ACRC Service Provider Hiring Challenges Survey - 185 Responses - Representing 46 Service Codes

Alta California
Regional Center

- 954-WORK ACTIVITY — 1.1%
- 935-ICF/DD-N — 1.1%
- 915-RES FAC ADULTS- — 17.9%
- 910-RES FAC CHILD-OO — 1.6%
- 905-RES FAC ADULTS- — 8.2%
- 904-FAMILY HOME — 0.5%
- 896-SUPPORTED — 8.7%
- 882-TRANSP.ASSIST. — 1.1%
- 880-TRANS ADDITIONAL — 1.6%
- 875-TRANS COMPANIES — 3.8%
- 017-CRISIS TEAM- — 1.1%
- 048-CLIENT/PARENT — 1.1%
- 055-COMMUNITY — 9.2%
- 109-SUPPLEMENTAL — 3.3%
- 113-SPECIALIZED RES'L — 1.1%
- 364-BEHAV — 1.1%
- 505-ACTIVITY CENTER — 3.8%
- 510-ADULT — 7.1%
- 515-BEHAVIOR MGMT — 3.8%
- 520-INDEPENDENT — 2.7%
- 625-COUNSELING — 1.1%
- 635-INDEPENDENT LIV — 1.6%
- 707-SPEECH — 3.3%
- 855-ADULT DAY CARE — 1.1%
- 860-HOMEMAKER — 1.6%

