

2017 STAFF STABILITY IN THE

Direct Support Professional Workforce in Oklahoma



Source: National Core Indicators (NCI, 2019) Staff Stability Survey 2017

DIRECT SUPPORT PROFESSIONAL (DSPs) VACANCY RATES

Of responding providers:



4.2%
of part-time
positions
were vacant

7.7%
of full-time
positions
were vacant

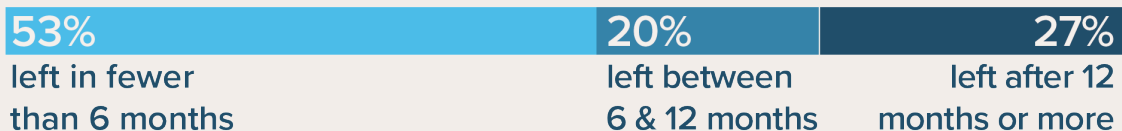


AVERAGE TURNOVER RATE FOR DSPs

54% state average turnover rate for DSPs

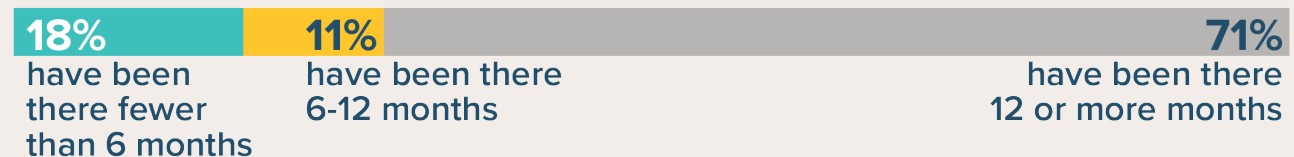


Of those DSPs who left positions in calendar year 2017*:



AVERAGE TENURE OF DSPs

Of DSPs employed within reporting organizations, as of December 31, 2017:



*Turnover equals the total separated DSPs in past year divided by the total direct support staff as of December 31, 2017. Values are weighted averages, except for DSPs who left positions are unweighted. Proportions may not add up to 100% due to rounding.

HEALTH INSURANCE

Of responding providers



82%
offer health insurance
to some or all DSPs

Of responding providers who offer health insurance



77%
offer health insurance to only full-time DSPs



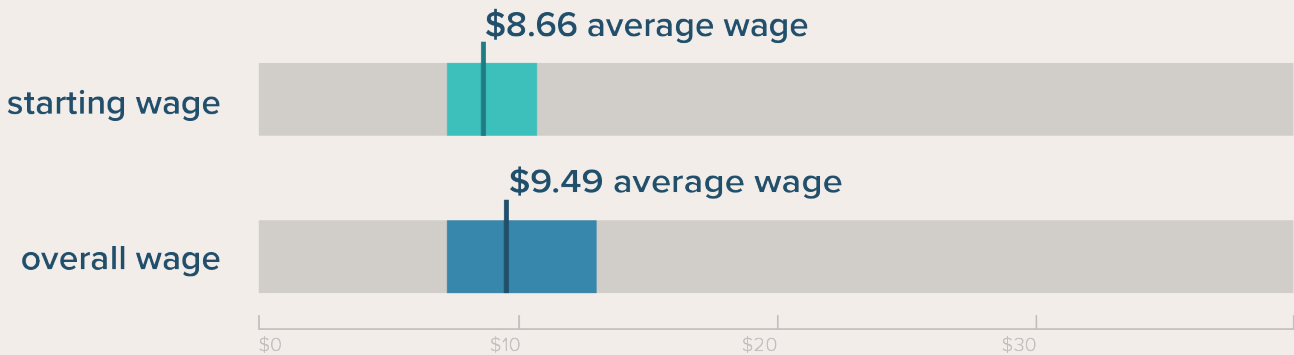
64%
require DSPs be employed at the agency for a certain length of time to be eligible for health insurance



5%
offer health insurance to all DSPs

HOURLY WAGES

Wages paid by responding providers



NUMBER OF DSPs WITHIN REPORTING ORGANIZATIONS

61 reporting organizations:

49%
employed 61 or more DSPs



25%
employed 20 or fewer DSPs

16%
employed 21-40 DSPs

10%
employed 41-60 DSPs

Weighted average: 85 DSPs employed by an agency