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*:

- 53% left in fewer than 6 months
- 20% left between 6 & 12 months
- 27% left after 12 months or more

AVERAGE TENURE OF DSPs

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

- 18% have been there fewer than 6 months
- 11% have been there 6-12 months
- 71% have been there 12 or more months

*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

$8.66 average wage

starting wage

$9.49 average wage

overall wage

NUMBER OF DSPs WITHIN REPORTING ORGANIZATIONS

61 reporting organizations:

25% employed 20 or fewer DSPs
49% employed 61 or more DSPs
16% employed 21-40 DSPs
10% employed 41-60 DSPs

Weighted average: 85 DSPs employed by an agency