

# AT-A-GLANCE 2018 NATIONAL CORE INDICATORS® STAFF STABILITY SURVEY: RESULTS FROM COLORADO



The National Core Indicators® (NCI®) Staff Stability Survey collects data from Program Approved Service Agencies (PASA)s on the Direct Support Professional (DSP) workforce supporting adults (age 18 and over) who receive services on the SLS, DD, or CES 1915(c) waivers.

The NCI Staff Stability Survey is required to be conducted by statute through House Bill 18-1407. The survey will ultimately help establish a baseline of workforce data on turnover, wages, benefits, and retention strategies and will continue to be conducted every year to measure progress.

In 2018, 26 states plus DC participated in the Staff Stability Survey.

This report shows state data along with the NCI weighted average. For more information on methodology, please see the 2018 Staff Stability Survey Report at [www.nationalcoreindicators.org](http://www.nationalcoreindicators.org)

This report was created by the Colorado Department of Health Care Policy and Financing (HCPF).

NCI® 2018 Staff Stability Survey

## Colorado Provider Landscape

Of 425 eligible providers in the state, 126 are included in these results\*.

Percentage of providers reporting the indicated number of DSPs on payroll:

	Numbers of DSPs on payroll			
	1-20	21-40	41-60	61+
Colorado	65.9%	15.9%	4.0%	14.3%
NCI Weighted Avg.	35.1%	12.5%	8.3%	44.1%



62.7% of providers in CO reported providing residential supports



59.5% of providers in CO reported providing in-home supports



91.3% of providers in CO reported providing non-residential supports

Types of support are not mutually exclusive

\*represents a 7.33% margin of error

[www.nationalcoreindicators.org](http://www.nationalcoreindicators.org)

Colorado  
Turnover Rate is  
51.2%

Participating states' turnover rates ranged from 30.7% to 62.7% with an NCI weighted Average of 51.3%

Full-Time Vacancy Rate:  
7.9%  
(Weighted NCI Average:  
11.9%)

Part-Time Vacancy Rate:  
5.9%  
(Weighted NCI Average:  
18.1%)

In Colorado, among DSPs who **were employed** as of 12/31/18:

19.9% were  
employed less than 6  
mos.

16.6% were  
employed 6-12 mos.

In Colorado, among DSPs who **separated from employment** in 2018

29.0% had been  
employed less than 6  
mos.

16.1% had been  
employed 6-12 mos.

Of all DSP separations in Colorado in 2018...

79.7% were  
voluntary  
separations

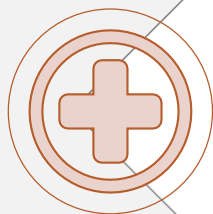
16.2%  
employment  
was terminated

4.1% don't  
know reason  
for separation

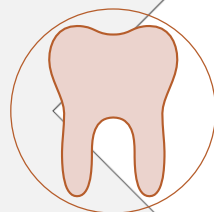
## PERCENTAGE OF RESPONDING PROVIDERS REPORTING THAT THEY....



OFFER PAID TIME OFF TO SOME OR ALL DSPS:  
CO: 64.6%  
NCI: 77.5%



OFFER HEALTH INSURANCE TO SOME OR ALL DSPS:  
CO: 52.3%  
NCI: 70.6%



OFFER DENTAL INSURANCE TO SOME OR ALL DSPS:  
CO: 45.6%  
NCI: 66.1%



OFFER EMPLOYER SPONSORED RETIREMENT PLAN TO SOME OR ALL DSPS:  
CO: 38.9%  
NCI: 65.4%

## MEDIAN HOURLY WAGES

Colorado: \$14.00

NCI: \$12.00

Colorado: DSPs providing RESIDENTIAL supports: \$13.65

NCI: DSPs providing RESIDENTIAL supports: \$12.57

Colorado: DSPs providing IN-HOME supports: \$13.86

NCI: DSPs providing IN-HOME supports: \$12.00

Colorado: DSPs providing NON-RESIDENTIAL supports: \$14.07

NCI: DSPs providing NON-RESIDENTIAL supports: \$12.90