Across states, the **average DSP turnover rate** in 2020 was **44%**

State turnover rates ranged from **27%** to **80%**

Among DSPs who were employed as of Dec. 31, 2020:
- **30%** had been employed **12 mos. or less**

Among DSPs who had **separated** from employment in 2020:
- **48%** had been employed **12 mos. or less**

Across all service types, agencies paid a **median hourly wage of $13.36**

**Across the 22 states that included the COVID-19 Supplement, respondents reported the following about their pandemic experience...**

- **33%** of agencies reported closing locations/sites
- **15%** reported paying family members to serve as support providers during the pandemic
- **47%** reported stopping the delivery of some supports either temporarily or permanently

**To retain DSPs during the pandemic...**

- **38%** reported implementing at least one wage bonus for all DSPs
- **26%** reported implementing temporary wage increases for all DSPs
- **25%** reported no wage bonuses or wage increases were implemented

These data represent the weighted NCI-IDD Averages. For more info on the survey and methodology, see the 2020 Staff Stability Report available here: [https://www.nationalcoreindicators.org/staff-stability-survey/](https://www.nationalcoreindicators.org/staff-stability-survey/)