

Kentucky Staff Stability Report

2014/2015

January 6, 2016

This report summarizes the National Core Indicators Staff Stability Survey. Only KY, OH, & VT achieved the number of responses necessary to be considered representative of their state’s workforce and provider community (95% confidence interval and 5% margin of error). As such, only those states are represented in most of the report. The NCI averages that are reported include all the states that participated.

Sample Sizes

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Number of responses | Valid responses | Total number of providers | Response rate | Meets 95% confidence interval and 5% margin of error | # Responses needed to reach 95% confidence interval and 5% margin of error |
| AZ | 49 | 42 | 363 | 13% | No | 187 |
| DC | 31 | 25 | 94 | 33% | No | 76 |
| GA | 51 | 44 | 368 | 14% | No | 189 |
| KY\* | 163 | 147 | 204 | 80% | Yes | 134 |
| ME | 18 | 16 | 84 | 21% | No | 70 |
| OH\* | 365 | 282 | 1766 | 21% | Yes | 316 |
| SC | 16 | 15 | 57 | 28% | No | 50 |
| TX | 53 | 49 | 535\*\* | 10% | No | N/A |
| UT | 31 | 28 | 97 | 32% | No | 78 |
| VT\* | 16 | 15 | 16 | 100% | Yes | 16 |

\* Only KY, OH, & VT achieved the number of responses necessary to be considered representative of their state’s workforce and provider community (95% confidence interval and 5% margin of error).

\*\*TX provided NCI with a list of provider email addresses that represented about 40% of all providers in the state.

Size of Provider (based on # of DSPs)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Small (1-20) | Medium (21-40) | Large (41-60) | Extra-Large (61+) | Number of Responses |
| KY | 40.1 | 25.2 | 11.6 | 23.1 | 147 |
| OH | 54.8 | 14.7 | 5.1 | 25.3 | 292 |
| VT | 6.7 | 20.0 | 6.7 | 66.7 | 15 |
| *NCI Avg.* | ***32.5*** | ***14.3*** | ***10.3*** | ***42.9*** | ***673*** |

Residential Supports

|  |  |  |
| --- | --- | --- |
|  | % of Respondents that Provide Residential Supports | Number of Respondents |
| KY | 68.7 | 147 |
| OH | 71.1 | 291 |
| VT | 100 | 15 |
| *NCI Avg.* | ***77.1*** | ***672*** |

In-Home Supports

|  |  |  |
| --- | --- | --- |
|  | % of Respondents that Provide In-Home Supports | Number of Respondents |
| KY | 51 | 145 |
| OH | 69.3 | 287 |
| VT | 93.3 | 15 |
| *NCI Avg.* | ***58.9*** | ***665*** |

Proportion of Responding Agencies Providing In-Home Supports: Breakout by State and Type

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Homemaking/  Personal Care Services | Personal Care Aide | In-Home Habilitation | In-Home Respite | Other | Number of Responses |
| KY | 54.1 | 31.1 | 6.8 | 45.9 | 23 | 74 |
| OH | 91 | 24.6 | 3.5 | 13.6 | 6 | 199 |
| VT | 35.7 | 35.7 | 57.1 | 57.1 | 21.4 | 14 |
| *NCI Avg.* | ***47.3*** | ***37.3*** | ***38.4*** | ***49.8*** | ***17.6*** | ***412*** |

Non-Residential Supports

|  |  |  |
| --- | --- | --- |
|  | % of Respondents that Provide Non-Residential Supports | Number of Respondents |
| KY | 83 | 147 |
| OH | 53 | 285 |
| VT | 100 | 15 |
| *NCI Avg.* | ***58.9*** | ***665*** |

Numbers Served: Size and Total of Populations Served with Residential Supports

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1-10 Adults | 11-20 Adults | 21-50 Adults | 51-99 Adults | 100+ Adults | Total Adults Served | Number of Responses |
| KY | 23.4 | 22.3 | 33 | 14.9 | 6.4 | 3486 | 94 |
| OH | 47.2 | 7.7 | 17.4 | 10.8 | 16.9 | 10687 | 195 |
| VT | 6.7 | 13.3 | 26.7 | 13.3 | 40 | 1575 | 15 |
| *NCI Avg.* | ***23.6*** | ***14.3*** | ***22.9*** | ***20.2*** | ***19.1*** | ***28,284*** | ***455*** |

