

## State of the Workforce Survey

# 2021–2023 Caregiver Trends

National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD) conducts an annual State of the Workforce Survey. Wisconsin participates every two years. The survey collects comprehensive data from agencies that employ direct support professionals (DSPs) and support adults with intellectual and developmental disabilities (IDD). Its annual report provides reliable data on turnover, wages, benefits, recruitment, and other employment metrics.

The goal is to help states examine workforce challenges, identify areas for further investigation, benchmark their workforce data, measure improvements made through policy or programmatic changes. States can easily compare their data to other states and national averages.

Wisconsin participated in 2022 (2021 data) and 2024 (2023 data) to discover ways to improve the quality and stability of the caregiving workforce that assists long-term care Medicaid beneficiaries.

Survey Details	2021	2023
Data period	January 1–December 31, 2021	January 1– December 31, 2023
National participation	29 states plus the District of Columbia	26 states plus the District of Columbia
Wisconsin participation	204 agencies representing all 72 counties	202 agencies representing 70 counties
Incentives	\$250-\$1,000 per agency Total payout \$71,250	\$250-\$1,000 per agency Total payout \$62,250

## Resources

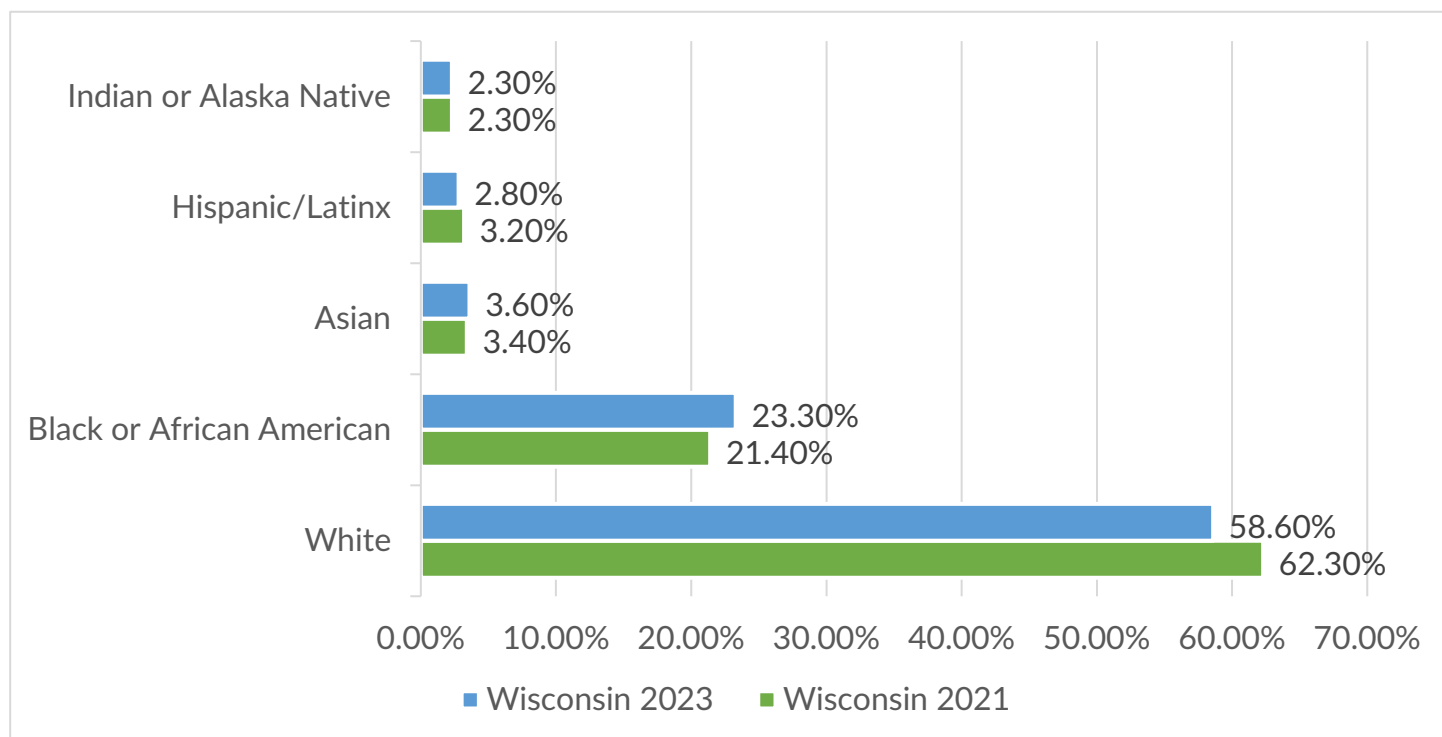
Learn how Wisconsin is leveraging funds from the American Rescue Plan act to boost home and community-based services at [dhs.wisconsin.gov/arpa/hcbs.htm](https://dhs.wisconsin.gov/arpa/hcbs.htm).

