2022 DSP WORKFORCE DATA COLLECTION

AGENDA

- Overview of DSP Workforce Data Collection
- Information Being Collected (What? Why? How?)
- Survey registration to expedite data validation for incentive payment **New Process**
- Incentive Payments
- Data Collection Window
  - Launch May 1st
  - Survey close June 30th

CALIFORNIA IS LAUNCHING ITS 2ND YEAR OF DATA COLLECTION FROM VENDOR AGENCIES WITH DSP(S)

Why:

The DSP workforce is experiencing challenges with increasingly high turnover and vacancy rates, impacting the agencies that employ DSPs and the individuals they serve.

This survey collects reliable, quantitative data about factors impacting the DSP workforce to inform policy, design recruitment and retention efforts, and examine the impact of rate initiatives over time.

Who:

Vendor agencies within the rate model that provide Inhome supports, residential supports, and non-residential supports

- *Only 1 survey* for each vendor agency
- Must have been in operation for at least 6 months in 2022

Data submission is voluntary

- An incentive of $8000 will be paid for each vendor agency after data validation.

WHO ARE DIRECT SUPPORT PROFESSIONALS (DSPS)

- Primary job responsibility is to provide support, help with skills development, supervision, and personal assistance to those with IDD;
- Paid staff members who spend at least 50% of their hours doing direct service tasks;
- Full-time and part-time DSPs providing residential, in-home and/or non-residential supports.

NATIONAL CORE INDICATORS (NCI)

DOES NOT INCLUDE:

- DSPs *not* funded through a regional center;
- Clinically licensed or certified employees (therapists, nurses, social workers, psychologists, behavior specialists or behavior technicians, etc.);
- Employees only providing transportation, home modifications and/or meal delivery;
- Administrative or supervisory employees whose primary job responsibility is to provide support, help with skills development, supervision, and personal assistance to those with IDD;
- Contract or 1099 workers;
- On-call or PRN workers;
- Employees hired through a temporary personnel agency.

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AUTHORIZED PARTICIPATING VENDOR AGENCIES BY VENDOR CODE*

Residential Supports	In-Home Supports	Non-Residential Supports
Provided to a person in a home or apartment that is owned or operated by your agency.	**Provided to a person in a home or apartment that is not owned or operated by your agency.**	**Provided in a day program, community program, or work setting.**
Examples:	***Examples:***	***Examples:***
Residential services: CCF, RCEF, EBSH, ARFPSHN, SRF	Supports provided in own home, including home of family: ILS and SLS	Adult day services
Out-of-home respite	Personal care services, homemaker services,	Employment or vocational services
Foster home services: FHA	In-home respite	Community supports to assist in participating in community activities
	Infant development program	Social recreational program

See FAQ on DDS website for specific vendor codes

SURVEY REGISTRATION

VENDOR AGENCIES ARE *REQUIRED* TO COMPLETE A SIMPLE REGISTRATION PROCESS FIRST.

Purpose: To expedite data validation for authorization of incentive payments.

Registration Information:

1. Vendor agency information (i.e. parent organization):
   - Vendor Agency name (e.g. Mentor, S.T.E.P., PathPoint, PRIDE Industries)
   - Vendor Agency regional center

2. Contact information for vendor agency
   - Contact name
   - Email address
   - Phone number

3. *If applicable*, the following information for *each distinct* facility or program (e.g. Mentor Fairview) operated within the parent vendor agency (Mentor):
   - Program/Facility Name
   - Vendor Number
   - Service code
   - Tax ID
   - Vendoring regional center

   Even though the data reported is for the entire vendor agency, these data are essential for data validation.

Within 1 – 2 business days of registration, the vendor agency will receive an email invitation to participate in the survey. Registration will be open for the entire survey period.

