

ABOUT THE SURVEY

Each year National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD) implements the NCI State of the Workforce Survey. The survey collects comprehensive data on the **Direct Support Professional (DSP)** 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 full report can be accessed [here](#); the data presented in this summary represent the weighted NCI-IDD average survey results and refer to the period between **Jan. 1, 2024, and Dec. 31, 2024.**

PARTICIPATING AGENCIES

More than **4,330** DSPs with **77** provider agencies responded

68%
provided
residential
supports

81%
provided
in-home
supports

88%
provided
non-residential
supports

68%

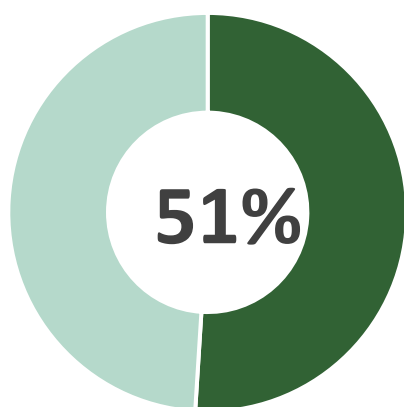
Private for profit

27%

Private non-profit

5% Government run entity

TURNOVER AND TENURE



Average turnover ratio

The average turnover ratio **increased** compared to the 2023 average of 48%.

Tenure among
DSPs on payroll
12/31/24

■ Less than 12 months ■ 1-3 years ■ 3+ years

49%

30%

21%

Tenure among
DSPs who
separated

68%

25%

7%

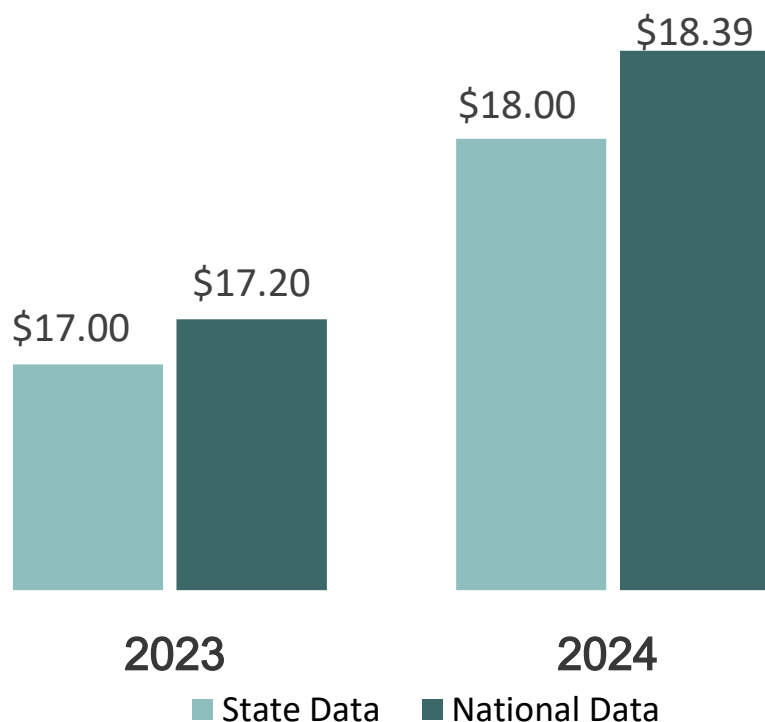
Nearly one in three DSPs who stayed have been with their agency for more than 3 years. **Nearly two in three DSPs who left their agency were employed there for less than 1 year.**



37% agencies stopped accepting or turned away new referrals due to staffing issues. This is down from 55% in 2023.

