

Compensation and Retention Survey Results

<http://IFPSCcoastToCoast.wordpress.com/>

1. Looking at your staff roster of IFPS therapists (direct service workers) from 3 years ago, what percentage of those IFPS staff are still with your agency?

Average: 52.92%

Response	Count (26)
0%	4
12.5%	1
20%	1
25%	1
32%	1
38%	1
50%	4
55.55%	1
64%	1
66%	1
75%	2
80%	1
90%	2
100%	4
We did not have the program 3 years ago.	1

In comparison to other human services agencies, do you consider the turnover rate for IFPS therapists (direct service workers) in your agency:

Response	Percent	Count (27)
High	22.2%	6
Average	37.0%	10
Low	29.6%	8
Don't Know	11.1%	3

2. What are the top 3 reasons why IFPS therapists (direct service workers) LEAVE your agency?

Response	Percent	Count (27)
Opportunity for increased rate of pay	59.3%	16
Professional growth opportunity	51.9%	14
Relocation	18.5%	5
Retirement	0.0%	0
Personal Issues	33.3%	9
Dissatisfaction with job (e.g., work schedule, work activities)	40.7%	11
Dissatisfaction with agency as a place to work	0.0%	0
Reduction in force/involuntary termination	14.8%	4

3. What are the top 2 reasons why IFPS therapists (direct service workers) STAY at your agency?

Response	Percent	Count (27)
Flexibility	70.4%	19
Enjoy what they do	48.1%	13
Working with an evidence-based program	7.4%	2
Mission/Commitment to making a difference in the lives of families	48.1%	13
Organization cares about employees	14.8%	4
Supportive work environment	40.7%	11

4. What criteria, in addition to education and experience, are used to set compensation for your agency's IFPS therapists (direct service workers)?

Response	Percent	Count (26)
None	38.5%	10
Budget Limitations	30.8%	8
Contractual Limitations	11.5%	3
Licensure	7.7%	2
Performance	7.7%	2
Job Market	3.9%	1

5. What is the approximate annual compensation in your agency (not including benefits) for the following types of IFPS therapists (direct service workers)?

Response (26)	Average/year
Master's degree and 5 years of IFPS experience	\$37,370
Master's degree with little or no experience	\$33,744
Bachelor's degree and 5 years of IFPS experience	\$32,512
Bachelor's degree with little or no experience	\$30,900

Response details:

<p>Master's degree and 5 years of IFPS experience (\$/year)</p> <p>\$30,740–\$36,600 \$32,000 = 3 responses \$36,000 = 4 responses \$37,500 \$38,000 \$39,000 \$40,000 \$42,386 \$45,000 = 2 responses N/A = 2 responses</p>	<p>Master's degree with little or no experience (\$/year)</p> <p>\$28,000 \$30,000 \$31,000 \$32,000 = 7 responses \$32,400 \$33,000 \$35,000 = 2 responses \$36,000 \$38,000 \$40,000 \$45,000 N/A = 2 responses</p>
<p>Bachelor's degree and 5 years of IFPS experience (\$/year)</p> <p>\$26,000 \$28,000 \$30,000 \$30,740 \$31,000 = 3 responses \$32,000 = 4 responses \$33,000 \$34,000 \$34,968 \$37,000 \$38,000 \$40,000 N/A = 4 responses</p>	<p>Bachelor's degree with little or no experience (\$/year)</p> <p>\$22,000 \$27,000 \$28,000 \$29,000 \$30,000 = 2 responses \$31,000 = 3 responses \$31,400 \$32,000 = 2 responses \$35,000 = 2 responses \$38,000 N/A = 4 responses</p>

In comparison to other human services agencies, do you consider the compensation for IFPS therapists (direct service workers) in your agency:

Response	Percent	Count ⁽²⁷⁾
High	7.4%	2
Average	44.4%	12
Low	37.0%	10
Don't Know	11.1%	3

6. When was the most recent time that IFPS therapists (direct service workers) in your agency received an across-the-board salary increase?

Response	Percent	Count (23)
2013 (this year)	13.0%	3
2012	26.1%	6
2011	21.7%	5
2010	4.3%	1
2009	8.7%	2
2008	0.0%	0
Before 2008	26.1%	6

What was the percent of the most recent salary increase?

Average: 4%

Response	Count (23)
1-2%	1
1.5%	1
2%	5
3%	3
4%	3
5%	1
10%	1
15%	1
Not included in the average:	
50%	1
None	4
Unknown	1