



Key Findings

State of the Workforce Survey

Wisconsin establishes baseline results with first-year participation

National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD) conducts an annual State of the Workforce Survey. 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 to discover ways to improve the quality and stability of the caregiving workforce that assists long-term care Medicaid beneficiaries.

Survey Details

- **Data period:** January 1 - December 31, 2021
- **National participation:** 29 states plus the District of Columbia
- **Wisconsin participation:** 204 agencies representing all 72 counties
- **Incentives:** \$250 - \$1,000 per agency, total payout \$71,250

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.

Read the full 2021 State of the Workforce Survey at idd.nationalcoreindicators.org/staff-providers.

State Workforce Data at a Glance

- **Racial breakdown:** 62.3% White, 21.4% Black or African American, 3.4% Asian, 3.2% Hispanic/Latinx, 2.3% Indian or Alaska Native
- **Gender identity:** 77.3% female, 21.5% male, 0.2% non-conforming
- **Wages:** the average overall wage is \$13.53 (NCI-IDD average \$14.41)
- **Health insurance:** 39.9% of agencies offer to some or all workers (NCI-IDD average 59.9%)
- **Paid time off:** 62.3% of agencies provide some paid time off (NCI-IDD average 73.7%)
- **Turnover ratio:** 49.9% (NCI-IDD average 43.3%)
- **Vacancy rate:** 15.7% full-time and 16.8% part-time (NCI-IDD average 16.5% and 20.3%)





Comparison

Midwest and NCI-IDD Averages

We are focusing our comparison on national survey averages as well as results from other Midwestern states (Illinois, Indiana, and Missouri). Note: this survey was conducted before we embarked on multiple improvements funded by the American Rescue Plan Act, including direct care workforce reform.

Wages (Hourly)	Wisconsin	Illinois	Indiana	Missouri	NCI-IDD
State Minimum	\$7.25	\$11.00	\$7.25	\$10.30	\$7.25*
Average Starting	\$12.90	\$13.97	\$13.24	\$12.84	\$13.61
Overall Average	\$13.53	\$14.87	\$13.93	\$13.69	\$14.41
Median	\$13.50	\$15.00	\$14.14	\$13.46	\$14.50
In all categories, our wages are lower than the national survey average and Midwest peers.					
*Federal minimum wage					

Benefits	Wisconsin	Illinois	Indiana	Missouri	NCI-IDD
Paid Time Off	62.3%	92.4%	81.9%	82.6%	73.7%
Health Insurance	39.9%	78.8%	61.7%	71.0%	59.9%
Dental Insurance	40.1%	68.9%	65.6%	61.8%	57.1%
Vision Insurance	31.4%	57.6%	63.0%	61.0%	52.4%
Retirement Plan	43.3%	68.2%	55.9%	55.8%	52.8%
In all categories, our benefit rates are lower than the national survey average and Midwest peers.					

Turnover Ratio	Wisconsin	Illinois	Indiana	Missouri	NCI-IDD
Mean	49.9%	44.8%	50.6%	51.8%	43.3%
Median	34.0%	38.9%	45.1%	45.5%	33.3%
Our turnover ratio aligns with Midwest peers but is higher than the national survey average.					

Vacancy Rates	Wisconsin	Illinois	Indiana	Missouri	NCI-IDD
Full-Time Employees	15.7%	17.3%	15.8%	14.7%	16.5%
Part-Time Employees	16.8%	22.5%	16.4%	18.0%	20.3%
Our vacancy rates align with Midwest peers and are lower than the national survey average.					

