

SNAPSHOT OF DIRECT SUPPORT WORKFORCE CHALLENGES IN THE UNITED STATES

(NCI, 2018)

NUMBER/STATUS
OF DSPs

Of the **224,818** DSPs employed in the 2,364 reporting organizations:



There was variance by state ranging from 23% - 74% of the DSP workforce being part-time.

TURNOVER

46% state average turnover rate for DSPs



24% Range state average turnover rate for DSPs **69%**

Of DSPs who left positions in calendar year 2016:



TENURE

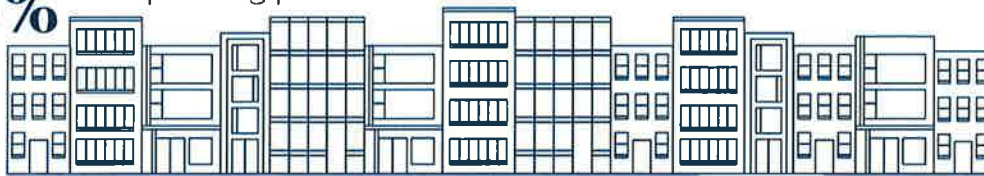
Of DSPs employed within these organizations:

19% have been there fewer than 6 months **16%** between 6 and 12 months **65%** over 12 months



HEALTH INSURANCE

15% of responding providers offer health insurance to all DSPs



66% of responding providers offer health insurance to only full-time DSPs

17% of responding providers do not offer health insurance

HOURLY WAGES

Average wages

Starting average **\$10.79**

Overall average **\$11.76**

wage ranges

\$8.79 - \$13.87

\$9.47 - \$14.27

VACANCY RATES

Average vacancy

Part-time **15%**

Full-time **10%**

Overall **12%**

vacancy ranges

5 - 28%

4 - 15%

5 - 12%