

WARBIXINTA 2023

Xasiloona Shaqaalaha Xirfadlayaasha ah ee Taageerada Tooska ah ee Ku Bixiya Taageerada Goobta Deganaanshaha Dadka Waaweyn ee qaba Naafonimada Garaadka iyo Korriinka ee Oregon ee sannadka 2021



Guudmarka Warbixinta

Heerarka sare ee shaqo-ka-tagista Xirfadlayaasha Taageerada Tooska ah (DSP-yada) ee daryeelka siiyo dadka waaweyn ee Oregon ee qaba naafonimada garaadka iyo korriinka (I/DD) ayaa waxay saameeyaan tayada daryeelka waxayna gacan ka geystaan in kharashaadka adeegga ay kor u kacaan. Warbixintani waa warbixintii saddexaad ee taxane ah ee loo isticmaalay xog ka socota Tusayaasha Muhiimka ah ee Qaranka ee Sahanada Xasiloona Shaqaalaha si ay u baarto isbeddelada mushaaraadka iyo shaqo-ka-tagista DSP-yada u shaqeeyaan wakaaladaha Oregon kuwaasi oo adeegyo ku aadan taagerada goobta xanaanada 24-saac siiyo dadka waaweyn ee qaba I/DD ee ku nool guryaha daryeelka, iyo si loo qiimeeyo arrimaha la xiriira heerarka sare shaqo-ka-tagista. Xogta sahanka 2018–2021 ayaa loo isticmaalay warbixintan.

Sannadka 2021, 204 ka mid ah 212 wakaaladaha adeegyada goobta xanaanada ee I/DD ee joogo Oregon ayaa ka qaybqaatay Sahanka Xasiloona Shaqaalaha ee NCI. Wakaaladahan waxay shaqaalaysiiyeen wadar ahaan 8,369 DSP-yo, kuwaas oo ahaa shaqaale wakhti buuxa shaqeeyo. Celceliska mushaaraadka DSP-yada bixiya daryeelka lagu helo guryaha la dego aad ay ugu kala duwan yihiin wakaaladaha. Sannadka 2021, heerarka kobaca ee COVID ee kumeelgaarka ah ayaa gacan ka geysatay kororka mushaaraadka, iyo celceliska mushaaraadka saacadlaha ah oo u dhexeeyay \$10.75 ilaa \$21.60 saacadiiba. Guud ahaan, mushaaraadka DSP-yada ayaa weli aad uga hooseeya guud ahaan mushaarka shaqaalaha Oregon. Isla sidii sannadihii hore, dhexfurka mushaarka ee DSP-ga kuma filnay in loo tixgeliyo mushaar nololeed ahaan oo loogu talagalay hal qof oo weyn oo ku nool Oregon sannadka 2021. Intaa waxaa dheer, DSP-yada inta badan ma helaan macaashyada goobta shaqada oo ku filan ama la awoodi karo.

Celceliska heerarka shaqo-ka-tagista ee DSP-yada ayaa hoos u dhacay 2021-kii marka la barbardhigo sannadihii ugu dambeeyay (38% sannadka 2021, marka lala barbardhigo 49% sannadkii 2020), si kastaba ha ahaatee celceliska saamigalka boosaska bannaan ayaa kordhay (20% sannadka 2021, marka lala barbardhigo 11% sannadkii 2020). Tani waxay muujinaysaa caqabadaha socday ee shaqaaleysiinta iyo joogteynta shaqaalahan muhiimka ah iyo kahortagga daldaloolada daryeelka dadka waaweyn ee qaba I/DD. Isla sida sannadihii hore, shaqo-ka-tagista ugu sarreysay waxaa sameeyay shaqaalaha shaqaynayay muddada shaqo ee ka yar 6 bilood ioo hoos u dhac shaqo-ka-tagis ayaa dhacay

markii muddada shaqo la kordhiyay. Iyadoo aynu warbixinadii hore ku sheegnay xiriirka ka dhexeeya celceliska mushaarka sarreeya iyo dakhliga hooseeya, 2021-kii waxaan ogaanay in wakaaladaha bixiya celceliska mushaaraadka bilawga ah ay la kulmeen shaqo-ka-tagis hooseysa.

Sannadkii 2020, safmareenka COVID-19 ayaa xaaladda ka sii daray iyadoo horaan ay u ahayd mid adag qaar badan oo ka mid ah saamaynadana ay weli muuqdeen sannadka 2021. Isbeddelo la xiriira safmareenka oo ku aadan hawlgallada iyo borotokoolo ku aadan caafimaadka iyo badqabka ayaa la hirgeliyay. Qaar ka mid ah, sida isbeddelada qaababka adeeg-bixinta ayaa la hirgeliyay iyadoo si gooni ah loogu saleynayo wakaaladaha kala duwan. Kuwo kale, sida shuruudaha tallaalka ee shaqaalaha, waxay ahaayeen amarro khuseeya gobolka oo dhan. Si loo baaro daldaloolada iyo awoodaha ka jira ka jawaab-celinta xaaladaha degdega ah si ficana loogu fahmo w sida DSP-yadu ay ula kulmeen uuna u saameeyay safmareenka, Oregon waxay dooratay inay sahan siyaado ah oo ku saabsan COVID-19 ku darto Sahanka Xasiloona Shaqaalaha ee 2020. In kasta oo isbeddellada hawl-fulinta intooda badani aysan xidhiidh la lahayn shaqaalaha DSP-yada, waxaan ogaanay in wakaaladaha soo bandhigay buro-siinta la xidhiidha safmareenka ay lahaayeen heerarka shaqo-ka-tagista oo sarreeya marka loo eego wakaaladaha aan bixin khidmadahaas. Natiijadan ayaa sii iftiiminaysa sida mushaaraadka hooseeya ee la siiyo DSP-yada uu uga qayb qaato xasillooni-darrada shaqaalaha, maadaama DSP-yada aqoonta leh laga yaabo inay leeyihiin dhiirrigelin maaliyadeed ayna u kala wareegaan wakaaladaha.

Iyada lagu salaynayo natiijooyinka falanqayntayada, waxaan ku soo gebagebaybay in kordhinta mushaaraadka ay aalad muhiim ah u tahay dhimida shaqo-ka-tagista DSP-yada. Waxaan sidoo kale ku soo gabagabeynaynaa in kordhinta mushaarka joogtada ahi ay tahay farsamo la isku halayn karo oo lagu jooiteynayo xasiloona shaqaalaha DSP-yada marka loo eego buro-siinta halka mar ah. Intaa waxaa dheer, waxaan ku talineynaa xeeladaha soo socda si ay gacan uga geystaan in la sii yareeyo shaqo-ka-tagista:

- Bixi macaashyada muhiimka ah iyo fursadaha shaqo-kobcinta ee loogu talagalay DSP-yada.
- Kordhi dadaallada socda ee lagu aqoonsanayo qiimaha DSP-yada iyo muhiimada shaqadooda.
- Xaqiiji in mushaarka shaqaalaha DSP iyo noocyada kale ee shaqaalaha xirfada leh ee gobolka ay siman yihiin.



Hordhaca

Dad waaweyn oo badan oo qaba naafonimada garaadka iyo korriinka (I/DD) ayaa ku tiirsan Xirfadlayaasha Taageerada Tooska ah (DSP-yada) si ay taageero tayo leh uga helaan maalin kasta. Taageerada DSP-yada ayaa muhiim u ah caawinta dadka waaweyn ee qaba I/DD si ay ugu noolaadaan goobaha bulshada, u joogteeyaan caafimaadkooda iyo fayo-qabkooda, u helaan nolol shaqo iyo mid bulsheed oo leh, iyo si ay u yeeshaan una joogteeyaan xirfado nololeed oo madax banaan. Ku guuleysashada bixinta taageerooyinkan waxay uga baahan tahay DSP-yada inay noqdaan kuwo leh xirfado isku dhafan oo ay shaqadooda ku soo kordhiyaan xirfado iyo aqoon ballaaran.¹ Si kastaba ha ahaatee, jagooyinka DSP waa kuwo adag waxayna badanaa leeyihiin mushaar yar, macaashyo xaddidan, iyo mansab bulsheed oo hooseeyo ama aqoonsiga muhiimadda doorka DSP oo hooseeyo.² Shaqo-ka-tagis badan iyo boosaska shaqo oo badan oo bannaan ayaa badanaa dhaca, waana kuwo ku kaca kharash badan, oo khatar ah.

Shaqo-ka-tagista badan iyo boosaska shaqo ee badan ee bannaan ayaa saamayn ku yeesha sii socoshada iyo tayada daryeelka ay heli karaan dadka waaweyn ee qaba I/DD waxayna culaays ku kordhisaa shaqaalaha haray.² Arrimahani waxay kordhin karaan halista khaladaadka daawaynta, dhaawacyada, iyo ku xadgudubka iyo dayaca dadka waaweyn ee qaba I/DD.³ Shaqo-ka-tagista badan ayaa sidoo kale saameyn miisaaniyadeed oo la taaban karo ku yeelata wakaaladaha ay tahay inay si joogto ah u qoraan oo u tababaraan shaqaale cusub. Qiyaasta kharashka beddelka hal DSP waxay u dhaxaysaa \$2,413 ilaa \$5,200.² Maadaama jagooyinka DSP-ga ee aadka u badan loo baahan yahay in dib loo buuxiyo wadarta kharashka ayaa ah mid aad u badan, oo qaran ahaan gaarayo qiyaastii \$2,338,716,600 sannadkiiba.² Sidaas awgeed, shaqo-ka-tagista DSP-yada waa arrin muhiim ah in la fahmo waxna laga qabto.

