

Caring for the Caregiver

Supporting Direct Support Professionals (DSPs)

Janie A. Funk, PhD, BCBA-D, NADD-CC

Behavioral Health Administrator

Woodward Resource Center – Center of Excellence

June 18, 2026

Pre-Test Link:

**[https://www.surveymonkey.com/r/
Caring4DSPs-Pre](https://www.surveymonkey.com/r/Caring4DSPs-Pre)**



Learning Objectives

1

Review national trends in the disability services workforce

2

Identify risk and protective factors that contribute to employee burnout and well-being

3

Understand the link between employee and organizational well-being

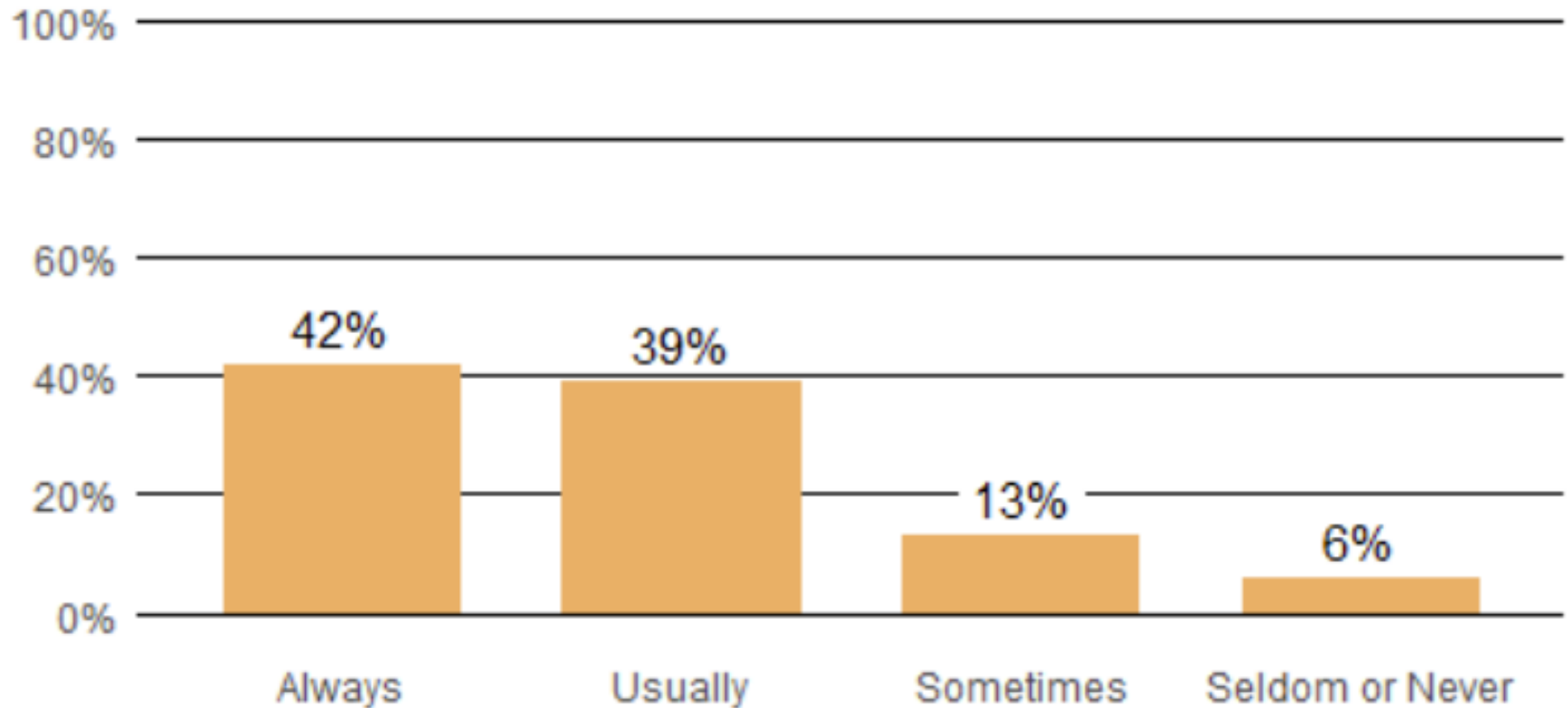
4

Learn practical strategies to hold hope in challenging and unpredictable settings

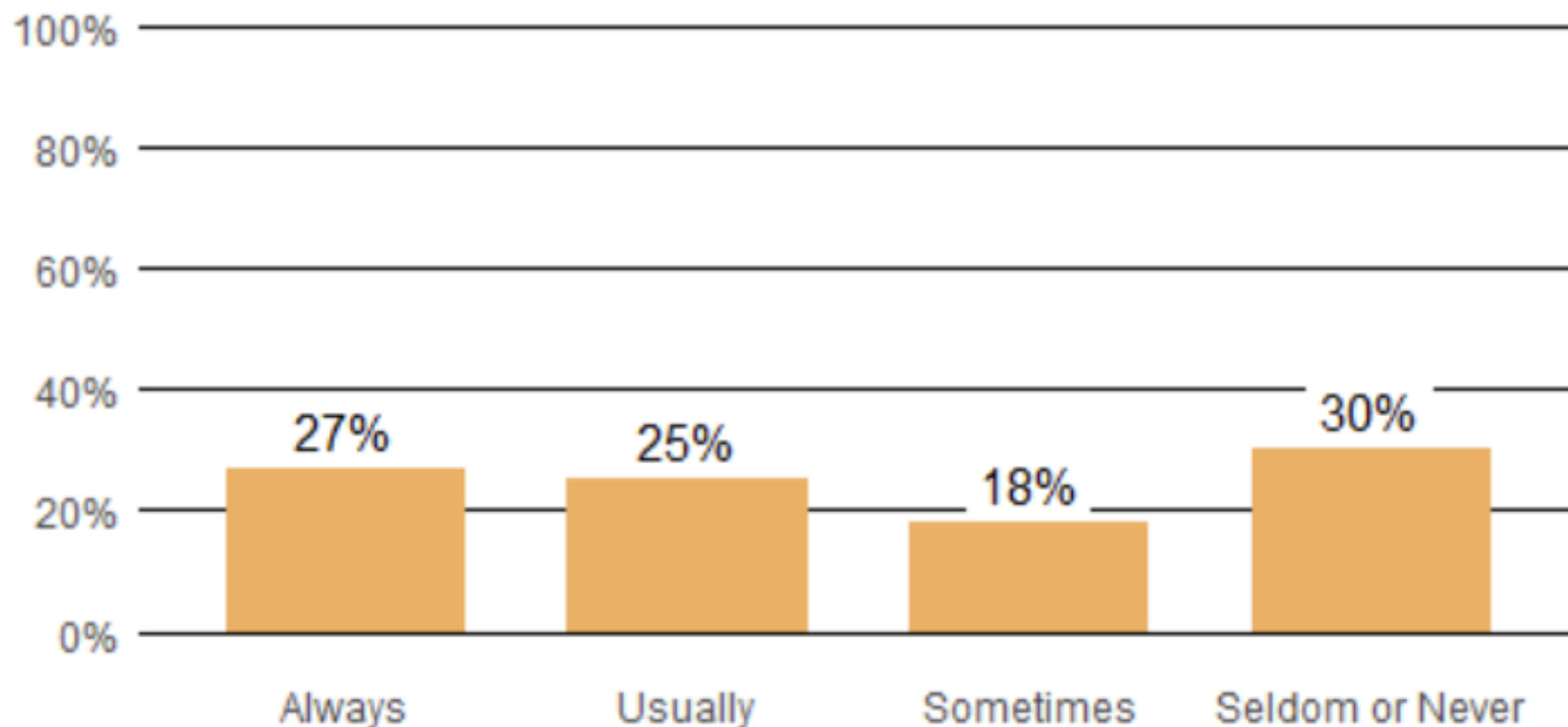
National Core Indicators (NCI): **Adult** Family Survey

(2024-2025)

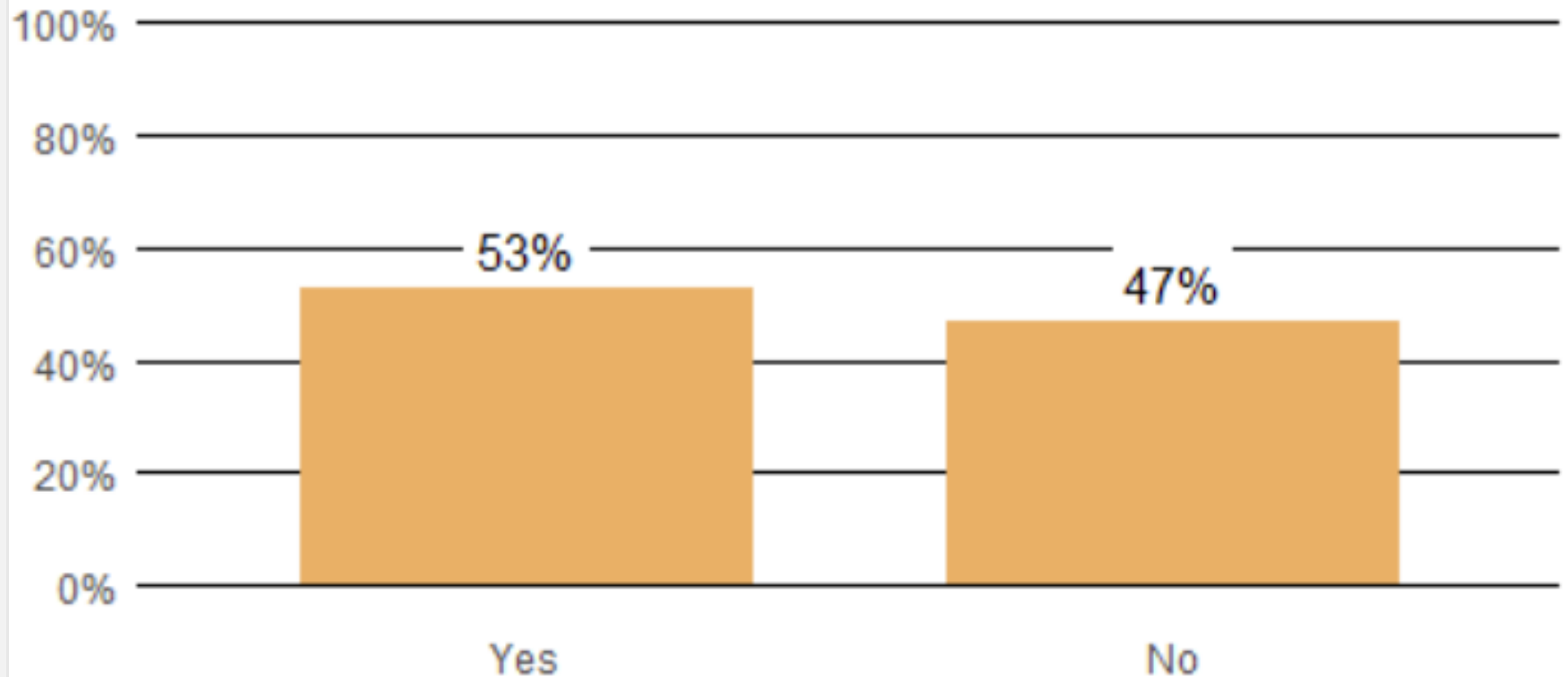
Do services and supports change when your family's needs change?



