

2017 STAFF STABILITY IN THE

# Direct Support Professional Workforce in Tennessee



Source: National Core Indicators (NCI, 2019) Staff Stability Survey 2017

## DIRECT SUPPORT PROFESSIONAL (DSPs) VACANCY RATES

Of responding providers:



**19.2%**  
of part-time  
positions  
were vacant

**11.9%**  
of full-time  
positions  
were vacant

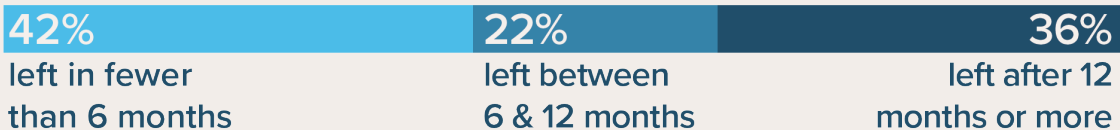


## AVERAGE TURNOVER RATE FOR DSPs

**51%** state average turnover rate for DSPs

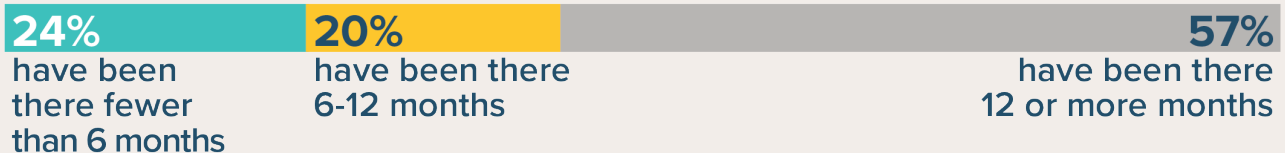


Of those DSPs who left positions in calendar year 2017\*:



## AVERAGE TENURE OF DSPs

Of DSPs employed within reporting organizations, as of December 31, 2017:



\*Turnover equals the total separated DSPs in past year divided by the total direct support staff as of December 31, 2017. Values are weighted averages, except for DSPs who left positions are unweighted. Proportions may not add up to 100% due to rounding.

## HEALTH INSURANCE

Of responding providers



**71%**  
offer health insurance  
to some or all DSPs

Of responding providers who offer health insurance



**71%**  
offer health insurance to only full-time DSPs



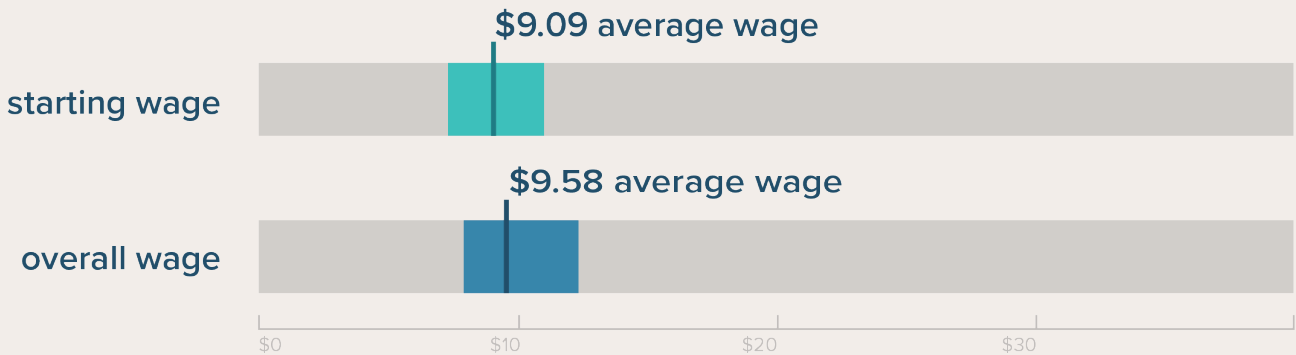
**49%**  
require DSPs be employed at the agency for a certain length of time to be eligible for health insurance



**3%**  
offer health insurance to all DSPs

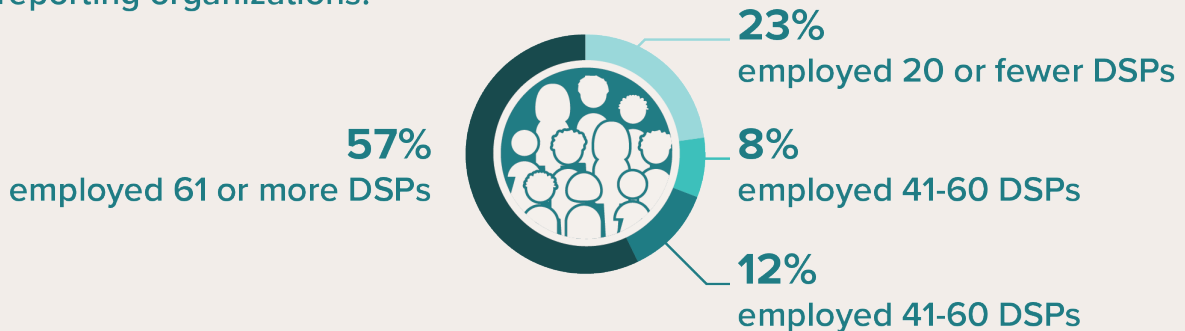
## HOURLY WAGES

Wages paid by responding providers



## NUMBER OF DSPs WITHIN REPORTING ORGANIZATIONS

116 reporting organizations:



Weighted average: 112 DSPs employed by an agency