Tani waa warbixintii saddexaad ee ku saabsan Xasilloonida Shaqaalaha DSP ee Oregon. Tan iyo warbixintii ugu horreysay, taasi oo adeegsatay xogta 2018, aafada COVID-19 ayaa uga sii dartay xaalad horeba u adkeyd waxayna muujisay doorka muhiimka ah ee DSP-yada ay ku leeyihiin bulshadeena. Marka laga soo tago in shaqaalaynta noqotay mid aad u adag, safmareenka ayaa kor u qaaday walbahaarka, filashooyinka, iyo khatarta soo food saartay DSP-yada iyo dadka waaweyn ee ay la shaqeeyaan.⁴ Ujeeddada warbixintan la cusbooneysiyaay waa in la baaro isbeddelka ku yimid DSP-yada Oregon inta lagu gudajiray sannadkii labaad ee safmareenka, in la falanqeeyo arrimaha la xidhiidha shaqo-ka-tagista sarreysa iyo hooseysa (oo ay ku jiraan kuwa la xidhiidha safmareenka COVID-19), iyo in la soo jeediyo xeelado lagu dhimayo shaqo-ka-tagista. Warbixintani waxay kaabaysaa labadii werin ee hore iyadoo sahminaysa isbeddelada afar sanno ku yimid mushaaraadka, shaqo-ka-tagista, iyo shaqaalaynta DSP-yada. Waxay sidoo kale ka kooban tahay sahmin la ballaariyay eoo khuseysa u-qalmiitanka DSP-yada ee loogu talagalay macaashyada sida qorsheyaasha hawlgabka iyo caymiska caafimaadka iyo, isla sida warbixinta labaad, waxaa ku jira xog dheeraad ah oo ku saabsan siyaasadaha COVID-19 iyo isbeddelada ku yimid wakaaladaha. Xogta guud waxaa laga soo qaaday ilo kale si loo soo ururiyo dukumeentigan (eeg tixraacyada).

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Xigashada Xogta

Warbixintani waxay inta badan isticmaashaa xogta 2021 laga helay Tusayaasha Muhiimka ah ee Qaran ee Sahanka Xasilloonida Shaqaalaha. Inkastoo xogta ku jirta warbixintan ay ka tarjumayso muddada Janaayo ilaa Disembar ee 2021, xog ururintu waxay dhacday Maarso ilaa Luulyo 2022. Tusayaasha Muhiimka ah ee Qaran (NCI) waa iskaashi ka dhexeeya Ururka Qaran ee Agaasimayaasha Adeegyada Naafonimada Korriinka, Mac'hadka Cilmi-baarista Adeegyada Aadanaha iyo wakaaladaha naafonimada korriinka ee gobolka ee kaqaybqaatayaasha ah. Sahanka Xasilloonida Shaqaalaha ee NCI wuxuu uruuriyaa xog ku saabsan shaqaalaha DSP ee taageerada tooska ah siiya dadka waaweyn ee qaba I/DD. Natiijooyinka sahanka waxay gobolada kaqaybgalaya siinayaan xog muhiim ah oo ku saabsan caqabadaha ay wajahaan shaqaalaha, jaangooyooyin ay ku qiimeeyn karaan waxqabadka gobolkooda marka la barbardhigo waxqabadka gobolada kale ee kaqaybgalaya, iyo hab lagu qiimeeyo isbeddelada markii la sameeyo barnaamij ku aadan siyaasad ama hindiseyaal saameeya shaqaalaha DSP.⁵ Marka la eego xog sanadeedka 2021, 29 gobol loo geeyay Degmada Columbia ayaa ka qayb qaateen Sahanka. Warbixintani waxay si gaar ah diiradda u saareysaa xogta wakaaladaha Oregon ee taagerada goobta xanaanada 24-saac siiyo dadka waaweyn ee qaba I/DD ee ku nool guryaha daryeelka. Xogta Sahannada Xaaladda Shaqaalaha ee NCI EE 2018–2020 (oo horay loogu yaqaanay Sahannada Xasilloonida Shaqaalaha) ayaa lagu daray warbixintan si isbeddellada loo falanqeeyo. Guryaha daryeelka waxay u-qalmaan in lagu daro Sahanka Xaaladda Shaqaalaha ee NCI haddii ay shaqaynayeen lix bilood oo xidhiidh ah (oo loo soo shaqaaleeyay DSP-yo) kahor 1-da Luulyo ee sannadka sahanka la samaynay. Sharaxaada ereyada istaastitiko ee loo isticmaalay –ga ilaa dhammaadka warbixintan ayaa laga heli karaa Lifaaqa hoose.

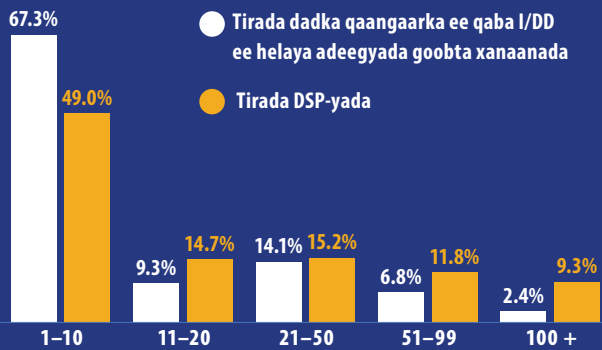
Sharaxaada Shaqaalaha DSP

Doorarka iyo Hawlaha DSP

Celcelis ahaan, guryaha daryeelka ee ku yaala Oregon waxaa ku nool 3–4 deganeyaal. DSP-yada ka shaqeeya guryaha daryeelka ayaa bixiya daryeel 24-saac oo buuxda ah oo ay siiyaan dadka deggan guryahaas, kuwaasoo qaba baahiyo kala duwan. Hawlaha DSP aad bay u kala duwanaa karaan waxaana inta badan hawshooda ka mid ah bixinta daryeelka shakhsiyeed, bixinta daawooyinka, la socodka habdhaqanada iyo badqabka shakhsiyeed, qabashada ballamaha, iyo u qaadida shakhsiyaadka meelo ka baxsan guriga.

JAANTUUSKA 1-AAD

Baaxadda Wakaaladaha Oregon ee Adeegyada Goobta Xanaanada ee loogu talagalay Dadka Waaweyn ee qaba I/DD, 2021



Baaxadda Shaqaalaha DSP ee Oregon

Shaqaalaha DSP-yada ee Oregon way sii kordhayaan: Sannadkii 2020-ka, 159 ka mid ah guryaha daryeelka oo ku yaala Oregon ayaa u-qalmay inay ka qayb qaataan Sahannada Xaaladda Shaqaalaha ee NCI, sidoo kalena 212 ayaa u-qalmay sannadka 2021. Wakaaladaha bixiya adeegyada goobta xanaanada ee loogu talagalay dadka qaba naafanimada garaadka iyo korriinka (I/DD) ee ku sugan Oregon waxay u dhexeeyaan kuwo u adeegaya 1–10 qof oo waaweyn oo qaba I/DD ilaa kuwo u adeegaya 100–499 qof oo waaweyn. Inta badan wakaaladaha ka jawaab-celiyay Sahanka Xaaladda Shaqaalaha ee NCI ee Oregon ee 2021 waa kuwo yaryar, oo ah in ka badan 60% u adeegaya 10 ama in ka yar dadka waaweyn ee qaba I/DD. Keliya shan ka mid ah wakaaladaha Oregon ayaa adeegyada goobta xanaanada siiya in ka badan 100 qof oo waaweyn (wakaalad kasta) oo qaba I/DD (Jantuuksa 1-aad).

Ujeeddada warbixintan awgeed, waxaanu ku qeexnay wakaalad yar inay tahay mid shaqaalaysiisay 1–10 DSP-yo (n=100), wakaaladda dhexdhexaadka ah mid shaqaalaysiisay 11–50 DSP-yo (n=61), iyo wakaaladda weyn oo ah mid shaqaalaysiisay in ka badan 50 DSP-yo (n=43).

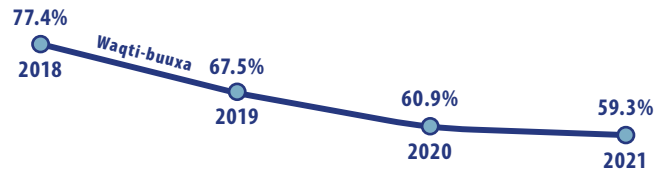
Sannadka 2021, 204 ka mid ah 212 (96%) wakaaladaha bixiya adeegyada goobta xanaanada ee loogu talagalay dadka qaba I/DD ee jooga Oregon ayaa ka qayb qaata Sahanka Xasiloonida Shaqaalaha ee NCI. Wakaaladaha waxay shaqaalaysiiyeen wadar ahaan 8,369 DSP. Tirada DSP-yada halkii wakaaladba waxay u dhexaysay 1 ilaa 728; inta badan wakaaladaha waxay shaqaalaysiiyaan wax ka yar 20 DSP-yo (Jaantuuksa 1-aad). Tani kama mid ahan macluumaadka ku saabsan DSP-yada loo shaqaalaysiiyay qandaraasleayaal madax-bannaan ahaan, kuwaasoo aan lagu soo darin xogta sahanka.

Isbarbardhigga Waqtiga buuxa iyo Waqti Bar-dhimanka ah

DSP-yada joogay wakaaladaha xilligii sannadka 2021, 21% waxay ahaayeen shaqaale shaqeeyo wakhti bar-dhiman ah halka 59% ay ahaayeen shaqaale shaqeeyo wakhti-buuxa; 20% soo haray waxay ka shaqaynayeen wakaaladaha aan kala saarin jagooyinka DSP ee wakhtiga buuxa iyo wakhtiga bar-dhimanka ah laga shaqeeyo. Iyadoo inta badan DSP-yada ay yihiin kuwa waqti buuxa shaqeeya, intii u dhaxaysay 2018 iyo 2021 waxaa jiray koror joogto ah oo ku yimid saamigalka DSP-yada shaqeeya waqti bar-dhiman ah wuxuuna hoos u dhac ku yimid saamigalka DSP-yada ee shaqeeya waqti buuxa ee ka mid ah wakaaladaha u-qalma ee ra'yi-celinta ka bixiyay sahanka (Jaantuuksa 2-aad). Saamigalka DSP-yada shaqeeya waqti bar-dhiman ah ayaa guud ahaan sarreeya marka loo eego wakaaladaha waaweyn (23.7%) iyo wakaaladaha yaryar (17.5%) marka la barbardhigo wakaaladaha dhexdhexaadka ah (9.9%).

