

# 2022 ID/A WORKFORCE REPORT

## WHAT YOU SHOULD KNOW

The Center for Healthcare Solutions has been conducting compensation surveys for healthcare, human services, and ID/A providers for over four decades. This year they have collaborated with Arc of PA, RCPA, and TPA to produce a detailed report on the state of the ID/A industry workforce. Fifty-two organizations representing a full array of services from every region across Pennsylvania participated in this survey.\* Over 9,000 employees were included representing 40 different positions to evaluate wage compression issues and critical data on over 7,000 DSPs, Residential Supervisors, and Other Program Supervisors. Here is a summary of key findings:

JOB CLASSIFICATION	AVERAGE WAGE	VACANCY FACTOR	TURNOVER RATE
<b>DIRECT SUPPORT PROFESSIONALS</b>	<b>\$ 16.61</b>	<b>28%</b>	<b>38%</b>
<b>RESIDENTIAL SUPERVISORS</b>	<b>\$ 22.20</b>	<b>28%</b>	<b>42%</b>
<b>OTHER PROGRAM SUPERVISORS</b>	<b>\$ 23.12</b>	<b>16%</b>	<b>19%</b>

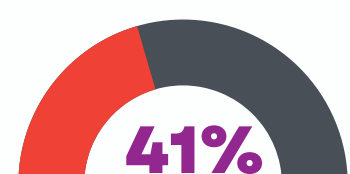
## ADDITIONAL ID/A WORKFORCE TRENDS



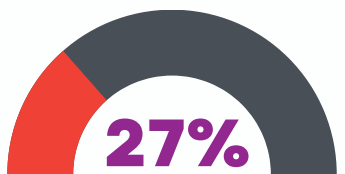
MEDIAN FULL TIME STATUS FOR DSPS



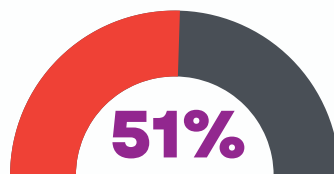
MEDIAN DSP HOURS PAID AT OVERTIME RATE



ENGAGED IN CONTRACT STAFFING FOR SERVICE



PAY SCALE INCENTIVES FOR CREDENTIALING



PAY SCALE FINANCIAL REWARDS FOR TENURE



ISSUED RETENTION AND BONUS PAYMENTS