



Permanent Commission on the Status of Persons with Disabilities – Workforce Supports Subcommittee Meeting

January 29, 2026



FRASER CONSULTING

Workforce Metrics Survey September 2025

Prepared for:



Association of Developmental
Disabilities Providers



Overview

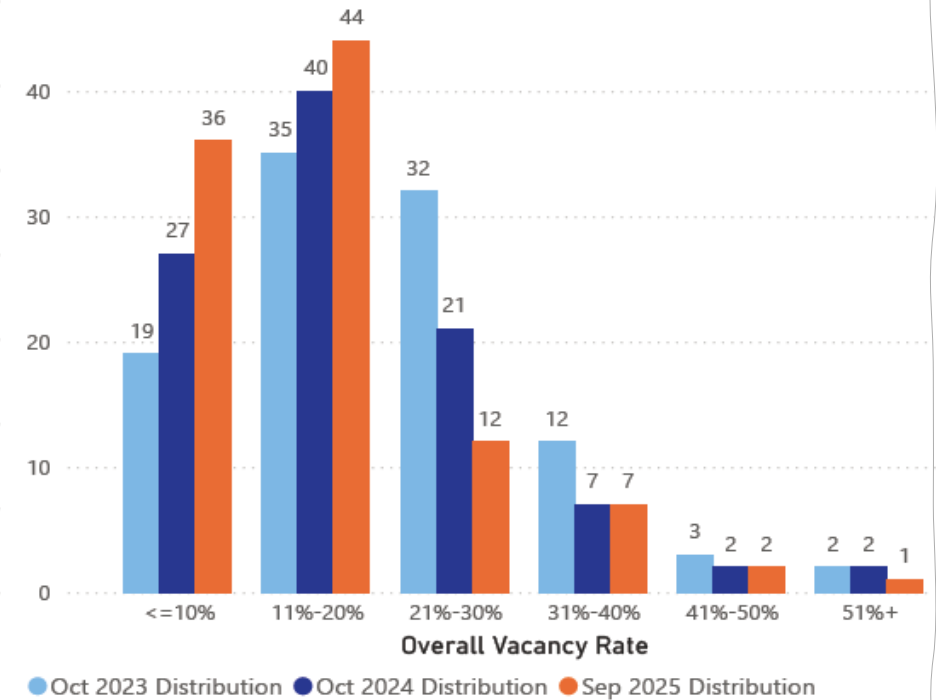
- This is the fourth in a series of surveys conducted since 2023 for the following services:
 - Adult Long-Term Residential (ALTR)
 - Shared Living (SL)
 - Adult Foster Care (AFC)
 - Day Habilitation (DH)
 - Community-Based Day Supports (CBDS)
 - Supported Employment (SE)
 - A total of 102 organizations submitted data, or 77% of all ADDP members.
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Key Highlights

1. Overall Vacancy Rates Vary Widely by Provider

- 35% of providers reported vacancy rates of less than 10%.
- Nearly 65% of providers had vacancy rates between 10% and 40%.

Distribution of Vacancy Rates



Overall Vacancy Rate	Oct 2023 Percentage	Oct 2024 Percentage	Sep 2025 Percentage
<=10%	18%	27%	35%
11%-20%	34%	40%	43%
21%-30%	31%	21%	12%
31%-40%	12%	7%	7%
41%-50%	3%	2%	2%
51%+	2%	2%	1%
Total	100%	100%	100%