Read the full 2021 and 2023 State of the Workforce Survey results at [idd.nationalcoreindicators.org/staff-providers](https://idd.nationalcoreindicators.org/staff-providers).

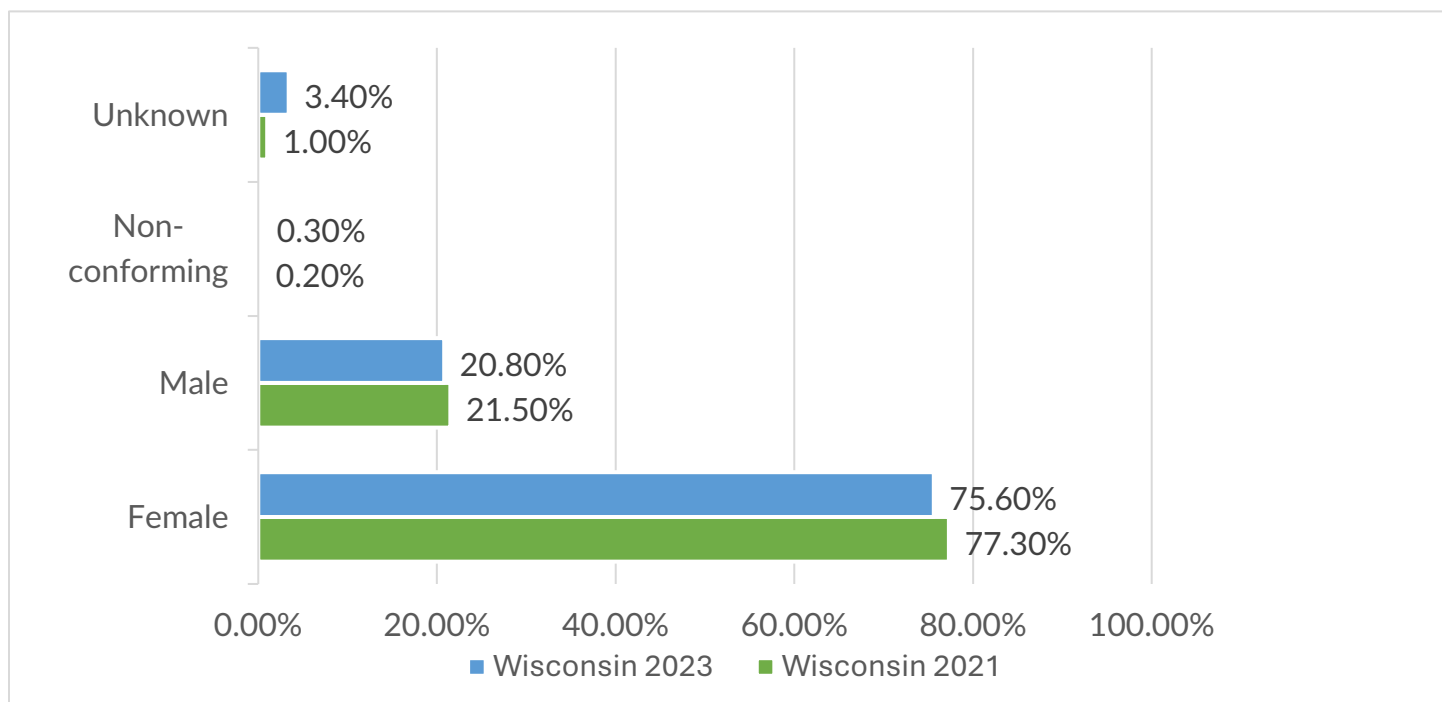


# Visualizations

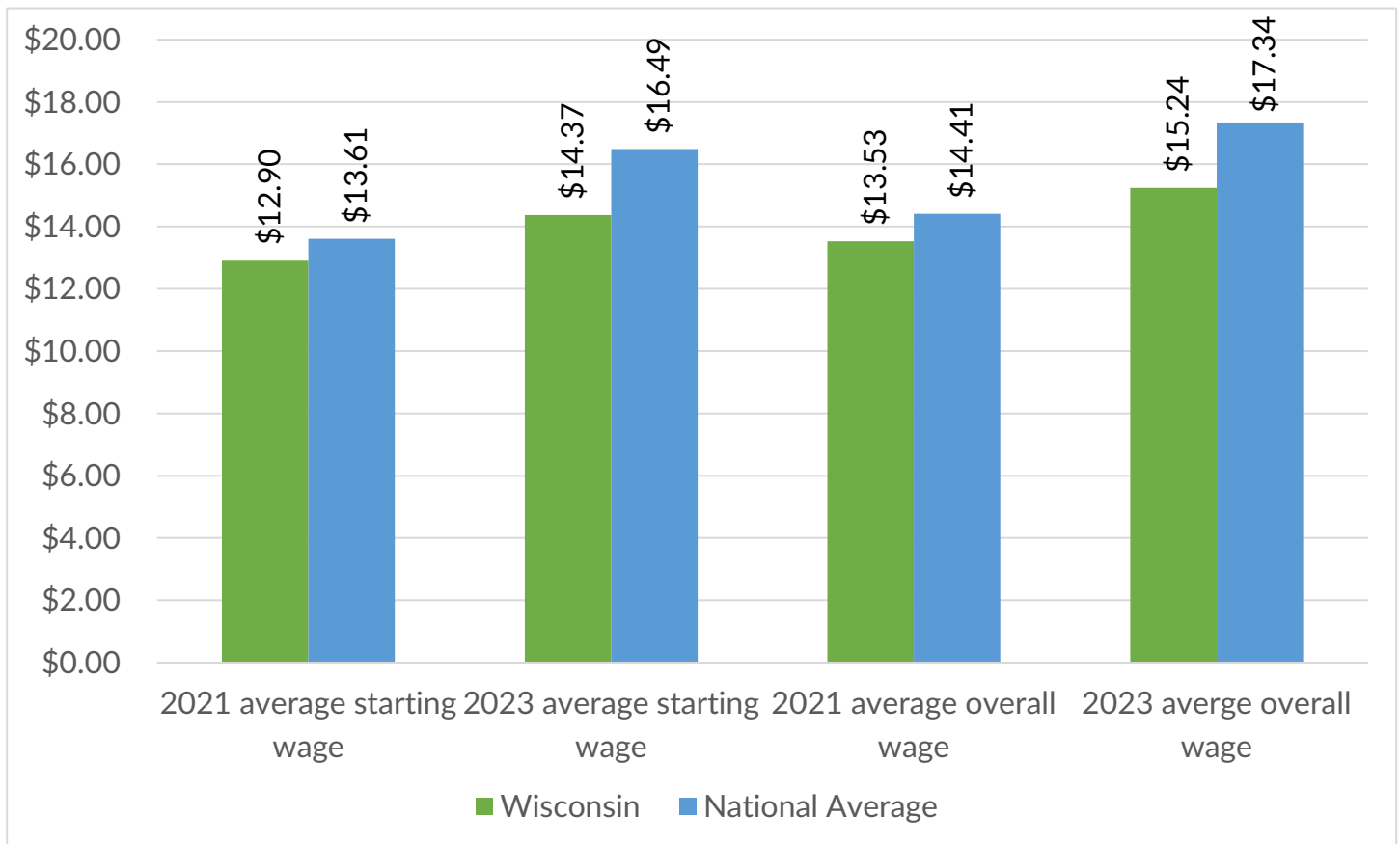
## Racial Breakdown



## Gender Identity

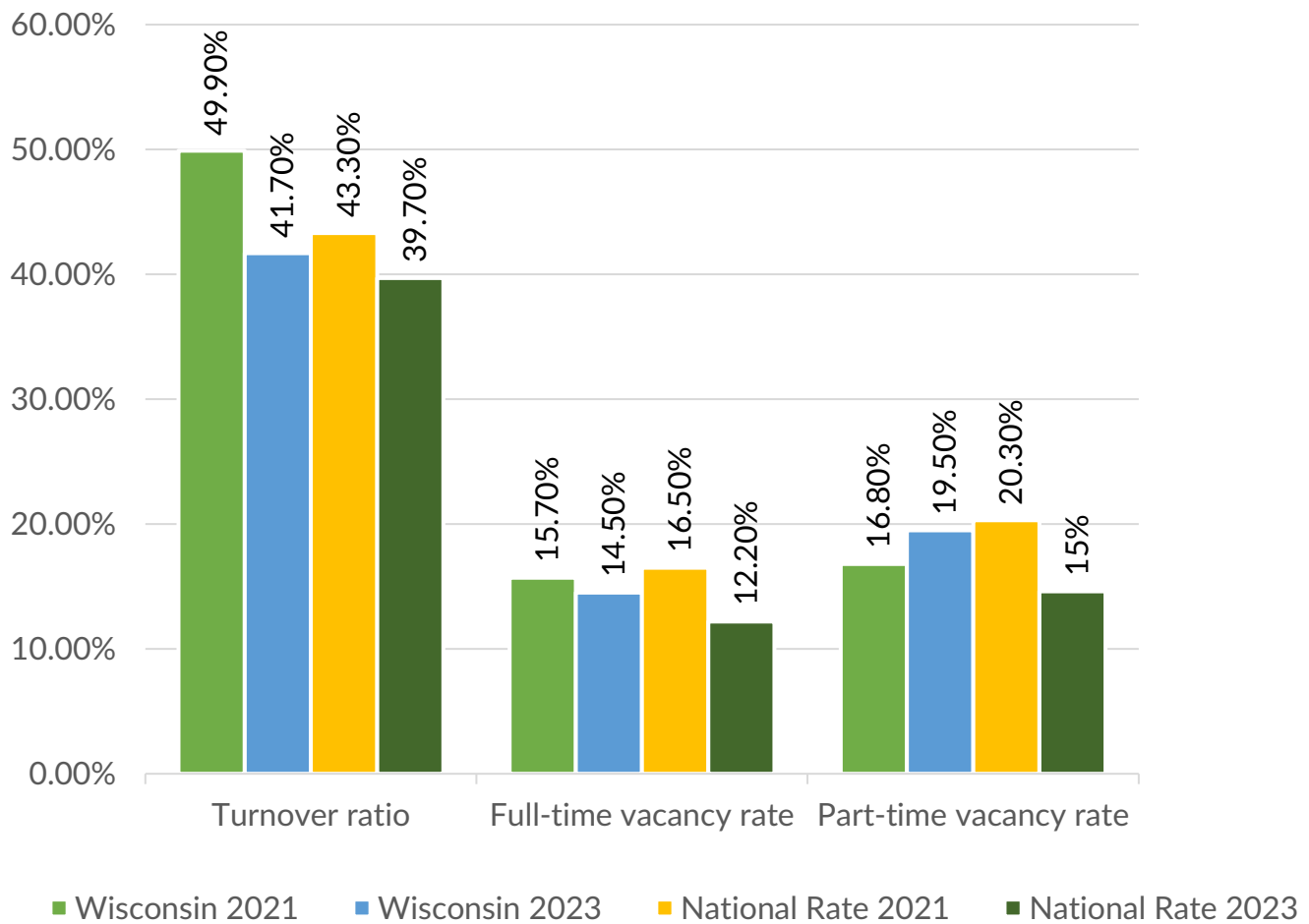


## Wages



Wisconsin is following a positive national trend of increasing wages for direct care workers. We continue to trail the national average and our Midwestern peers in all categories.

