

2024 ID/A WORKFORCE REPORT

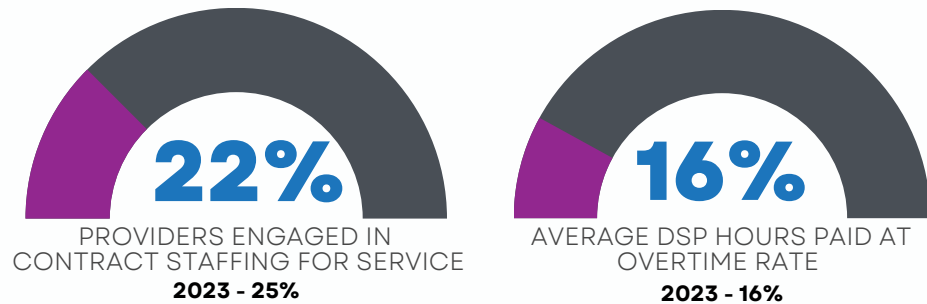
THE PENNSYLVANIA ID/A WORKFORCE DATA BELOW REFLECTS INFORMATION REPORTED AS OF OCTOBER 1, 2024 AND INCLUDES INFORMATION FROM 63 ORGANIZATIONS, REPRESENTING OVER 11,000 DIRECT SUPPORT PROFESSIONALS (DSPS) FROM ACROSS PA.

JOB CLASSIFICATION	AVERAGE WAGE	VACANCY FACTOR	TURNOVER RATE
DIRECT SUPPORT PROFESSIONALS	\$ 17.85	14%	31%

COMPARED TO THE PREVIOUS YEAR, THE AVERAGE WAGE DATA REFLECTS A 5.6% INCREASE FROM THE 2023 STUDY, WHICH REPORTED AN AVERAGE WAGE OF \$16.90, A VACANCY RATE OF 23%, AND A TURNOVER RATE OF 33%.

SUPPLEMENTAL STAFFING & OVERTIME USAGE

AS A COMPARISON TO 2023, CURRENT DATA FOUND FEWER ORGANIZATIONS RELYING ON CONTRACT STAFF AND OVERTIME HOURS REMAINED CONSISTENT.



ID/A SYSTEM IN PA STILL LACKS SERVICE CAPACITY

EMERGENCY NEEDS CATEGORY
ADULTS 21+ AT RISK AND NEEDS SERVICES IMMEDIATELY

3,982

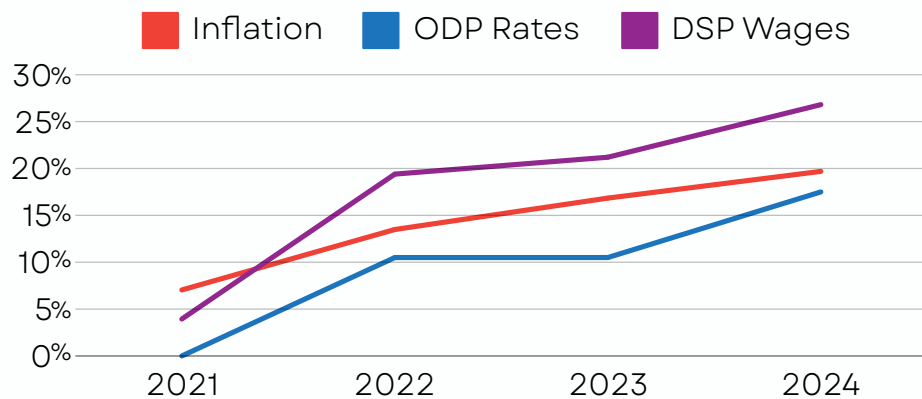
TOTAL PEOPLE WAITING
INTELLECTUAL DISABILITIES

12,411

SOURCE: ODP WAITING LIST
DATA AS OF
OCTOBER 31, 2024

INFLATION COMPARISON

IN COMPARING INFLATION WITH RATES AND WAGES, DATA SHOWS DSP RATES HAVE RISEN WITH INFLATION, BUT ODP RATES HAVE LAGGED BEHIND.



SOURCES: US DEPARTMENT OF LABOR, PA DEPARTMENT OF HUMAN SERVICES, ID/A ASSOCIATION COMPENSATION REPORTS