SURVEY REGISTRATION

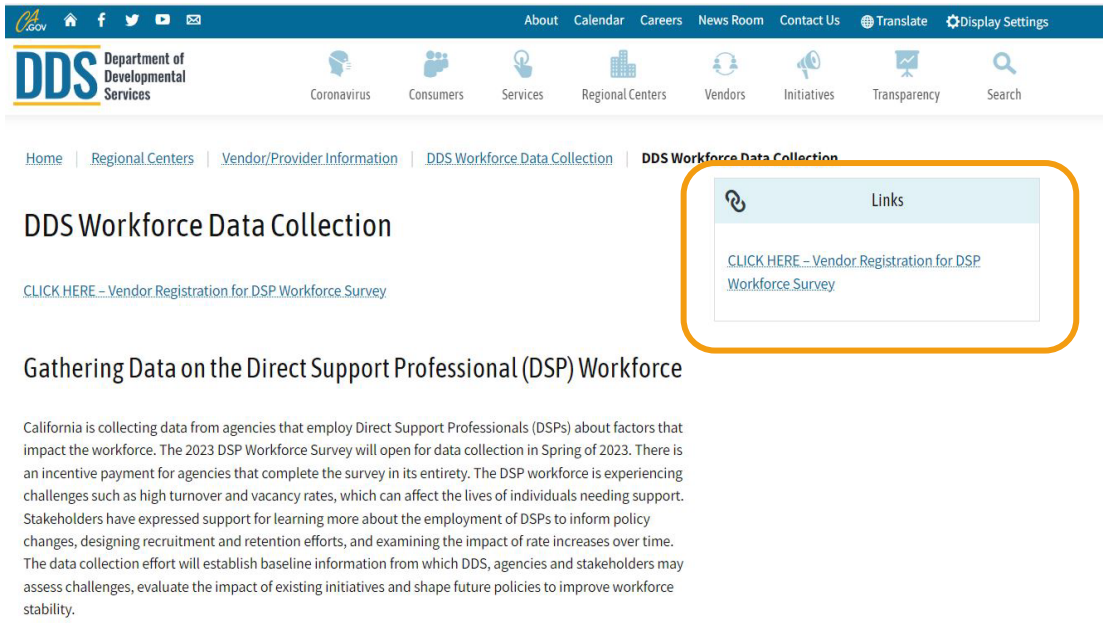
Why Register:

Registration is required to receive a survey link.