JAANTUUSKA 2-AAD

Isbeddellada Shaqaalaynta Waqtiga Bar-dhimanka ah iyo Wakhtiga Buuxa ee DSP-yada Oregon, 2018–2021



Taageerada Kormeerka

Kormeerayaasha safka hore shaqo ku jira ayaa ah furinta koowaad ee maamulka ee ururrada bixiya adeegyada aadanaha. Kuwaani waa shaqaale ilaaliya DSP-yada la shaqeeya dadka waaweyn ee qaba I/DD oo inta badan ka qayb qaata taageerada tooska ah ee qaybta ka ah waajibaadka iyaga saaran. Mas'uuliyadaha kale waxaa ka mid ah kormeerka fulinta Qorsheyaasha Taageerada Gaarka ah (ISPs) iyo hubinta in la raaco borotokoolada badqabka iyo caafimaadka. ISP-yada waa qorshaha adeegga taageerada sannadlaha ah ee shaqsi kasta oo qaba I/DD ay tahay inuu haysto si uu u helo adeegyada la maalgeliyo. Kormeerayaashu waxay DSP-yada siiyaan tababaro ku saabsan adeegyada iyo taageerada lagu aqoonsaday gudaha ISP-ga waxayna sidoo kale mas'uul ka yihiin isku-dubbaridka daryeelka loogu talagalay dadka ay taageeraan. Xasiloonida DSP-yada inta badan waxaa si toos ah u saameeya tayada korjoogteynta, tababarka, iyo kormeerka ay ka helaan horjoogaha ku jira safka hore ee shaqo.

Halka tirada guud ee kormeerayaashu ay ku kororto iyadoo ku xiran xajmiga wakaaladda, hal halbeeg oo muhiim ah ayaa ah saamiga DSP-yada iyo kormeerayaasha ku jira safka hore ee shaqo. Sannadka 2021, celceliska saamiga wuxuu ahaa 4 DSP ilaa 1 kormeere marka loo eego wakaaladaha yaryar, 7 ilaa 1 marka loo eego wakaaladaha dhexdhexaadka ah, iyo 11 ilaa 1 marka loo eego wakaaladaha waaweyn.

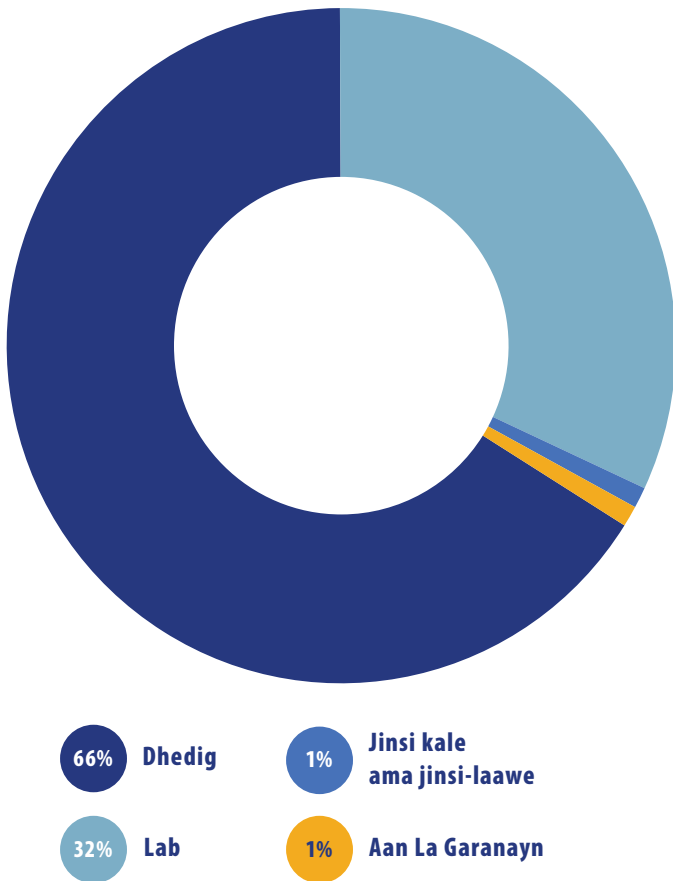
Sharaxaada Shaqaalaha DSP

Astaamaha Shaqaalaha DSP

Macluumaadka tirakoobka ee lagu soo uruuriyay Sahanka Xasiloonida Shaqaalaha ee NCI waxay ku kooban yihiin jinsiga iyo isirka iyo qowmiyadda.

JAANTUUSKA 3-AAD

Jinsiga Shaqaalaha DSP-ga ah ee Oregon, 2021

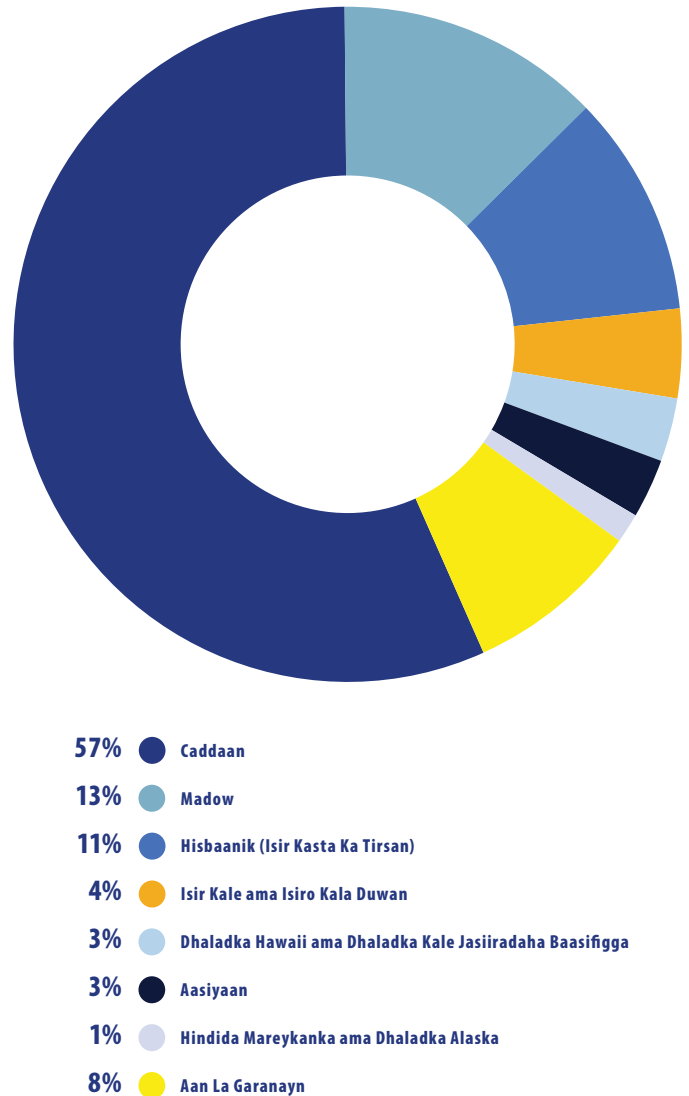


Jinsiga

204-ka wakaaladood ee u-qalma ee ka qayb qaadanaya sahanka, 178 ka mid ah oo shaqaalaysiiyay wadar dhan 7,065 shaqaale ayaa ka soo warbixiyey jinsiga DSP-yada. Marka la eego wakaaladaha 66% ka mid ah DSP-yada ayaa dumar ahaa, 32% ayaa rag ahaa, 1% ayaa jinsiyadda kale ahaa or jinsi-laaweyaal ahaa, oo aqoonsiga jinsi ee inta soo hadhay ayaa ahaa 1% kuwo aan la garanayn (Jaantuska 3-aad).

JAANTUUSKA 4-AAD

Isirka iyo qowmiyadda shaqaalaha DSP ee Oregon, 2021



Isirka iyo Qowmiyadda

Xogta ku saabsan isirka iyo qowmiyadda DSP-yada waxaa ka soo jawaabay 165 wakaaladood oo shaqaalaysiiyay wadar ahaan 6,739 DSP-yo. Marka la eego wakaaladahaas, 57% DSP-yada waxay ahaayeen Cadaan, 13% waxay ahaayeen Madaw, 11% waxay ahaayeen Hisbaanik, 11% waxay ahaayeen isir kale ama isiro badan oo isku jir ah, isla markaana 8% soo hartay lama aqoonin (Jaantuska 4-aad).

Mushaaraadka iyo Macaashyada DSP-yada

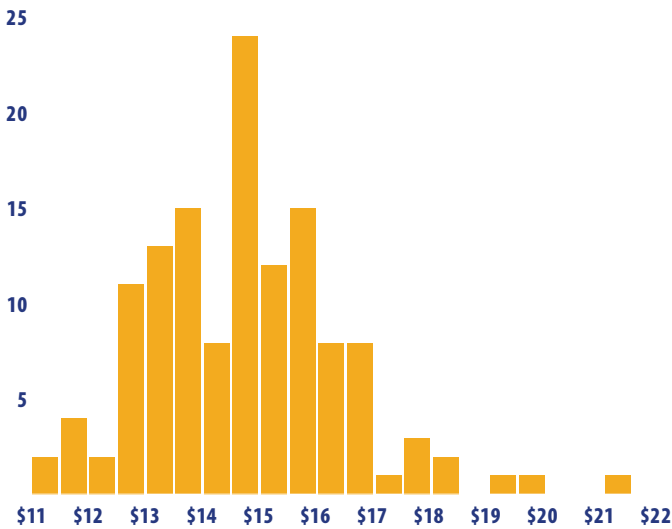
Mushaaraadka

Sannadka 2021, dhexfurka mushaarka –ga ah ee laga warbixiyay ee DSP-yada ka shaqeyya Oregon ayaa ahaa \$15.07 saacadiiba wuxuuuna u dhexeeyay \$10.75 ilaa \$20.08. Dhexfurka mushaarka –ga ah ma uusan kala duwanayn marka loo eego xajmiga wakaaladaha. Celceliska mushaaraadka ee dhammaan kooxaha shaqaalaha ee muddooyinka kala duwan ayaa waxay uun ka sarreeyay mushaaraadka bilawga ah. Celceliska mushaaraadka ee wakaaladaha kala duwan ayaa u dhexeeyay

\$10.75 ilaa \$21.60 saacadiiba (Jaantuska 5-aad). Dhexfurka mushaarka ee gobolka oo dhan wuxuu ahaa \$16.40 saacadiiba. Mushaarka celceliska ah wuu sarreeyay marka loo eego wakaaladaha waaweyn ($p=0.05$), kuwaasoo dhexfurka mushaarka uu ahaa \$17.08 saacadiiba, marka lala barbardhigo \$16.29 marka loo eego wakaaladaha yaryar iyo \$16.05 marka loo eego wakaaladaha dhexdhexaadka ah.

