

Direct Support Professional (DSP) Compensation Verification 2021 Workforce Survey Highlights

Presentation to the Workforce Crisis Taskforce

10/12/2022

Survey Background

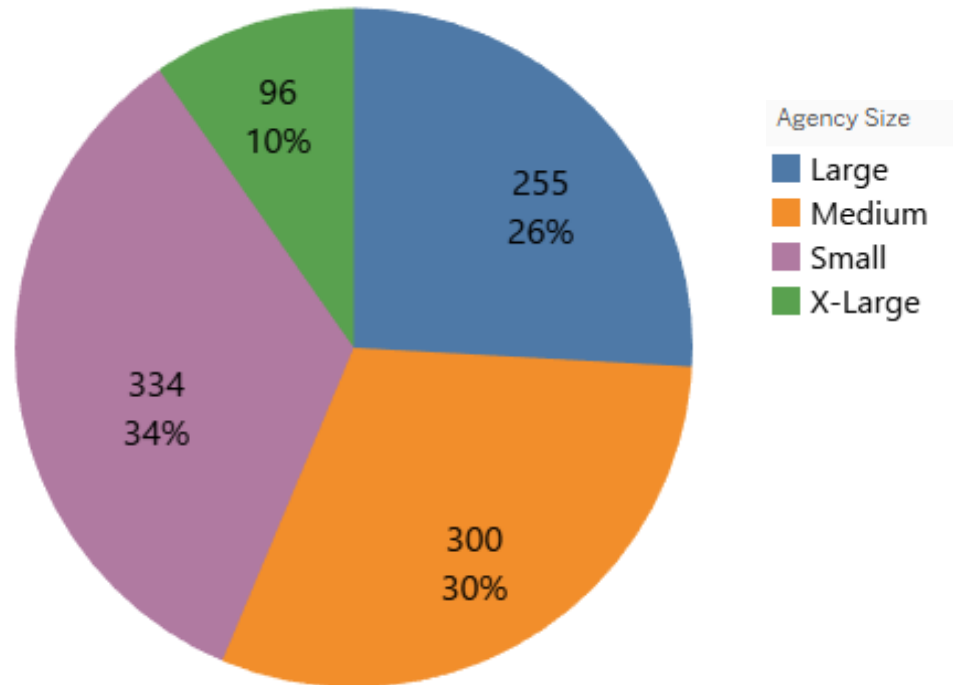
The purpose of the DSP Compensation survey was to focus on the impact of the state budget increase in Homemaker/Personal Care (HPC) service reimbursement rates on DSP compensation during CY 2021.

In order to effectively evaluate Ohio's specific rate increase, this survey was customized and developed in collaboration with a workgroup comprised of

DODD agency staff and stakeholders representing families, providers and county boards of developmental disabilities.

Survey Background

The total number of agencies who billed for HPC services in 2021 was 1,384. Of those, 84% or 1,165 completed at least one section of the survey*, representing over 40,000 DSP positions.



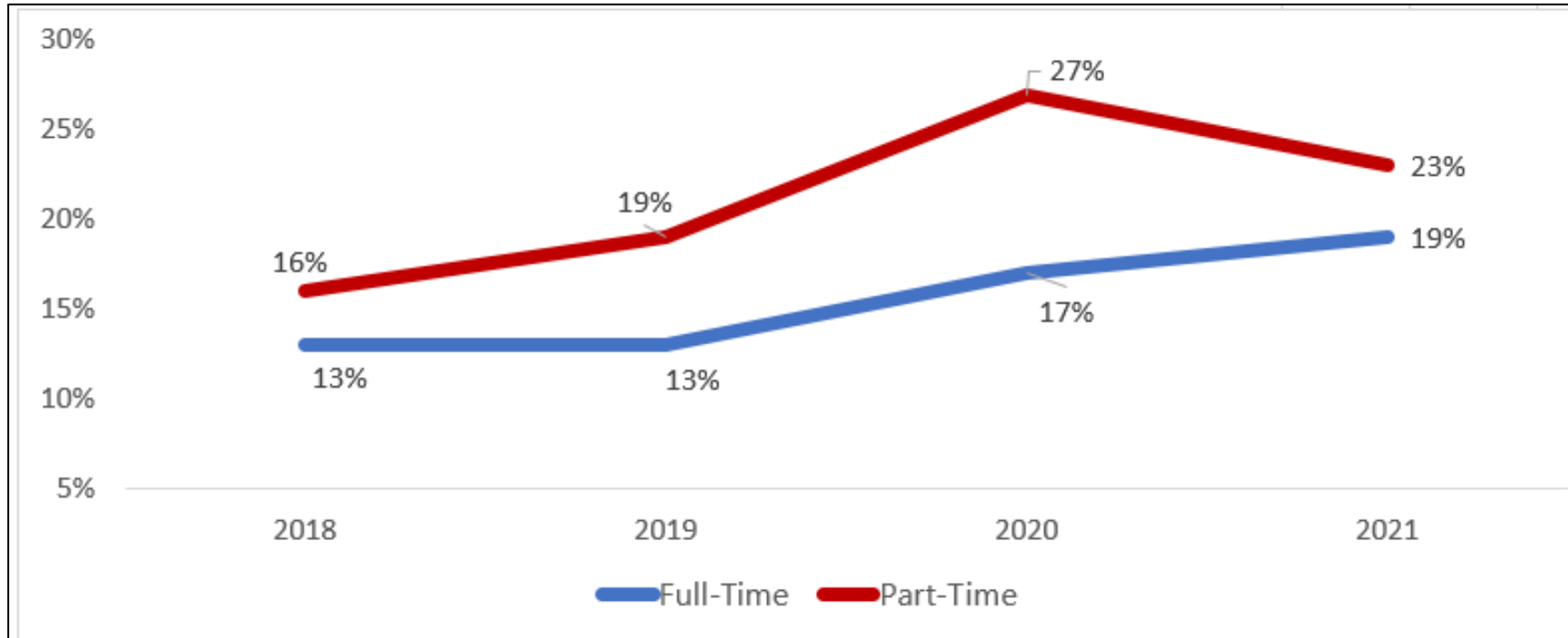
Agency size is defined using 2021 HPC reimbursement rates. Small is less than \$150,000; Medium is between \$150,000 and \$600,000; Large is between \$600,000 and \$3 million; X-large is \$3 million or more.