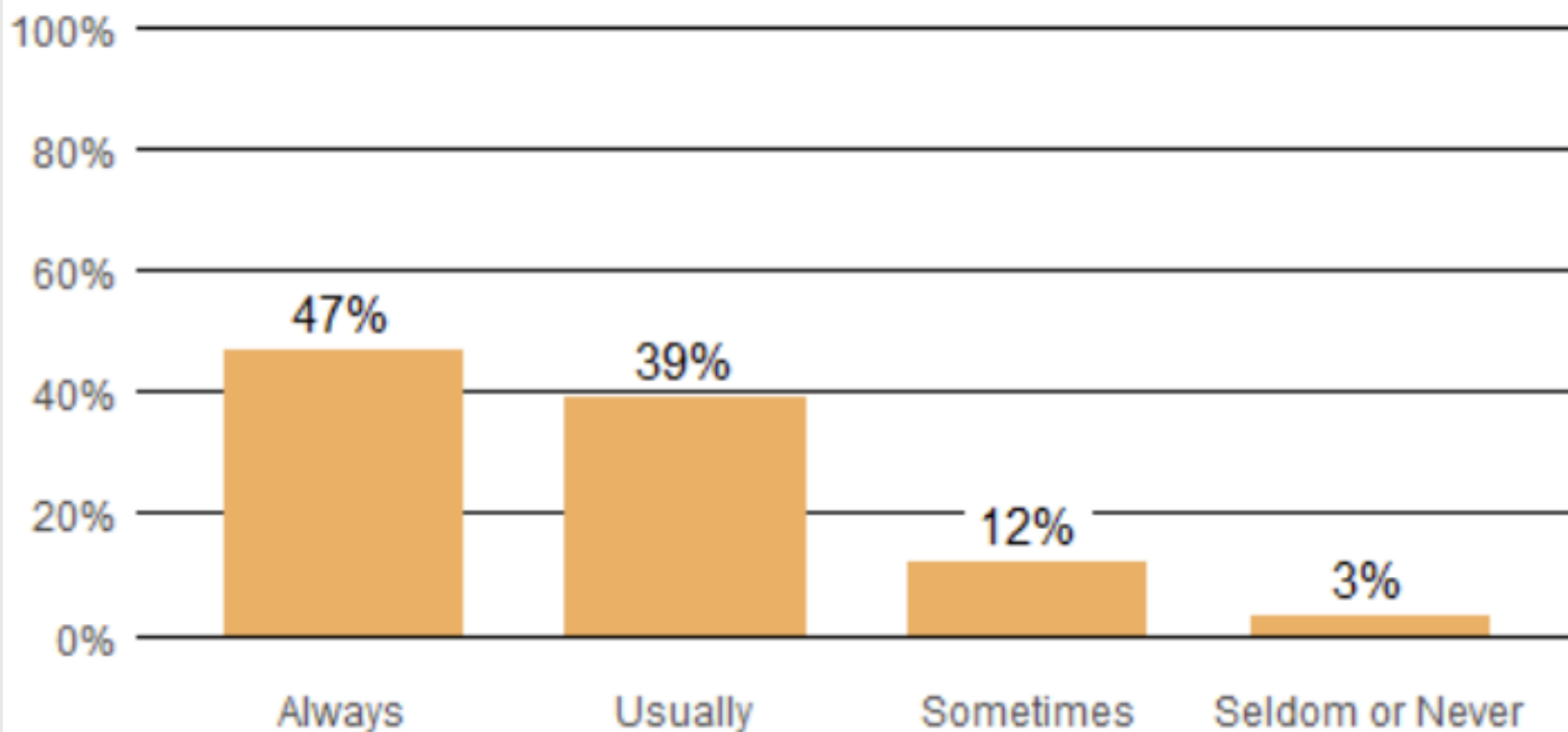
If you need respite services, how often are you able to get them when needed?



**If you asked for crisis or emergency services
during the past 12 months, were services provided
when needed?**



Overall, are you satisfied with the services and supports your family member currently receives?



National Core Indicators (NCI): **Child** Family Survey

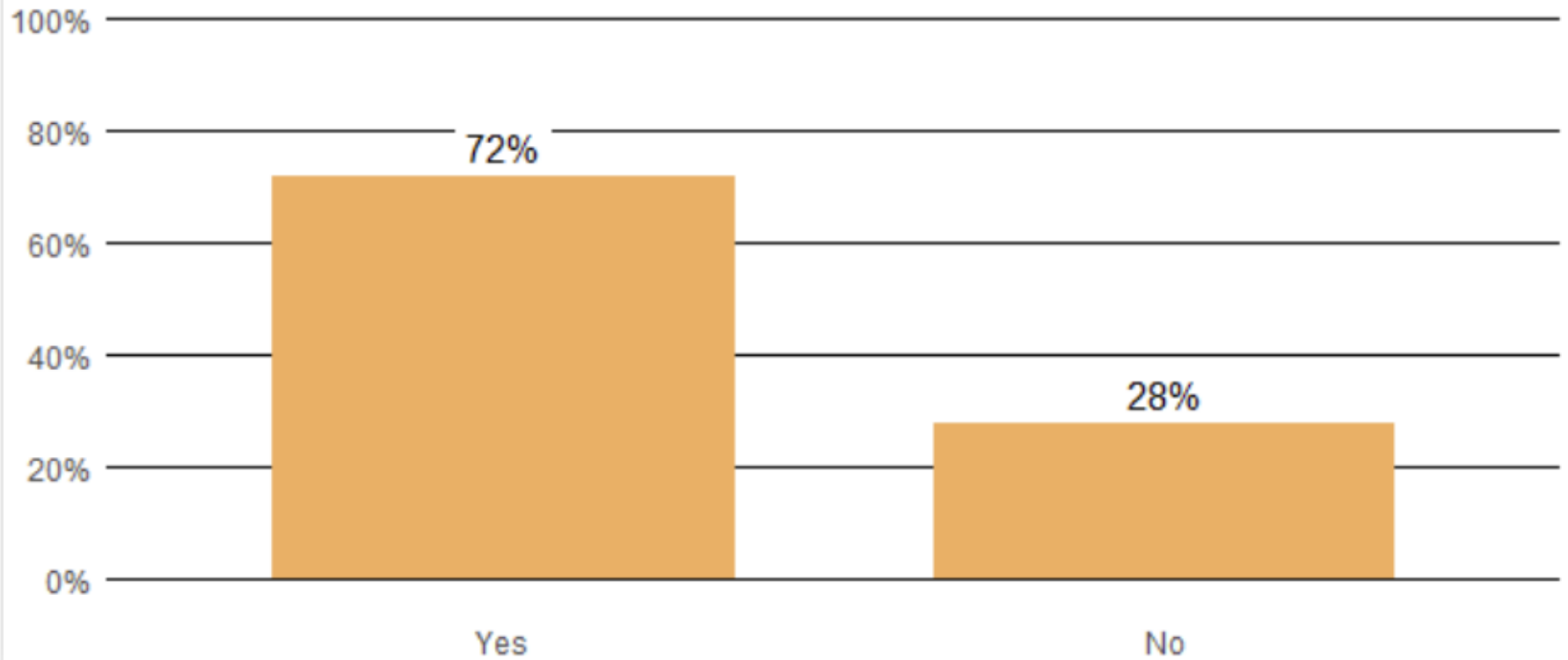
(2024-2025)