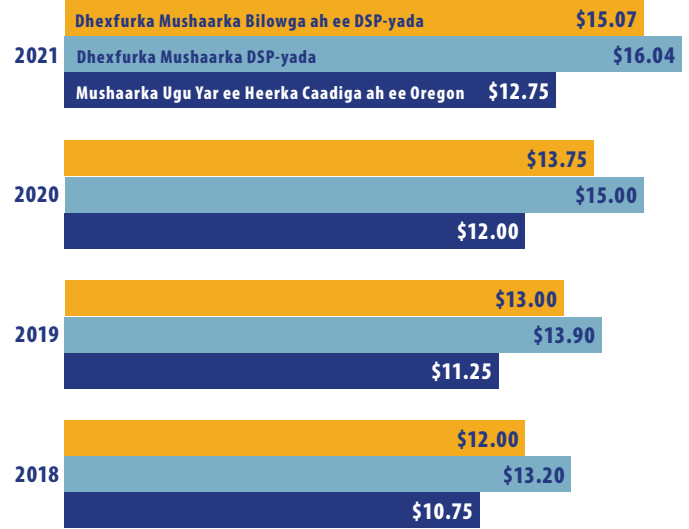
JAANTUUSKA 5-AAD

Celceliska Mushaaraadka Saacadlaha ah ee Oregon ee DSP-yada Ku Bixiya Daryeelka Hoyga Daryeelka ee La Deggan Yahay, 2021



JAANTUSKA 6-AAD

Dhexfurka Mushaaraadka DSP-yada iyo Mushaaraadka Ugu Hooseeya ee Oregon



Mushaaraadka Celceliska ah

Kaliya 162 (79%) ka mid ah wakaaladaha u-qalma ee ka jaawaab-celiyay sahanka ayaa bixiyay macluumaadka ku saabsan mushaarka bilawga ah ee DSP-yada ku bixiya daryeelka hoyga daryeelka ee la deggan yahay, oo 157 (76%) ayaa bixiyeen macluumaadka ku saabsan celceliska mushaarka. Wakaaladaha aan bixinin macluumaadka ku saabsan mushaaraadka waxay u badan tahay inay yihiin wakaaladaha yaryar (shaqaaleeya 1–10 DSP-yo).

Dhexfurka Mushaaraadka

Inkastoo dhexfurka mushaarka DSP-yada ee ka jiray Oregon uu ahaa mid ka sareeyay mushaarka ugu sarreeya ee loogu talagalay gobollada oo dhan ee ku yaala Oregon sannadka 2021.⁷ Aad ayuu uga hooseeyay waxa loo baahanaa si loo taageero hal qof oo weyn iyo hal ilmo, ama guri ay ku nool yihiin laba qof oo waaweyn iyo laba carruur ah xitaa haddii qofka weyn ee kale uu sidoo kale shaqaynayo.⁷ Qaybta ugu yar ee faraqa mushaarka DSP-yada (\$10.75) wuxuu ka hooseeyay heerka mushaarka ugu hooseeya ee caadiga ah ee Oregon ee dhan \$12.75 saacadiiba ee loogu talagalay Luulyo 1, 2020 ilaa Juun 30, 2021 sannad-xisaabeedka ah.⁸ Marka la eego mushaaraadkan, DSP- shaqaynaya waqti buuxa ayaa samaynaysay wax ka yar. 130% Heerka Saboolnimada Dawladda Dhexe ee qoys laba qon ka kooban.⁹ Haddaba, DSP-yo badan oo shaqeyya waqti buuxa ayaa buuxiyay shuruudaha u-qalmiintaanka dakhliga ee loogu talagalay caymiska hoos yimaada Qorshaha Caafimaadka Oregon.

Macaashyada

Sahannada Xaaladda Shaqaalaha ee NCI wuxuu u sheegay wakaaladaha inay bixiyeen macaashyo kala duwan oo kordhin kara shaqaale-ceshadka ama soo-jiidashada DSP-yada ka shaqeeya wakaaladooda. Mushaaraadka hooseeya ka sokow, waxaan ogaanay in DSP-yada intooda badan aysan helin macaashyada goobta shaqo oo ku filan ama la awoodi karo.

Wakhtiga Fasaxa oo Mushaarka leh

Guud ahaan, 138 (67%) ka mid ah wakaaladaha xogta dhiibay ayaa soo bandhigay nooc ka mid ah fasaxa shaqo ee mushaar leh (PTO). Wakaaladahan marka la eego, 61 ka mid ah waxay soo bandhigeen fasax duurbax oo mushaar leh iyo fasax jirro oo mushaar leh. Wakaalado badan (55) ayaa soo bandhigay fasax shaqo oo mushaar leh (PTO) oo la isu geeyay, taasoo ah fasax shaqo oo mushaar leh (PTO) oo aan loo kala soocin qaybaha (duurbax, jirro, ama wakhti kale oo fasax ah). Marka la eego wakaaladaha bixiyay nooc ka mid ah fasaxa mushaarka leh, kaliya 33 (23%) ayaa u soo bandhigay fasax shaqo oo mushaar leh (PTO) dhammaan DSP-yada, aan lahayn wax shuruud u-qalmitaan ah. Wakaaladaha kale 77% ah waxay u baahnaayeen in la buuxiyo mid ama laba ka mid ah shuruudaha u degsan: 40 (28%) waxay uga baahnaayeen DSP-yada be inay yihiin shaqaale waqti buuxa shaqeeya, 22 (15%) waxay uga baahnaayeen DSP-yada inay shaqeynayaan ugu yaraan muddo waqti ah oo cayiman, oo 63 (44%) ayaa uga baahnaa DSP-yada inay u shaqaynayaan wakaaladda in muddo ah oo cayiman.

Wakaaladaha waaweyn waxay u badan tahay inay bixiyaan fasax shaqo oo mushaar leh (PTO). Sannadka 2021, 100% ka mid ah 43 wakaaladood ee ay ka shaqaynayaan 50 ama ka badan DSP-yo ah iyo 53 (87%) ka mid ah wakaaladaha dhexdhexaadka ah ayaa soo bandhigay nooc ka mid ah fasaxa shaqo ee mushaarka leh (PTO). Si ka duwan, 47 oo kaliya (47%) oo ka mid ah wakaaladaha yaryar ayaa soo bandhigay nooc kasta oo ka mid ah fasaxa shaqo ee mushaarka leh (PTO). Intii u dhexaysay 2018 iyo 2021, hoos u dhac ayaa ku yimid saamigalka wakaaladaha soo bandhigay nooc kasta oo fasax shaqo oo mushaar leh (PTO) ah. Tani waxay qayb weyn ka tahay kororka ku yimid tirada wakaaladaha yaryar ee laga furay gobolka.

Caymiska

Guud ahaan, 86 (42%) ka mid ah wakaaladaha xogta dhiibay ayaa soo bandhigay caymis caafimaad, 82 (40%) waxay soo bandhigeen caymiska ilkaha, iyo 72 (35%) waxay soo bandhigeen caymiska aragga. Marka loo eego wakaaladaha soo badnigay caymiska caafimaadka, kaliya 5 (6%) ayaa u soo bandhigay dhammaan DSP-yada, caymis aan lahayn wax shuruud u-qalmitaan ah. Wakaaladaha kale 95% ah waxay u baahnaayeen in la buuxiyo mid ama laba ka mid ah shuruudaha u degsan: 56 (65%) waxay uga baahnaayeen DSP-yada be inay yihiin shaqaale waqti buuxa shaqeeya, 35 (41%) waxay uga baahnaayeen DSP-yada inay shaqeynayaan ugu yaraan muddo waqti ah oo cayiman, oo 46 (53%) ayaa uga baahnaa DSP-yada inay u shaqaynayaan wakaaladda in muddo ah oo cayiman. Xitaa marka macaashyo la bixiyo oo DSP-yadu ay u-qalma, kharashaadka jeebka laga bixiyo ee la xidhiidha macaashyada ayaa saamayn ku yeelan kara go'aankooda inay iska diiwaangeliyaan qorshayaasha daryeelka caafimaadka ee wakaaladda. Kaliya 69% ka mid ah DSP-yada u-qalma ayaa laga diiwaan galiyay macaashka caymiska caafimaadka marka ay wakaaladooda u soo bandhigtay.

Gobolka Oregon ayaa uga baahan shaqo-bixiyayaasha ay u shaqeeyaan 50 shaqaale ama in ka badan inay caymis caafimaad u soo bandhigaan shaqaalaha.¹⁰ Sannadka 2021, 100% ka mid ah 43 wakaaladood ee shaqaalaysiiya 50 ama in ka badan oo DSP-yo ah ayaa soo bandhigeen caymiska caafimaadka iyo ilkaha oo 40 (93%) ayaa soo bandhigeen caymiska aragga. Marka la eego 161 wakaaladood ee shaqaaleeya in ka yar 50 DSP-yo*, 43 (26%) waxay soo bandhigeen caymiska caafimaadka, 39 (24%) waxay

soo bandhigeen caymiska ilkaha, and 31 (19%) waxay soo bandhigeen caymiska aragga. Intii u dhexaysay 2018 iyo 2021, hoos u dhac ayaa ku yimid saamigalka wakaaladaha soo bandhigay caymiska caafimaadka, ilkaha, iyo aragga. Tani waxay qayb weyn ka tahay kororka ku yimid tirada wakaaladaha yaryar ee laga furay gobolka.

*Wakaaladaha qaarkood ee leh wax ka yar 50 DSP-yo ayaa laga yaabaa inay ka shaqaynayaan guud ahaan in ka badan 50 shaqaale, balse sahankan laguma qaadayo macluumaadka ku saabsan dhammaan boosaska shaqo ee guryaha daryeelka la dego.

