



**NATIONAL CORE
INDICATORS**
NASDDDS & HSRI

The National Core Indicators Staff Stability Survey



Human Services
Research Institute

NASDDDS

National Association of State Directors of Developmental Disabilities Services

Agenda



- What is the Staff Stability Survey?
 - Why is it important?
- How to enter data into the online data entry system (ODESA)



NATIONAL CORE INDICATORS (NCI)?

- NASDDDS, HSRI & State DD Directors
 - Multi-state collaboration of state DD agencies
 - Launched in 1997 in 13 participating states – now in 45 states (including DC) and 22 sub-state areas
- Goal: Measure performance of public systems for people with intellectual and developmental disabilities
 - Help state DD systems assess performance by benchmarking, comparing to other states

www.nationalcoreindicators.org



Direct Support Professionals (DSPs)



Staff Stability Survey: WHY?

- Escalating demand for LTS Services oriented towards home and community based settings
 - DSPs = critical to increasing services in least restrictive settings
- Deinstitutionalization
- Growing body of research demonstrates that stability of workforce has direct impact on individual outcomes
- Lack of data about direct service workforce
 - Data are needed to assess how state's DSP workforce is changing or improving and where challenges lie



Examples of How States Will Use Staff Stability Data

- The data from this survey will:
 - Provide data to inform policy and program development at the state level
 - Monitor and evaluate the impact of workforce policies and initiatives
 - Compare state DSP stability data with those of other states



Presentation of the Data

- Data will be aggregated at state level.

Wages

		Average Starting Hourly Wage	Average Hourly Wage	State Minimum Hourly Wage
AZ	Mean	\$9.05	\$9.62	\$7.90
	N*	17	19	
DC	Mean	\$13.68	\$13.70	\$9.50
	N*	10	10	
GA	Mean	\$11.32	\$12.31	\$7.25
	N*	21	23	
KY	Mean	\$10.16	\$10.88	\$7.25
	N*	66	63	
ME	Mean	\$9.45	\$10.51	\$7.50
	N*	8	8	
OH	Mean	\$9.78	\$10.96	\$7.95
	N*	132	150	
SC	Mean	\$9.98	\$10.27	\$7.25
	N*	9	8	
TX	Mean	\$9.18	\$9.90	\$7.25
	N*	34	35	
UT	Mean	\$9.09	\$10.18	\$7.25
	N*	16	17	
VT	Mean	\$11.84	\$12.73	\$8.73
	N*	13	13	
AVERAGE		\$10.35	\$11.11	Federal Minimum Hourly Wage: \$7.25
TOTAL N*		326	346	

*N = Number of responses



Survey Instructions

You are receiving this email because your agency VODEC provides direct support to adults (age 18+) with intellectual and developmental disabilities in Nebraska.

***Please forward this email to the employee within your organization who is most familiar with Human Resources and Payroll information.**

***Please do not forward outside of your organization.**

Here is your unique link to the online survey.

*****PLEASE REFER TO VODEC WHEN RESPONDING TO THE SURVEY USING THE LINK IN THIS EMAIL*****

You can access the survey as many times as necessary to add responses, edit responses or complete the survey at a later date (before June 30, 2017).

The survey responses will only be counted if they are entered into the online system using this link:

<http://systems.hsri.org/NCISS3/Survey-Entry.asp?UID=288A4891-B597-45FE-A846-EF36975C93D9>

The National Core Indicators™ (NCI) Staff Stability Survey gathers data on the workforce of **Direct Support Professionals (DSPs)** serving **adults with intellectual and developmental disabilities age 18 and older**.

Nebraska needs accurate data on the DSP workforce in order to look at creating policies and programs to benefit DSPs and the people they serve.

It is critical that all provider agencies in Nebraska provide data for this survey in order to have accurate information on the DSP workforce in Nebraska (such as average wages, turnover, vacancy rates and benefits).

This survey will ask about the status of your agency's DSP workforce employed between **January 1, 2016 and December 31, 2016**.

The survey will ask about:

1. Types of services your organization provides,
2. Length of DSP employment,
3. Number of DSPs employed,
4. Vacant positions,
5. Wages,
6. Benefits and
7. Recruitment and retention strategies

Results of this survey will be reported in the **aggregate (as a state average)**, and **your organization will not be identified in any way in the survey reports or in the dataset**.

