

AT-A-GLANCE 2021 NATIONAL CORE INDICATORS® STATE OF THE WORKFORCE SURVEY: RESULTS FROM COLORADO



The National Core Indicators® (NCI®) State of the Workforce Survey (SotW) collects data from Program Approved Service Agencies (PASAs) on the Direct Care Worker (DCW) workforce supporting adults (age 18 and over) who receive services on the Supported Living Services (SLS) or Developmental Disabilities (DD) 1915(c) waivers.

The NCI-SotW 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 2021, 29 states plus DC participated in the State of the Workforce Survey.

This report shows Colorado's data along with the NCI weighted average. For more information on methodology, please see the 2021 State of the Workforce Survey Report at www.nationalcoreindicators.org

This report was created for the Colorado Department of Health Care Policy and Financing.

Colorado Provider Landscape

Of 321 eligible providers in the state, 127 are included in these results. Data represents a 6.77% margin of error.

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

	Number of DCWs on payroll			
	1-20	21-40	41-60	61+
Colorado	67.2%	15.2%	4.8%	12.8%
NCI Weighted Average	47.1%	14.1%	9.1%	29.7%



56.7% of providers in Colorado reported providing residential supports



55.9% of providers in Colorado reported providing in-home supports



89% of providers in Colorado reported providing non-residential supports

Types of support are not mutually exclusive.

Colorado
Turnover Rate
is
49.9%

Participating states' turnover rates ranged from 28.5% to 87.5% with an NCI weighted Average of 43.3%.

Full-Time Vacancy Rate

Colorado: 16%
NCI: 17%

Part-Time Vacancy Rate

Colorado: 14%
NCI: 20%

In Colorado, among DCWs who were employed as of 12/31/21:

22% were employed less than 6 months

14% were employed 6 to 12 months

In Colorado, among DCWs who separated from employment in 2021:

33% had been employed less than 6 months

25% had been employed 6 to 12 months

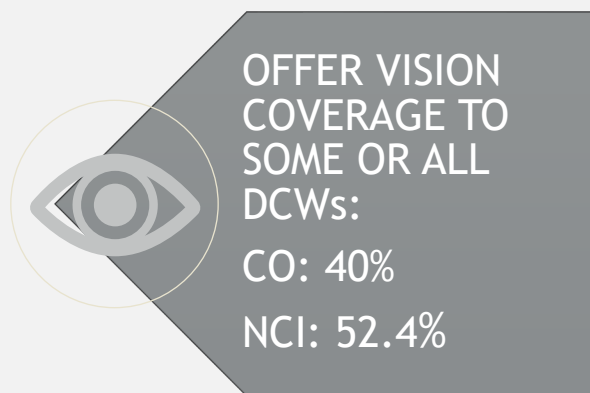
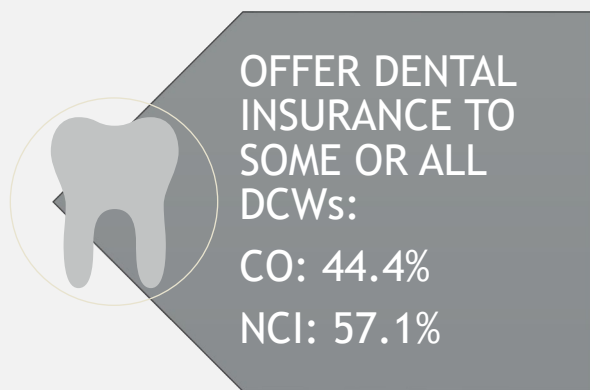
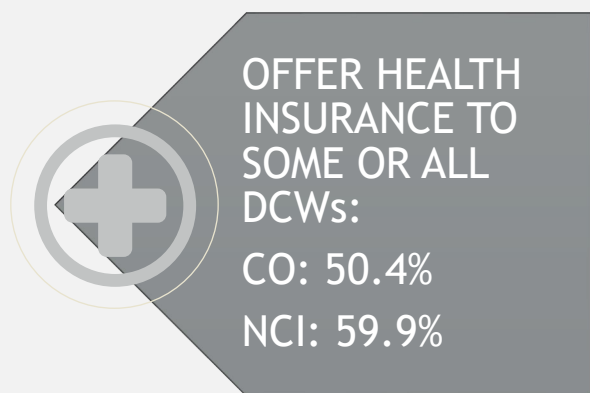
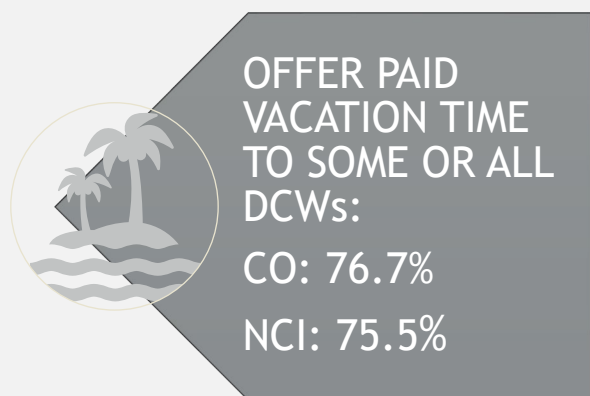
Of all DCW separations in Colorado in 2021...

81.1% were voluntary separations

14.1% employment was terminated

4.2% don't know reason for separation

PERCENTAGE OF RESPONDING PROVIDERS REPORTING THAT THEY....



MEDIAN HOURLY WAGES

Across ALL services:

Colorado: \$16.56
NCI: \$14.50

DCWs providing RESIDENTIAL supports:

Colorado: \$16.00
NCI: \$14.44

DCWs providing IN-HOME supports:

Colorado: \$15.80
NCI: \$14.50

DCWs providing NON-RESIDENTIAL supports:

Colorado: \$16.35
NCI: \$15.00

**IN COLORADO'S
COVID-19
SUPPLEMENT,
RESPONDENTS
REPORTED THE
FOLLOWING
ABOUT
THEIR
PANDEMIC
EXPERIENCE...**

24.4% of agencies reported having discontinued programs or service offerings

83.5% reported having made changes in how some supports were delivered

7.1% reported permanently closing locations or sites

15.1% reported that DCWs separated or left employment due to vaccine and/or testing requirements

Changes in health and safety protocols implemented in 2021 included:

Had in place a pandemic-related visitor policy or protocol

- Colorado: 78%
- NCI: 88.4%

Required DCWs to wear masks and/or other Personal Protective Equipment (PPE)

- Colorado: 93.7%
- NCI: 94.3%

Required regular COVID-19 testing for some or all DCWs

- Colorado: 55.1%
- NCI: 44.9%

Required COVID-19 vaccination for some or all DCWs

- Colorado: 47.2%
- NCI: 39%