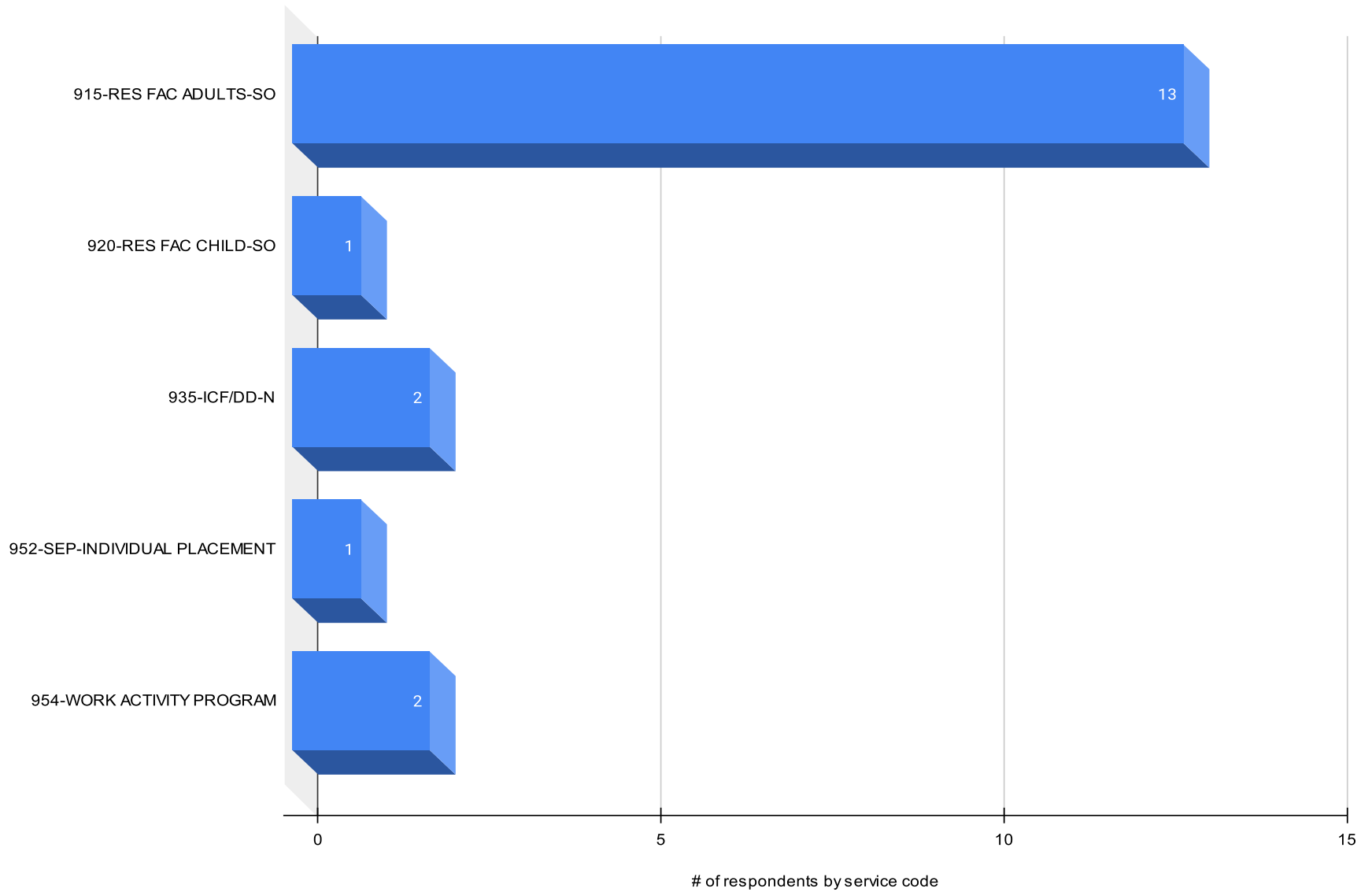| Alpine	Colusa	El Dorado	Nevada	Placer	Sacramento	Sierra	Sutter	Yolo	Yuba
1	6	32	10	44	134	1	20	27	27
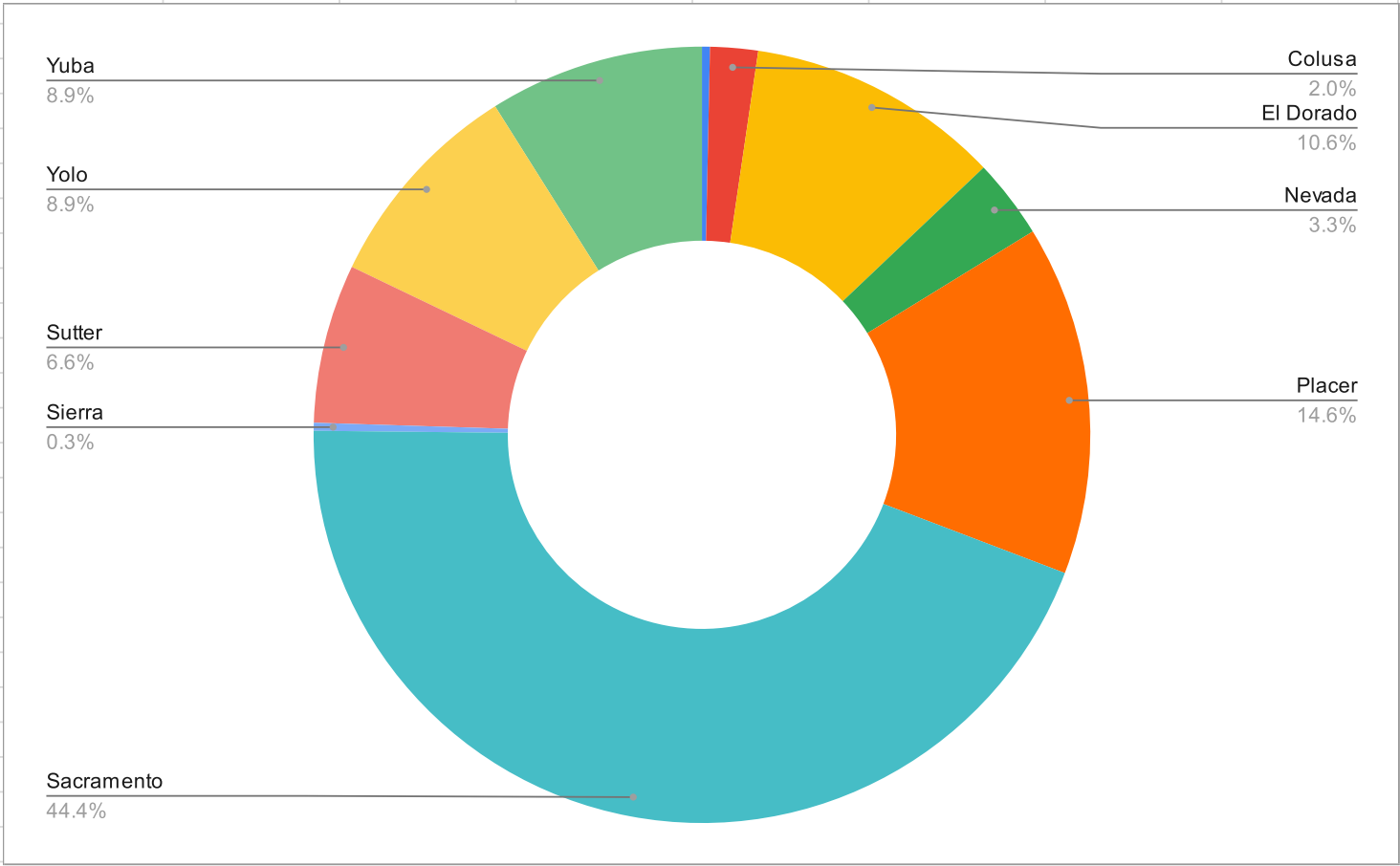