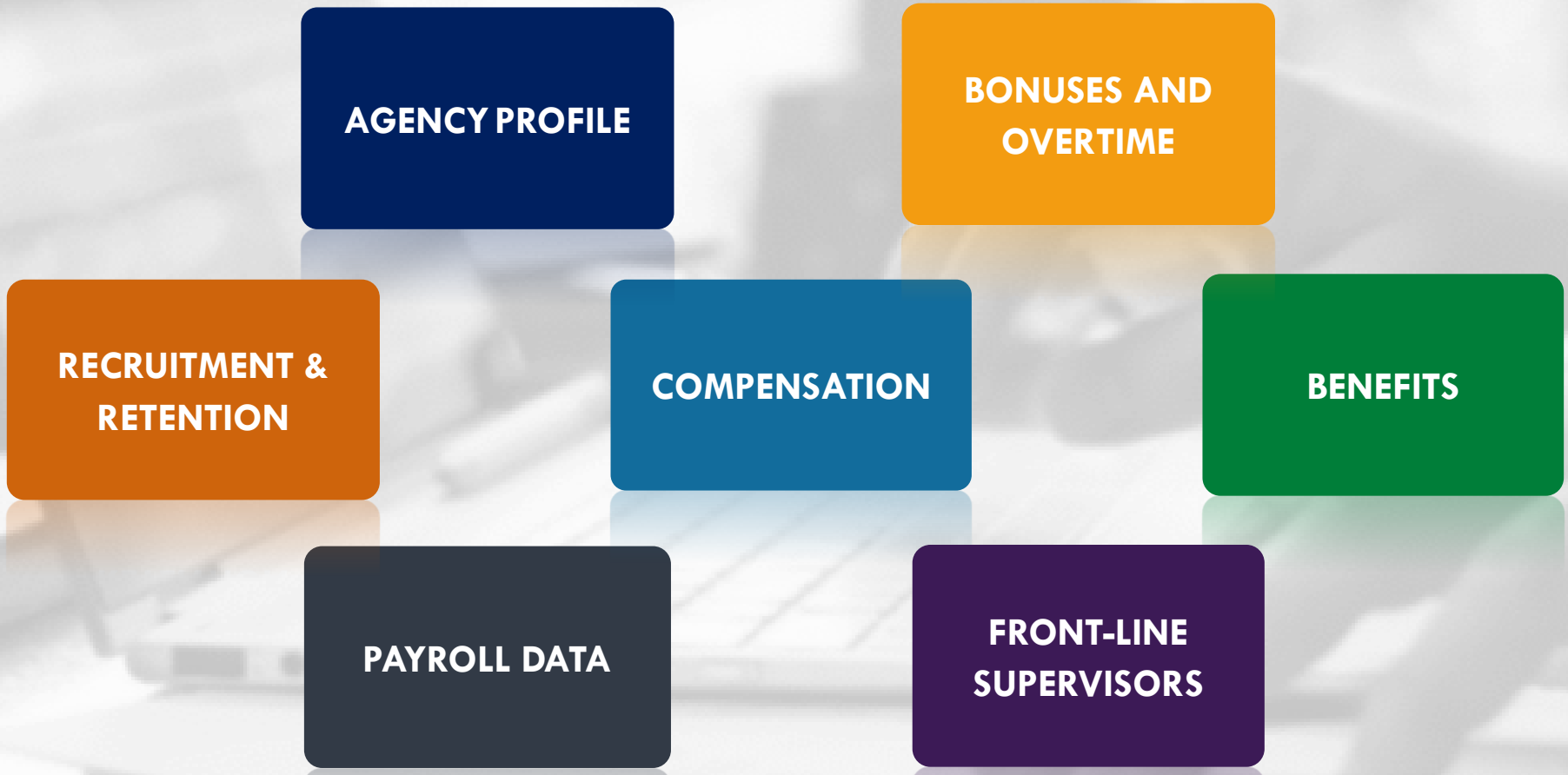
Registration improves survey submission validation for incentive payment processing.

Where to Register:

Survey registration link located on the DDS website:



WHAT TOPIC AREAS ARE COVERED?



TIPS FOR SURVEY SUCCESS

1. Register to participate in the survey.
2. Open survey link and review data elements for submission.
3. Gather the data required, including:
   - DSP workforce demographics, including race/ethnicity and language fluency
   - Payroll information, such as # of DSPs on payroll (FT and PT) at various times
   - Compensation information, including starting and average salary, bonuses, overtime
   - Benefits information, including employer and employee contribution
   - Recruitment and retention programs
4. Enter the information using on-line survey portal.
5. All questions must be answered to be eligible for the $8000 incentive payment.

INCENTIVE PAYMENTS

Eligibility

1. Must meet requirements listed in DSP Workforce Survey FAQ:
   - Service codes registered are included in the FAQ document.
   - Employs DSPs
   - Serves individuals funded through a regional center (including self-directed or participant-directed services).
   - Was in business and serving individuals funded by a regional center for at least 6 months in 2022.
2. Must answer all survey questions.

Survey data collection and incentive payment processing

1. Survey data is validated
   - DDS receives and compiles survey data (July 2023)
   - Validation by UC Davis (July and August 2023)
2. Payments authorized by DDS for payment by primary regional center in September 2023.

HELP US SPREAD THE WORD!

Please engage your network to participate

Promotional materials are available from DDS

For more information, go to DSP workforce webpage on DDS website

Data collection will begin in May 2023

Survey registration is posted on the DDS Website (https://www.dds.ca.gov/rc/vendor-provider/dsp-workforce-survey/)

Data collection ends June 30, 2023

Vendor agencies will be able to register and submit their survey data through June 30, 2023.

Data Validation and Incentive Payment

- Only one incentive per agency/tax payer ID
- Must be an eligible provider (see FAQ for eligible vendors)
- All questions must be answered
- Incentive payments will be issued by regional centers once survey data has been validated

Contact DSPWorkForce@dds.ca.gov with questions or for more information.