## Turnover and Vacancy Rates

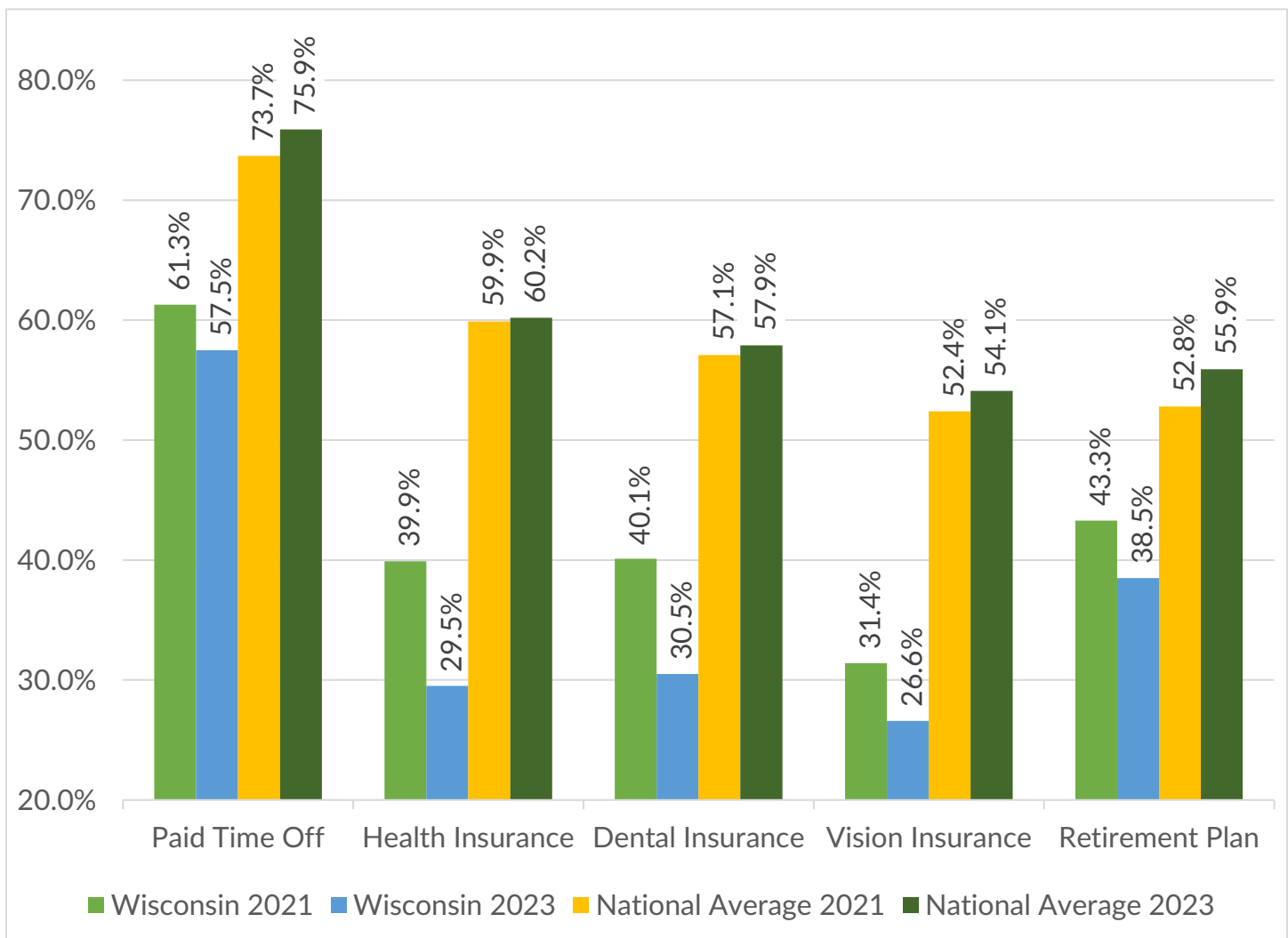


Turnover rates improved in Wisconsin, with lower average turnover reported. On this metric, Wisconsin and Missouri were tied for lowest average turnover in the Midwest, slightly higher than the national average.

Wisconsin's vacancy rate for full-time workers slightly declined in 2023 compared to 2021. Our peers improved to a greater degree, resulting in Wisconsin now having the highest vacancy rates in the Midwest.

For part time-workers, Wisconsin's vacancy rate rose, contrary to national and Midwestern trends.

## Benefits



Between 2021 and 2023, the rate of agencies offering direct care workers comprehensive benefits fell in Wisconsin. This may be due to many variables. More small agencies responded to the 2023 IDD survey than the 2021 survey, which could contribute to this decrease. Most of our Midwestern peers fall closer to NCI national averages.

# Data Tables

## Wages

	Wisconsin		Illinois		Indiana		Missouri		NCI-IDD	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
State Minimum	\$7.25	\$7.25	\$11.00	\$13.00	\$7.25	\$7.25	\$10.30	\$12.30	\$7.25	\$7.25
