



Key Wisconsin Findings

State of the Workforce Survey

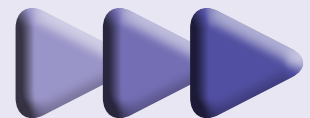
Aging and Physically Disabled Survey Pilot Update

In fall 2022, Wisconsin and five other states participated in the National Core Indicators Aging and Physically Disabled (NCI-AD) State of the Workforce 2021 Pilot Survey. We surveyed agencies that serve older adults and people with physical disabilities to learn how to improve the quality and stability of their direct care service workforce. The goals of the pilot were to:

- ▶ Establish standards for uniform data collection for the workforce that serves these populations.
- ▶ Understand the true scope of the workforce crisis.
- ▶ Provide context to support state efforts to recruit and retain workers.

The methodology was similar to the annual National Core Indicators® Intellectual and Developmental Disabilities (NCI-IDD) State of the Workforce Survey. Wisconsin joined that survey for the first time in 2022 to gather and evaluate 2021 data from agencies supporting adults with intellectual and developmental disabilities.

See Wisconsin's results from the NCI-AD State of the Workforce 2021 Pilot Survey and how they compare with the 2021 NCI-IDD State of the Workforce Survey.



Survey Details

- ▶ **Data period:** January 1-December 31, 2021
- ▶ **National participation:** Colorado, Indiana, Minnesota, Missouri, and Washington
- ▶ **Wisconsin participation:** 274 participants (eligible to receive incentive)
- ▶ **Incentives:** \$250 - \$1,000 per agency

Resources

Learn how Wisconsin is leveraging funds from the American Rescue Plan Act to boost home and community-based services at dhs.wi.gov/arpa/hcbs.htm.

Read the complete State of the Workforce 2021 Pilot Report at nci-ad.org/upload/files/V2_ACCESSIBLE_NCI_SoTW-2021.pdf.



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Comparison

NCI-AD and NCI-IDD Averages

This information compares 2021 Wisconsin data from NCI-AD pilot to the NCI-IDD State of the Workforce Survey. You can see similarities and differences in the workforce that serve the aging and physically disabled population versus those who cares for adults with intellectual and developmental disabilities. Note there is overlap in the data as many agencies serve both populations.

	Wisconsin NCI-AD Results	Wisconsin NC-IDD Results
Racial breakdown:	55.4% White, 23.3% Black or African-American, 4% Asian, 2.5% Hispanic/Latinx, 1.1% American Indian or Alaska Native.	62.3% White, 21.4% Black or African-American, 3.4% Asian, 3.2% Hispanic/Latinx, 2.3% Indian or Alaska Native
Gender identity:	77.1% female, 19.3% male, 3.6% all other responses	77.3% female, 21.5% male, 0.2% non-conforming
Wages:	The average overall wage is \$13.85 (NCI-AD \$14.35*)	The average overall wage is \$12.90 (NCI-IDD average \$13.61)
Health insurance:	29% of agencies offer to some or all workers (NCI-AD not available)	39.9% of agencies offer to some or all workers (NCI-IDD average 59.9%)
Paid time off:	54% of agencies provide some paid time off (NCI-AD not available)	62.3% of agencies provide some paid time off (NCI-IDD average 73.7%)
Turnover ratio:	49.6% (NCI-AD average 64.4%*)	49.9% (NCI-IDD average 43.3%)
Vacancy rate:	17.1% full-time and 25.2% part-time. (NCI AD average 17.7% and 19.7%)	15.7% full-time and 16.8% part-time (NCI-IDD average 16.5% and 20.3%)

* Due to the small sample size, the average is impacted by one outlier state.