*The number of agencies responding to each item varies by item due to data quality issues and skipped questions. Overall margin of error ~ 3%.

VACANCY AND TENURE RATES

In 2021, the vacancy rates were 19% for full-time and 23% for part-time positions, which equates to approximately 8,500 full-time and part-time positions, as shown in the graph below.

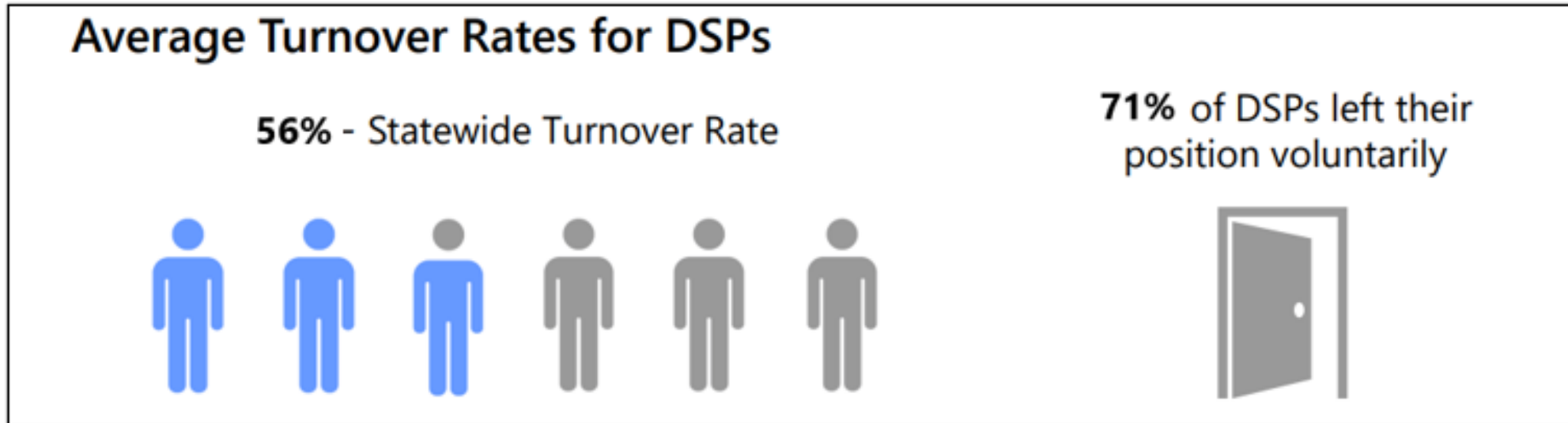
DSP Full and Part-Time Vacancy Rates since 2018



2018 and 2019 data are from the Staff Stability Survey. 2020 and 2021 data is from the DSP Compensation Survey.

