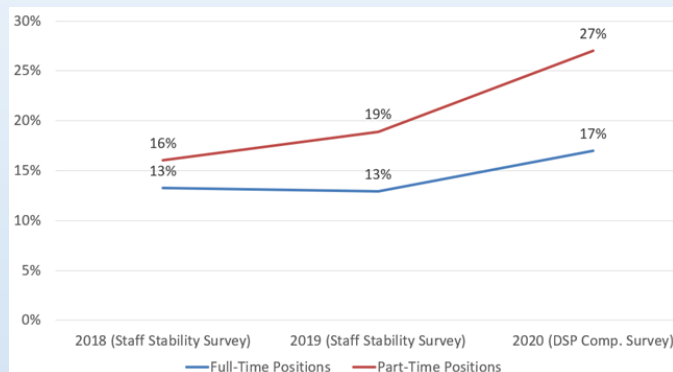


Direct Support Professional (DSP) Compensation 2020 Workforce Survey Highlights

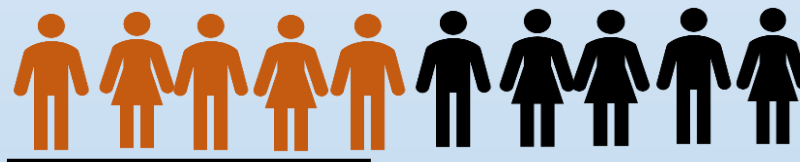
Direct Support Professional (DSP) Vacancy Rates

In 2020, the overall vacancy rates were 17% full-time and 27% part-time. An increase of about 6 points over last year

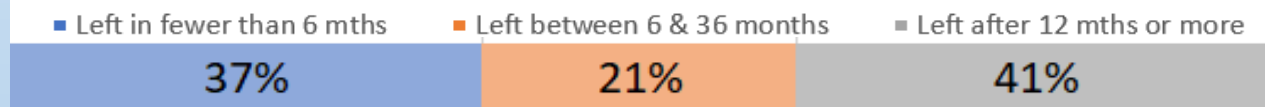


Average Turn-over Rates for DSPs

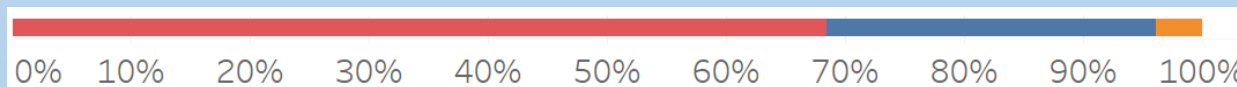
46% Statewide
Turnover Rate



Of DSPs that left in CY 2020:



Reasons for Leaving 68% voluntary, 28% terminated, 5% unknown



Average Tenure of DSPs

Tenure Among DSPs Employed as of Dec. 31, 2020:		
Less than 6 mths	Bt. 6 & 12 mths	More than 12 mths
18%	15%	67%

*Population - Total no. of agencies who billed for HPC services in CY 2020=1,322

(Excludes those who stopped billing after March 2020 and those who did not have a status of active provider at the time of drawing the population)

400 surveys sent out, 322 returned, 48 only use contractors, so majority of data is from 274 providers. Margin of error – 5.3% so it is a statistically valid to the whole population.

Compensation: Wages and Benefits



Hourly Wages

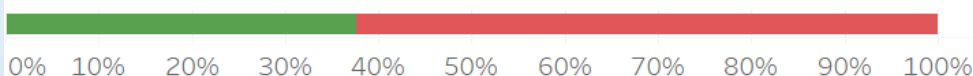
Starting hourly rate: Median \$11; Avg \$11.11

Total Compensation* per hour: Median \$16; Avg \$17.34

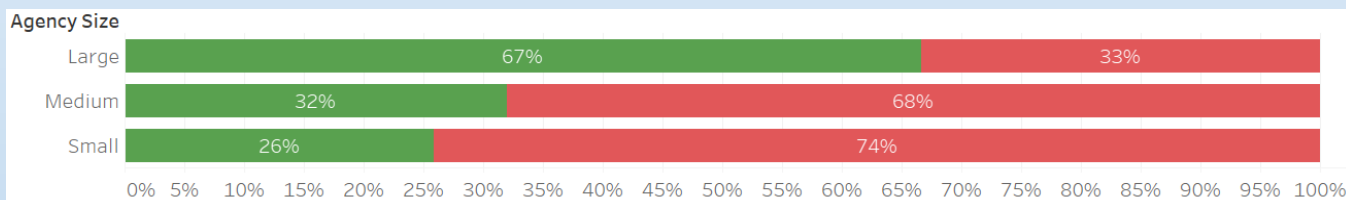
Benefits



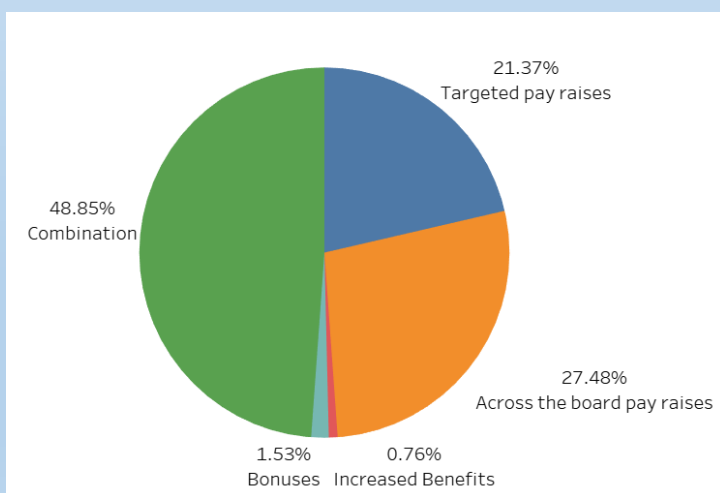
Offer Insurance



Only 38% of all Providers offer Insurance.** This varies by agency size. Larger agencies are much more likely to offer insurance and other benefits



Distribution of how agencies used the HPC reimbursement rate increase



Agencies passed on the rate increase in various ways – mainly combinations of pay raises and increased benefits

*Compensation per hour for each agency was calculated as follows:

Sum of total regular and overtime dollar amounts paid plus any bonuses, fringe benefits, worker compensation, payroll taxes, training wages, paid time off and any other compensation paid to DSPs in CY 2020 divided by total regular or overtime hours spent providing HPC services

**Includes Health, Disability, Dental, and Life Insurance