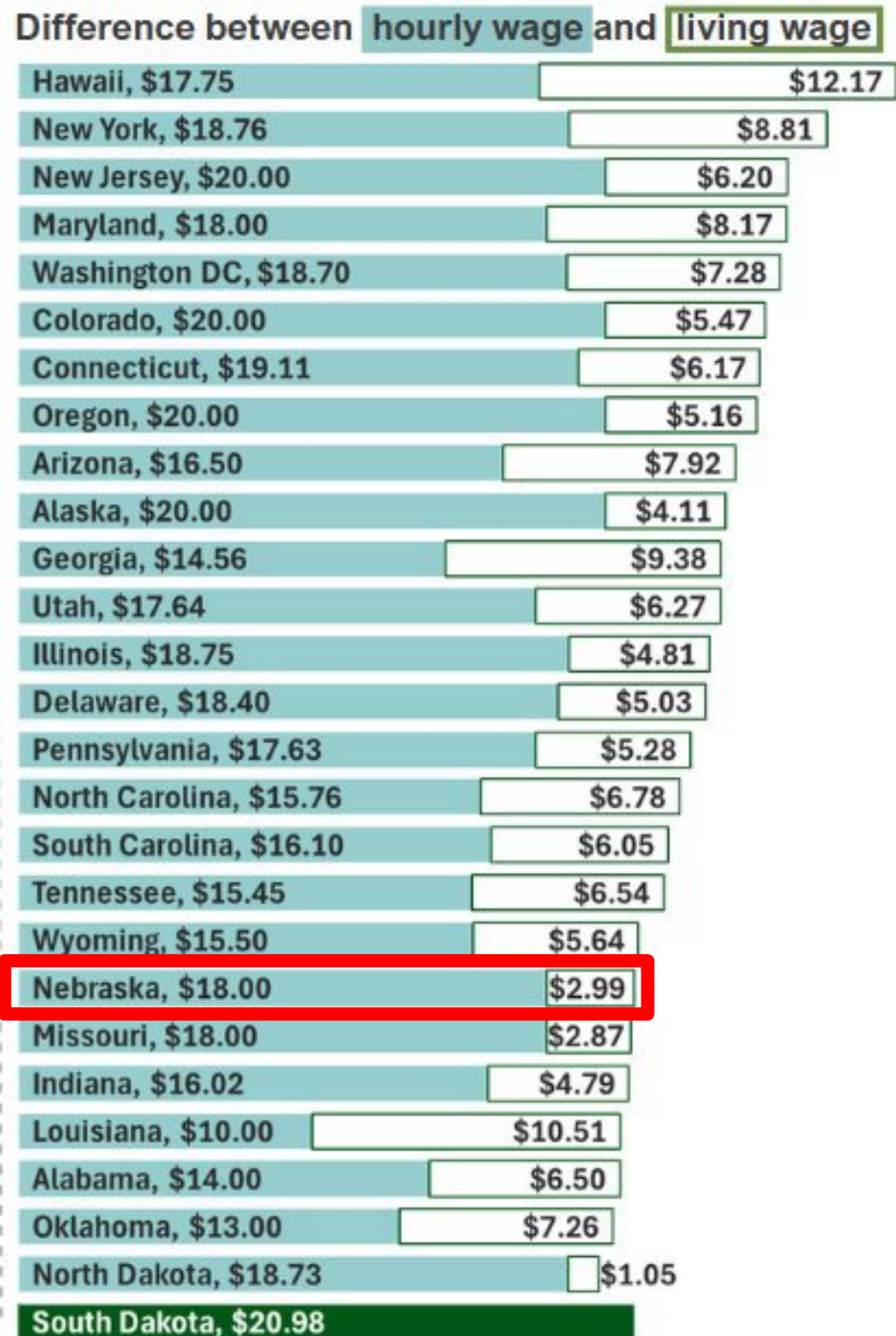
WAGES

Median hourly wage for all DSPs



NEBRASKA has made significant efforts to increase wages for DSPs in recent years. The graph above shows that **median wages for DSPs** continue to increase each year.

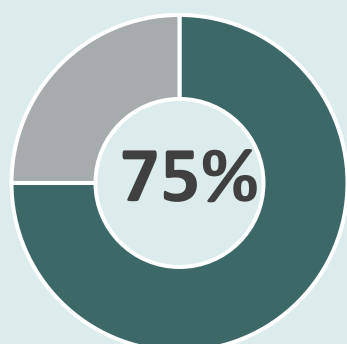
[Living wage](#) is the hourly wage one full-time worker must earn to cover the cost of their family's minimum basic needs where they live while still being self-sufficient. The graph to the right shows the median wage for DSPs by state, along with the difference between median wages and **living wage** for one adult without any children.



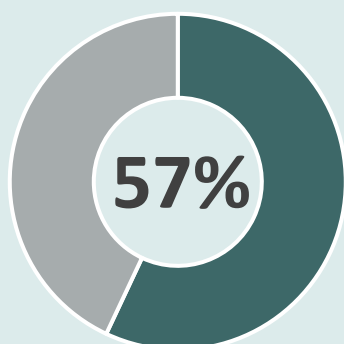
NEBRASKA would need to increase hourly wages for DSPs by \$2.99 to meet the \$20.99 Nebraska living wage for one adult and no children.