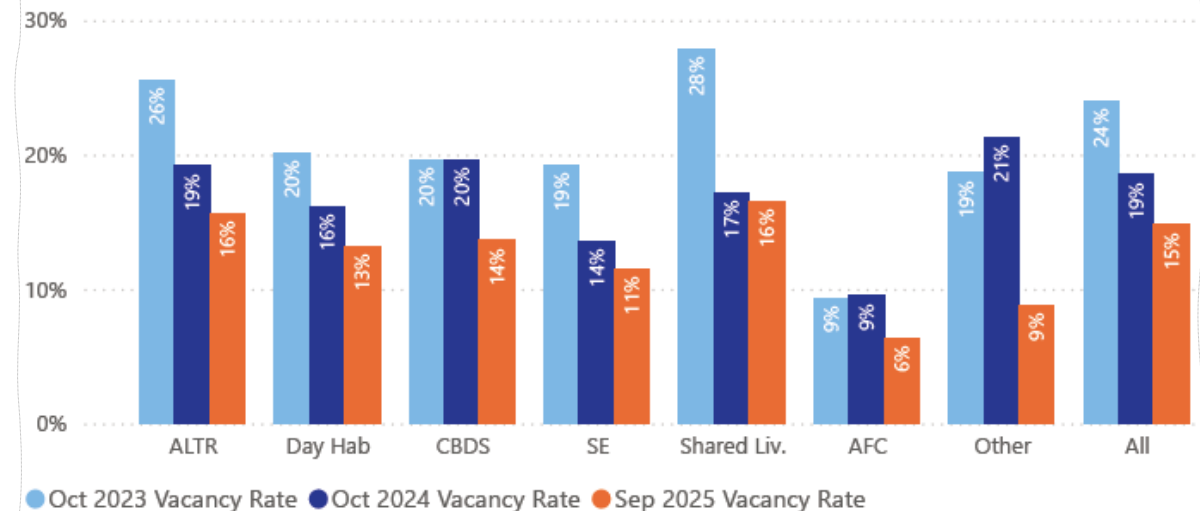
Key Highlights

2. Staff Vacancies Declined Significantly

- Overall vacancy rate declined from 19% to 15%.
- ALTR vacancies decreased from 19% to 16%.
- CBDS vacancies declined from 20% to 14%.

Program	Oct 2023	Oct 2024	Sep 2025
ALTR	26%	19%	16%
Day Hab	20%	16%	13%
CBDS	20%	20%	14%
SE	19%	14%	11%
Shared Liv.	28%	17%	16%
AFC	9%	9%	6%
Other	19%	21%	9%
All	24%	19%	15%

Vacancy Rates by Program



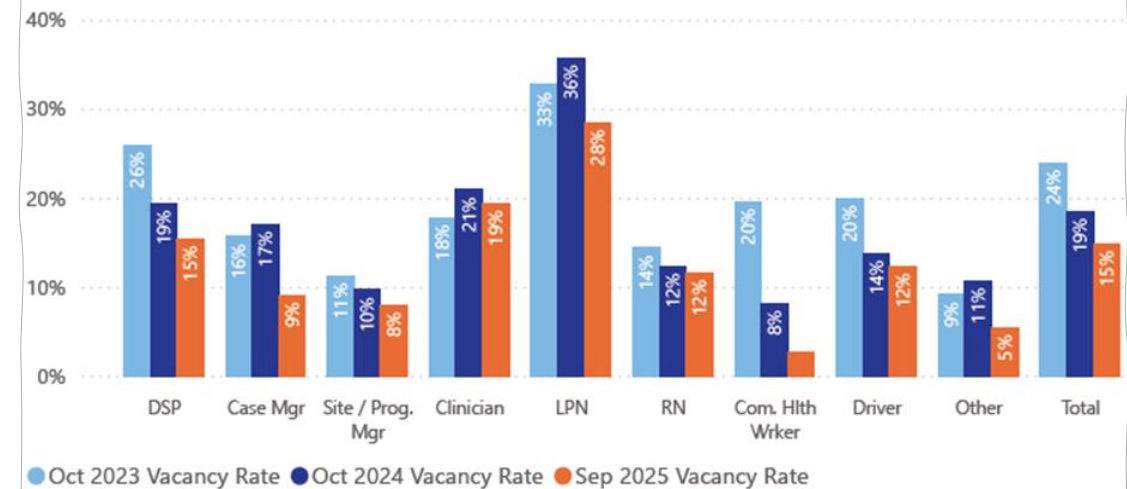
Key Highlights

3. LPN and Clinician Positions are the Hardest to Fill

- LPNs vacancy rate declined from 36% to 28%.
- Clinician vacancy rate declined from 21% to 19%.
- DSP vacancy rate declined from 19% to 15%.

Job Title	Oct 2023	Oct 2024	Sep 2025
DSP	26%	19%	15%
Case Mgr	16%	17%	9%
Site / Prog. Mgr	11%	10%	8%
Clinician	18%	21%	19%
LPN	33%	36%	28%
RN	14%	12%	12%
Com. Hlth Wrker	20%	8%	3%
Driver	20%	14%	12%
Other	9%	11%	5%
Total	24%	19%	15%

Vacancy Rates by Position Type

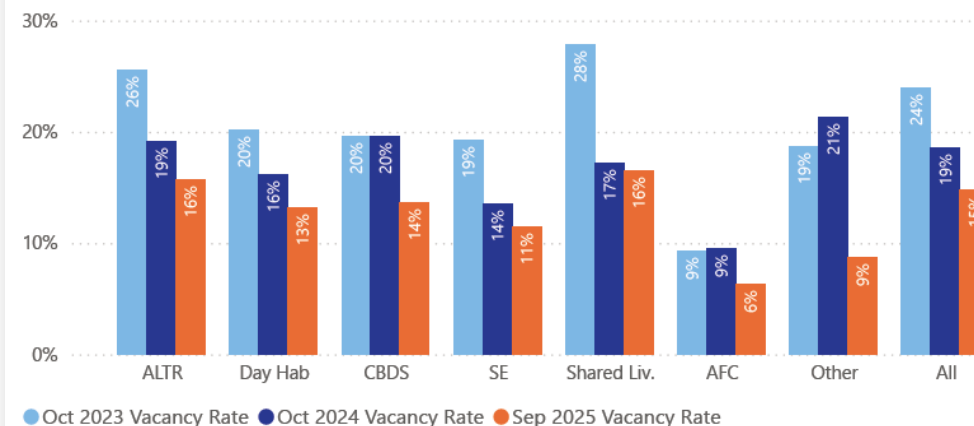


Key Highlights

4. Day Program Waitlist Improves, Remains Constrained

- Wait list declined from over 2,700 in 2023 to almost 1,800 individuals in 2025.
- CBDS vacancy rate declined from 20% to 14%.
- SE vacancy rate declined from 14% to 11%.
- Day Hab. vacancy rate declined from 16% to 13%.

