

2019 Workforce Survey

During the 2020 legislative session, IACP's number 1 priority is workforce and the ongoing crisis experienced by Iowa providers.

The work of truly making an impact on this issue begins now, and will require input from all IACP members. Therefore, IACP is asking members to complete the 2019 Workforce survey to determine vacancy rates and other workforce information for direct support professionals and frontline supervisors.

Consistent reporting of staff vacancy rates will help us keep the LTC workforce crisis in front of policy makers and support ongoing efforts to increase reimbursement. In turn, we believe this will allow providers to increase wages and advance our advocacy for persons interested in careers in the field.

1. Contact Info

Name

Organization

ZIP/Postal Code

Email Address

2. How many individuals (not full-time equivalents) does your agency employ in the following positions?

DSP: HCBS (Waiver & Habilitation) **Residential**

DSP: HCBS (Waiver & Habilitation) **Employment**

DSP: HCBS (Waiver & Habilitation) **Day Services**

ICF/ID

RCF (non-HCBS)

Frontline Supervisor

3. If able to pay competitive wages, how many additional individuals (not full-time equivalents) would your agency hire to fill vacancies in the following positions?

DSP: HCBS (Waiver & Habilitation) **Residential**

DSP: HCBS (Waiver & Habilitation) **Employment**

DSP: HCBS (Waiver & Habilitation) **Day Services**

ICF/ID

RCF (non-HCBS)

Frontline Supervisor

4. What are the reasons you have vacant (open) positions? (check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> No applicants | <input type="checkbox"/> Reimbursement doesn't allow us to increase staff wages |
| <input type="checkbox"/> Insufficient number of qualified applicants | <input type="checkbox"/> NA/Agency doesn't have vacant positions |
| <input type="checkbox"/> Inability to compete with other employers | |
| <input type="checkbox"/> Other (please specify) | |

5. What strategies, besides hiring, have you used or are you using to keep your facility properly staffed? (check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Ask existing staff to pick up additional hours | <input type="checkbox"/> Incentives for employee referral |
| <input type="checkbox"/> Double/extended shifts | <input type="checkbox"/> Shift differential |
| <input type="checkbox"/> Overtime | <input type="checkbox"/> Sign-on Bonus |
| <input type="checkbox"/> Other financial incentives (bonuses, special shift differentials, etc.) | <input type="checkbox"/> Retention bonus |
| <input type="checkbox"/> Working with fewer staff than we would prefer | <input type="checkbox"/> More frequent paychecks |
| <input type="checkbox"/> Hiring caregivers with less experience | <input type="checkbox"/> Technology/Remote Monitoring |
| <input type="checkbox"/> Outside temp agency (pool) staff | <input type="checkbox"/> Serving larger groups of people in the same space |
| <input type="checkbox"/> Created/used internal pool | <input type="checkbox"/> Less frequent community trips |
| <input type="checkbox"/> Utilized immigration options/foreign recruiting | <input type="checkbox"/> Stopped accepting new referrals |
| <input type="checkbox"/> Other (please specify) | |

6. Over the past 12 months, has your organization had to limit admissions due to lack of staff?

☐ Yes

☐ No

7. If yes, how many referrals have you turned down because of staffing?

8. Of DSPs and FLSs who have left, have they indicated any of the following reasons for separating from employment with your organization? (Check all that apply.)

☐ Better pay

☐ Better benefits

☐ Better hours

☐ Supervisory conflict

☐ Other (please specify)

9. What is your **average wage** rate for the following employees?

DSP: HCBS (Waiver & Habilitation) **Residential**

DSP: HCBS (Waiver & Habilitation) **Employment**

DSP: HCBS (Waiver & Habilitation) **Day Services**

DSP: **ICF/ID**

DSP: **RCF (non-HCBS)**

Frontline Supervisor
(average all programs)

10. What % of DSPs in your organization have been employed with you for less than two years? (Please enter whole numbers only. No decimals.)

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Thank you for taking the time to complete this survey. We believe the time will be well worth the investment as we join our voices together to relentlessly advocate to address the workforce crisis.