Child/Home Demographics

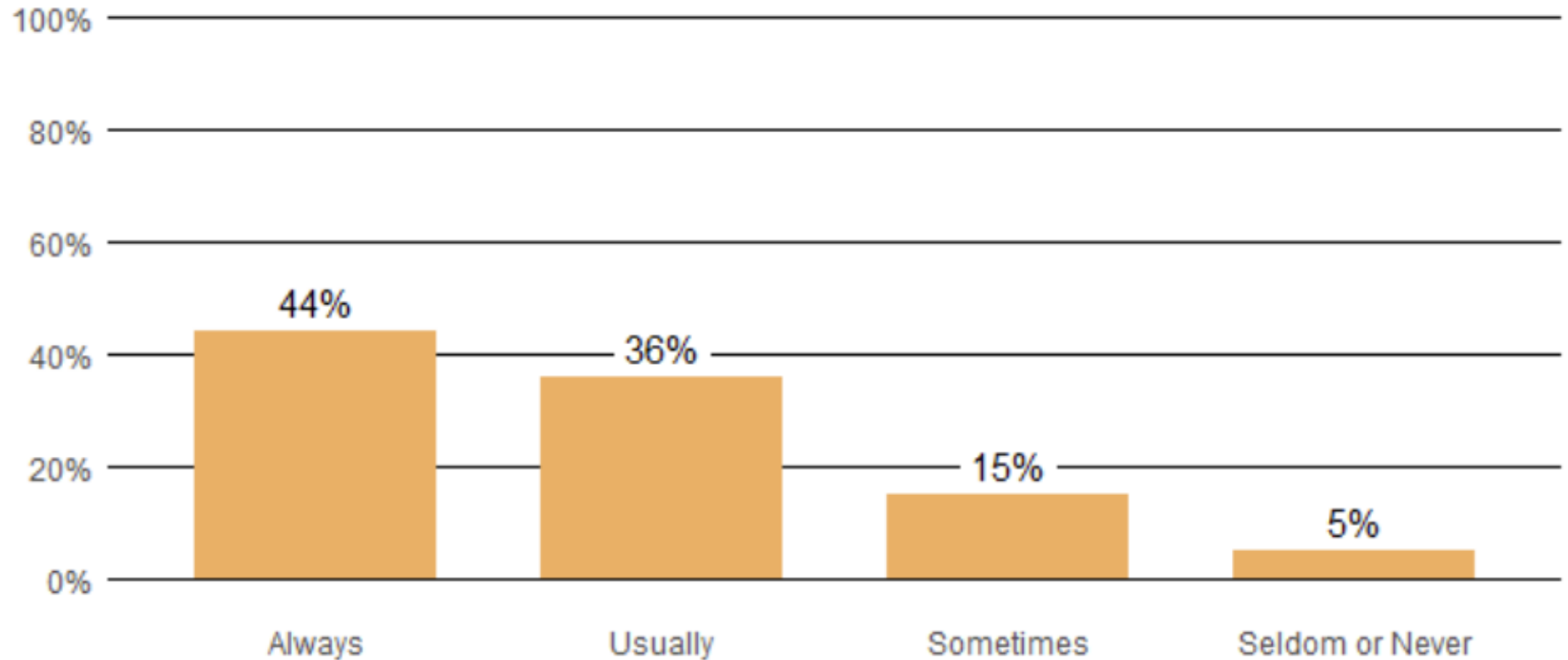
An average of 63% of family homes with one child with an Intellectual or Developmental Disability (I/DD) has more than one child with an I/DD.

The average age of the child(ren) with an I/DD is 10.4 years old.

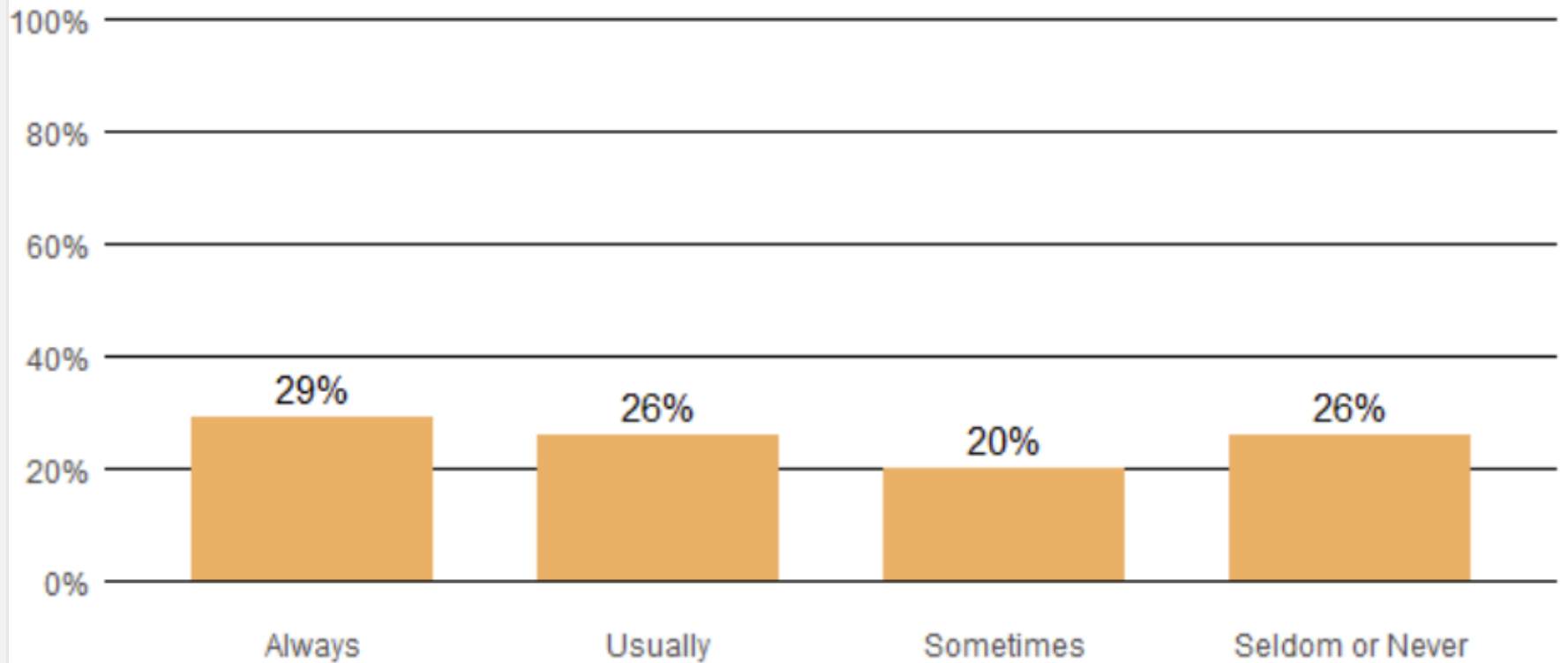
Does your family get the supports and services it needs?



