



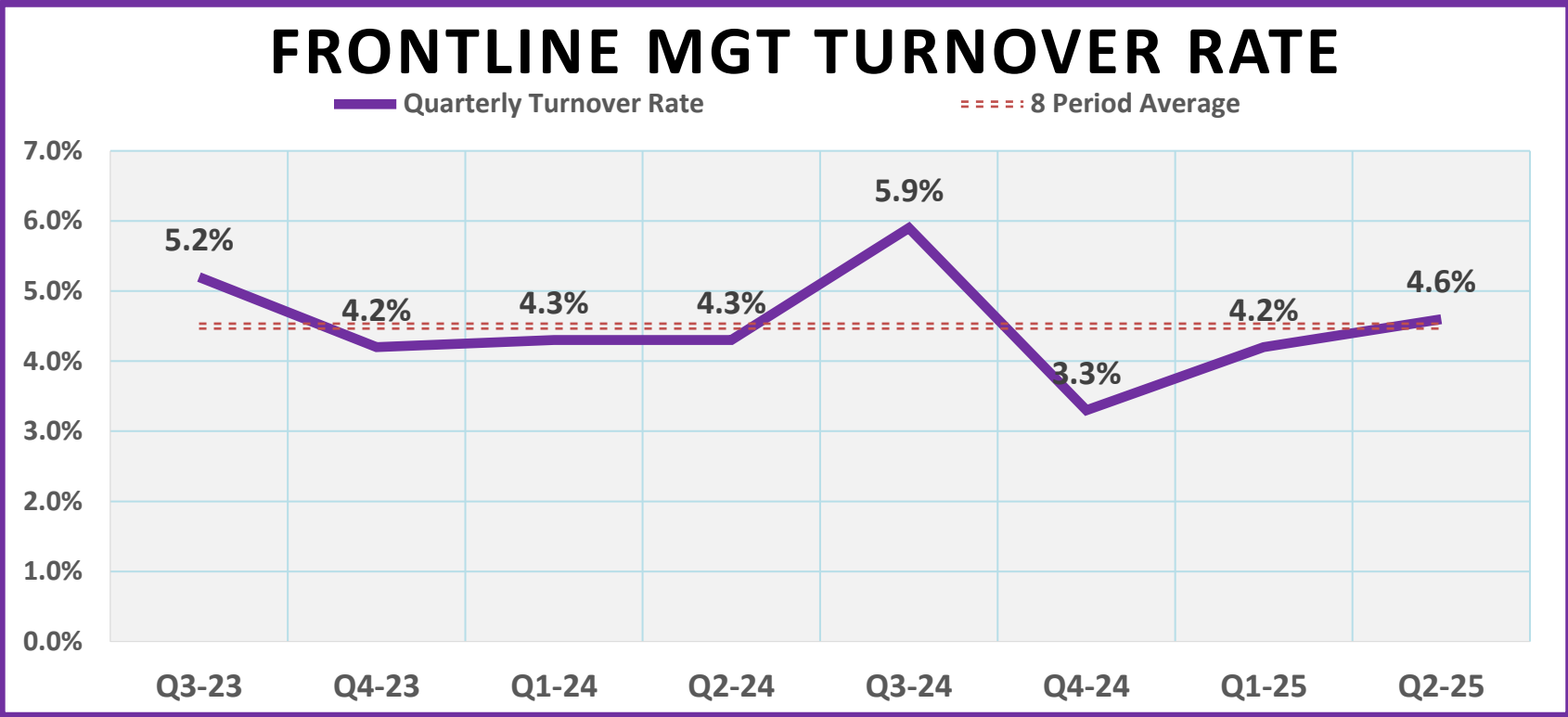
