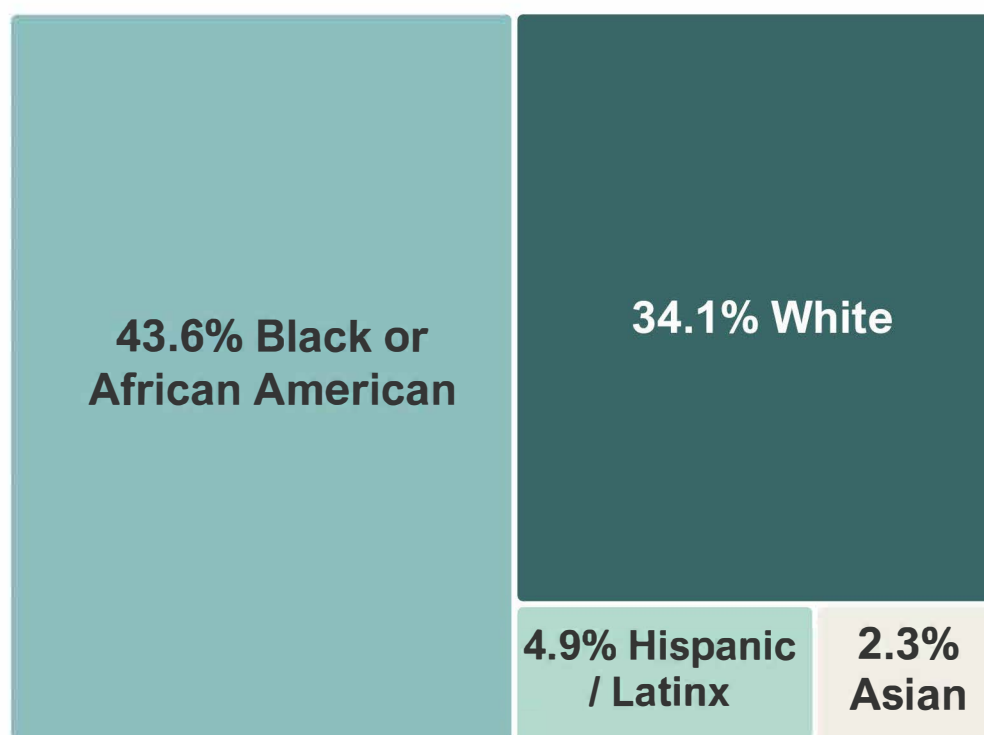
69.8% Female
24.9% Male
5.2% Don't know
0.2% Non-binary

PARTICIPATING STATES & AGENCIES

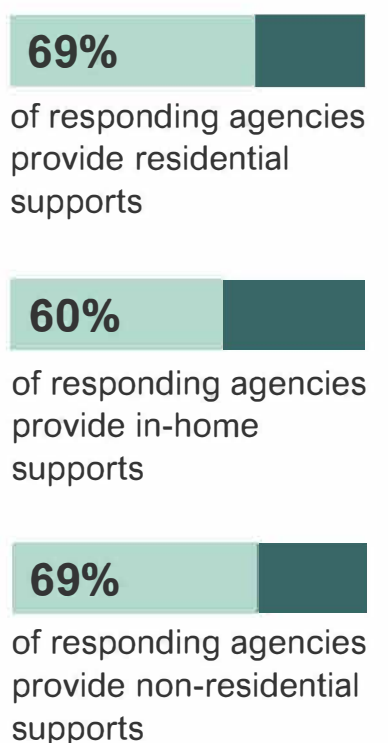
More than **276,119** DSPs with 
3,633 provider agencies
 in **28** states & the District of Columbia



DSP RACIAL/ETHNIC BREAKDOWN



SERVICES



WAGES



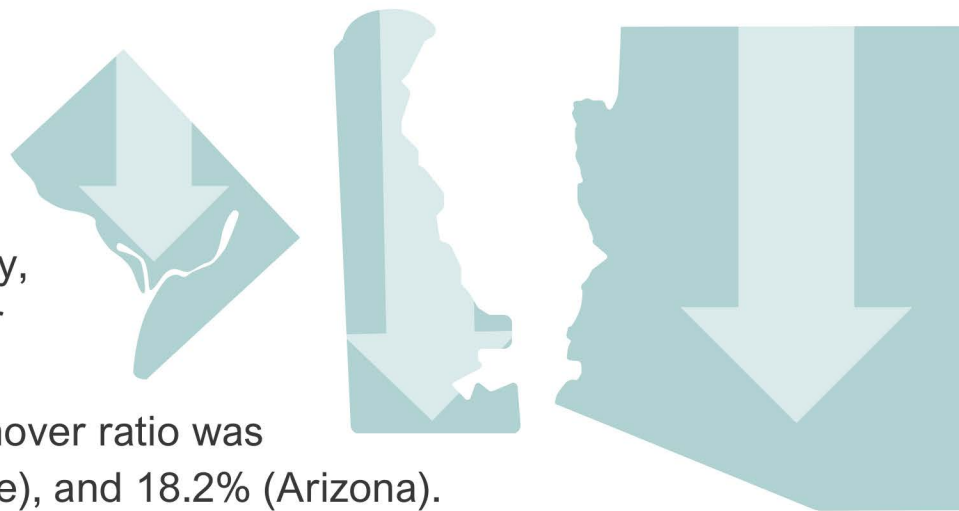
All 24 states that conducted the survey in 2021 had an increase in median hourly wage in 2022.

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.

TURNOVER

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).



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

TENURE

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

**Left employment at agency in 2022



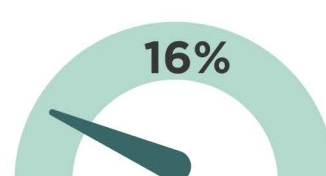
Employed 1 year or less*



Employed 3 years or more*



Employed 1 year or less**



Employed 3 years or more**

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

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.

15%

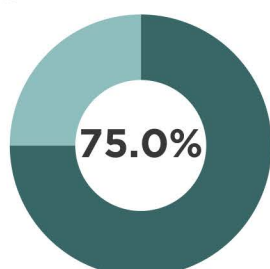
NCI-IDD average vacancy rate for full-time positions

18%

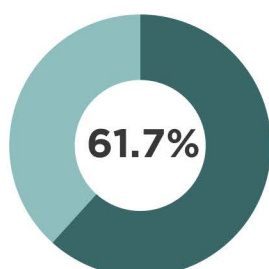
NCI-IDD average vacancy rate for part-time positions

BENEFITS

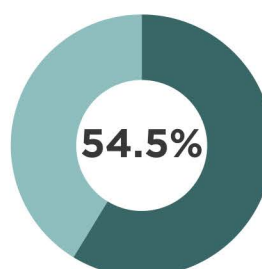
Offered paid time off to some or all DSPs:



Offered health insurance to some or all DSPs:



Offered retirement plan to some or all DSPs:



FRONTLINE SUPERVISORS



Average ratio of 10 DSPs to 1 frontline supervisor