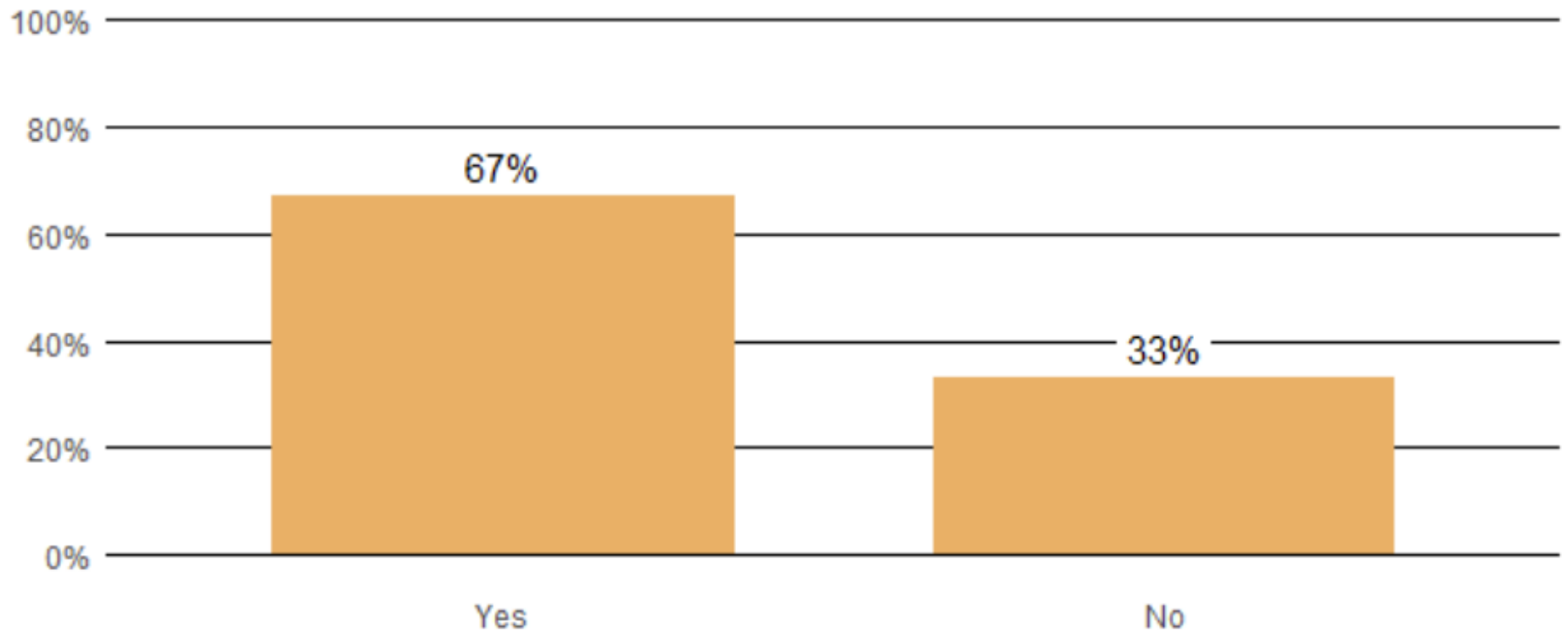
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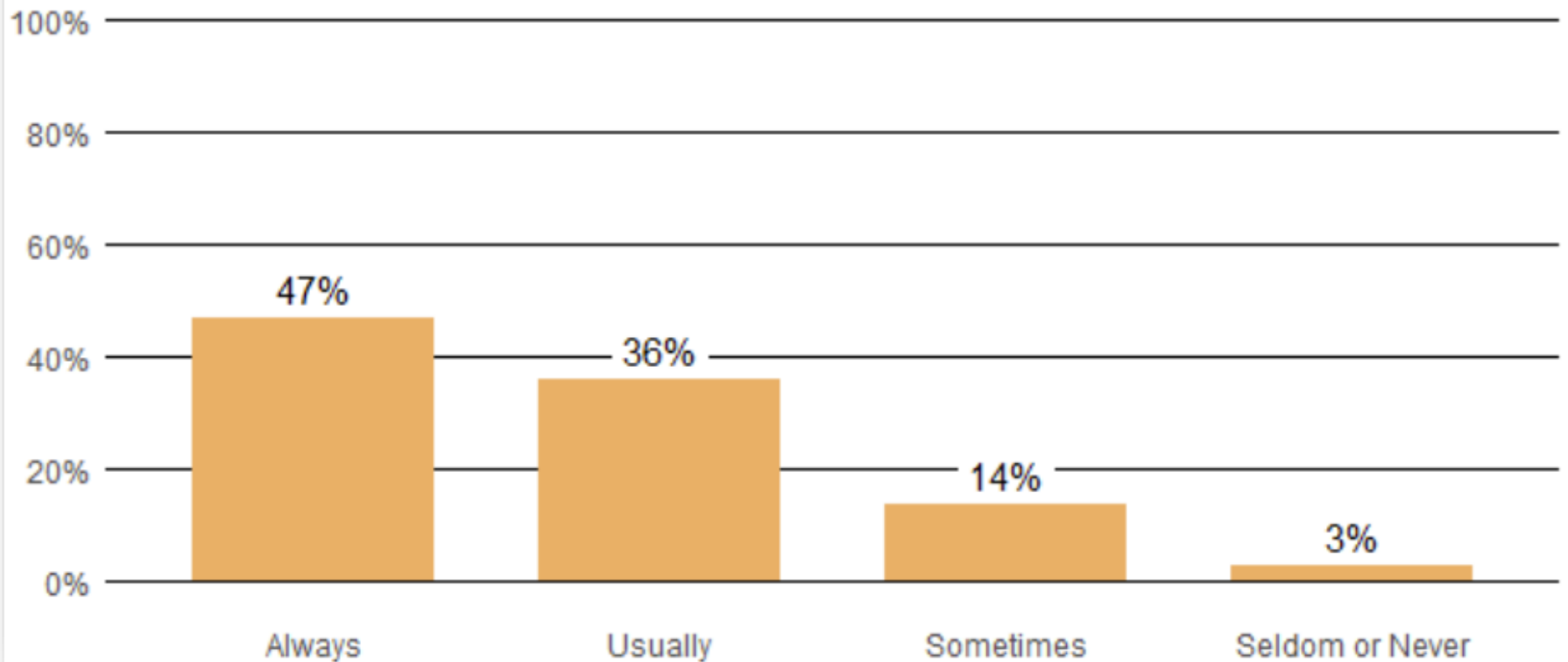
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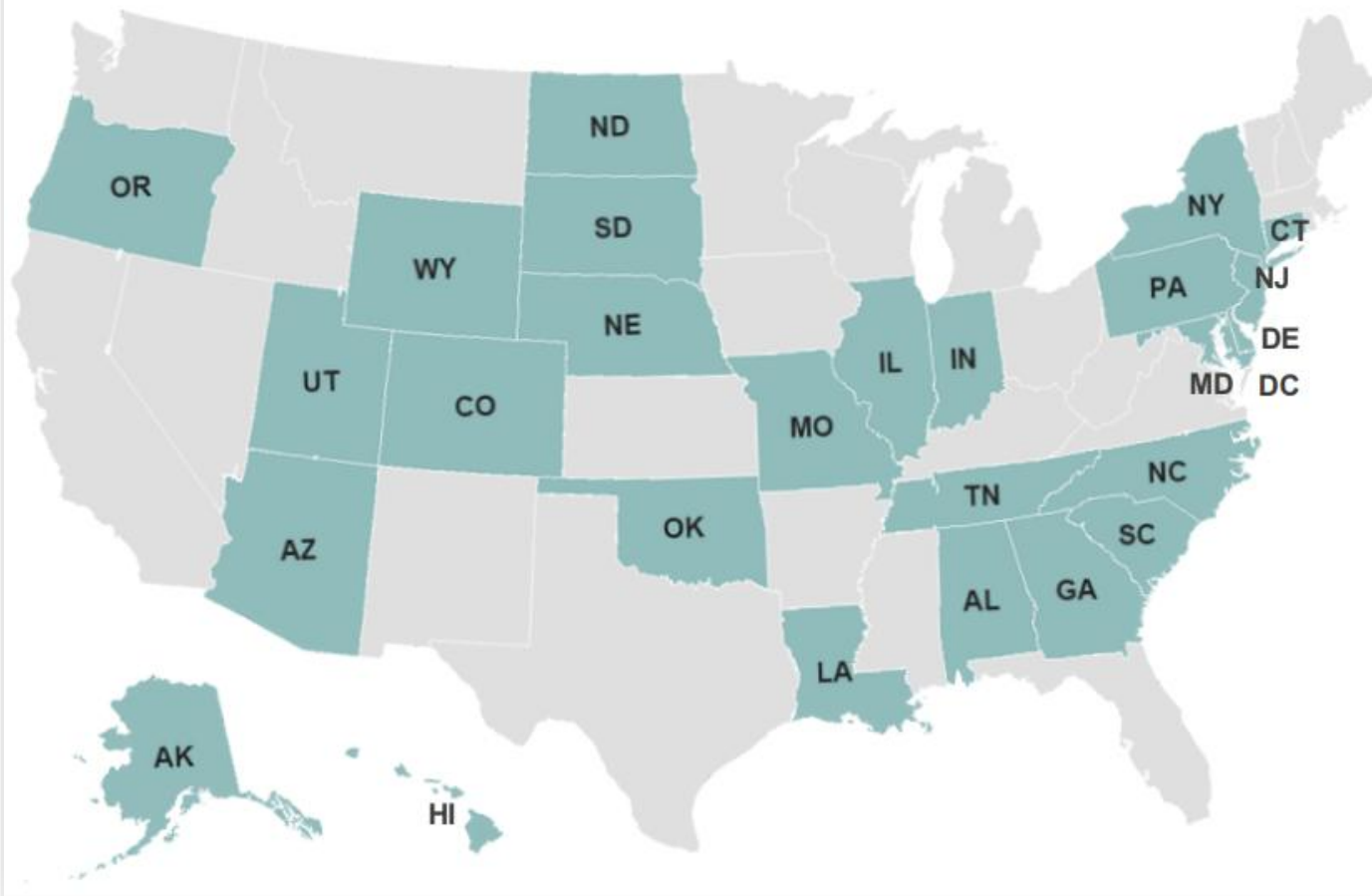
Overall, are you satisfied with the services and supports your child currently receives?



National Core Indicators (NCI): State of the Workforce 2024

PARTICIPATING STATES & AGENCIES

More than **344,179** DSPs with
3,936 provider agencies in **26** states & D.C.