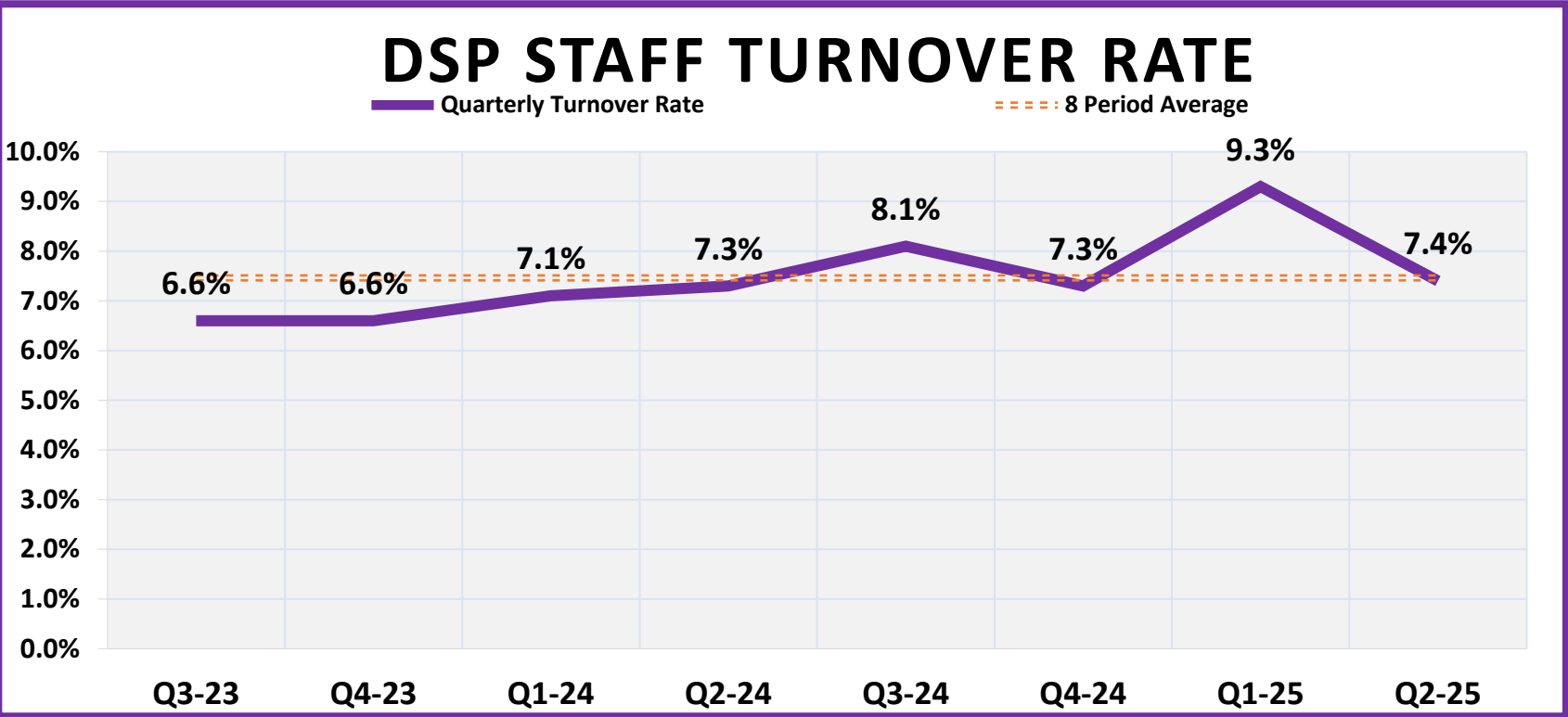
Staffing – Detailed Metrics

DSP Vacancy

Quarter	Vacancy Rate
Q3-23	21.7%
Q4-23	20.8%
Q1-24	21.2%
Q2-24	20.4%
Q3-24	20.6%
Q4-24	19.6%
Q1-25	20.0%
Q2-25	18.2%

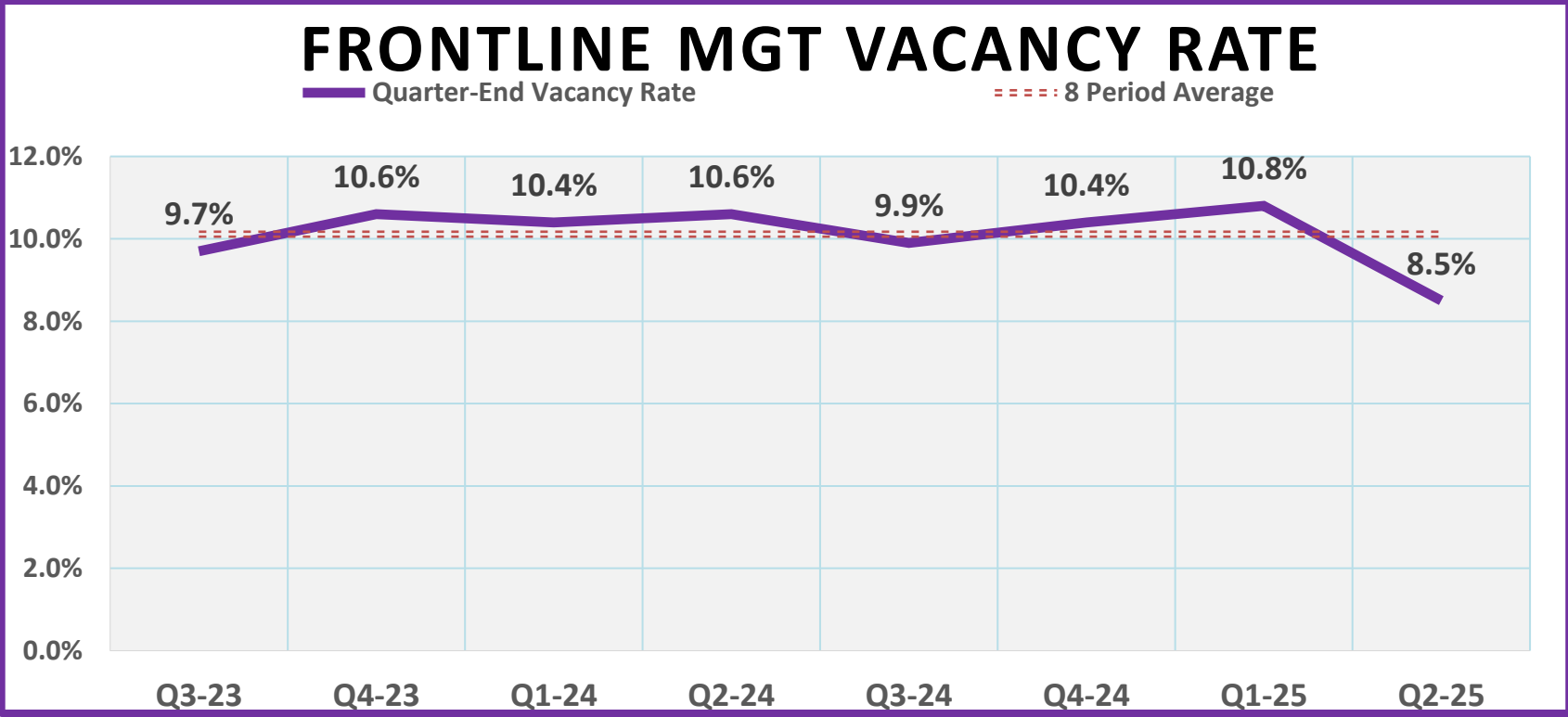
18.2%

Arc NY



Notes & Insights:

DSP vacancy rates are at their lowest in 5 years. The last time we had a vacancy rate lower than this was the last quarter of 2020. Field-wide average DSP starting wages per the NYDA July 2025 survey are \$18.55.



Goals: Under review and will be presented in future Dashboards