

# The Office of Developmental Programs (ODP) to Participate in the 2022 National Core Indicators® (NCI) State of the Workforce (SoTW) Survey

## ODP Announcement 23-016 Update

### AUDIENCE:

All Service Providers employing Direct Service Professionals (DSPs)

### PURPOSE:

This announcement is to inform all provider agencies employing DSPs that ODP will participate in the 2022 NCI® SoTW survey.

### BACKGROUND:

In 2014, the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Human Services Research Institute (HSRI) added the NCI® Staff Stability survey to enable states to examine workforce challenges, identify areas for further exploration, benchmark statewide workforce data, and over time, measure improvements made through policy or programmatic changes. In 2021, NASDDDS and HSRI changed the name of the survey to the NCI® SoTW survey.

### DISCUSSION:

ODP requests that qualified providers employing DSPs participate in the 2022 SoTW survey. This important survey includes questions relating to the volume, stability,

compensation, and benefits of DSPs serving adults 18 years of age and older. The data gathered from this voluntary and anonymous survey will help ODP, along with other policy makers and advocates, to:

- Inform policy and program development regarding DSP workforce (DSPW) improvement initiatives
- Monitor and evaluate the impact of workforce initiatives
- Compare state workforce outcomes with those of other states
- Provide context for consumer and family outcomes
- Create systems that more effectively collect, analyze, and use DSPW data

In mid-to-late March, providers will receive an invitation to participate in the SoTW survey. Those wishing to participate will be furnished with a unique login that will enable providers to directly enter survey responses into the HSRI database. Each invitation is linked to one Master Provider Index (MPI) number; for provider contacts who receive more than one invitation, they are listed as the contact for multiple agencies and would need to complete the survey for each agency.

In addition to the standard survey, ODP has added a series of questions to address several areas in which it has a specific interest. These questions are identified in the PA Supplement section and have PA attached to the question number. The data collected for these questions will not be analyzed by HSRI but ODP will complete its own analysis. The insertion of these questions requires HSRI to take additional time to customize the survey for Pennsylvania.

Results of the survey will only be reported in the aggregate and organizations will not be identified in any way. It is recommended that Human Resources (HR) or Payroll Office

complete surveys and should reflect DSPs who were on agency payroll during any period between January 1 and December 31, 2022. **The deadline to complete data entry is June 30, 2023. Reminders will be sent to encourage participation.**

A copy of the survey is included as a separate attachment to allow for preparation of data prior to completing data entry. It is a proprietary tool of NCI® and is to be used for reference only.

ODP is eager to be a part of this important project again. Provider participation will help ODP to make sound policy decisions regarding Pennsylvania's DSPs.

**CONTACT:**

Ms. Lee Stephens, ODP NCI Statewide Lead

[ra-pwodpim4qnci@pa.gov](mailto:ra-pwodpim4qnci@pa.gov)