SNAPSHOT OF DIRECT SUPPORT WORKFORCE CHALLENGES IN THE UNITED STATES (NCI, 2018)

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

- 34% were part-time
- 66% were full-time

State average turnover rate for DSPs: 46%

Range state average turnover rate for DSPs: 24% - 69%

Of DSPs who left positions in calendar year 2016:

- 38% left in fewer than 6 months
- 21% left between 6 and 12 months
- 41% left after 12 months

Of DSPs employed within these organizations:

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

Of responding providers offer health insurance to all DSPs: 15%

- 66% of responding providers offer health insurance to only full-time DSPs
- 17% of responding providers do not offer health insurance

Average wages:
- Starting average: $10.79
- Overall average: $11.76

Wage ranges:
- Part-time: $8.79 - $13.87
- Full-time: $9.47 - $14.27

Vacancy rates:
- Part-time: 15%
- Full-time: 10%
- Overall: 12%

Vacancy ranges:
- Part-time: 5 - 28%
- Full-time: 4 - 15%
- Overall: 5 - 12%

States: AL, AZ, CT, DC, GA, HI, IL, IN, MD, MO, NE, NY, OH, OR, PA, SC, SD, TN, TX, UT, VT