AGENCY CHARACTERISTICS

70% provided residential supports

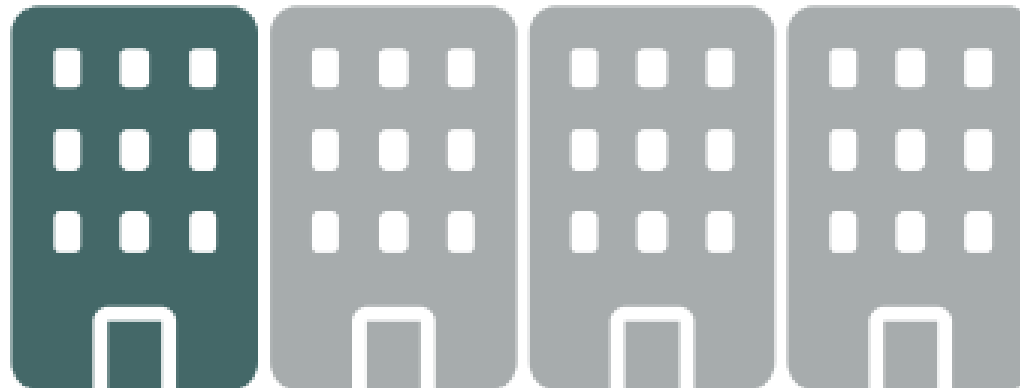
49% provided in-home supports

56% provided non-residential supports

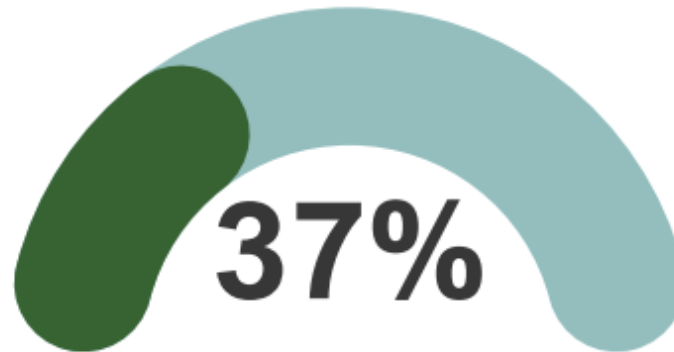
Private for-profit: 62%

Private nonprofit: 35%

Government-run entity: 5%



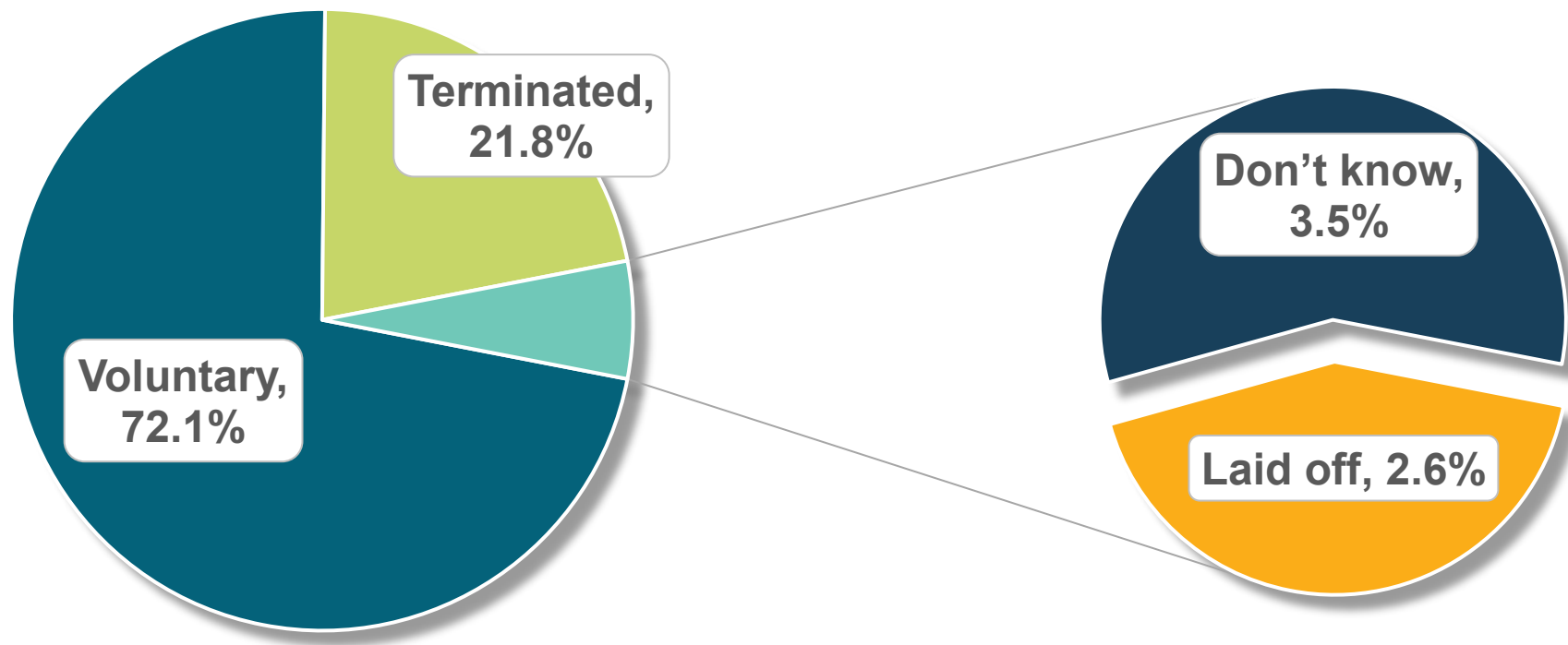
TURNOVER AND TENURE



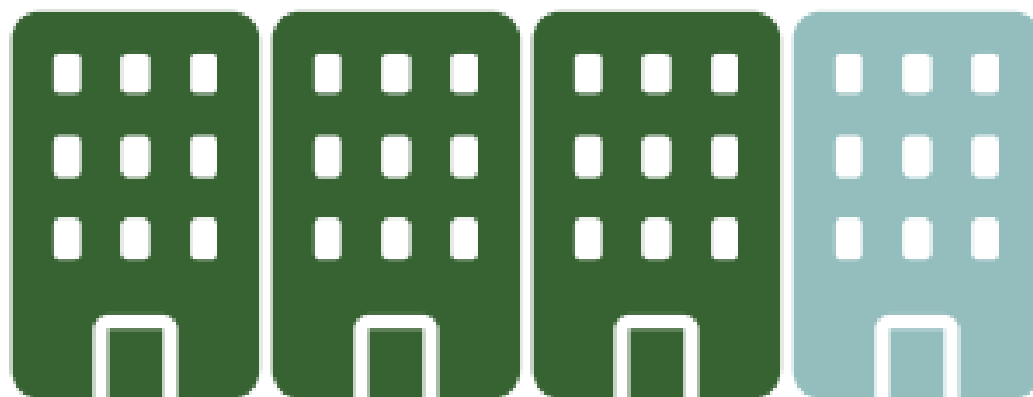
Average turnover ratio

Turnover ratios ranged from
17%-54% across
participating states

2024 National Averages Direct Support Professionals Reasons for Separation



Source: NCI State of the Workforce: 2024 Survey Report, Page 35

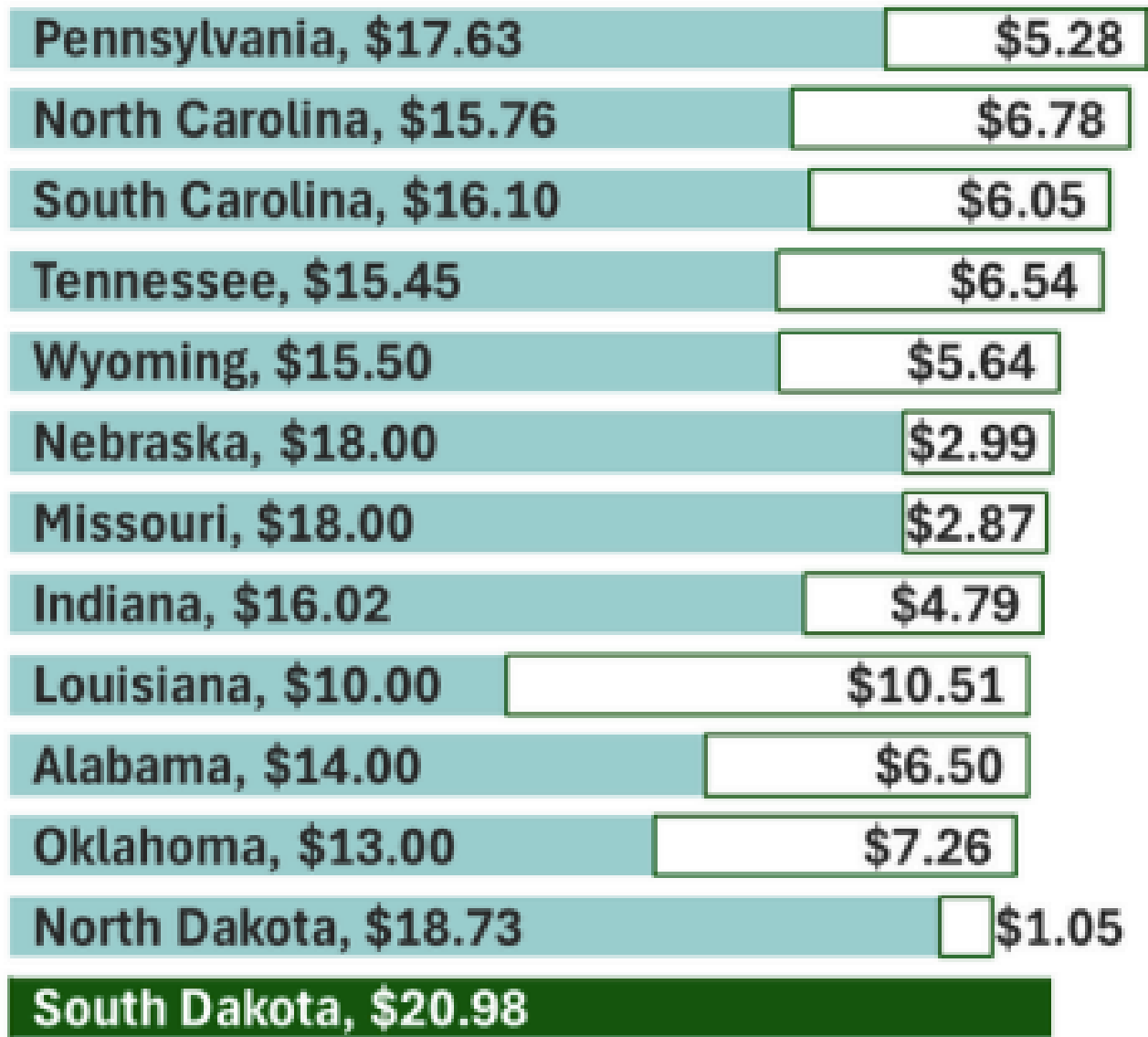


More than 3 out of every 4 agencies **(80%) offer realistic job previews** as part of *recruitment efforts*

