



**NATIONAL CORE
INDICATORS**
NASDDDS & HSRI

The National Core Indicators Staff Stability Survey

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Human Services
Research Institute

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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