

NATIONAL CORE INDICATORS™

NCI STAFF STABILITY SURVEY OHIO AT-A-GLANCE REPORT 2017 DATA



Department of
Developmental Disabilities



1,238 Provider Agencies participated in the

2017 survey in Ohio.

1,211 agencies had valid responses.

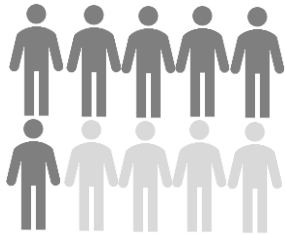
Provider agencies provided HCBS waiver services to adults with I/DD age 18 and older.

Percentage of DSPs employed

1-20	64.3%
21-40	15.6%
41-60	6.9%
61+	13.2%

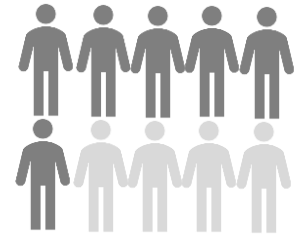
Type of supports provided

Residential Supports	42.3%
In-Home Supports	71.3%
Non-Residential Supports	49.1%



Average Turnover Rate

39%



Tenure Among DSPs employed as of 12/31/2017

Total Number of DSPs employed	41,962
Number of Responding Agencies	1,092
% of DSPs on staff employed less than 6 months	19.7%
% of DSPs on staff employed for 6-12 months	19.1%
% of DSPs on staff employed for 12+ months	61.2%



Reasons for Separations



Voluntary Separation	71.8%
Employment was Terminated	21.6%
Don't know why Separation Occurred	6.6%
Number of responding agencies	755

Vacancy Rates

Average full-time vacancy rate

6.6%



Average part-time vacancy rate

9.2%

2017
Staff
Stability
Survey



Wages



*Method 1:

- \$11.29 Average Hourly Wage
- \$10.30 Average Starting Hourly Wage



*Method 2:

- \$11.37 Average Hourly Wage



34.5% of agencies gave **bonuses**



Hours

94.2% **Regular** hours paid in October 2017



5.8% **Overtime** hours paid in October 2017

Method 1: These wages do not take into consideration the size of each agency when determining the average wage.

Method 2: Weights are applied to each agency's data so that those with larger workforces contribute more to the state's average wage.

Benefits Offered to Some or All DSPs

Pooled Time Off	20.9%
Paid Sick Time	23.9%
Paid Vacation Time	39.9%
Paid Personal Time	19.6%
Health Insurance	36.6%
Dental Insurance/Vision Coverage	32.7%



Other Types of Benefits Offered



Post-Secondary education support	9.8%
Employer-paid job related training	55%
Employer-sponsored retirement plan	23%
Employer-sponsored disability insurance	14%
Flexible spending account	10.4%
Health incentive program	8.5%
*Other *Paid time off, reimbursement, other support	13.5%



Recruitment and Retention



Pay incentive or referral bonus program 34%	Realistic job preview 80.6%
DSP Ladder to retain skilled workers 41.3%	Staff supported to get credentialed 46.4%