

AT-A-GLANCE 2019 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 2019, 26 states plus DC participated in the Staff Stability Survey.

This report shows Colorado's data along with the NCI weighted average. For more information on methodology, please see the 2019 Staff Stability Survey Report at www.nationalcoreindicators.org

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

NCI® 2019 Staff Stability Survey

Colorado Provider Landscape

Of 433 eligible providers in the state, 124 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	63.7%	16.1%	5.6%	14.5%
NCI Weighted Avg.	46.6%	16.8%	7.3%	29.3%



56.5% of providers in Colorado reported providing residential supports



59.3% of providers in Colorado reported providing in-home supports



89.5% of providers in Colorado reported providing non-residential supports

Types of support are not mutually exclusive

*represents a 7.44% margin of error

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Colorado
Turnover Rate is
40.5%

Participating states' turnover rates ranged from 23.8% to 64.8% with an NCI weighted Average of 42.8%

Full-Time Vacancy Rate:
6.4%
(Weighted NCI Average:
8.5%)

Part-Time Vacancy Rate:
5.3%
(Weighted NCI
Average: 11.2%)

In Colorado, among DSPs who were employed as of 12/31/19:

20.9% were
employed less than 6
mos.

16.7% were
employed 6-12
mos.

In Colorado, among DSPs who **separated from employment** in 2019

27.6% had been
employed less than 6
mos.

19.7% had been
employed 6-12 mos.

Of all DSP separations in Colorado in 2019...

75.5% were
voluntary
separations

19.8%
employment
was terminated

4.7% don't
know reason
for separation

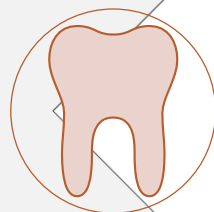
PERCENTAGE OF RESPONDING PROVIDERS REPORTING THAT THEY....



OFFER PAID TIME OFF TO SOME OR ALL DSPS:
CO: 73.5%
NCI: 69.5%



OFFER HEALTH INSURANCE TO SOME OR ALL DSPS:
CO: 60.2%
NCI: 57.1%



OFFER DENTAL INSURANCE TO SOME OR ALL DSPS:
CO: 50.9%
NCI: 66.1%



OFFER EMPLOYER SPONSORED RETIREMENT PLAN TO SOME OR ALL DSPS:
CO: 46.9%
NCI: 45.8%

MEDIAN HOURLY WAGES

Colorado: \$14.42

NCI: \$12.00

Colorado DSPs providing RESIDENTIAL supports: \$13.86

NCI: DSPs providing RESIDENTIAL supports: \$11.90

Colorado DSPs providing IN-HOME supports: \$14.00

NCI: DSPs providing IN-HOME supports: \$11.50

Colorado DSPs providing NON-RESIDENTIAL supports: \$14.82

NCI: DSPs providing NON-RESIDENTIAL supports: \$12.50