

ABOUT THE SURVEY

Each year National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD) implements the State of the Workforce Survey. The survey collects comprehensive data on provider agencies and the Direct Care Worker (DCW) workforce providing direct supports to adults (age 18 and over) with intellectual and developmental disabilities (IDD). The goal of the survey is to help states describe their workforce, measure challenges, and monitor improvements. The release of the 2022 State of the Workforce survey data marks an opportunity for state developmental disability agencies, advocates, and researchers to work together to address the DCW workforce crisis.

ABOUT THE DATA

The data presented in this summary represent the Colorado survey results and refer to the period between Jan. 1, 2022, and Dec. 31, 2022.

DCW GENDER IDENTITY



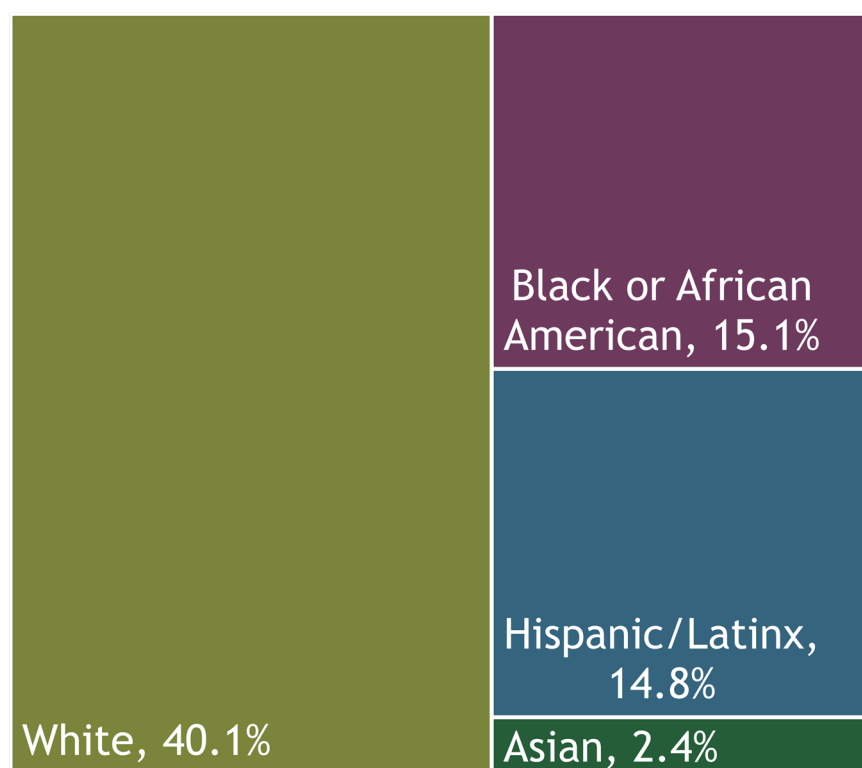
67% Female
23% Male
10% Don't Know
0.1% Non-Binary