Numbers Served: Size and Total of Populations Served with In-Home Supports

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1-10 Adults | 11-20 Adults | 21-50 Adults | 51-99 Adults | 100+ Adults | Total Adults Served | Number of Responses |
| KY | 64.1 | 12.5 | 17.2 | 4.7 | 1.6 | 1133 | 64 |
| OH | 60.5 | 12.4 | 10.7 | 7.3 | 9 | 5204 | 177 |
| VT | 23.1 | 23.1 | 30.8 | 7.7 | 15.4 | 692 | 13 |
| *NCI Avg.* | ***42.5*** | ***19.3*** | ***23.3*** | ***6.4*** | ***8.5*** | ***13.348*** | ***366*** |

Numbers Served: Size and Total of Populations Served with Non-Residential Supports

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1-10 Adults | 11-20 Adults | 21-50 Adults | 51-99 Adults | 100+ Adults | Total Adults Served | Number of Responses |
| KY | 28 | 15.9 | 25.2 | 17.8 | 13.1 | 7566 | 107 |
| OH | 32.6 | 6.8 | 22.7 | 13.6 | 24.2 | 13,113 | 132 |
| VT | 7.1 | 0 | 21.4 | 28.6 | 42.9 | 1801 | 14 |
| *NCI Avg.* | ***17.5*** | ***11.7*** | ***19.6*** | ***20.7*** | ***30.6*** | ***38,618*** | ***400*** |

Agency Type

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Public or Government | Private For-profit | Private Nonprofit | Number of Responses (673) |
| KY | 3.5 | 68.1 | 28.5 | 144 |
| OH | 13.1 | 53.2 | 33.7 | 282 |
| VT | 0 | 0 | 100 | 15 |
| *NCI Avg.* | ***11.7*** | ***37.4*** | ***50.9*** | ***657*** |

Conduct Criminal Background Checks

|  |  |  |
| --- | --- | --- |
|  | Requires Criminal Background Check Before Hiring | Number of Respondents |
| KY | 100 | 144 |
| OH | 99.7 | 288 |
| VT | 100 | 15 |
| *NCI Avg.* | ***98.8*** | ***664*** |

Current DSP Tenure

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | # of DSPs Employed | % Less than 6 Months of Tenure | % 6-12 Months of Tenure | % More than 12 Months of Tenure |
| KY | 7280 | 20 | 15.9 | 61.5 |
| OH | 24276 | 21.6 | 13.9 | 64.8 |
| VT | 1505 | 19.3 | 13.1 | 66.2 |
| *NCI Avg.* | ***54608*** | ***18.9*** | ***16.6*** | ***63.3*** |

Separated DSP Tenure

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | # of DSPs Employed | % Less than 6 Months of Tenure | % 6-12 Months of Tenure | % More than 12 Months of Tenure |
| KY | 277 | 42 | 22.9 | 38.4 |
| OH | 9706 | 32.6 | 20.3 | 42.8 |
| VT | 500 | 29.5 | 15.6 | 55.5 |
| *NCI Avg.* | ***22998*** | ***37.2*** | ***22.2*** | ***41.4*** |

Turnover Rates for DSPs

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | # of DSPs on Payroll | # of DSPs Separated in the last 12 Months | Turnover Rate | Number of Responses |
| KY | 7171 | 2773 | 38.7 | 146 |
| OH | 23752 | 9706 | 40.9 | 281 |
| VT | 1505 | 500 | 33.2 | 15 |
| *NCI Avg.* | ***5188*** | ***22998*** | ***44.6*** | ***650*** |

Distinguish Between Full-time & Part-time DSP Positions

|  |  |  |
| --- | --- | --- |
|  | % That Distinguish Between Full and Part Time Positions | Number of Respondents |
| KY | 8. | 147 |
| OH | 84.7 | 287 |
| VT | 100 | 15 |
| *NCI Avg.* | ***90.1*** | ***661*** |

Full-time DSP Positions and Vacancy Rates

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | # Full-time DSPs Employed | # Full-Time Position Vacancies | Total # Full-time DSP Positions | Full-Time Vacancy Rate\* | Number of Responses |
| KY | 4746 | 322 | 5068 | 6.4 | 122 |
| OH | 12699 | 931 | 13603 | 6.8 | 231 |
| VT | 637 | 41 | 689 | 60 | 13 |
| *NCI Avg.* | ***23917*** | ***2262*** | ***31179*** | ***7.1*** | ***551*** |

\*Vacant positions/total number of full-time DSPs

Part-time DPS Positions and Vacancy Rates

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | # Part-time DSPs Employed | # Part-Time Position Vacancies | Total # Part-time DSP Positions | Part-Time Vacancy Rate\* | Number of Responses |
| KY | 88 | 231 | 1119 | 20.6 | 121 |
| OH | 8310 | 1200 | 95010 | 12.6 | 231 |
| VT | 430 | 39 | 469 | 8.3 | 13 |
| *NCI Avg.* | ***15526*** | ***2274*** | ***17800*** | ***12.9*** | ***548*** |