Difference between hourly wage and living wage

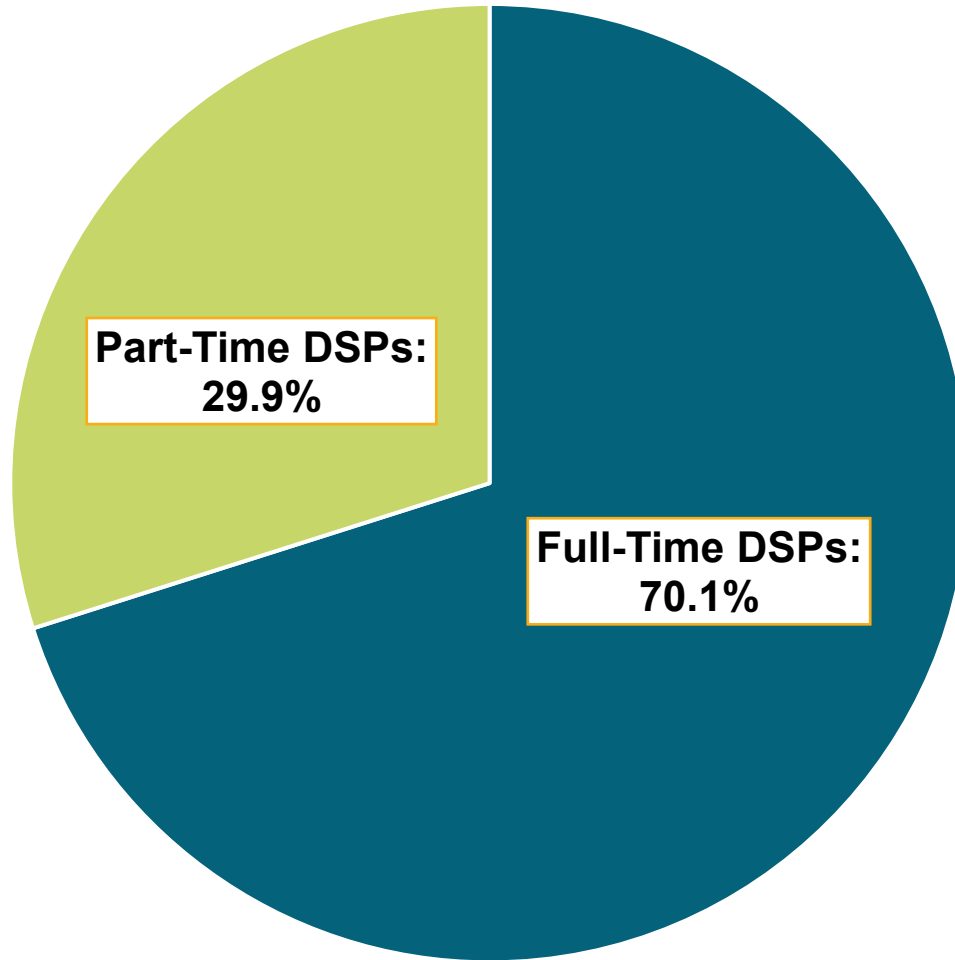
Hawaii, \$17.75	\$12.17
New York, \$18.76	\$8.81
New Jersey, \$20.00	\$6.20
Maryland, \$18.00	\$8.17
Washington DC, \$18.70	\$7.28
Colorado, \$20.00	\$5.47
Connecticut, \$19.11	\$6.17
Oregon, \$20.00	\$5.16
Arizona, \$16.50	\$7.92
Alaska, \$20.00	\$4.11
Georgia, \$14.56	\$9.38
Utah, \$17.64	\$6.27
Illinois, \$18.75	\$4.81
Delaware, \$18.40	\$5.03

Difference between hourly wage and living wage



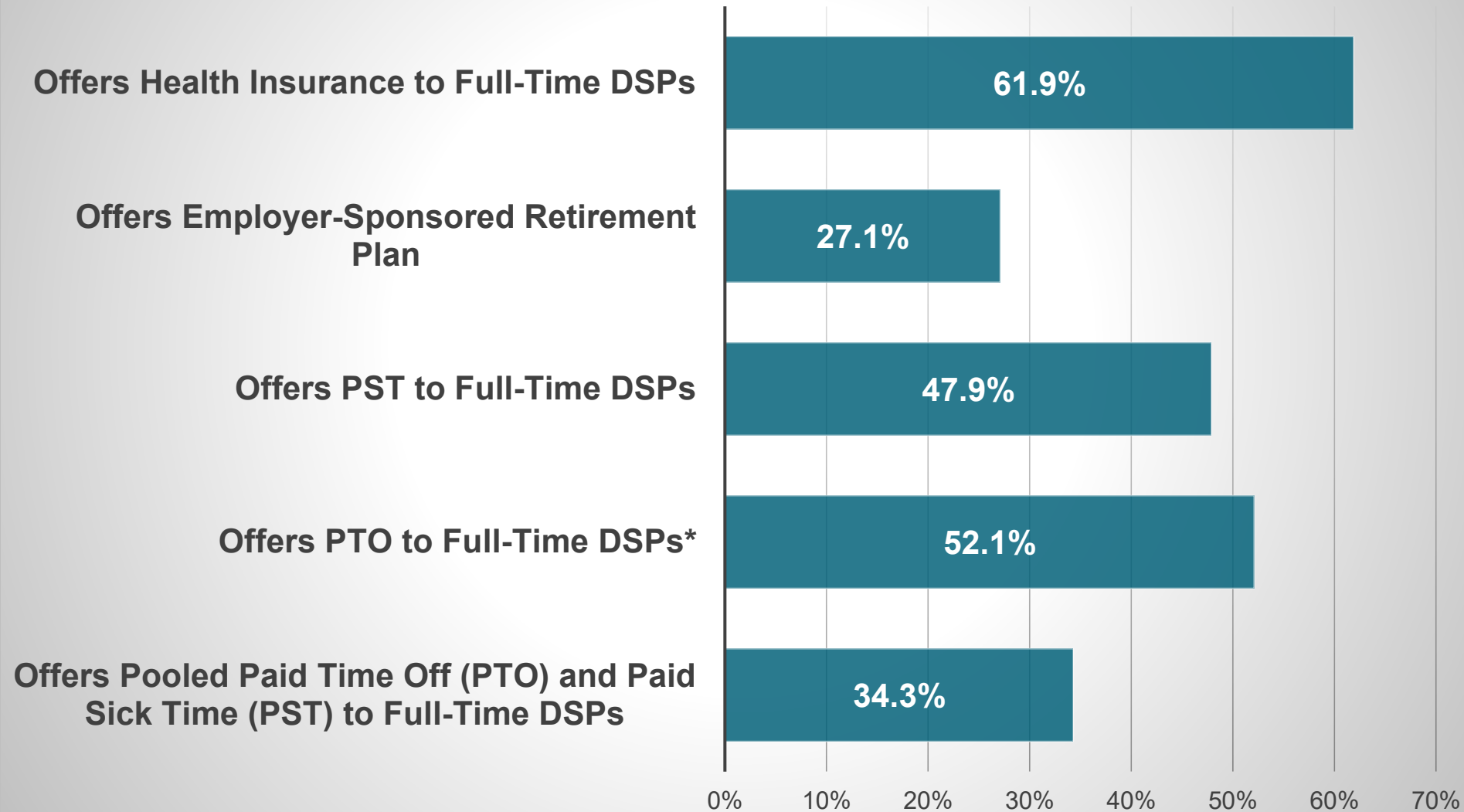
Full-Time vs Part-Time DSPs

2024 Average Percentages



Availability of Benefits through Agencies

2024 Average Percentages



Caregiver Well-Being

Well-Being Trickles Down

Dignity, respect, and fair treatment of workforce leads to improved participant outcomes:



Better health



Life free from abuse and neglect

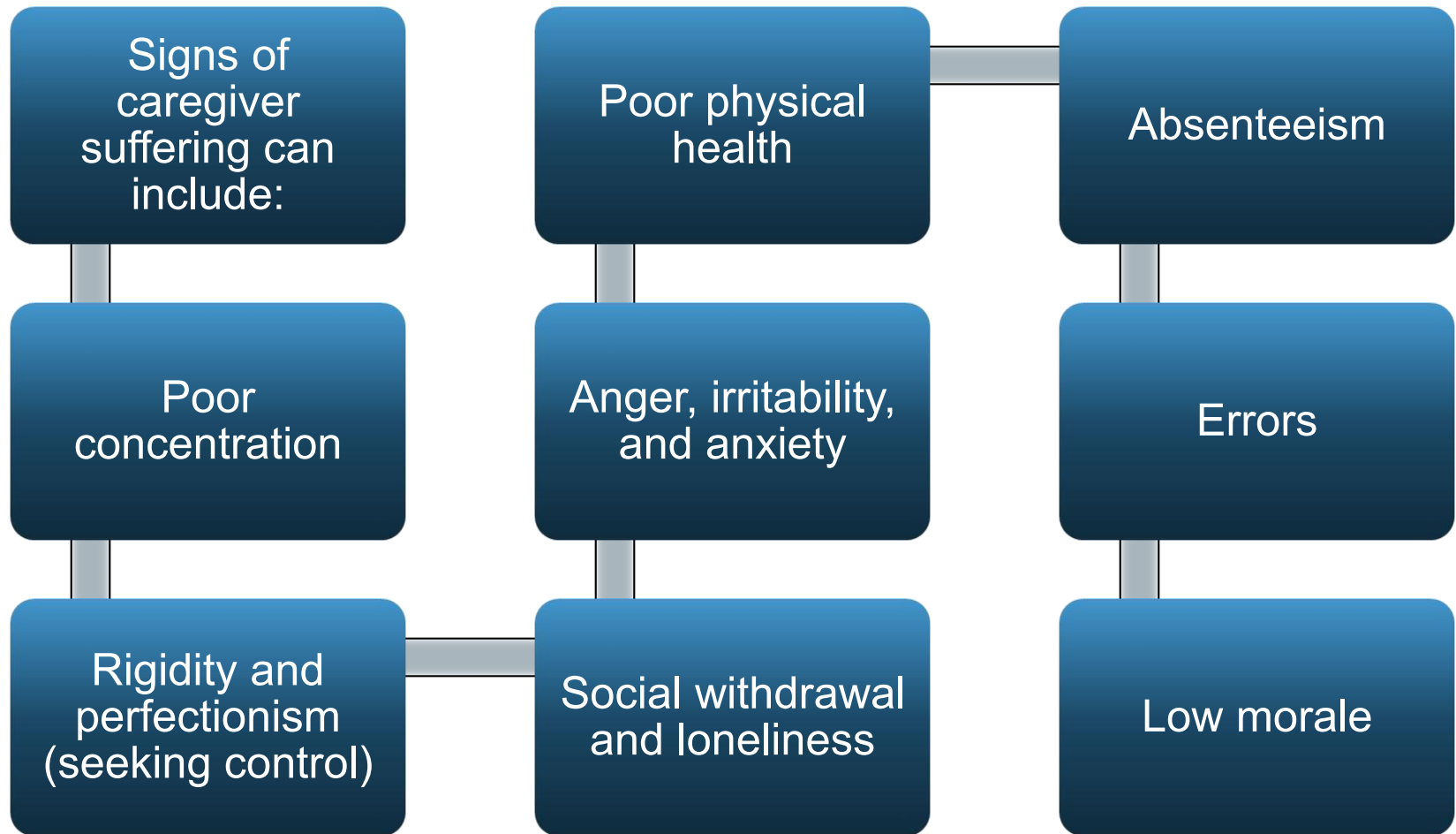


More rights and autonomy



Greater ability to realize goals

When Caregivers Suffer



Caregiver Burnout

Burnout is a construct used to describe adverse psychological responses to work-related stressors.