VACANCY AND TENURE RATES

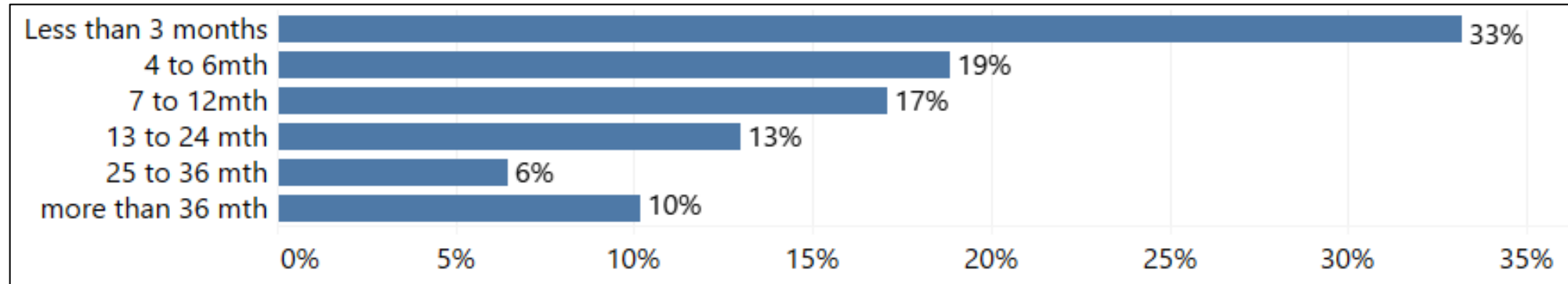
Since 2018, the turn-over rate for DSPs is approximately 50% annually, with the rate at 56% in 2021 and in-line with national estimates*. Most DSPs leave voluntarily: this percentage increased 3 points from 2020 to 71%.



[*https://www.nationalcoreindicators.org/upload/core-indicators/2020StaffStabilitySurveyReport_FINAL.pdf](https://www.nationalcoreindicators.org/upload/core-indicators/2020StaffStabilitySurveyReport_FINAL.pdf)

VACANCY AND TENURE RATES

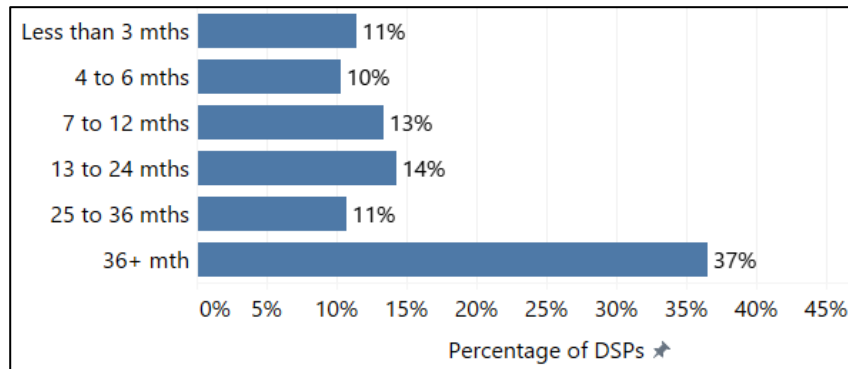
The majority of DSPs leave within the first 12 months, with the highest percentage leaving before they reach 3 months. The chart below shows the tenure of the full-time DSPS who left during 2021.



VACANCY AND TENURE RATES

The survey data show the tenure of the DSPs employed as of December 31, 2021. Providers reported that ~62% of their DSPs had been employed with them for at least one year.