## 1. During the last year of the pandemic, what percentage of staff have left your program?
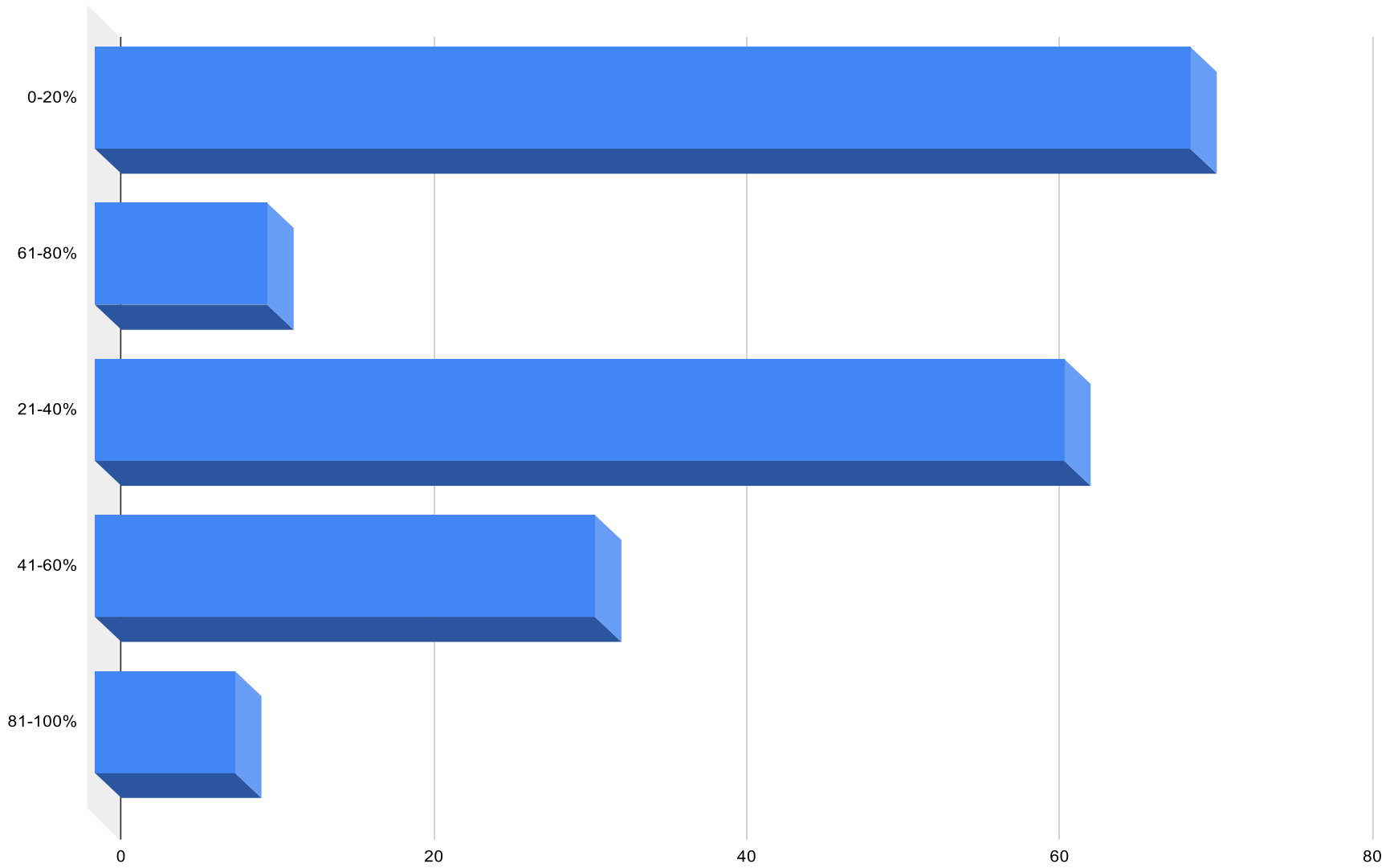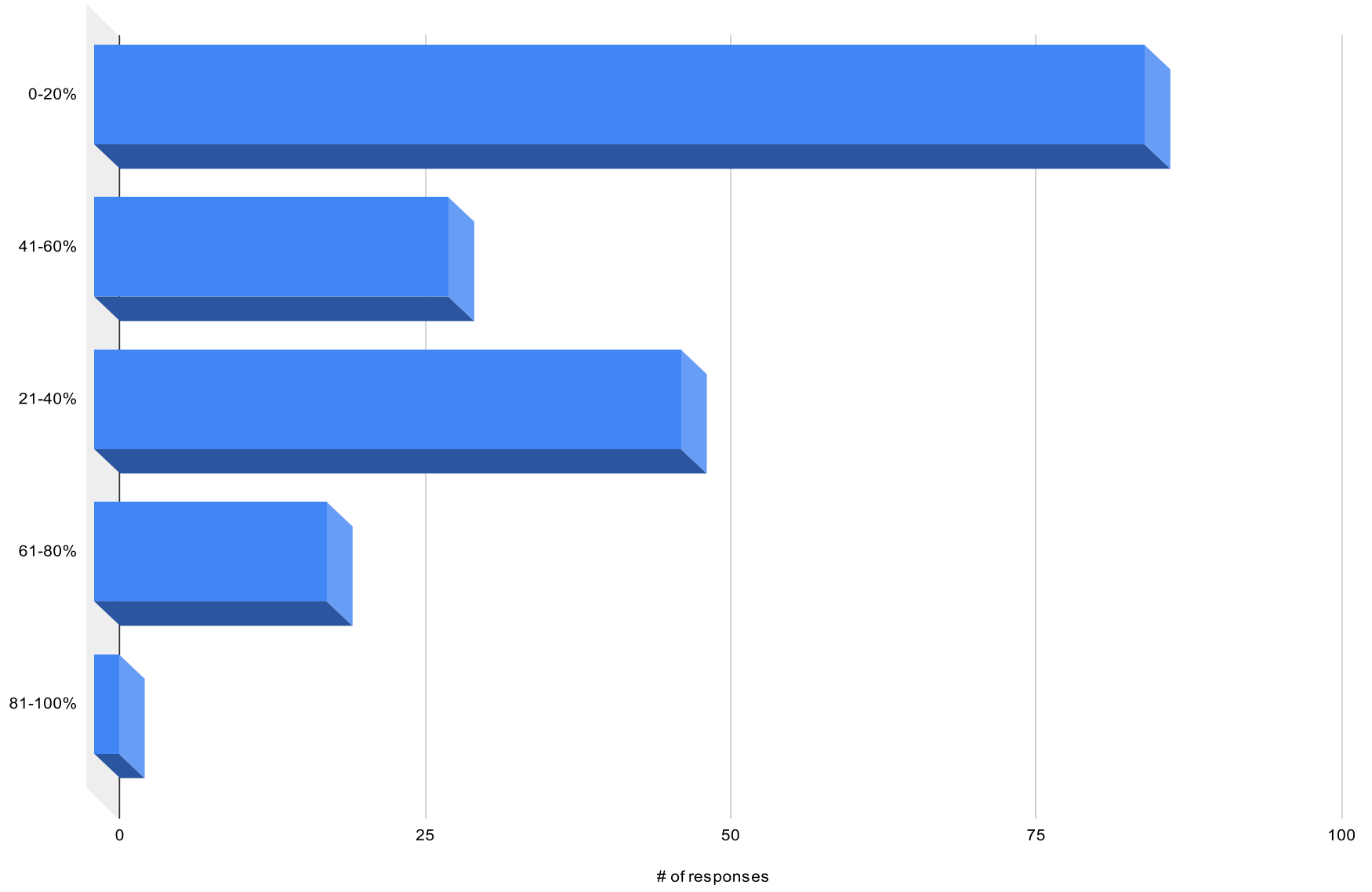