It's characterized by mental exhaustion, disengagement from work, and poor health outcomes.



Can lead to misalignment with values

Burnout: Risk Factors

Work/Organizational

- High conflict
- High exposure to suffering/trauma
- Large caseloads
- High administrative burden
- Constant change
- Unsupportive culture

Personal

- Identification with person(s) suffering
- Low social support
- Lack of control
- Poor work/family balance
- Fewer **self-care practices**

The Science of Hope

What is Hope?



Hope is the belief that the future will be better than today and that you have the power to make it so.

It's the future expectation that we can set and pursue desired goals.

A hopeful mindset can mitigate burnout.

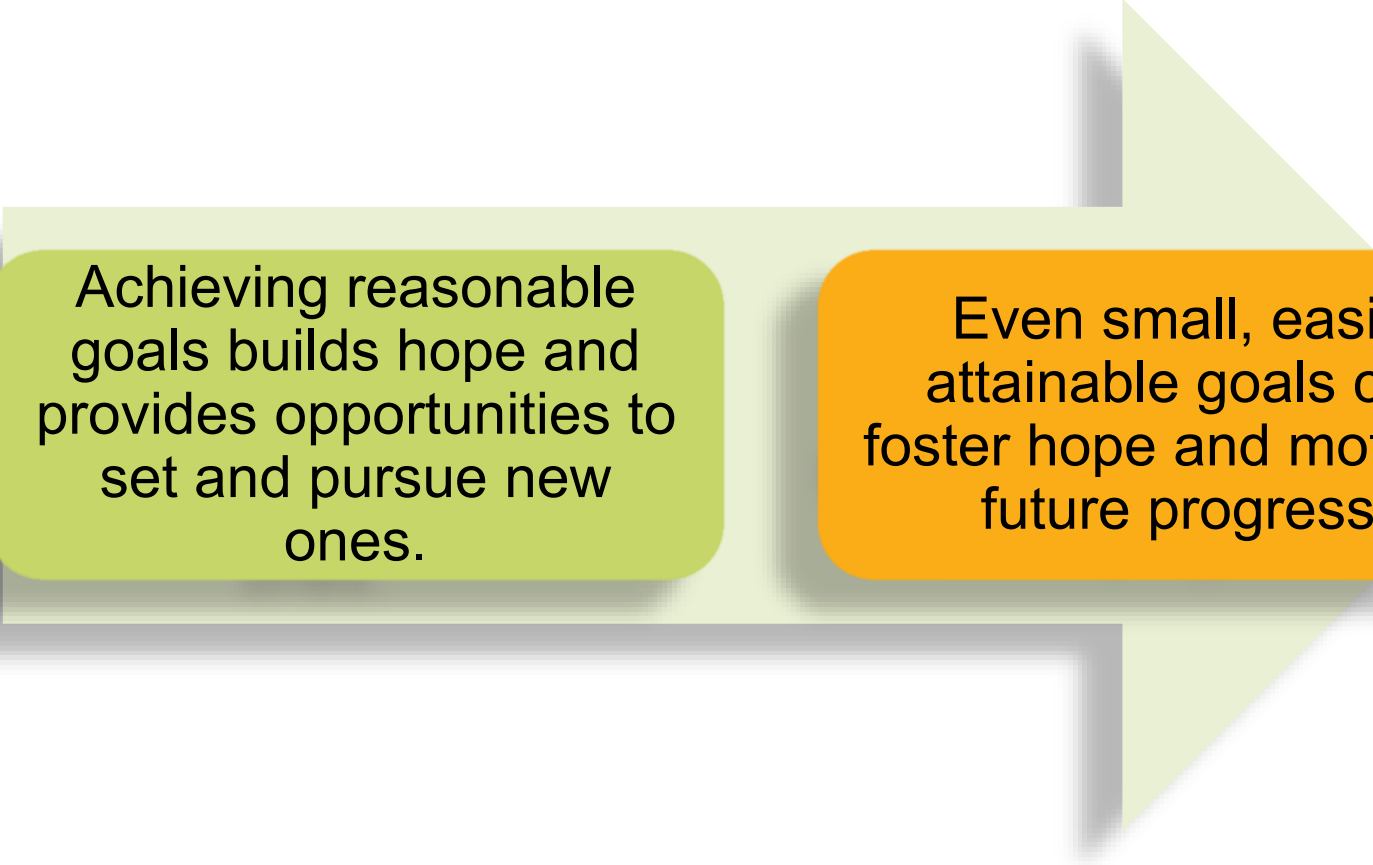
Tenets of Hope

Goals: What you aim to achieve

Pathways: The routes you take to achieve goals

Willpower: Motivation and perseverance needed to sustain the journey

Goal Setting



Achieving reasonable goals builds hope and provides opportunities to set and pursue new ones.

Even small, easily attainable goals can foster hope and motivate future progress.

Goal Development

Goal Setting Considerations



Achievement or avoidant

Difficulty

Time to completion

Impact

Supports

Potential barriers

Beneficiaries (do you desire this?)

Overall, how successful do you believe you will be in pursuing your goals?

1	2	3	4	5	6
Not at all successful	A little successful	Somewhat successful	Moderately successful	Mostly successful	Very successful

Pathways

Pathways involve identifying routes toward goals and finding new solutions when obstacles arise.

Requires strategy, problem-solving, and imagination

Create clear roadmaps for goal attainment, identify potential barriers, and practice implementation intention to navigate challenges.

Pathway Development

List three pathways that will lead you to your goal.



What people and resources will you need to succeed?



What potential barriers do you expect?

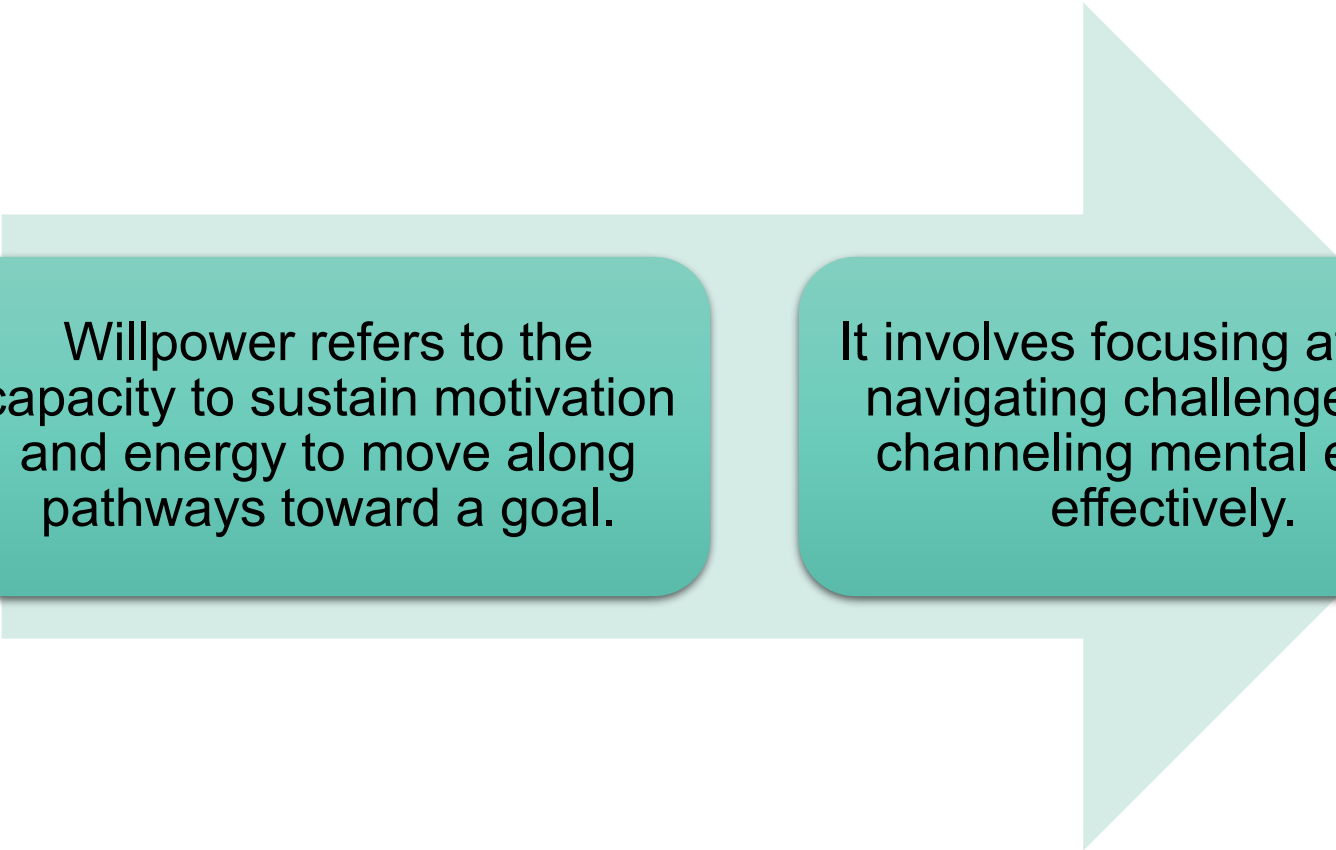


Given the potential barriers, which pathway do you think is the most likely to lead to your goal being met?

