## The Importance of Data
### Do you know your numbers?
### Use this to ask questions of your organization to find out more.

### Numbers & Status
How many Direct Support Professional does your organization employ?  _____

What % of your organization's Workforce is:
     Part time? _____%
     Full time?  _____%

### Wages and Benefits
What is your organization's starting wage for Direct Support Professionals? $_____/hr

Does your organization offer Healthcare Insurance to Part time Direct Support Professionals?
     Yes   No
Does your organization offer Healthcare Insurance to Full time Direct Support Professionals?
     Yes   No

### Turnover
What is your organization's turnover rates from January 2017 - current? \_\_\_\_\_%
     (Turnover = voluntary, involuntary separation)
Of those that left their position, voluntarily or involuntarily what % left within
     first 6 months      \_\_\_\_\_%
     within 6-12 months     \_\_\_\_\_%
     after 12 months     \_\_\_\_\_%

### Tenure
What % of your organization's workforce has been employed :
     fewer than 6 months     \_\_\_\_\_%
     between 6 - 12 months    \_\_\_\_\_%
     over 12 months     \_\_\_\_\_%

### Vacancy Rates
What is your average vacancy rate for Part time Direct Support Professionals? _____%
What is your average vacancy rate for Full time Direct Support Professionals?  _____%

### Reflection
What does your organization data tell you about your organization's workforce?
(Use the blow space or the back of this sheet to record your thoughts)