Qorsheyaasha Hawlgabka

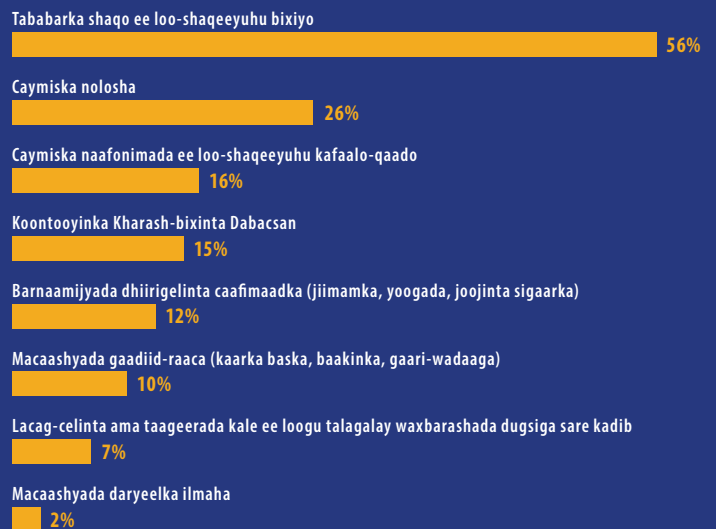
Guud ahaan, 87 (43%) ka mid ah wakaaladaha xogta dhiibay ayaa u soo bandhigay qorshaha hawlgabka shaqo-bixiyuhu kafaala qaado (401k, 403b, ama qorshe kale) qaar ka mid ah ama dhammaan DSP-yada. Shuruudda u-qalmiitanka wakaaladuhu way ku kala duwanaayeen oo kaliya 31 (36%) ayaa qorshe hawlgab u soo badhigay dhammaan DSP-yada kaasoo aan lahayn wax shuruud u-qalmitaan ah. The other 64% ah waxay u baahnaayeen in la buuxiyo mid ama laba ka mid ah shuruudaha u degsan: 20 (23%) waxay uga baahnaayeen DSP-yada be inay yihiin shaqaale waqti buuxa shaqeeya, 17 (20%) waxay uga baahnaayeen DSP-yada inay shaqeynayaan ugu yaraan muddo waqti ah oo cayiman, oo 42 (48%) ayaa uga baahnaa DSP-yada inay u shaqaynayaan wakaaladda in muddo ah oo cayiman. Sannadka 2021, 37 (86%) ka mid ah wakaaladaha waaweyn ee shaqaaleeya 50 ama in ka badan oo DSP-yo ah ayaa u soo badhigeen qorshe hawlgab qaar ka mid ah ama dhammaan DSP-yada, marka lala barbardhigo kaliya 50 (31%) ka mid ah hay'adaha shaqaaleeya in ka yar 50 DSP-yo.

Macaashyada Kale

Waxaa jiray kala duwanaansho badan oo u dhexeeyay nooca macaashyada dheeraadka ah ee ay bixiyaan wakaaladaha sannadka 2021. Macaashyada dheeraadka ah waxay u dhexeeyeen lacag-celin ama taageero kale oo waxbarasho kulliyad/jaamacad, oo ay bixiyeen oo kaliya 14 (7%) wakaaladood, ilaa tababarka shaqo ee loo-shaqeeyuhu bixiyo, oo ay bixiyeen oo kaliya 114 (56%) wakaaladood (Jaantuska 7-aad).

JAANTUUSKA 7-AAD

Saamigalka Wakaaladaha Macaashyo Kale Siiyay DSP-yada, 2021



Marka la barbardhigo wakaaladaha yaryar iyo kuwa dhexdhexaadka ah ee ka shaqaaleeya in ka yar 50 DSP-yo, wakaaladaha waaweyn waxay u badan tahay inay bixiyaan caymiska nolosha, caymiska naafada ee shaqo-bixiyuhu kafaala qaado, koontooyinka kharashaadka dabacsan, barnaamijyada dhiirigelinta caafimaadka, lacag-celin ama taageero kale oo loogu talagalay waxbarasho kulliyad/jaamacad.

Qoritaanka Shaqaalaha iyo Xeeladaha Shaqaale-ceshadka

Marka laga reebo mushaarka iyo macaashyada, wakaaladuhu waxay adeegsadaan xeelado dheeraad ah oo badan si ay u qortaan ayna u ceshtaan DSP-yada. Sahanka Xasiloonida Shaqaalaha ee NCI ee 2021, wakaaladaha waxaa lagu weydiyay inay adeegsadeen 10-kan xeeladood ee soo socda ee shaqaale-ceshadka:

- Dhiirogelin lacageed ama buro-siinta gudbinta ee loogu talagalay DSP-yada hadda shaqeeya si ay u keenaan shaqaale cusub (56% haa ayay dheheen)
- Horudhaca kooban ee shaqada waaqiciga ah (82%)
- Tababarka xeerarka anshaxa (84%)
- Sallaanka shaqo ee DSP-yada si loo ceshto shaqaalaha xirfadaha sare leh (45%)
- Taageero lagu hejo shahaadooyin la aqoonsan yahay iyadoo loo marayo urur xirfadeed oo gobol ahaan ama qaran ahaan la aqoonsan yahay (28%)
- Buro-siinta, gunnooyinka, ama mushaar kordhinta la sameeyay xilliyada muhiimka ah ama dhammeystirka geedi-socodka aqoonsashada (37%)
- Sahanada ka-warqabida shaqaalaha ama dadaallada kale ee loogu talagalay in lagu qiimeeyo qanacaada iyo mahadhada DSP-yada u shaqeeya wakaaladda (33%)
- Barnaamijyada aqoonsashada shaqaalaha (52%)
- Ku biirinta DSP-yada maamul-wanaaga wakaaladda (tusaale, ka mid noqoshada guddiyada la-talinta) (19%)
- Uga baahashada shaqaalaha marida tababaro la mid ah oo dhaafsiisan kuwa Gobolka Oregon uga baahan yahay (45%)

Kaliya 5 wakaaladood ayaan adeegsanin wax ka mid ah xeeladahan, halka 2 wakaaladoodna ay adeegsadeen dhammaan 10-ka xeeladood. Tirada dhexfurka ee xeeladaha shaqaale-ceshadka ee wakaaladiiba waxay ahayd 3. Marka la eego 114-ka wakaaladood ee bixiyay dhiirogelinta lacageed ama buro-siinta gudbinta ee loogu talagalay shaqaalaha DSP-yada ee hadda shaqeeya marka ay keenaan shaqaale cusub, 79 (69%) ka mid ah ayaa soo bandhigay qaddar ka badan \$200, 32 (28%) ka mid ah ayaa soo bandhigay qaddar ka yar \$200, 3-da qof ee soo hadhayna ma aysan hubin qaddarta dhiirigelinta lacageed ee la soo bandhigo.

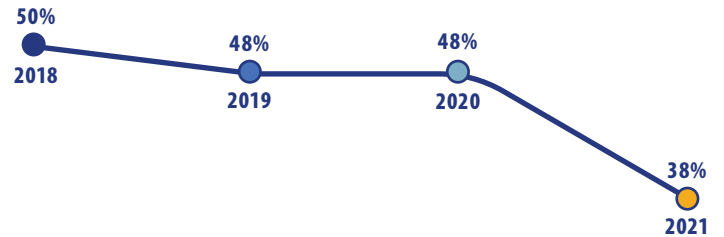
Shaqo-ka-tagista DSP-yada, Muddada Shaqada, iyo Heerarka Boosaska Shaqo ee Banaan



Dhexfurka heerka shaqo-ka-tagista ee DSP-yada ka shaqeeya guryaha daryeelka ee la dego ee Oregon sannadka 2021 wuxuu ahaa 38% oo dhexfurka heerka celceliska ayaa ahaa 49%. Marka la barbardhigo sannadihii hore, heerka dhexfurka dhexdhexaadka ah ayaa hoos u dhacay 2021 (P=0.05; Jaantuska 9-aad).

JAANTUUSKA 9-AAD

Heerka Shaqo-ka-tagista DSP-yada ee Guud ee Sannadka, 2018–2021

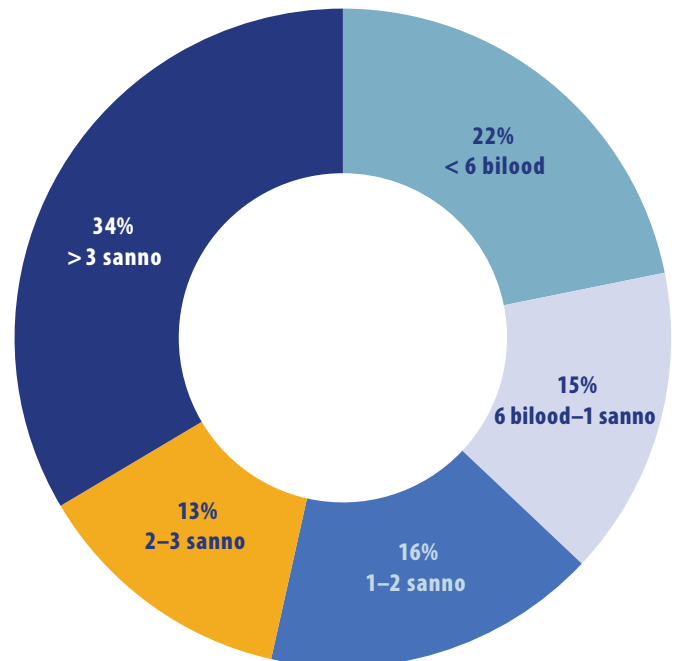


Muddada Shaqada ee Shaqaalaha Hadda Joogo

Heerarka sare ee shaqo-ka-tagista waxay ka dhigan yihiin in tiro yar oo DSP-yada ka mid ah ay muddo-dheer shaqeeyaan. Sidaa darteed, qayb la taaban karo oo ka mid ah shaqaalaha DSP ayaa waxay ka kooban yihiin shaqaale khibrad yar. Sanadkii 2021, in ka yar kala-bar DSP-yada ayaa shaqada ku jiray in ka badan laba sano, halka kaliya saddex meelood meel ay shaqada ku jireen in ka badan 3 sano. Ku dhawaad saddex meelood meel waxay lahaayeen wax ka yar hal sano oo khibrad shaqo ah (Jaantuska 10-aad). Sidaan horay u sheegnay, wakaalado badan oo cusub ayaa u-qalmay inay ka qayb qaataan Sahanka Xaaladda Shaqaalaha ee 2021, DSP-yada ka shaqeeya wakaaladaha weli ma aysan heli lahayn fursad ay ku kasbadaan waqti shaqo oo badan. Si kastaba ha ahaatee, ma jiraan wax isbeddelo ah oo ku yimid qorshaha muddada shaqo ee DSP-yada intii lagu jiray 2018–2021; sidaas awgeed ku soo biirinta wakaalado cusub si buuxda uma sharraxayso inaysan jirin muddo dheer oo shaqo.