Vacancy Rates by Program



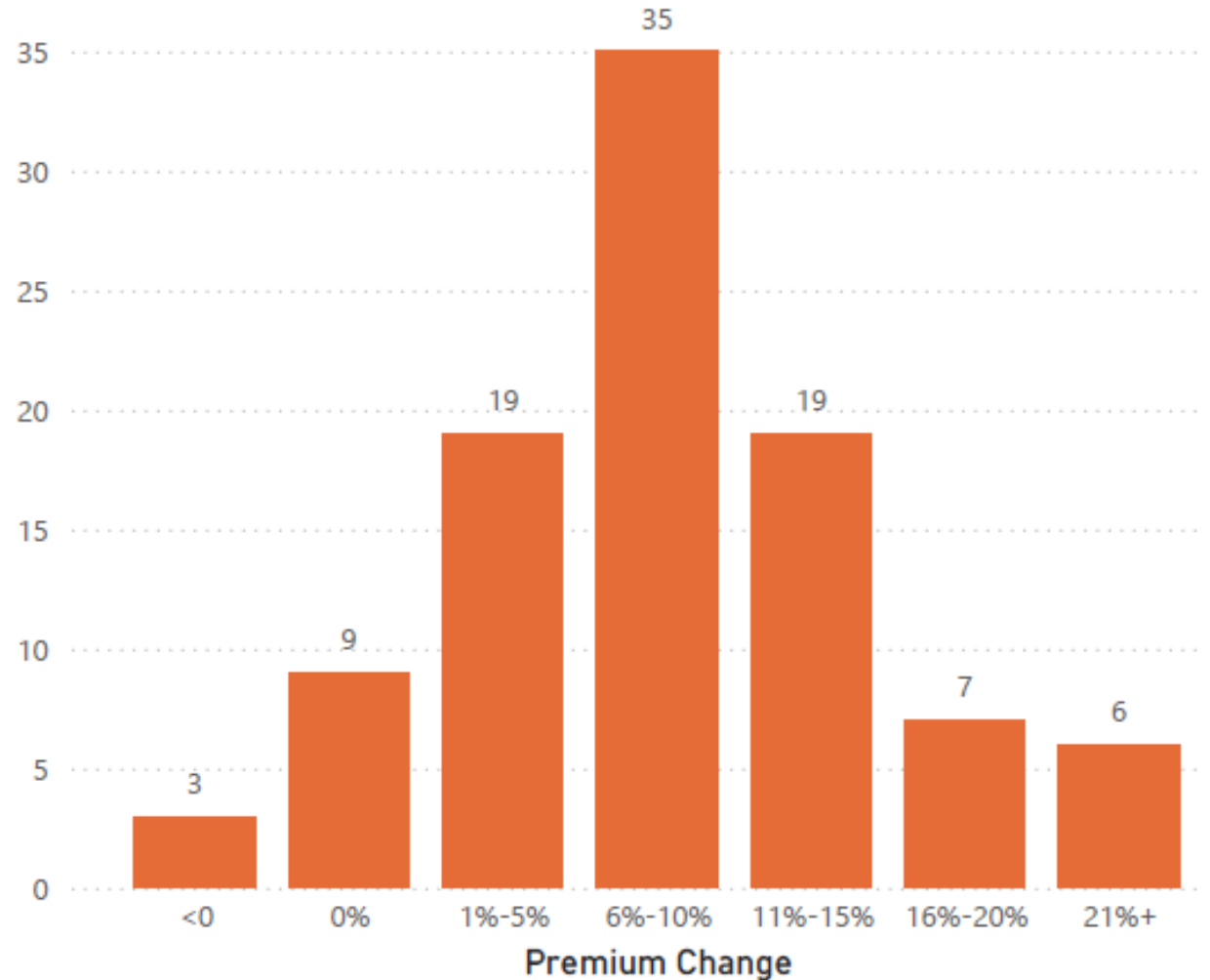
Program	Wait List		
	Oct 2023	Oct 2024	Sep 2025
Day Hab	1,470	1,088	825
CBDS	890	1,087	724
Supported Employment	357	238	210
Total	2,717	2,413	1,759

Key Highlights

5. Rising Health Insurance Costs

- 90% providers reported increases
- 11% average increase *after* plan adjustments

Actual Premium Increase After Adjustments





Questions / Comments

The logo for Fraser Consulting, featuring a small grid of dots to the left of the company name in a sans-serif font.

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