185 Total Responses

Types of Services - Respondents indicating they lost between 61% - 100% of their staff during pandemic

Service Code	# of respondents
915-RES FAC ADULTS-SO	13
920-RES FAC CHILD-SO	1
935-ICF/DD-N	2
952-SEP-INDIVIDUAL PLACEMENT	1
954-WORK ACTIVITY PROGRAM	2

# of respondents by service code

2. Before the pandemic, what percentage of staff would leave your program each year?

61-80%
0.5%

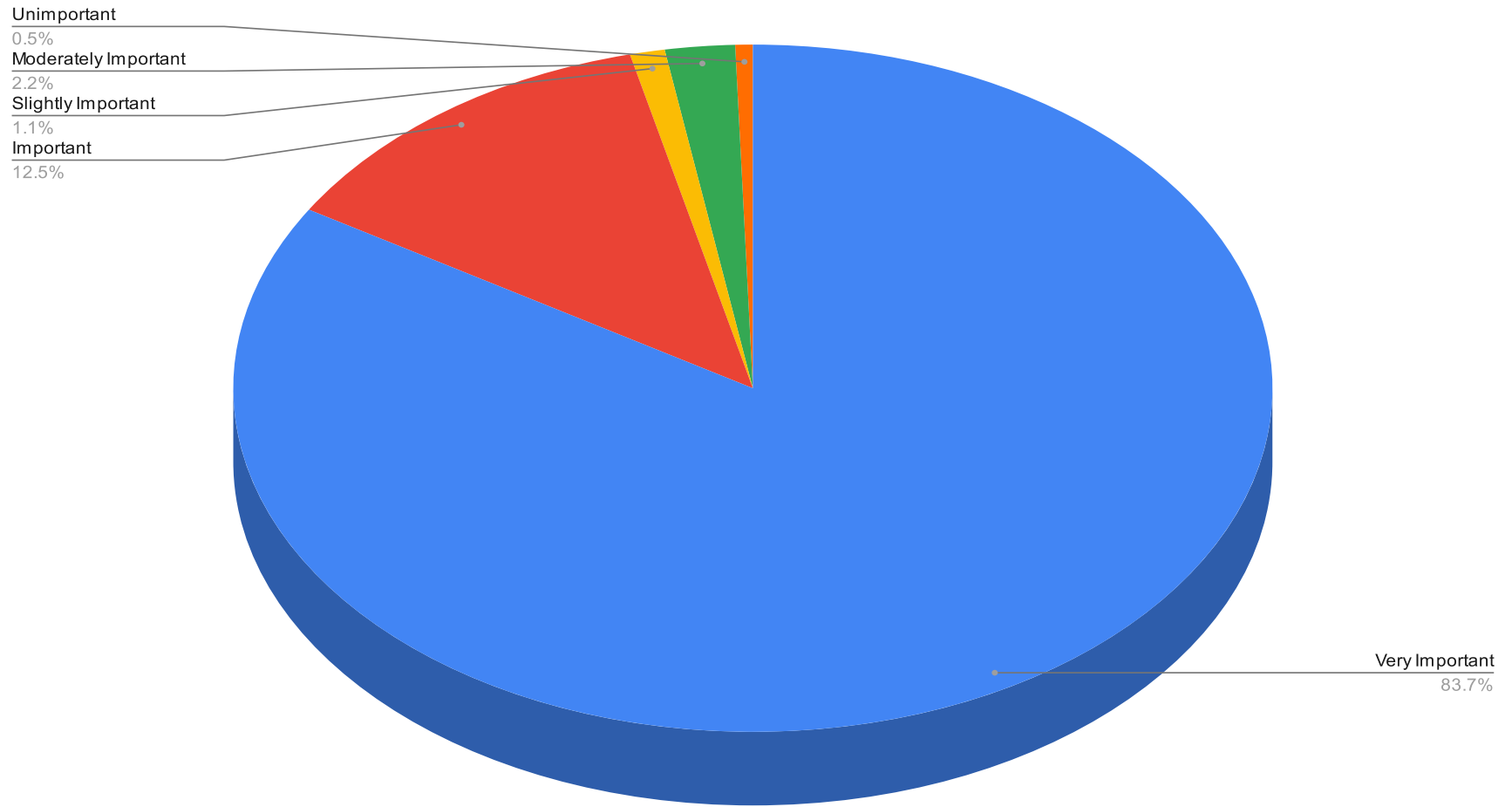21-40%
10.3%

41-60%
3.8%

0-20%
85.3%
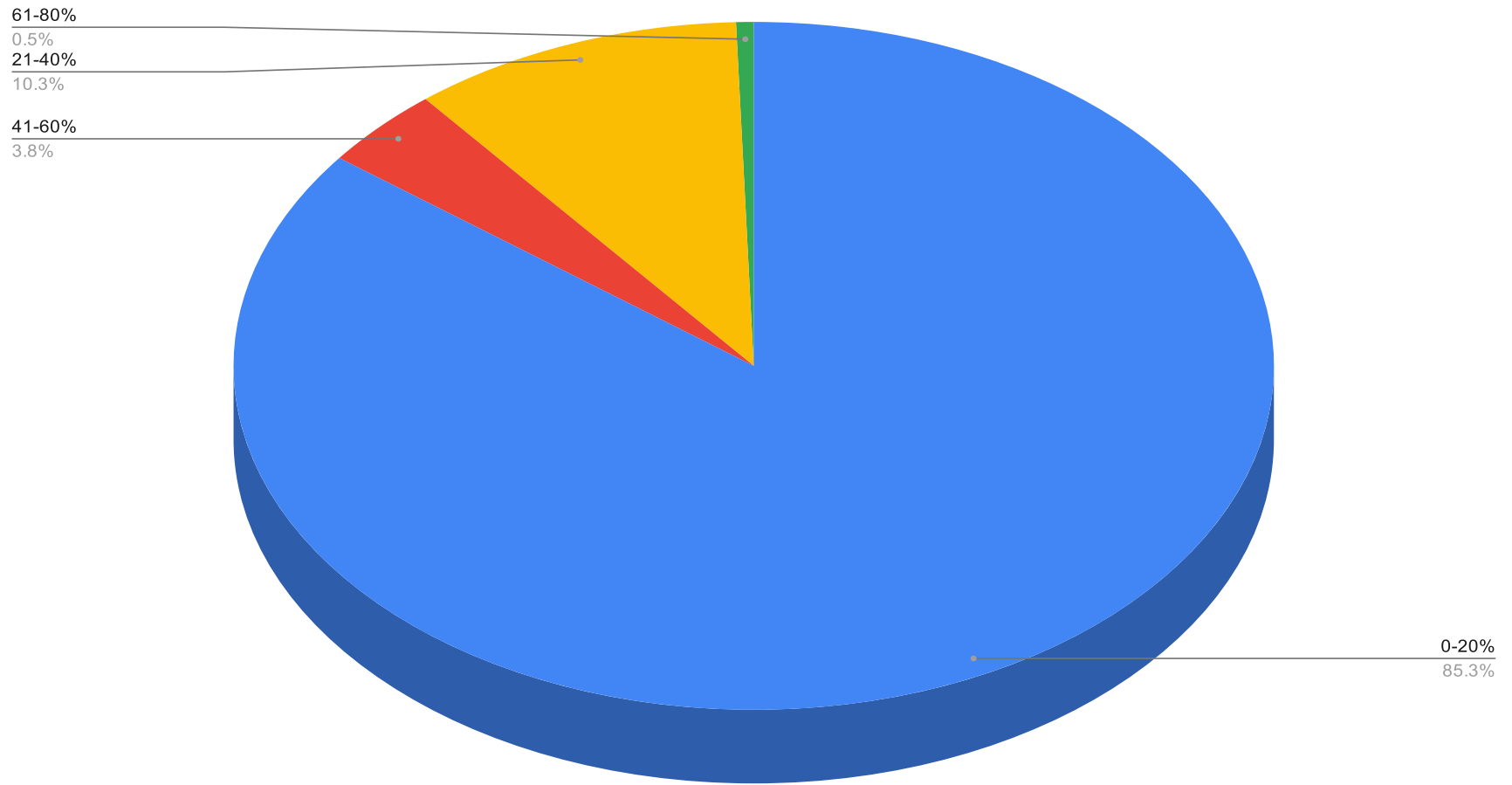
3. What percent of available staff positions are currently unfilled?

# of responses

Types of Services - Respondents with 41% - 100% vacant shifts

Service	# of responses
905-RES FAC ADULTS-OO	7
910-RES FAC CHILD-OO	3
915-RES FAC ADULTS-SO	33
920-RES FAC CHILD-SO	1
935-ICF/DD-N	2
952-SEP-INDIVIDUAL PLACEMENT	1
954-WORK ACTIVITY PROGRAM	2

# of responses
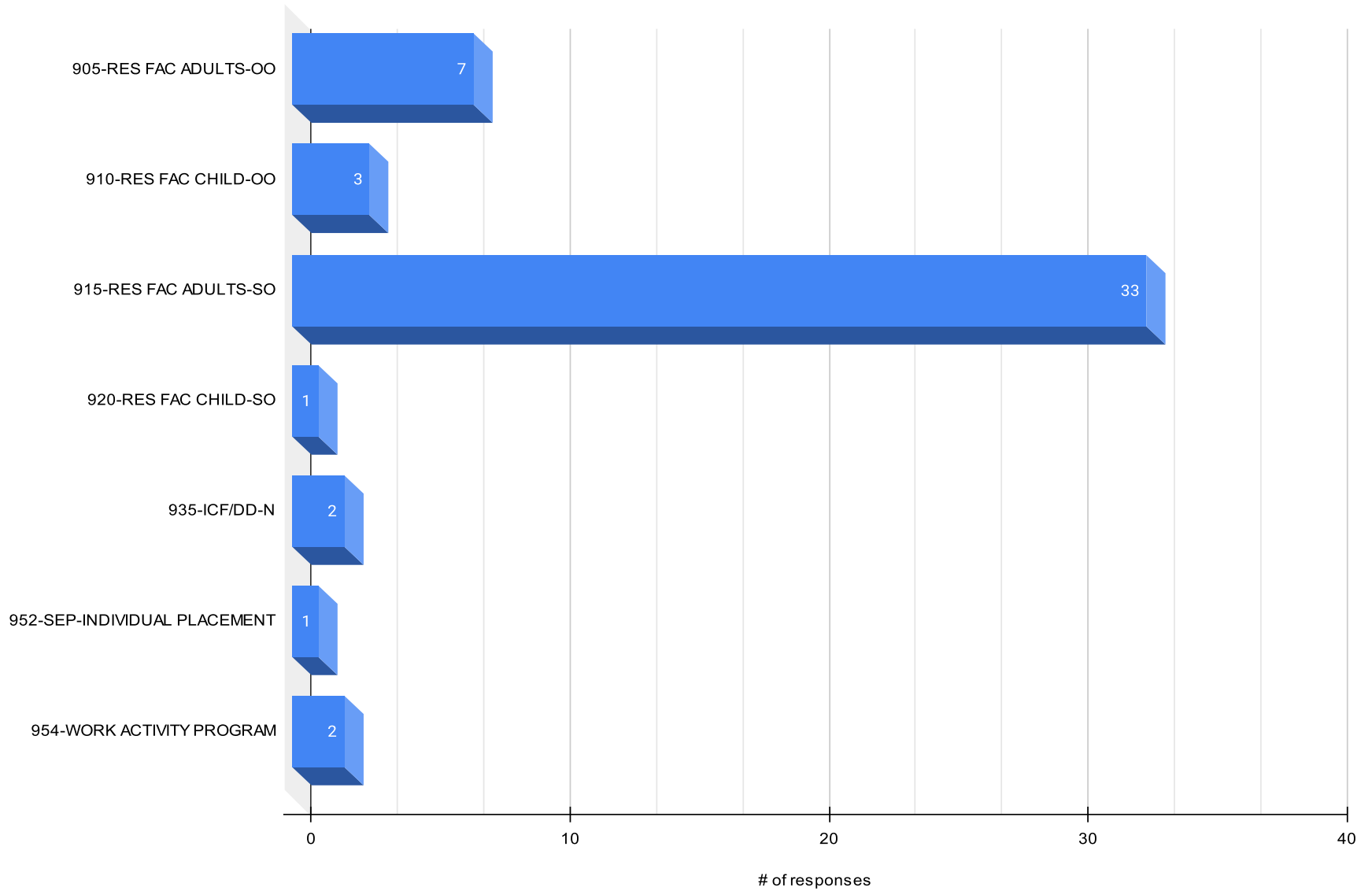
4. How important are starting wages in regard to your ability to fill available positions?