Average Starting	\$12.90	\$14.37	\$13.97	\$16.49	\$13.24	\$15.41	\$12.84	\$16.15	\$13.61	\$16.49
Overall Average	\$13.53	\$15.24	\$14.87	\$17.44	\$13.93	\$15.86	\$13.69	\$17.10	\$14.41	\$17.34
Median	\$13.50	\$15.00	\$15.00	\$17.07	\$14.14	\$15.94	\$13.46	\$17.00	\$14.50	\$17.20

## Benefits

	Wisconsin		Illinois		Indiana		Missouri		NCI-IDD	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
Paid Time Off	61.3	57.5	92.4	92.0	81.9	70.3	82.6	81.0	73.7	75.9
Health Insurance	39.9	29.5	78.8	77.7	61.7	54.3	71.0	69.4	59.9	60.2
Dental Insurance	40.1	30.5	68.9	71.2	65.6	54.3	61.8	63.7	57.1	57.9
Vision Insurance	31.4	26.6	57.6	55.0	63.0	51.9	61.0	61.7	52.4	54.1
Retirement Plan	43.3	38.5	68.2	73.9	55.9	46.2	55.8	58.9	52.8	55.9

## Turnover and Vacancy Rates

	Wisconsin		Illinois		Indiana		Missouri		NCI-IDD	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
Turnover	49.9%	41.7%	44.8%	46.8%	50.6%	44.2%	51.8%	41.7%	43.3%	39.7%
Full-time vacancy	15.7%	14.5%	17.3%	13.2%	15.8%	13.4%	14.7%	9.2%	16.5%	12.2%
Part-time vacancy	16.8%	19.5%	22.5%	21.4%	16.4%	12.7%	18.0%	13.6%	20.3%	14.6%