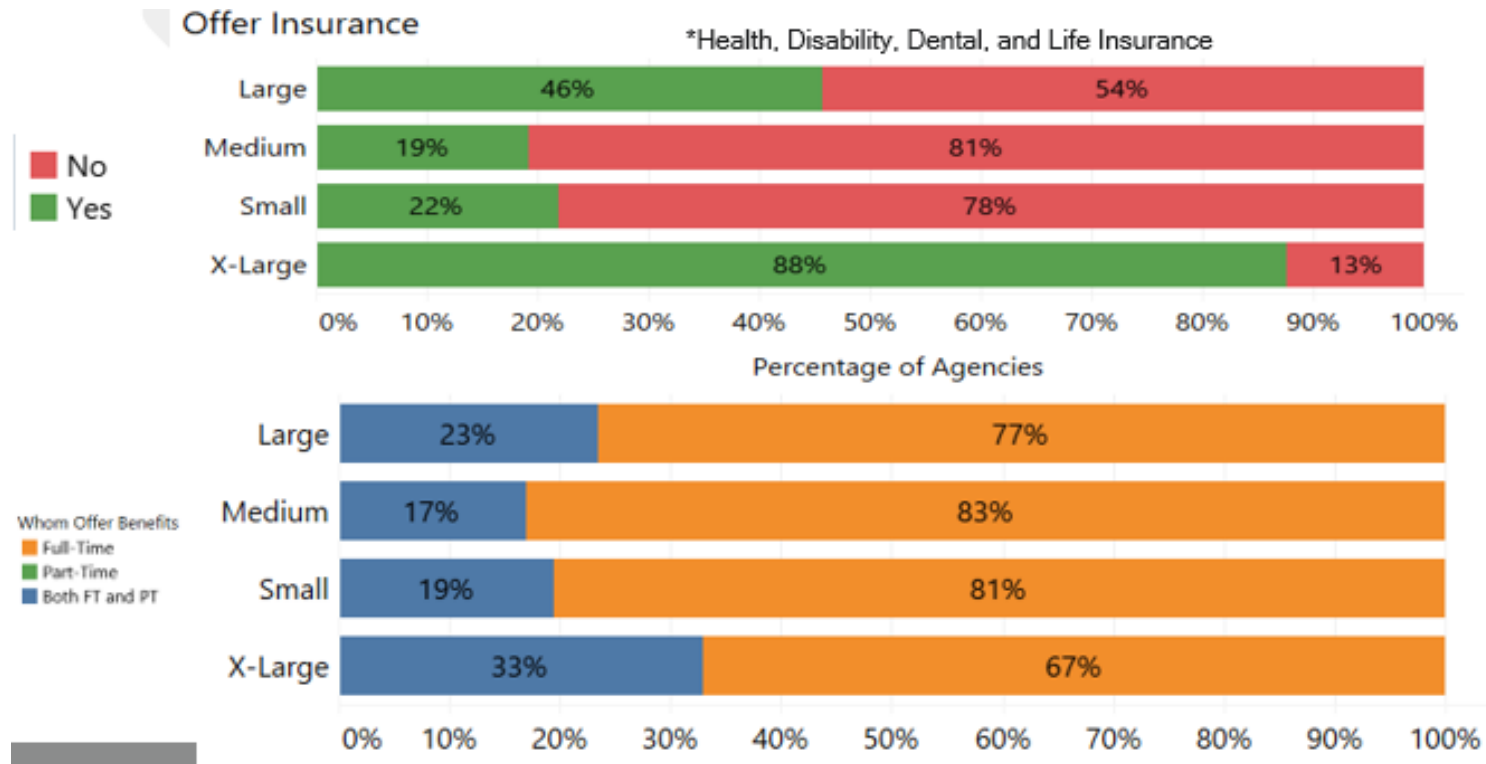
Tenure of DSPs in 2021:



These facts, combined with the data showing about 38% of Ohio's DSPs have a tenure of less than a year, lead to increased staffing related costs. This could mean everything from recruiting to training to staff overtime and more. These costs are difficult to sustain by community providers that are already significantly under-staffed.

COMPENSATION: WAGES AND BENEFITS

In 2021, majority of Providers offer some type of benefits, which includes paid time off, insurance such as Health, Disability, Dental, and Life insurance, and other benefits. The table below shows the percentage of Providers that offer insurance by agency size and to whom.



COMPENSATION: WAGES AND BENEFITS

The data from the 2021 DSP Compensation survey show an average starting hourly wage of \$12.10 and a median of \$12.00. This is an increase in the average starting wage over 2020 by \$.89 per hour overall and \$.80 per hour for providers reporting wages for HPC services only.

The regular wages per hour in 2021 were \$13.72 overall, an increase in \$.76 from 2020.

The base reimbursement rate for HPC services from Medicaid in 2021 was \$13.23, which is lower than average wages.

2021 Hourly Wages			
	HPC Services Only (N=494)	HPC and Other Services (N=300)	Total (N=794)
Starting Wage per Hour			
Average Starting Wage	\$12.15	\$12.02	\$12.10
Median Starting Wage	\$12.00	\$12.00	\$12.00
Regular Wage per Hour			
Average Regular Wage	\$13.64	\$13.85	\$13.72
Median Regular Wage	\$13.00	\$13.00	\$13.00
Reimbursement Rate: Base Direct Care Component	\$13.23		
Overtime Wage per Hour			
Average Overtime Wage	\$18.86	\$18.96	\$18.90
Median Overtime Wage	\$18.73	\$18.69	\$18.70

Excludes Outliers: Starting Wage less than \$7 and over \$25, Wages per hour under \$9.30 and Over \$60;

COMPENSATION: WAGES AND BENEFITS

When considering the overall compensation rates, which include the 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 2021, they averaged \$18.96 per hour, an increase of \$.79 over 2020.

Total Compensation Per Hour			
	HPC Services Only (N=494)	HPC and Other Services (N=300)	Total (N=794)
Average Compensation	\$18.74	\$19.33	\$18.96
Median Compensation	\$17.26	\$17.98	\$17.56
Reimbursement Rate: Direct Care Total Compensation Amount	\$17.20		
Excludes Outliers: Compensation per hour under \$9.30 and Over \$60;			

The total cost of 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 2021 divided by total regular or overtime hours spent providing HPC services.

Plan for public release:

- Questions or Feedback?
- Publish 2021 DSP Compensation survey summary report
- Publish summary data visualizations to the [Data Ohio](#) site