Unimportant
0.5%

Moderately Important
2.2%

Slightly Important
1.1%

Important
12.5%

Very Important
83.7%

5. How important is location in regard to your ability to fill available positions?

Unimportant
7.6%

Slightly Important
14.1%

Very Important
34.8%

Important
27.2%

Moderately Important
16.3%
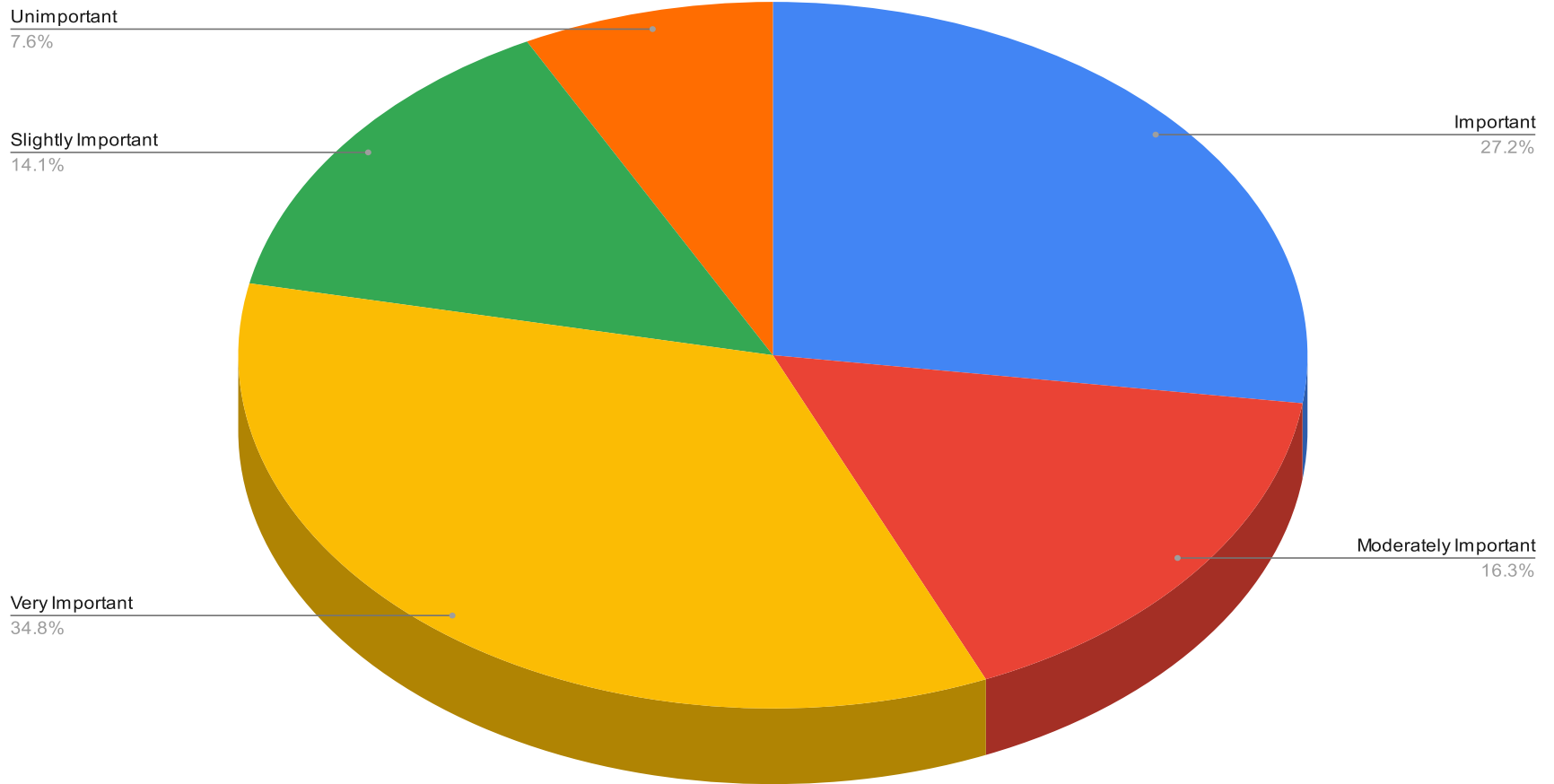
6. How important are benefits in regard to your ability to fill available positions?

