



**NATIONAL CORE  
INDICATORS**  
NASDDDS & HSRI

# The National Core Indicators Staff Stability Survey

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**NASDDDS**

National Association of State Directors of Developmental Disabilities Services

# Agenda



- DSP Workforce
- Why collect data
- States using Staff Stability data
- Results from 2014





# DSP Workforce



# Direct Support Professionals (DSPs)



# Issues Being Faced by DSP Workforce

- Low supply and high demand for DSPs accentuated by:
  - Low salaries: working several jobs and relying on safety net
  - Erratic/unpredictable hours: Part time
  - Few benefits
  - High levels of emotional and physical stress
    - High injury rate
- Leads to high turnover rates
- Cost of turnover affects providers
- Turnover affects people receiving services



# Why is Data Collection Important?

- Research demonstrates that stability of workforce and relationships has direct impact on the lives of the people supported
- Legislatures more frequently request data before approving increases based on the need for a competent, skilled workforce
- Lack of consistent national data about direct service workforce
- Encourage perspective that DSP is a career, beyond simply a job.



# How Can States Use the NCI Staff Stability Data?

- NCI Project
- Generally, data gathered with this tool can be used on **state level** to:
  - Compare state workforce data with those of other states.
    - Benchmark!
  - Inform policy and program development regarding direct support workforce improvement initiatives
    - Monitor and evaluate the impact of workforce initiatives
    - Attempt to answer those two questions
  - Provide context for consumer and family outcomes
  - Build systems to more effectively collect, analyze, and use DSP workforce data



# Oregon

- 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 (provide baseline)
  - 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.





# Ohio

- Ohio plans to use NCI Staff Stability Survey data to track workforce data pre- and post- a wage increase for HCBS providers.



# Minnesota

- Providers will be seeking a rate increase this legislative session.
- Goal is to provide information for state legislators and provider organizations on the overall picture of DSPs in Minnesota.



2015:

AL  
AZ  
DC  
GA  
IN  
KY  
MN  
MO  
OH  
OR  
PA  
SC  
SD  
TN  
TX  
UT  
VT

- 2016
  - Adding questions on front line supervisors
  - Addressing overtime and bonuses

# Questions?

## Report:

<http://www.nationalcoreindicators.org/resources/reports/2015/>

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# NASDDDDs

