



Spring 2025 Progress Report

2024 was a remarkable year for RFYP, highlighted by exciting community outings such as events at the Iowa City Rec Center, the May Day scavenger hunt, and the Day Habilitation Halloween party. We were excited to host our Annual RFYP Party in person and are already looking forward to next year's event.

Day Habilitation hours have expanded, with plans for even more outings, including museum visits, baseball games, and the Iowa State Fair. To support our staff and the local community, we are preparing to open a childcare center next fall after purchasing a property on B Street in Iowa City.



Employee Retention

RFYP's agency turnover rate is 40%, which is slightly lower than the national average. According to ANCOR's 2023 report on direct support professionals, the national turnover rate hovers around 44%. Continuing to focus on staff support and retention strategies will be key to maintaining and improving stability including child care, increase in time off, flexible schedules, and competitive wages.

Member Safety

RFYP remains committed to proactive training and individualized support to create a safe, predictable environment. With ongoing and improved staff training and preventative measures, we are confident in our ability to continue prioritizing member safety and keep incidents resulting in injury low.

Timely Communication

Impressively, 100% of respondents on the parent and guardian satisfaction survey feel that communication with staff is timely, marking a notable improvement from 77% in 2022 and 97% in 2023. This consistent growth demonstrates that communication has become increasingly efficient and responsive over time.

Community Integration

RFYP is seeking new options in the community that may be appropriate for the members to participate in including the Iowa City Parks and Rec's Drop In Center and the Community Inclusion Club. RFYP will share these options with the members, organize transportation, and ensure staffing when appropriate.

Employee Satisfaction

Employee satisfaction remains strong in areas like training, recognition, technology, and diversity, though there was a slight dip in strong agreement ratings. Encouragingly, there was a 10% increase in employees feeling satisfied with their pay. 94% percent of employees agree that RFYP respects and values individual differences. 98% feel they receive sufficient training and support for technology.