Unimportant
2.7%

Slightly Important
6.0%

Moderately Important
16.3%

Important
20.1%

Very Important
54.9%
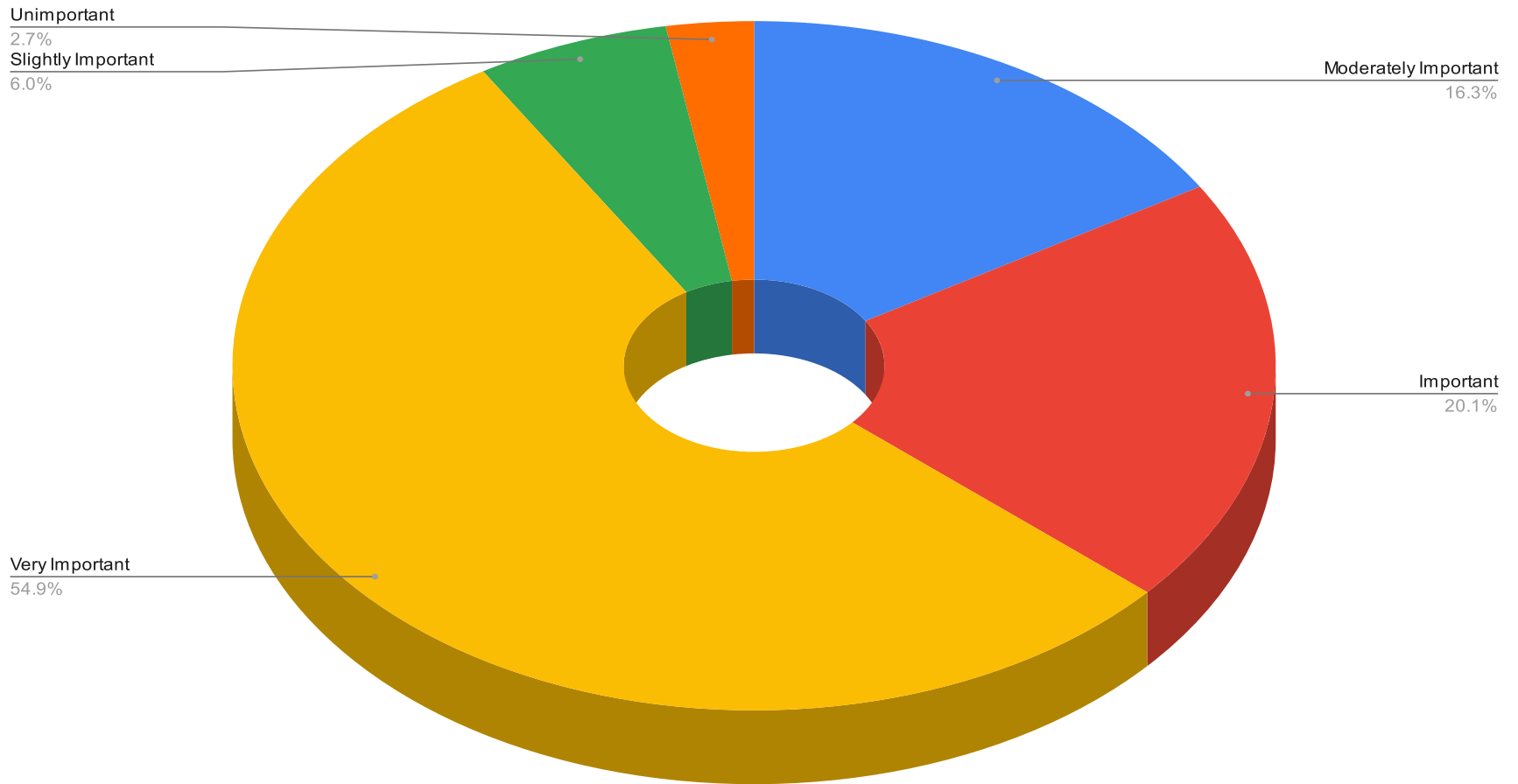
Making a difference	Enjoy the people they support	Work schedule (flexible/c	Feeling supported/ respe	Enjoy coworkers	Career advancement opp	Compensation/ wages
119	100	117	124	87	34	54

Primary Reasons Staff Stay

Category	Value
Making a difference	119
Enjoy the people they support	100
Work schedule (flexible/convenient)	117
Feeling supported/ respected/ appreciated	124
Enjoy coworkers	87
Career advancement opportunities	34
Compensation/ wages	54
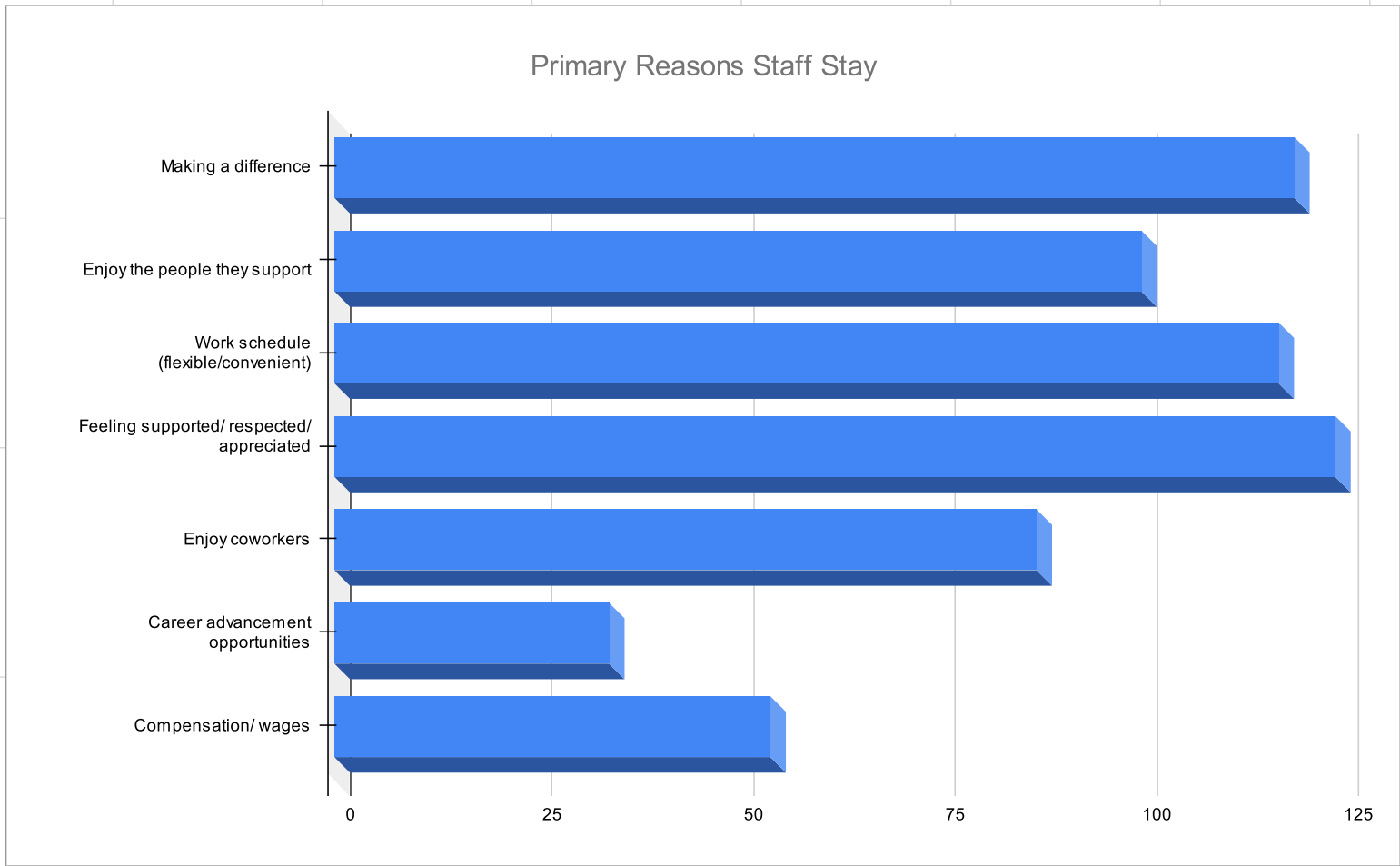
8. How likely are you to use a paid staffing recruitment service (i.e., Zip recruiter, Indeed, etc.)?

Probably
10.9%

Definitely
38.0%

Probably not
17.9%

Definitely Not
6.0%

Possibly
27.2%
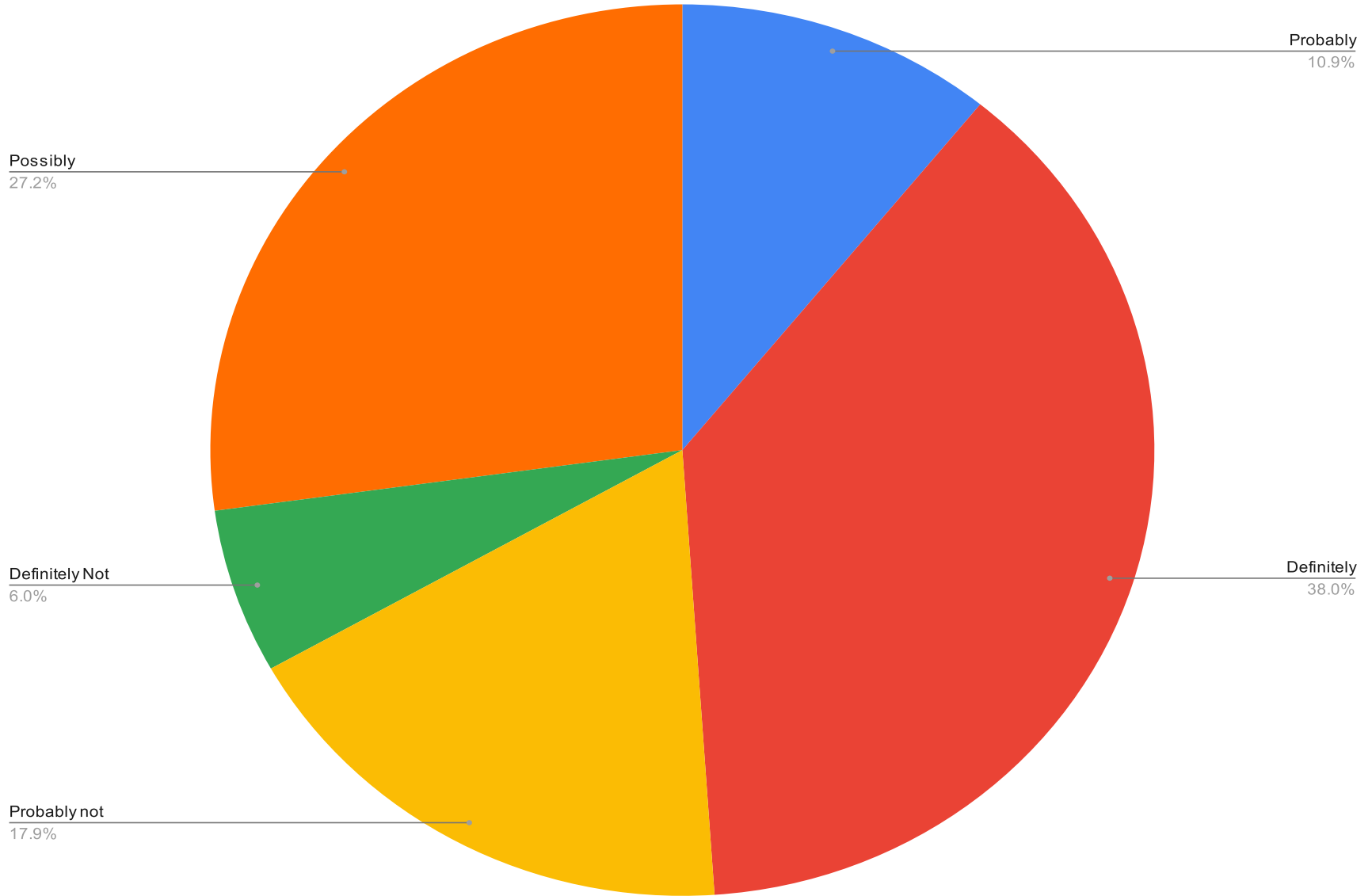
9. Prior to the COVID-19 pandemic, how long did staff tend to stay in their role at your program before moving on?