JAANTUUSKA 10-AAD

Muddada Shaqo ee DSP-yada Hadda Joogo, 2021

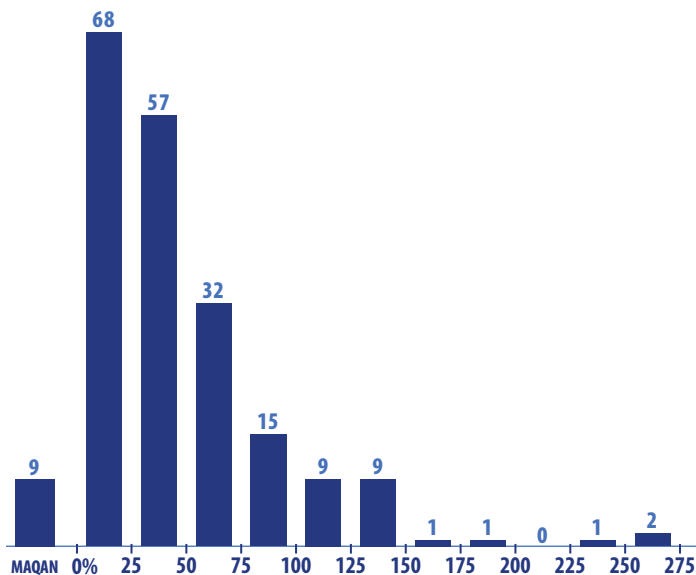


Heerka Guud ee Shaqo-ka-tagista

Heerka shaqo-ka-tagista waa halbeegga xasilloonida ee lagu xisaabiyo saamigalka shaqaalaha wakaalad ka tagay intii lagu gudajiray sannadkii hore. Heerka shaqo-ka-tagista guud waxaa la xisaabiyay iyadoo la isku qeybiyay tirada guud ee DSP-yada taageeraya dadka waaweyn ee qaba I/DD ee ku jira liiska mushaarka wakaalad kasta laga bilaabo Diisambar 31, 2021 iyo tirada DSP-yada ka tagtay wakaaladda intii u dhexaysay Janaayo 1, 2021 iyo Diseembar 31, 2021.⁵ Sannadka 2021, 195 (96%) ka mid ah wakaaladaha u-qalmay ee ka qayb qaadanaya sahanka ayaa bixiyay macluumaad ku saabsan shaqo-ka-tagista DSP-yada. Shaqo-ka-tagista wakaaladuhu way ku kala duwanaayeen, iyadoo ay u dhexaysay 0% ilaa 254%, inkastoo wakaaladaha oo dhan aan ka ahayn 23 wakaaladood mooyaane ay lahaayeen heerarka shaqo-ka-tagista oo ka hooseysa 100% (Shaxda 8-aad). Tirada shaqaalaha wakaaladda si weyn ulama xidhiidhin heerarka shaqo-ka-tagista.

JAANTUUSKA 8-AAD

Faraqa Heerarka Shaqo-ka-tagista DSP-yada, 2021



Heerka Shaqo-ka-tagista marka la eego Muddada Shaqada ee Shaqaalaha

Sida caadiga ah, heerarka shaqo-ka-tagista ee DSP-yada ayuu hoos u dhac ku yimaada marka DSP-yadu ay muddo dheer ka shaqeeyaan wakaaladda. Waxaan si kala gooni ah u kala xisaabinay heerka shaqo-ka-tagista ee DSP-yada la shaqaaleysiiyay in ka yar 6 bilood, kuwa la shaqaaleysiiyay in u dhaxaysa 6 iyo 12 bilood, kuwa la shaqaaleysiiyay in u dhaxaysa 12 iyo 24 bilood, kuwa la shaqaaleysiiyay in u dhaxaysa 24 iyo 36 bilood, iyo kuwa la shaqaaleysiiyay in ka badan 36 bilood. Shaqo-ka-tagista ugu sarreeyo waxay ahaayeen kuwa ay muddadooda shaqada ka yareyd 6 bilood. Shaqo-ka-tagista ayaa hoos u dhacday markii ay kor u kacday muddada shaqada ee shaqaaluhu. Si kastaba ha ahaatee, tiroosinta iyo dhexfurka heerarka shaqo-ka-tagista ayaa labaduba gaarayay 50% ama wixii ka sarreeya marka la eego dhammaan kooxaha muddada dheer shaqeeya marka laga reebo kuwa hayay shaqada DSP-yada in ka badan 3 sanno (Shaxda 1-aa). Ratibaado la mid ah ayaa la arkay intii lagu gudajiray 2018–2020.

SHAXDA 1-AAD

Shaqo-ka-tagista marka la eego Qaybaha Muddada Shaqo ee DSP-yada, 2021

Qaybta Muddada Shaqada	Faraqa Heerarka Shaqo-ka-tagista	Dhexfurka Heerka Shaqo-ka-tagista	Tiroosinta Heerka Shaqo-ka-tagista
Guud ahaan	0–254%	38%	49%
< 6 bilood	0–700%	100%	139%
6 bilood–1 sanno	0–600%	60%	94%
1–2 sanno	0–900%	67%	90%
2–3 sanno	0–300%	65%	50%
> 3 sanno	0–123%	24%	30%

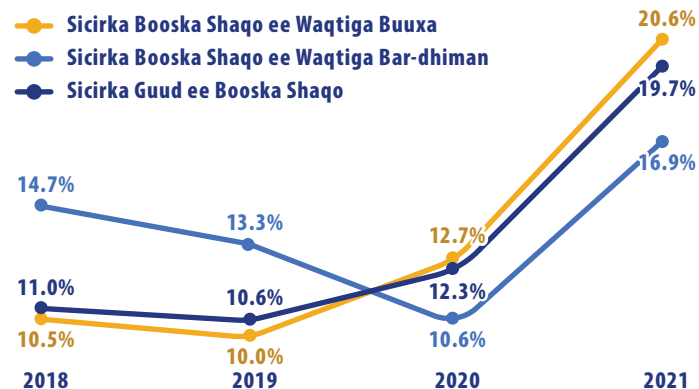
Bosaska Shaqo ee Banaan

Boosaska shaqo ee banaan, ama boqollayda boosaska shaqo ee DSP-yada ee banaan, waa halbeeg kale oo la isticmaali karo si loo qiimeeyo xasilloonida shaqaalaha DSP-yada ee Oregon. Laga soo bilaabo Disembar 2021, waxaa ka jiray 1,290 boosaska shaqo ee DSP-yada oo banaan oo waqti buuxa ah iyo 356 boosaska shaqo ee DSP-yada oo banaan oo waqti bar-dhiman ah gudaha Oregon oo ka bannaanaa wakaaladahaasi ka jawaab-celiiyay sahanka.

Guud ahaan, 19.7% jagooyinka DSP ayaa ka bannaanaa gobolka oo dhan, oo ay ku jiraan 20.6% ka mid ah jagooyinka DSP-yada shaqeeyo waqti buuxa iyo 16.9% ka mid ah jagooyinka DSP-yada shaqeeyo waqti bar-dhiman ah. Tani waa koror weyn marka loo eego sannadihii hore ($P < 0.001$); sannadkii 2020 12.7% oo boosas waqti buuxa ah iyo 10.6% boosas waqti bar-dhiman ah ayaa bannaanaa (Jaantuska 11-aad). Tirada boosaska ka bannaanaa wakaalad kasta waxay u dhaxaysay 1–131, oo boosaska ugu badan ee waqti buuxa ah ama waqti bar-dhin ahba waxay ka jireen wakaaladaha waaweyn.

JAANTUUSKA 11-AAD

Saamigalka Boosaska Shaqo ee DSP-yada ee Bannaanaa, 2018–2021

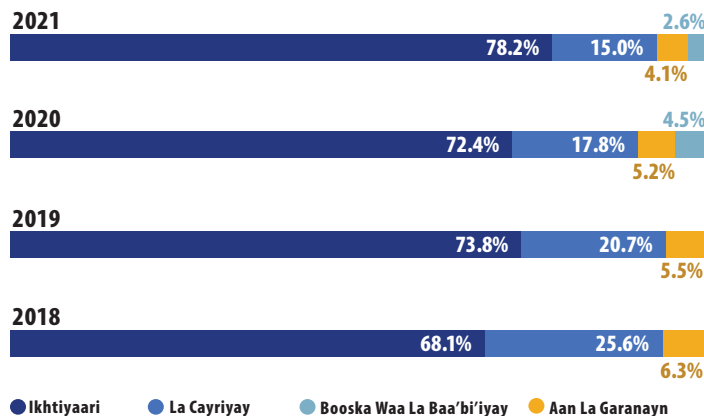


Sababaha Tagista

Sanadkii 2021, 5,178 DSP ayaa ka tagay shaqooyinkoodii. DSP-yada ugu badan (78%) ee shaqadoodii ka tagay waxay uga tageen si ikhtiyaari ah, halka 15% shaqada laga joojiyay oo 3% boosaskoodii waa la tirtiray (Jaantuska 12-aad). Sababta shaqo-ka-tagista ee 4% DSP-yada soo haray ee la soocay lama aqoonin. Muddo kadib, saamigalka DSP-yada si iskood ah shaqada uga tagay ayaa kordhay, halka hoos u dhac uu ku yimid saamigalka DSP-yada shaqada laga joojiyay.

JAANTUUSKA 12-AAD

Sababaha Tagista DSP-yada, 2018–2021



Sahanka Xasilloonida Shaqaalaha ee NCI wuxuu xogta ka uruuriyaa wakaaladaha oo kama uruuriyo shakhsiyaadka shaqaalaha ah. Sidaa darteed, ma hayno xog qaas ah oo ku saabsan sababta ay DSP-yada sii ikhtiyaari ah uga tagay shaqada ay u doorteen inay tagaan. Fikrad ahaan, DSP-yada waxay sheegeen in shaqadu ay tahay mid adag oo mushaarkuna uu ka yar yahay inta ay ka heli karaan meelo kale iyagoo qabanayo shaqo fudud. Daraasad qaran oo la sameeyay sannadka 2021 ayaa lagu ogaaday in DSP-yada intooda badan ee ka tagay booskooda sahaqo ay sidaas u sameeyeen sababo la xiriira COVID-19, oo ay ka mid yihiin in laga helay cudurka ama ay u baahdeen inay is-karantiilaan, cabsi ay ka qabeen inuu cudurka ku dhaco ama dadka kale ku daartaan, ama la'aanta daryeelka caruurta awgeed ama inay u baahdeen inay daryeelaan xubin qoyska ka tirsan.³ Inta lagu gudajiro qeybaha soo socda, waxaanu baaraynaa xiriirka ka dhaxeeya magdhowga, macaashyada, iyo isbeddelada la xiriira safmareenka iyo heerarka shaqo-ka-tagista iyo boosaska shaqo ee banaan.

Shaqo-ka-tagista DSP-yada, Muddada Shaqada, iyo Heerarka Boosaska Shaqo ee Banaan

Sahminta Shaqo-ka-tegista iyo Heerarka Boosaska Shaqo ee Banaan

Xajmiga Wakaaladda iyo Taageerada Kormeerka

Xajmiga wakaaladda waa saadaasha ugu weyn ee heerka shaqo-tagista, oo heerarka shaqo-ka-tagista si aad ah ayay u sareeyeen marka la eego wakaaladaha waaweyn ($p < 0.001$).

Celceliska heerka shaqo-ka-tagista wuxuu ahaa 32% (faraqa 0–180%) marka la eego wakaaladaha yaryar, 59% (faraqa 6–252%) marka la eego wakaaladaha dhexdhexaadka ah, iyo 72% (faraqa 7–254%) marka la eego wakaaladaha waaweyn.

Heerarka boosaska shaqo ee bannaan ma aysan kala duwanayn marka la eego xajmiga wakaaladda ($p=0.65$). Kadib marka la saxay xajmiga wakaaladda, saamiga kormeereyaasha iyo DSP-yada lama uusan xidhiidhin heerka shaqo-ka-tagista ama heerarka boosaska shaqo ee bannaan.

Xiriirka ka dhaxeeya Mushaaraadka iyo Heerarka Shaqo-ka-tagista iyo Boosaska Shaqo ee Bannaan

Mushaarada Celceliska ah

Sannadka 2021, ma aynu arag xiriir taban oo weyn oo ka dhaxeeya celceliska mushaarada saacadiiba ee DSP-yada ka shaqeeya goobaha xanaanada ee la dego iyo heerka guud ee shaqo-ka-tagista ($r=0.004$; $p=0.47$).

Natiijaddani way ka duwan tahay sannadihii hore, taaso aan ku ogaanay xiriir taban oo xooggan oo ka dhaxeeya celceliska mushaaraadka saacadlaha ah iyo shaqo-ka-tagista shaqaalaha (Shaxda 2-aad). Sidoo kale ma jirin wax xiriir ah oo u dhaxeeya celceliska mushaaraadka saacadlaha ah iyo heerarka guud ee boosaska shaqo ee bannaan.

SHAXDA 2-AAD

Xiriirka udhaxeeya celceliska mushaaraadka saacaddiiba iyo heerka shaqo-ka-tagista shaqaalaha markii la eego sannadkiiba

Sannadka	Xiriir Wehliyaha (R)	Isbeddelka Rajciga (P-Value)
2021	0.004	0.47
2020	-0.25	0.01*
2019	-0.18	0.06*
2018	-0.21	0.02*

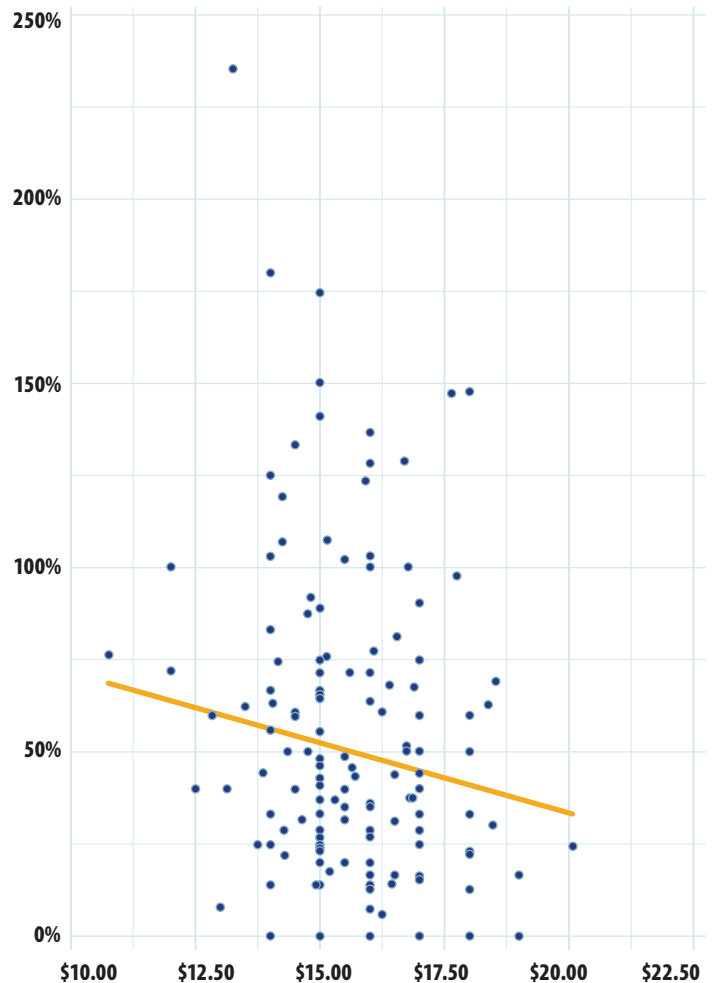
* Sannadahii 2018, 2019, iyo 2020, celceliska mushaarada saacadlaha ah ee hooseeya ayaa lala xiriirin jiray celceliska shaqo-ka-tagista sarreysa.

Mushaaraadka Bilawga ah

Sannadka 2021, celceliska mushaaraadka bilawga ah wuxuu u muuqdaa inuu la xidhiidho heerka shaqo-ka-tagista ee guud ($r=-0.04$; $p=0.07$). Marka la kordhiyay mushaarka bilawga ah ee saacadlaha ah, hoos u dhac ayaa ku yimid shaqo-ka-tagista (Jaantuska 13-aad). Sida ku xusan xogihii hore, ma aanu arkin xidhiidh muhiim ah oo ka dhaxeeya mushaaraadka iyo boqolleyda boosaska shaqo ee bannaan.

JAANTUUSKA 13-AAD

Xiriirka ka dhaxeeya celceliska mushaaraadka bilawga ah ee saacaddiiba iyo shaqo-ka-tagista shaqaalaha



Shaqo-ka-tagista DSP-yada, Muddada Shaqada, iyo Heerarka Boosaska Shaqo ee Banaan



Xiriirka Ka Dhaxeeya Macaashyada iyo Heerarka Shaqo-ka-tagista iyo Boosaska Shaqo ee Bannaan

Macaashyada

Wakaaladaha waaweyn waxay uga dhowaayeen wakaaladaha yaryar iyo kuwa dhexdhexaadka ah inay bixiyaan macaashyada DSP-yada. Sababtaas awgeed, dhammaan falanqaynta xiriirka ka dhaxeeya macaashyada iyo shaqo-ka-tagista iyo heerarka boosaska shaqo ee bannaan ayaa wax-ka-beddel lagu sameeyaa si loo saxo xajmiga wakaaladda. Kadib markii la saxay xajmiga wakaaladda, ma aynu helin wax xidhiidh ah oo ka dhaxeeya macaashyo gaar ah iyo midkoodna shaqo-ka-tagista ama heerarka boosaska shaqo ee bannaan.

Si kastaba ha ahaatee, waxaa jiray waxoogaa calaamado ah oo muujinaya marka la eego wakaaladaha soo bandigay macaashyada, in shuruudaha dheeraadka ah ee u-qalmiitanka lala xiriirin karo kororka ku yimid shaqo-ka-tagista ama heerarka boosaska shaqo ee bannaan. Wakaaladaha u baahday in DSP-yadu ay noqdaan kuwo waqti buuxa ah si ay xaq ugu yeeshaan caymiska caafimaadka waxay lahaayeen heerarka shaqo-ka-tagista oo aad uga sarreeya kuwa shuruudaha kale leh ama aan lahayn wax shuruudo ah. (68.0% marka lala barbardhigo 46.0% shaqo-ka-tagista; $p=0.02$). Sidoo kale, wakaaladaha uga baahanaa in DSP-yadu ay waqti buuxa shaqeeyaan si ay ugu qalmaan fasaxa shaqo ee mushaarka leh (PTO) waxay lahaayeen heerarka boosaska shaqo ee bannaan oo aad uga sarreeya wakaaladaha leh shuruudaha kale ama aan lahayn wax shuruudo loogu talagalay fasaxa shaqo ee mushaarka leh (PTO) (23.6% marka lala barbardhigo 17.1% boosaska shaqo ee bannaan; $p=0.03$).

Xeeladaha Shaqaale-ceshadka

Marka la hadlayo macaashyada, wakaaladaha waaweyn waxay u badan tahay inay hirgeliyaan xeeladaha shaqaale-ceshadka, marka dhammaan falanqaynta u dhexaysa xeeladaha shaqaale-ceshadka iyo shaqo-ka-tagista iyo heerarka boosaska shaqo ee bannaan ayaa wax-ka-beddel lagu sameeyaa si loo saxo xajmiga wakaaladda. Waxaan ogaanay in, iyadoo inta badan xeeladaha shaqo-ceshadka aysan la xiriirin midkoodna shaqo-ka-tagista DSP-yada ama heerarka boosaska shaqo ee bannaan ee sannadka 2021, wakaaladaha leh heerarka sarreeya ee boosaska shaqo ee bannaan waxay u badan tahay inay hirgeliyeen xeeladaha shaqaale qorista iyo shaqaale-ceshadka qaarkood.

Wakaaladaha leh sallaanka shaqo ee DSP-yada si ay u ceshtaan shaqaalaha xirfadaha sare leh ayaa lahaa boosaska shaqo oo bannaan oo dhan 22.6%, marka lala barbardhigo 17.3% oo ka mid ah wakaaladaha aan lahayn heerar sallaan shaqo ($p=0.03$). Sidoo kale, wakaaladaha bixiyay buro-siinta, gunnooyinka, ama kordhiyay mushaarka DSP-yada markay dhammeeyeen marxaladaha muhiimka ah ee geed-isocodka aqoonsashada ama markay dhammeeyeen nidaamka aqoonsashada ayaa lahaa boosaska shaqo ee bannaan oo dhan 21.5%, marka lala barbardhigo 17.2% wakaaladaha aan soo bandhigin dhiirigelinta lacageed ee ceynkaas ah ($p=0.06$). Ugu dambeyntii, wakaaladaha u baahday tababarrada dhaafsan oo ka baxsan kuwa ay shaqaalaha uga baahan yihiin Sharciyadda Maamulka Gobolka Oregon waxay lahaayeen boosaska shaqo oo bannaan oo dhan 22.6%, marka lala barbardhigo 15.5% oo ka banaanay hay'adaha aan u baahnayn tababaro dheeraad ah ($p=0.02$). Si kastaba ha ahaatee, ma aynu ogaan xiriirada ka dhaxeeya xeeladaha shaqaale-ceshadka iyo heerarka shaqo-ka-tagista. Wakaaladaha looga baahan yahay tababaro dheeraad ah ee xooga saaraya dhisidda iyo ceshadka shaqaalaha xirfadaha sare leh ayaa laga yaabaa inay sidaasi sameeyaan maadaama baahi taageero oo muhiim ah ay u qabaan deganayaasha ay u adeegaan. Darnaanta iyo adkaanshaha shaqo ay qabtaan wakaaladaha ayaa laga yaabaa in ay boosaskooda shaqo ka dhigto mid ay adag tahay in la buuxiyo, taasoo gacan ka geysanaysa koror inuu ku yimaado boosaska shaqo ee bannaan.