PARTICIPATING AGENCIES

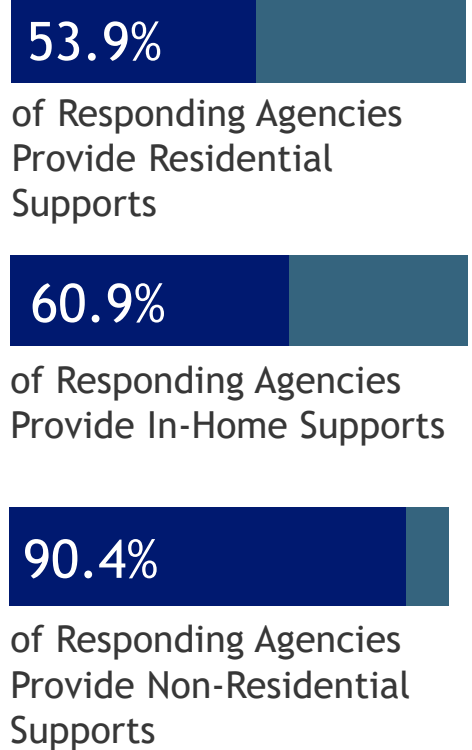


More than **2,652** DCWs with **115** Provider Agencies

DCW RACIAL/ETHNIC BREAKDOWN



SERVICES



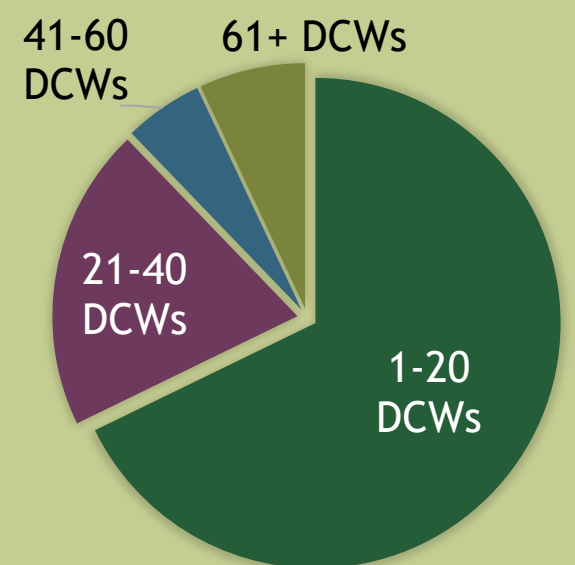
In Colorado,

68% of Responding Agencies had 1-20 DCWs on Payroll

20% of Responding Agencies had 21-40 DCWs on Payroll

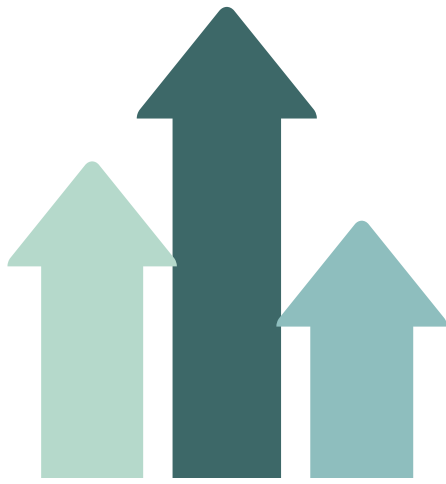
5% of Responding Agencies had 41-60 DCWs on Payroll

7% of Responding Agencies had 61+ DCWs on Payroll



WAGES

\$16.98
2021 Median Hourly Wage



\$18.04

2022 Median Hourly Wage

Living Wage in Colorado for 1 Adult: **\$19.22**

Living Wage in Colorado for 1 Adult and 1 Child: **\$40.21**

RECRUITMENT & RETENTION

85% of Agencies Reported Offering a Realistic Job Preview to Candidates

45% of Agencies Offered a Pay Incentive or Referral Bonus Program

26% of Agencies gave Stipends or Raises to DCWs at Key Steps throughout Credentialing Process

22% of Agencies utilized DCW Ladder to Retain Highly Skilled Workers in DCW Roles

15% of Agencies included DCWs in Agency Governance

TURNOVER

Across States, the Average Turnover Ratio was **41%**.

In **Colorado**, the Average Turnover Ratio was **43%**.



TENURE

Tenure looks at the length of time DCWs stay in their job. The State of the Workforce examines tenure for those who were still on payroll as of 12/31/22 and those who left employment in 2022.

Employed as of Dec. 31st

39%

38.5%

Employed 1 Year or Less Employed 3 Years or More

Left Employment at Agency in 2022

62.8%

26.9%

Employed 1 Year or Less Employed 3 Years or More

53.5% of all responding agencies reported having turned away or stopped accepting new service referrals in 2022 due to staff shortages.

VACANCY RATES

17%

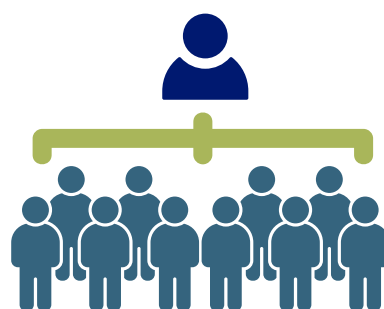
NCI-IDD Average Vacancy Rate for Full-Time Positions

14%

NCI-IDD Average Vacancy Rate for Part-Time Positions

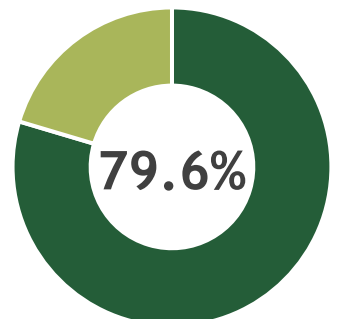
FRONTLINE SUPERVISORS

Average Ratio of 7 DCWs to 1 Frontline Supervisor

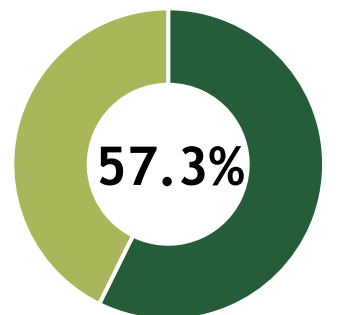


BENEFITS

Offered Paid Time Off to Some or All DCWs:



Offered Health Insurance to Some or All DCWs:



Offered Retirement Plan to Some or All DCWs:

