



# 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
<i>NCI Avg.</i>	<b>32.5</b>	<b>14.3</b>	<b>10.3</b>	<b>42.9</b>	<b>673</b>

#### Residential Supports

	% of Respondents that Provide Residential Supports	Number of Respondents
KY	68.7	147
OH	71.1	291
VT	100	15
<i>NCI Avg.</i>	<b>77.1</b>	<b>672</b>

### In-Home Supports

	% of Respondents that Provide In-Home Supports	Number of Respondents
KY	51	145
OH	69.3	287
VT	93.3	15
<i>NCI Avg.</i>	<b>58.9</b>	<b>665</b>

### 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
<i>NCI Avg.</i>	<b>47.3</b>	<b>37.3</b>	<b>38.4</b>	<b>49.8</b>	<b>17.6</b>	<b>412</b>

### Non-Residential Supports

	% of Respondents that Provide Non-Residential Supports	Number of Respondents
KY	83	147
OH	53	285
VT	100	15
<i>NCI Avg.</i>	<b>58.9</b>	<b>665</b>

### 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
<i>NCI Avg.</i>	<b>23.6</b>	<b>14.3</b>	<b>22.9</b>	<b>20.2</b>	<b>19.1</b>	<b>28,284</b>	<b>455</b>

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
<i>NCI Avg.</i>	<b>42.5</b>	<b>19.3</b>	<b>23.3</b>	<b>6.4</b>	<b>8.5</b>	<b>13,348</b>	<b>366</b>

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
<i>NCI Avg.</i>	<b>17.5</b>	<b>11.7</b>	<b>19.6</b>	<b>20.7</b>	<b>30.6</b>	<b>38,618</b>	<b>400</b>

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
<i>NCI Avg.</i>	<b>11.7</b>	<b>37.4</b>	<b>50.9</b>	<b>657</b>

Conduct Criminal Background Checks

	Requires Criminal Background Check Before Hiring	Number of Respondents
KY	100	144
OH	99.7	288
VT	100	15
<i>NCI Avg.</i>	<b>98.8</b>	<b>664</b>

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
<i>NCI Avg.</i>	<b>54608</b>	<b>18.9</b>	<b>16.6</b>	<b>63.3</b>

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
<i>NCI Avg.</i>	<b>22998</b>	<b>37.2</b>	<b>22.2</b>	<b>41.4</b>

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
<i>NCI Avg.</i>	<b>5188</b>	<b>22998</b>	<b>44.6</b>	<b>650</b>

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
<i>NCI Avg.</i>	<b>90.1</b>	<b>661</b>

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
<b>NCI Avg.</b>	<b>23917</b>	<b>2262</b>	<b>31179</b>	<b>7.1</b>	<b>551</b>

\*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
<b>NCI Avg.</b>	<b>15526</b>	<b>2274</b>	<b>17800</b>	<b>12.9</b>	<b>548</b>

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

Wages

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

Wages- Residential Services

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

Wages- In-Home Supports

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

Wages- Non-residential Supports and Services Outside the Home

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

Wages- On-site or On-call Supports

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

Wages- Sleep Rate

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

Wages By Organization Type:

Public or Government

		Average Hourly Wage
KY	Mean	\$10.79
	N-	3
OH	Mean	\$14.44
	N-	15
VT	Mean	N/A
	N-	
NCI Avg.		<b>\$11.39</b>
	N-	<b>44</b>



Private For-Profit

Average Hourly Wage		
KY	Mean	\$10.69
	N-	43
OH	Mean	\$10.51
	N-	51
VT	Mean	N/A
	N-	
<i>NCI Avg.</i>		<b>\$11.08</b>
	<b>N-</b>	<b>167</b>

Private Nonprofit

Average Hourly Wage		
KY	Mean	\$11.36
	N-	17
OH	Mean	\$10.74
	N-	74
VT	Mean	\$12.73
	N-	19
<i>NCI Avg.</i>		<b>\$11.19</b>
	<b>N-</b>	<b>132</b>

**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
<i>NCI Avg.</i>	<b>23.6</b>	<b>52.0</b>	<b>2.0</b>	<b>21.4</b>	<b>0.9</b>	<b>329</b>

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
<b>NCI Avg.</b>	<b>19.3</b>	<b>28.8</b>	<b>1.0</b>	<b>47.9</b>	<b>3.0</b>	<b>77</b>

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
<b>NCI Avg.</b>	<b>18.8</b>	<b>34</b>	<b>1</b>	<b>44.1</b>	<b>2.2</b>	<b>76</b>

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
<b>NCI Avg.</b>	<b>6.4</b>	<b>16.1</b>	<b>75.6</b>	<b>2.7</b>	<b>68</b>

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
<b>NCI Avg.</b>	<b>8.7</b>	<b>62.9</b>	<b>1</b>	<b>26.7</b>	<b>0.7</b>	<b>339</b>

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
<i>NCI Avg.</i>	<b>87.5</b>	<b>12.5</b>	<b>426</b>

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
<i>NCI Avg.</i>	<b>13.6</b>	<b>55.4</b>	<b>1</b>	<b>29.3</b>	<b>0.7</b>	<b>337</b>

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
<i>NCI Avg.</i>	<b>14.1</b>	<b>42.7</b>	<b>0.3</b>	<b>42.1</b>	<b>0.7</b>	<b>340</b>

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
<b>NCI Avg.</b>	<b>27.2</b>	<b>52.0</b>	<b>65.5</b>	<b>57.6</b>	<b>39.8</b>	<b>32.9</b>	<b>24.8</b>	<b>61.7</b>	<b>15.8</b>	<b>547</b>

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
<b>NCI Avg.</b>	<b>32.6</b>	<b>636</b>	<b>75.7</b>	<b>629</b>	<b>86.7</b>	<b>627</b>	<b>42.6</b>	<b>627</b>