\*Vacant positions/total number of part-time DSPs

Wages

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | Average Starting Hourly Wage | Average Hourly Wage | State Minimum Hourly Wage |
| KY | Mean  N- | $10.16  66 | $10.88  63 | $7.25 |
| OH | Mean  N- | $9.78  132 | $10.96  150 | $7.95 |
| VT | Mean  N- | $11.84  13 | $12.73  13 | $8.73 |
| *NCI Avg.* | ***N-*** | ***$10.35***  ***326*** | ***$11.11***  ***346*** | **Federal Minimum Hourly Wage: $7.25** |

Wages- Residential Services

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Average Starting Hourly Wage | Average Hourly Wage |
| KY | Mean  N- | $8.95  72 | $9.67  79 |
| OH | Mean  N- | $9.28  139 | $10.18  153 |
| VT | Mean  N- | $11.85  11 | $12.60  10 |
| *NCI Avg.* | ***N-*** | ***$9.86***  ***352*** | ***$10.55***  ***370*** |

Wages- In-Home Supports

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Average Starting Hourly Wage | Average Hourly Wage |
| KY | Mean  N- | $11.46  48 | $12.50  50 |
| OH | Mean  N- | $9.13  105 | $9.80  111 |
| VT | Mean  N- | $11.64  10 | $12.40  9 |
| *NCI Avg.* | ***N-*** | ***$10.31***  ***263*** | ***$10.93***  ***274*** |

Wages- Non-residential Supports and Services Outside the Home

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Average Starting Hourly Wage | Average Hourly Wage |
| KY | Mean  N- | $10.18  94 | $10.99  94 |
| OH | Mean  N- | $10.30  90 | $11.56  95 |
| VT | Mean  N- | $11.65  13 | $12.63  13 |
| *NCI Avg.* | ***N-*** | ***$10.19***  ***317*** | ***$11.10***  ***321*** |

Wages- On-site or On-call Supports

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Average Starting Hourly Wage | Average Hourly Wage |
| KY | Mean  N- | $9.32  14 | $9.83  15 |
| OH | Mean  N- | $8.27  72 | $8.66  73 |
| VT | Mean  N- | $13.43  4 | $13.83  4 |
| *NCI Avg.* | ***N-*** | ***$10.16***  ***121*** | ***$11.02***  ***122*** |

Wages- Sleep Rate

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Average Starting Hourly Wage | Average Hourly Wage |
| KY | Mean  N- | $8.52  14 | $8.97  16 |
| OH | Mean  N- | $8.01  67 | $8.14  69 |
| VT | Mean  N- | $13.25  3 | $13.39  3 |
| *NCI Avg.* | ***N-*** | ***$9.66***  ***108*** | ***$9.97***  ***113*** |

**Wages By Organization Type:**

Public or Government

|  |  |  |
| --- | --- | --- |
|  |  | Average Hourly Wage |
| KY | Mean  N- | $10.79  3 |
| OH | Mean  N- | $14.44  15 |
| VT | Mean  N- | N/A |
| *NCI Avg.* | ***N-*** | ***$11.39***  ***44*** |

Private For-Profit

|  |  |  |
| --- | --- | --- |
|  |  | Average Hourly Wage |
| KY | Mean  N- | $10.69  43 |
| OH | Mean  N- | $10.51  51 |
| VT | Mean  N- | N/A |
| *NCI Avg.* | ***N-*** | ***$11.08***  ***167*** |

Private Nonprofit

|  |  |  |
| --- | --- | --- |
|  |  | Average Hourly Wage |
| KY | Mean  N- | $11.36  17 |
| OH | Mean  N- | $10.74  74 |
| VT | Mean  N- | $12.73  19 |
| *NCI Avg.* | ***N-*** | ***$11.19***  ***132*** |

**Benefits:**

Paid Time Off

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % Only PT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 25.2 | 57.1 | 0.8 | 15.1 | 1.7 | 119 |
| OH | 16.3 | 55.8 | 2.3 | 20.9 | 4.7 | 43 |
| VT | 20 | 53.3 | 13.3 | 13.3 | 0 | 15 |
| *NCI Avg.* | ***23.6*** | ***52.0*** | ***2.0*** | ***21.4*** | ***0.9*** | ***329*** |

Paid Sick Time

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % Only PT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 25.0 | 20.0 | 0 | 50.0 | 5.0 | 20 |
| OH | 15.4 | 15.4 | 0 | 53.8 | 15.4 | 13 |
| VT | 50 | 50 | 0 | 0 | 0 | 2 |
| *NCI Avg.* | ***19.3*** | ***28.8*** | ***1.0*** | ***47.9*** | ***3.0*** | ***77*** |

Paid Vacation Time

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % Only PT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 25.0 | 15.0 | 0 | 55 | 5 | 20 |
| OH | 25 | 16.7 | 0 | 41.7 | 16.7 | 12 |
| VT | 50 | 50 | 0 | 0 | 0 | 2 |
| *NCI Avg.* | ***18.8*** | ***34*** | ***1*** | ***44.1*** | ***2.2*** | ***76*** |

Paid Personal Time

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 5.3 | 10.5 | 73.7 | 10.5 | 19 |
| OH | 8.3 | 41.7 | 33.3 | 16.7 | 12 |
| VT | 50 | 50 | 0 | 0 | 8 |
| *NCI Avg.* | ***6.4*** | ***16.1*** | ***75.6*** | ***2.7*** | ***68*** |

Health Insurance

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % Only PT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 15.1 | 49.6 | 0 | 33.6 | 1.7 | 119 |
| OH | 6.7 | 51.1 | 0 | 40 | 2.2 | 45 |
| VT | 0 | 93.3 | 6.7 | 0 | 0 | 15 |
| *NCI Avg.* | ***8.7*** | ***62.9*** | ***1*** | ***26.7*** | ***0.7*** | ***339*** |

Health Insurance- Dependents Allowed on Agency Health Insurance Policies

|  |  |  |  |
| --- | --- | --- | --- |
|  | % Yes | % No | Number of Responses |
| KY | 92.6 | 7.4 | 81 |
| OH | 71.2 | 28.8 | 191 |
| VT | 93.3 | 6.7 | 15 |
| *NCI Avg.* | ***87.5*** | ***12.5*** | ***426*** |

Dental Insurance

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % Only PT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 20.3 | 48.3 | 0 | 28.8 | 2.5 | 118 |
| OH | 10.9 | 34.8 | 0 | 52.2 | 2.2 | 46 |
| VT | 6.7 | 86.7 | 6.7 | 0 | 0 | 15 |
| *NCI Avg.* | ***13.6*** | ***55.4*** | ***1*** | ***29.3*** | ***0.7*** | ***337*** |

Vision Insurance

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | % All DSPs | % Only FT DSPs | % Only PT DSPs | % No DSPs | % Don’t Know | Number of Responses |
| KY | 18.3 | 43.3 | 0 | 36.7 | 1.7 | 120 |
| OH | 10.9 | 26.1 | 0 | 60.9 | 2.2 | 46 |
| VT | 14.3 | 50 | 0 | 35.7 | 0 | 14 |
| *NCI Avg.* | ***14.1*** | ***42.7*** | ***0.3*** | ***42.1*** | ***0.7*** | ***340*** |

Other Types of Benefits

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | % Post-secondary education support\* | % Unpaid Time off | % Employer Paid job-related training | % Employer-sponsored retirement plan | % Employer-sponsored disability insurance | % Flexible spending account | % Health Incentive programs | % Life Insurance | Other | # of Responses |
| KY | 26.2 | 50 | 70.5 | 53.3 | 33.6 | 33.6 | 19.7 | 59.8 | 13.1 | 122 |
| OH | 31.9 | 51.1 | 62.4 | 41.9 | 25.8 | 21.4 | 13.1 | 56.3 | 12.2 | 229 |
| VT | 33.3 | 60 | 80 | 86.7 | 66.7 | 73.3 | 66.7 | 80 | 43.7 | 15 |
| *NCI Avg.* | ***27.2*** | ***52.0*** | ***65.5*** | ***57.6*** | ***39.8*** | ***32.9*** | ***24.8*** | ***61.7*** | ***15.8*** | ***547*** |

What types of recruitment and retention strategies do respondents use?

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | % Pay incentive or referral bonus program | N | % Realistic job preview | N | % Train on and sign Code of Ethics | N | % DSP ladder to retain highly skilled workers | N |
| KY | 19.7 | 147 | 75.3 | 146 | 79.3 | 145 | 37.7 | 146 |
| OH | 29.2 | 271 | 78.8 | 269 | 88.3 | 266 | 41.4 | 266 |
| VT | 33.3 | 15 | 57.1 | 14 | 85.7 | 14 | 30.8 | 13 |
| *NCI Avg.* | ***32.6*** | ***636*** | ***75.7*** | ***629*** | ***86.7*** | ***627*** | ***42.6*** | ***627*** |