5-9 months
2.7%

0-4 months
2.7%

3-5 years
23.9%

More than 5 years
38.6%

10 months- 2 years
32.1%
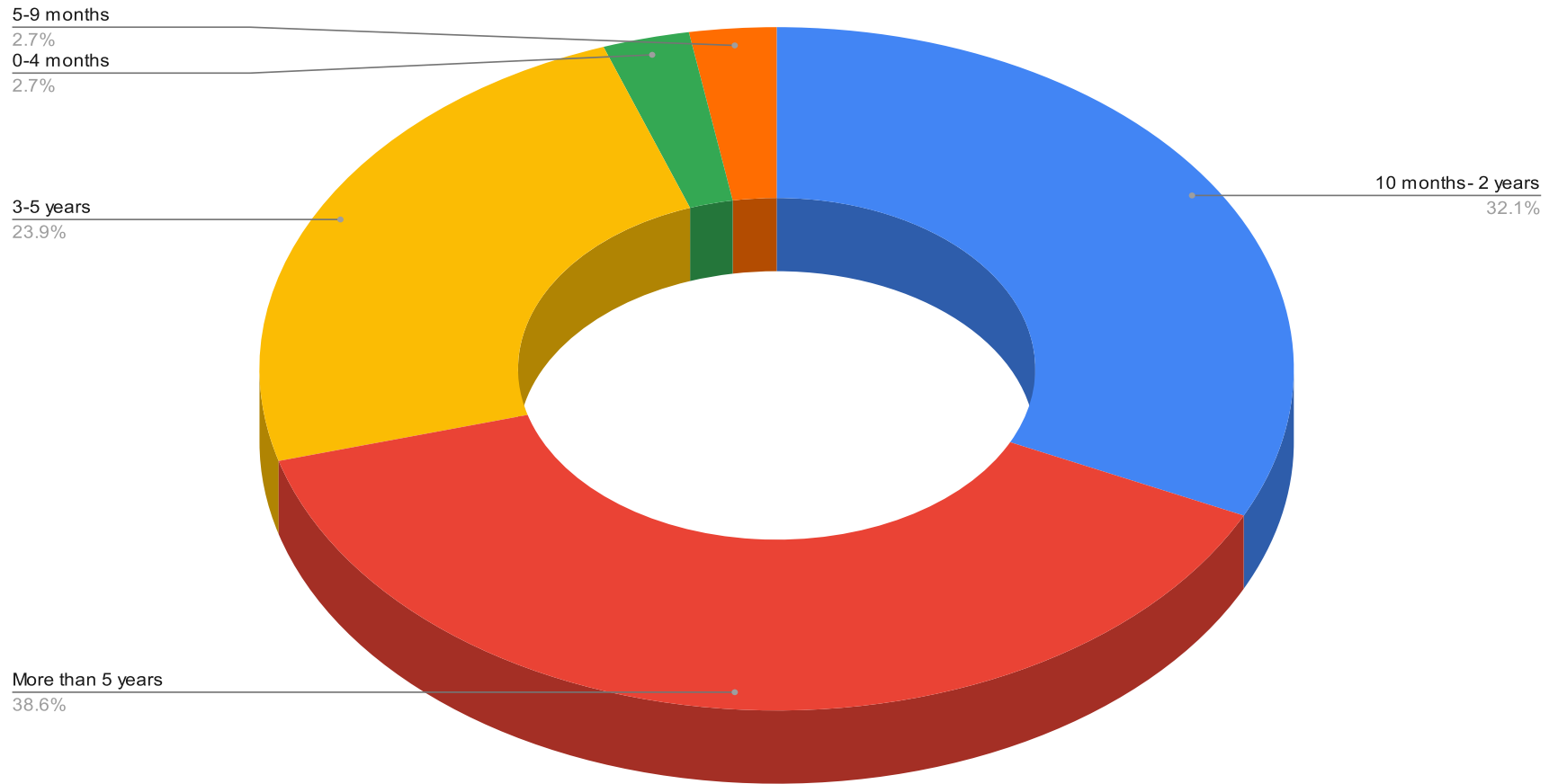
10. Over the past 6 months, what percentage of services had to be modified/ canceled due to scheduled staff being unavailable to provide services?
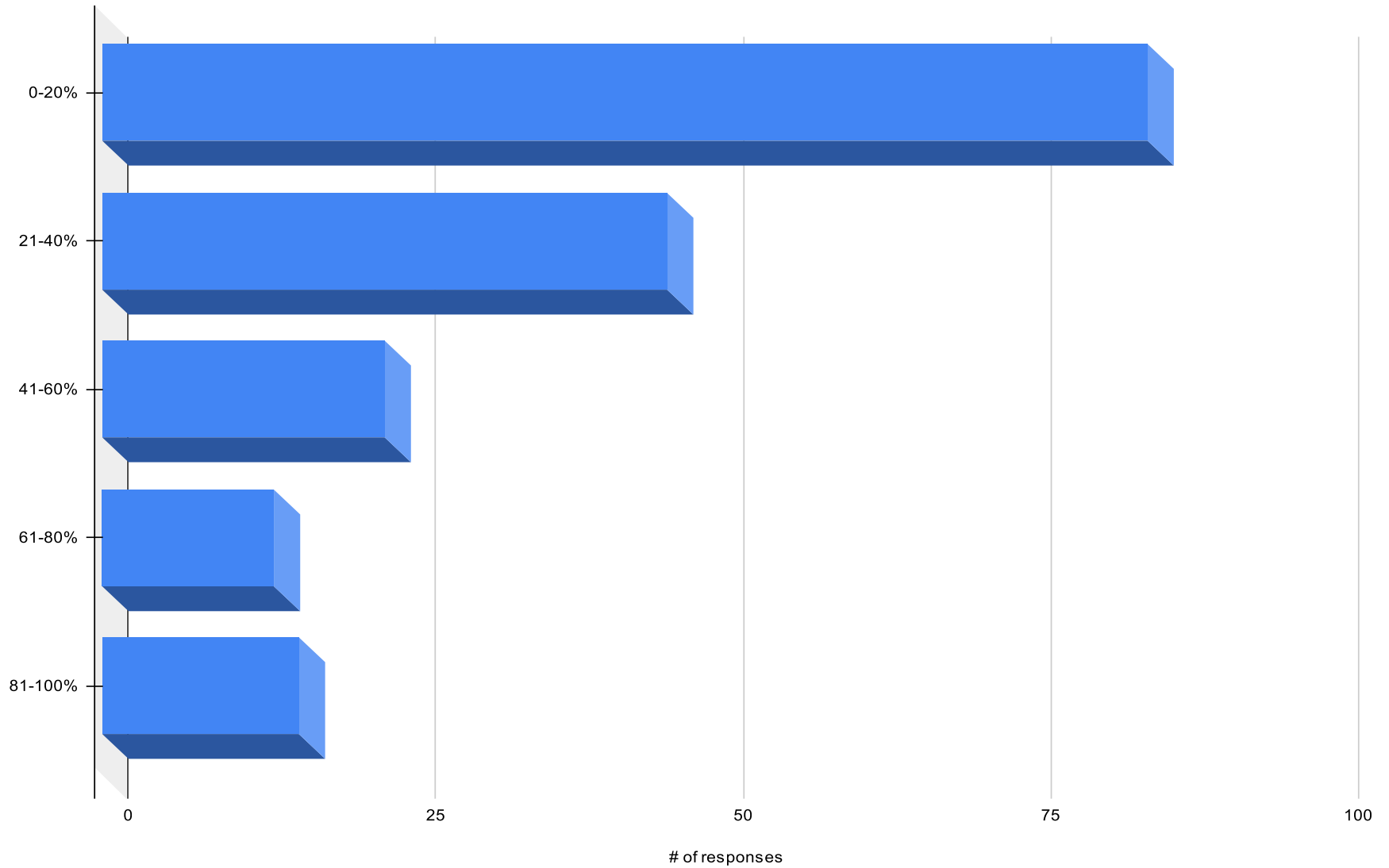
# of responses

055-COMMUNITY INTEGRATION TRAINING	
055-COMMUNITY INTEGRATION TRAINING	
055-COMMUNITY INTEGRATION TRAINING	
055-COMMUNITY INTEGRATION TRAINING	
310-RESPITE IN-HOME	
338-NON-MED TRANSPORT	
510-ADULT DEVELOPMENT CT	
510-ADULT DEVELOPMENT CT	
510-ADULT DEVELOPMENT CT	
510-ADULT DEVELOPMENT CT	
515-BEHAVIOR MGMT PROGRM	
515-BEHAVIOR MGMT PROGRM	
520-INDEPENDENT LIVING	
860-HOMEMAKER PROGRAM	
860-HOMEMAKER PROGRAM	
875-TRANS COMPANIES	
875-TRANS COMPANIES	
880-TRANS ADDITIONAL COM	
880-TRANS ADDITIONAL COM	
882-TRANSP.ASSIST.	
894-SLS VENDOR ADMINISTRATION	
896-SUPPORTED LIVING	
896-SUPPORTED LIVING	
896-SUPPORTED LIVING	
902-CCH FACILITY	
905-RES FAC ADULTS-OO	
915-RES FAC ADULTS-SO	
915-RES FAC ADULTS-SO	
915-RES FAC ADULTS-SO	
915-RES FAC ADULTS-SO	
954-WORK ACTIVITY PROGRAM	

Types of Services - Respondents indicating they have had to cancel 61% to 100% of services

Service	Count
055-COMMUNITY INTEGRATION	4
310-RESPITE IN-HOME	1
338-NON-MED TRANSPORT	1
510-ADULT DEVELOPMENT CT	4
515-BEHAVIOR MGMT PROGRM	2
520-INDEPENDENT LIVING	1
860-HOMEMAKER PROGRAM	2
875-TRANS COMPANIES	2
880-TRANS ADDITIONAL COM	2
882-TRANSP.ASSIST.	1
894-SLS VENDOR	1
896-SUPPORTED LIVING	3
902-CCH FACILITY	1
905-RES FAC ADULTS-OO	1
915-RES FAC ADULTS-SO	4
954-WORK ACTIVITY PROGRAM	1

Count