BENEFITS

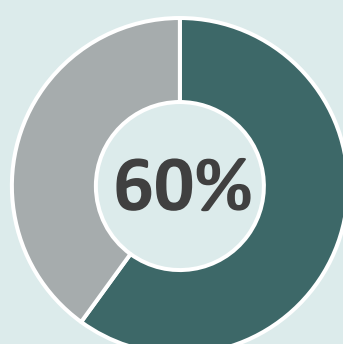
On average, agencies offered benefits to some or all DSPs as described below:



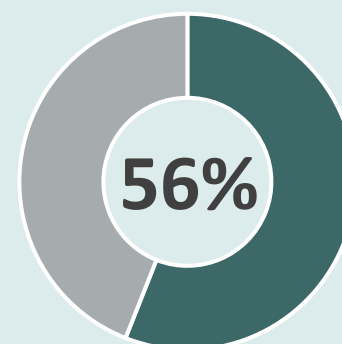
Paid time off



Health insurance



Dental insurance



Vision insurance



Employer sponsored retirement

RECRUITMENT & RETENTION



More than 4 out of every 5 agencies (79%) offer realistic job previews as part of *recruitment efforts*.



About 2 out of every 5 agencies (44%) offer pay incentives or bonuses to new hires as part of *recruitment efforts*.



About 2 out of every 5 agencies (37%) engage high schools and colleges as part of *recruitment efforts*.

72% Use DSP recognition programs to support retention efforts

68% Use DSP engagement surveys to support retention efforts

40% Use DSP ladders to retain workers in DSP roles

25% Support staff to get credentialed

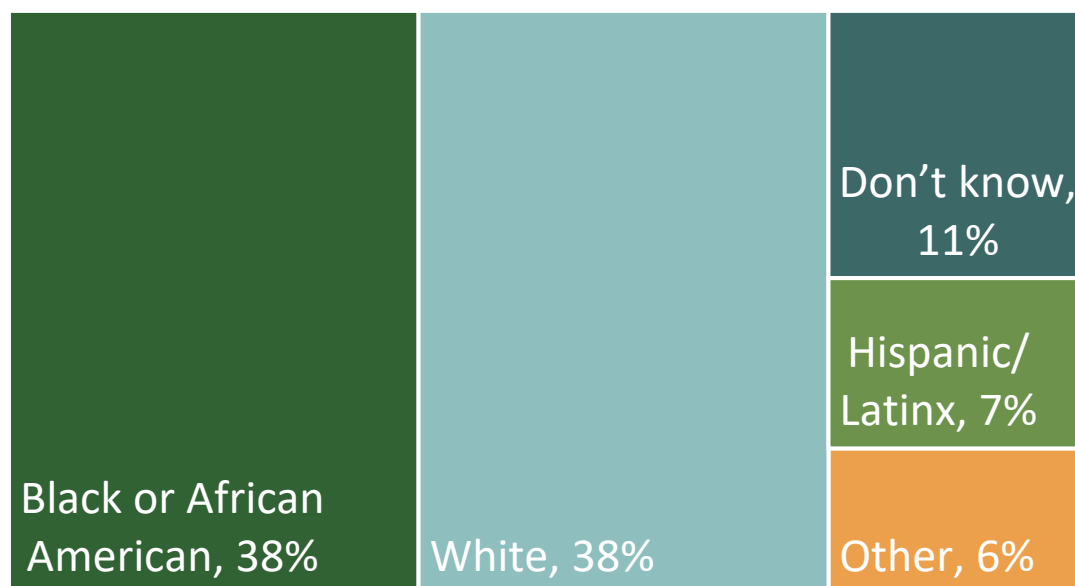
29% Bonuses/raises tied to credentials

29% Include DSPs in agency governance

DSP DEMOGRAPHICS

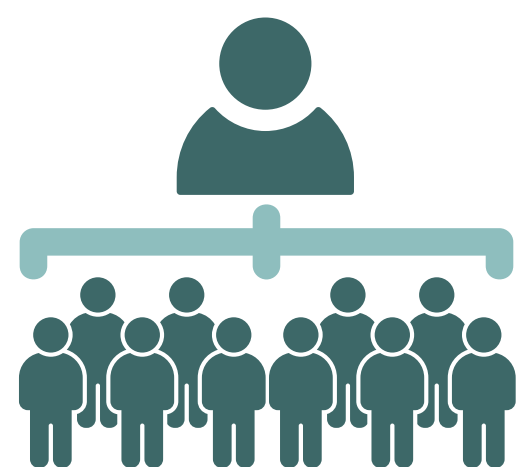


63% Female
31% Male
6% Unknown



*Other category includes DSPs who are American Indian/Alaskan Native (0.6%), Asian (1%), Pacific Islander (0.7%) Other (1.7%), and More than one race/ethnicity (2%)

FRONTLINE SUPERVISORS



Average ratio of 1 Frontline Supervisors to 9 DSPs. National average is 10 DSPs to 1 Frontline Supervisor.