This survey must be completed by June 30, 2017.

If you have any questions regarding the Staff Stability Survey, please contact:

Bradley D. Wilson
brad.wilson@nebraska.gov



Directions:

- Direct support staff who were on payroll for any length of time during the period of January 1, 2016 to December 31, 2016:
 - How long they've been employed
 - Whether they are current staff or separated staff
 - Date of termination (if applicable)
 - Whether they work full-time or part-time (current staff only)
 - Hours and wages
 - Benefits, such as paid time off, health insurance, etc.



Types of Agencies should NOT Participate

If your agency works **EXCLUSIVELY** with children (under age 18), please do not reply to this survey.

*However, if your agency provides services and supports to adults **and** children, please refer to staff whose primary job is to provide supports to adults with ID/DD age 18 and over.

If your agency provides the following supports **EXCLUSIVELY**, please do not reply to this survey:

- transportation services
- home modifications
- meal delivery
- social work
- fiscal intermediary/employer of record services
- therapy services, such as occupational therapy

PLEASE NOTE: For host/foster/family home arrangements: Please respond only about DSPs who are working in addition to the primary shared living/foster care provider.

PLEASE NOTE: If you are a **state operated provider agency**, please let your state NCI contact know.



Types of Workers to Consider:

Direct Support Professionals:

- The direct support workforce includes the following job titles and those in similar roles (this list is NOT exhaustive):
 - Personal Support Specialists (PSSs)
 - Direct Support Professionals (DSPs)
 - Certified Nursing Assistants (CNAs)
 - Homemakers
 - Personal Attendants/Personal Care Aides
 - Direct Support Professionals working in residential support services
 - Direct Support Professionals working in job or vocational services
 - Direct Support Professionals working at day programs or community support programs



Whom to Consider

- **Please include in your responses:**
 - All paid staff members who spend at least 50% of their hours doing direct support tasks. These people may do some supervisory tasks, but their primary job responsibility and more than 50% of their hours are spent doing direct support work.
 - The DSPs for whom your organization pays the salary
- **Only include** supervisors if more than 50% of their hours are spent doing direct support tasks.



Whom NOT to Consider

- PRN workers
- Temporary workers
- Licensed health care staff (nurses, social workers, psychologists, etc.)
- Administrative staff, or full-time managers or directors, unless they spend 50% or more of their hours providing direct support and personal assistance or supervision to individuals with disabilities
- **Regarding host/foster/family home arrangements:** Please respond only about DSPs who are working in addition to the primary shared living/foster care provider.



Settings to Consider

Please **include** in your responses Direct Support Professionals in the following settings:

- **Residential supports—**
 - Supports provided to a person who is living outside of the family home.
 - This can include 24-hour supports such as a group home or ICF/IID.
 - It can also include people living in supported housing or supported living getting less than 24 hours of support (if your agency owns the residential setting or operates the lease).
 - If a person is in a shared living, host home or foster home, please include only those DSPs who are working in addition to the shared living/foster provider.
- **In-home supports—**
 - Supports provided to a person in their home (only if their home is not owned or leased by your agency. If the mortgage or lease of the home is the financial responsibility of your agency, the services you provide in the home would be considered residential supports).
- **Non-residential supports** such as:
 - **Day programs and community support programs—**Supports provided outside an individual's home such as adult day program services, developmental training, and community supports.
 - **Job or vocational services—**Supports to help individuals who are looking for work or on the job for which they are paid (e.g., work supports).



Settings NOT to Include

- People working on services such as home modifications, transportation, meal delivery, social work or others who are not providing direct hands-on support and personal assistance or supervision to individuals with disabilities.
- People who are hired directly by the person or the person's family for whom your agency's role is limited to being a fiscal intermediary/employer of record.
- People only working in school settings for children through 12th grade.
- People providing therapy services, such as occupational therapists.
- People providing seasonal services, such as summer camp counselors.





ODESA (Online Data Entry Survey Application)

Questions?
Email Dorothy
dhiersteiner@hsri.org

What did
she say?



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