Overall, how successful do you believe you will be in pursuing your goals?

1	2	3	4	5	6
Not at all successful	A little successful	Somewhat successful	Moderately successful	Mostly successful	Very successful

Willpower



Willpower refers to the capacity to sustain motivation and energy to move along pathways toward a goal.

It involves focusing attention, navigating challenges, and channeling mental energy effectively.

Willpower

Reflect on when you achieved something that was important to you by overcoming significant barriers.

Describe how you achieved the goal and what impact it had on your life.

Willpower

Now, think about your current goal, and imagine you've achieved it.



What will change in your life?

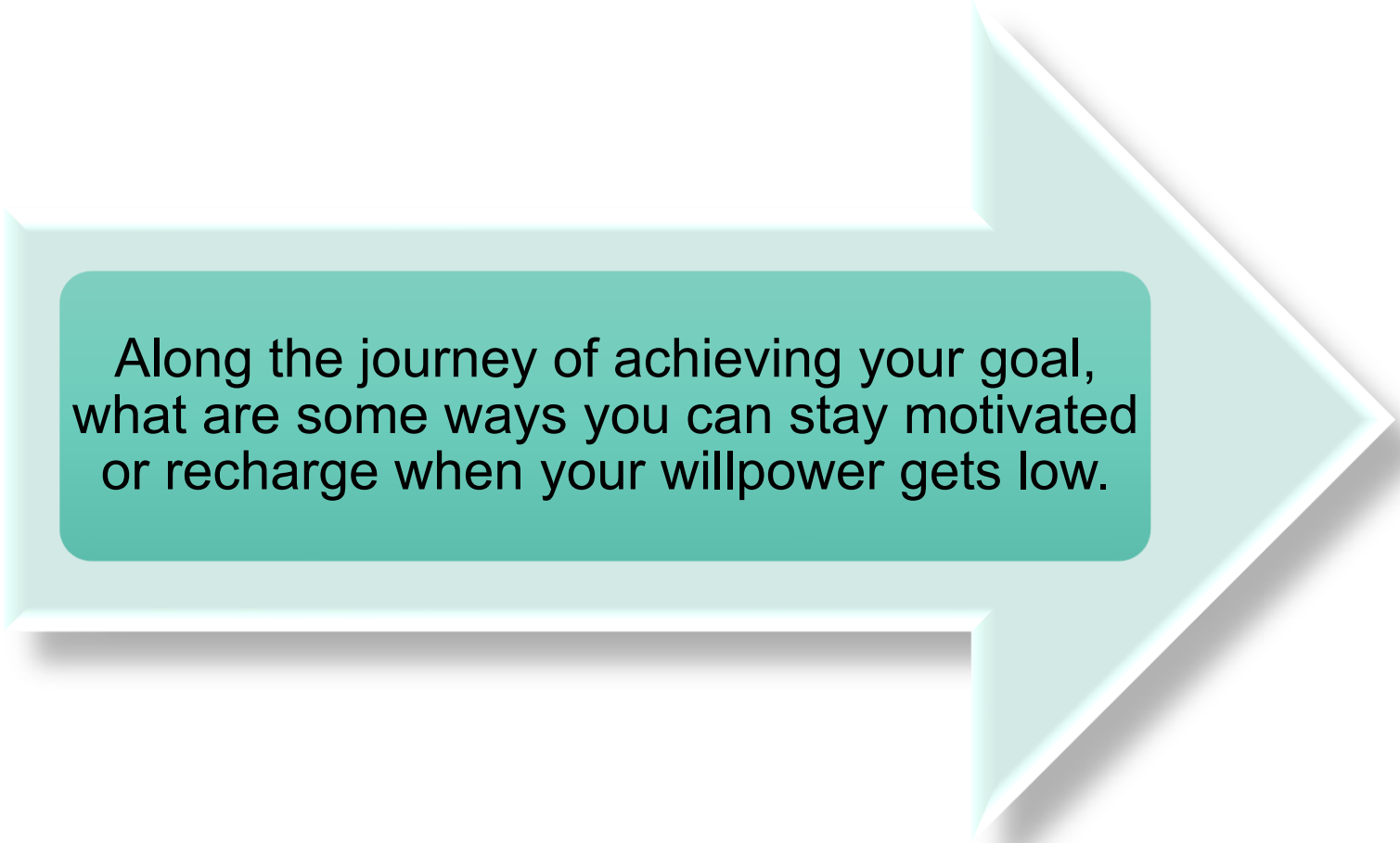


How will others be impacted by your achievement?



Describe how you'll feel when you achieve your goal.

Willpower



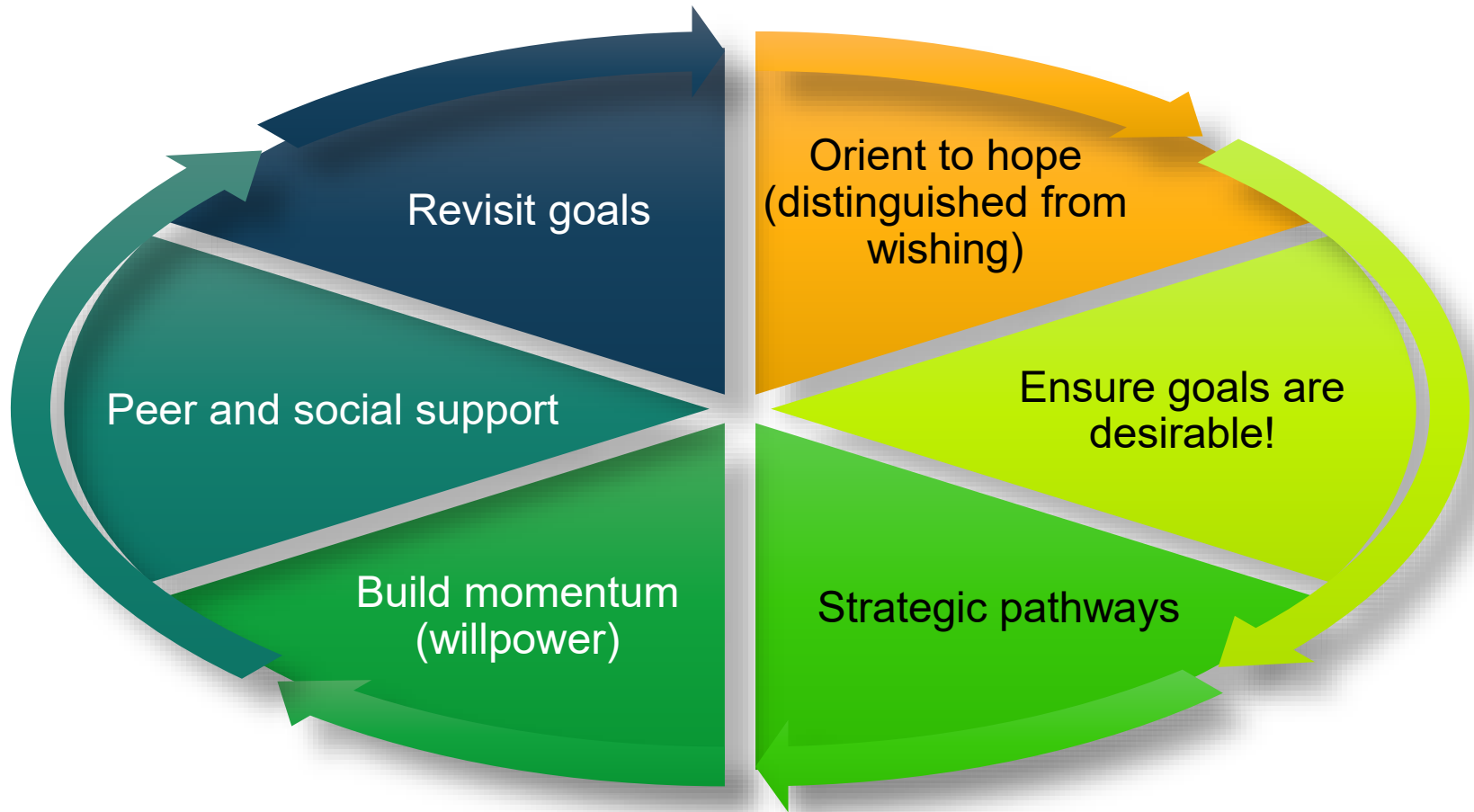
Along the journey of achieving your goal, what are some ways you can stay motivated or recharge when your willpower gets low.

Overall, how successful do you believe you will be in pursuing your goals?

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Holding Hope

Hope in Adversity



Practice Hope

Hope is one of the strongest predictors of well-being.

However, hope is not the outcome; hope is the process.

Consider areas in your life you can infuse the practice.

Resources

- ▶ **Hope Rising: How the Science of Hope Can Change Your Life** *by Casey Gwinn and Chan Hellman*
- ▶ **Making Hope Happen** *by Shane Lopez*
- ▶ **The Psychology of Hope** *by C. R. Snyder*
- ▶ The Science and Power of Hope Chan Hellman
TEDxOklahomaCity



Thank you!

Janie A. Funk, PhD, BCBA-D, NADD-CC
Behavioral Health Administrator
Woodward Resource Center – Center of Excellence
janie.funk@hhs.iowa.gov



Health and
Human Services