Macluumaadka Sooyaalka

Safmareenka ayaa kalifay in ganacsiyo iyo dugsiyo badan ay u guuraan shaqaale onlayn ku shaqeyo, iyagoo raacaya nidaamka badqabka ee lagu taliyay. Si kastaba ha ahaatee, DSP-yada adeegyada goobta xanaanada siiya dadka waaweyn ee qaba I/DD ee ku nool guryaha daryeelka, ku shaqeynta onlaynka ma aysan u ahayn ikhtiyaar. Beddelkeeda, isbeddelo badan oo la xiriiira safmareenka oo ku aadan borotokoolada hawlgallad caafimaadka iyo badqabka ayaa la hirgeliyay iyadoo si gooni ah loogu saleynayo wakaaladaha kala duwan. DSP-yada waxaa soo foodsaray shaqaale yaraan, khalkhal ku yimid hawlihoo-dii caadiga ahaa, iyo sahayda qalabka ilaaliya shaqsiga oo aan ku filnayn.¹ Sahan heer qaran ah oo la sameeyay si loo fahmo saamaynta COVID-19 uu ku leeyahay shaqaalaha DSP-yada ayaa lagu ogaaday in 62% ka mid ah jawaab-bixiyaasha ay sheegeen inay shaqeyaan saacado dheeraad ah si ay uga falceliyaan shaqaale yarida oo 50% ayaa la kulmay daal jireed iyo/ama shucuureed.¹

Si loo baaro daldaloolada iyo awoodaha ka jira ka jawaab-celinta xaaladaha degdega ah iyo si faham wanaagsan looga helo sida DSP-yada ay ula kulmeen uuna u sameeyay safmareenka, Oregon waxay dooratay inay sahan siyaado ah oo ku saabsan COVID-19 ku darto Sahannada Xaaladda Shaqaalaha ee NCI ee 2020 iyo 2021. Natijoo-yinkii 2020 ka soo baxay sahanka dheeraadka ah ee COVID-19 ayaa laga heli karaa warbixinteenii hore.¹⁰ Qeybtan, waxaanu ku wadaagi doonaa natijoo-yinka xul ah oo laga helay sahanka dheeraadka ah ee COVID-19 ee 2021, oo ay ku jiraan isbeddelada ku yimid hawlgallada, borotokoolada caafimaadka iyo badqabka ee la fuliyay, shuruudaha tallaalka iyo baaritaanada, iyo wax-kabeddelka mushaarka. Waxaan sidoo kale qiimaynay in mid ka mid ah isbeddeladan hawlgala ay xiriir la lahaayeen shaqo-ka-tagista shaqaalaha. Waxaa jira xaddidaado saarnaa xogta ka soo baxday sahanka dheeraadka ah, maadaama xogta ay ku filnayn dhammaystirka sahanka siyaadada ah marka loo eego sahanka weyn.

Isbeddelada La Xiriira Safmareenka Ee Ku Lugta Leh Hawlgallada

Ka jawaab-celinta safmareenka ayaa keenay isbeddelo ballaaran oo ku yimid hawlgallada wakaaladaha ee socday 2021. Isbeddeladan waxaa ka mid ahaa joojinta barnaamijyada ama bixinta adeegyada (42 wakaaladood; 20.6%), oo si joogto ah u xiray goobahooda ama xarumahooda shaqo (23; 11.3%), codsashada kordhinta awoodda shatiyeynta ee daryeelka guriga/goobta shaqada (16; 7.8%) iyo samaynta isbeddelo cusub ama sii wadida isbeddeladii 2020 lagu sameeyay sida qaar ka mid ah taageerooyinka guriga loo bixiyo – sida ku bixinta adeegyada caadiga ah meel ka baxan guriga qofka, si fogaan-arag ah, ama bannaanka (91; 44.6%). Si la mid ah 2020, wakaaladihii goobahooda xiray waxay lahaayeen triosin heerarka shaqo-ka-tagista ah oo ku dhawaad 35% ka sarreeya kuwa aan goobahooda xirin ($p < 0.01$).¹⁰ Sannadka 2021, wakaaladaha joojiyay barnaamijyada ama bixinta adeegyada waxay lahaayeen tirosin heerarka shaqo-ka-tagista ah oo dhammayd 20% oo ka sarraysay hay'adaha aan joojin barnaamijyada ama bixinta adeegyada ($p=0.01$).

Hirgelinta borotokoolka caafimaadka iyo badqabka ee la xidhiidha safmareenka

Iyadoo laga jawaabay safmareenka Covid-19, wakaaladaha intooda badani waxay hirgeliyeen isbeddelo ku aadan borotokoolada caafimaadka iyo badqabka intii lagu gudajiray sannadkii 2020 waxaana loo sii gudbiyay isbeddeladan badankooda sannadka 2021. Isbeddeladan waxaa ka mid ahaa siyaasadaha booqdeyaasha ee la xidhiidha safmareenka (94.6%), tababarrada caafimaadka iyo badqabka ee COVID-19 ee loogu talagalay DSP-yada (92.7%), iyo isbeddelo lagu sameeyay goobaha si kor loogu qaado shuruudaha kala fogaanshaha bulsheed (70.6%).

Baaritaanada iyo Tallaalka COVID-19

Laga bilaabo sannadka 2021, sahanka safmareenka ee dheeraadka ah ayaa lagu soo uruuriyay xog ku saabsan baaritaanka COVID-19. Wakaaladaha ka qayb qaadanayay sahanka, 95 (46.6%) ayaa sheegay in qaar ka mid ah ama dhammaan DSPiyada looga baahan yahay inay si joogto ah isaga baaraan COVID-19. Dhammaan wakaaladaha ka qayb qaadanayay sahanka waxay lahaayeen shuruudaha tallaalka khasabka ah ee DSP-yada, sida ay dhigayaan Sharciyadda Maamulka Oregon.

Ku dhawaad kala-bar wakaaladaha ka qayb qaadanayay sahanka (98; 48.0%) ayaa sheegay in ugu yaraan hal DSP uu uga tagay shaqada wakaaladda sabab la xiriirta shuruudaha baaritaanka iyo/ama tallaalka. Si kastaba ha ahaatee, sahanku ma kala saarin DSP-yada uga tagay shaqada shuruudaha baaritaanka iyo kuwa uga tagay shaqada shuruudaha tallaalka awgood. Intaas waxaa dheer, ma jirin wax xiriir ah oo ka dhexeeya shuruudaha baaritaanka iyo shaqo-ka-tegista ama heerarka boosaska shaqo ee bannaan.

Wax-ka-beddelka Buro-siinta iyo Mushaarka La Xiriira Safmareenka

Marka laga soo tago kordhinta mushaarka ee qaybta sare lagu xusay, wakaalado badan ayaa bixiyeen buro-siin dheeraad ah ama wax-ka-beddelay mushaarka qaar ka mid ah ama dhammaan DSP-yada. Sannadka 2021, 150 (73.5%) wakaalado ayaa sheegay inay buro-siin u sameeyeen qaar ka mid ah ama dhammaan DSP-yada, iyo 45 (22.1%) ayaa sheegay inay u kordhiyeen mushaarka saacadlaha ah qaar ka mid ah ama dhammaan DSP-yada. Wakaalado badan ayaa sidoo kale dhiirgelin dhaqaale u fidiyay DSP-yada kuwaasi oo sida buuxda loo tallaalay (86; 42.2%).

Waxaan ogaanay in wakaaladaha bixiya buro-siinta safmareenka ($T=-3.36$; $p < 0.001$) ama wax-ka-beddelay mushaarka kumeelgaarka ah ($T=-2.53$; $p=0.01$) inay lahaayeen heerarka shaqo-ka-tagista oo sarreeya marka loo eego wakaaladaha aan samayn, balse ma jirin wax xidhiidh ah oo kala dhexeeyay heerarka boosaska shaqo ee bannaan. Dhiirgelinta maaliyadeed ee tallaalka lama xiriirin shaqo-ka-tagista ama heerarka boosaska shaqo ee bannaan.

Shaqaalaha DSP-yada ah ee Gobolka Oregon ayuu si aad u soo wanaagsanaaday mushaarkooda sannadka 2021: celceliska mushaarka saacadaha ah ayaa kordhay oo heerarka shaqo-ka-tagista DSP-yada ayaa hoos u dhacay. Si kastaba ha ahaatee, iyadoo shaqo-ka-tagista ka jirta Oregon ay hadda ka hooseeyo celceliska qaranka⁵, kororka ku yimid heerarka boosaska shaqo ee bannaan ee DSP-yada ayaa muujinaya in wakaaladuhu ay weli ku dhibtoonayaan inay qortaan oo ceshtaan DSP-yada. Tallaabo ayaa si degdeg ah loogu baahan yahay si loo wanaajiyo sii socoshada daryeelka dadka waaweyn ee qaba I/DD.



Innagoo ku saleeyno natiijooyinka falanqayntayada, waxaan ku talineynaa xeeladaha soo socda si loo dhimo shaqo-ka-tagista:

1. Sii wad inaad kordhiso mushaarka saacadlaha ah. Falanqayntayada waxaan ku ogaanay, inuu xiriir ka dhexeeyo mushaaraadka bilawga ah ee sarreeya iyo shaqo-ka-tagista hooseysa. Natiijooyinkaasi waxay xaqiijinayaan xog hore oo muujinaysa isla xiriir heer qaran ah,¹¹ oo sidoo kale natiijooyinkeenii hore ee Oregon ee muujinayay xiriirka ka dhexeeya celceliska mushaaraadka sarreeya iyo hoos u dhaca ku yimid shaqo-ka-tagista (xogta Sahanka Xasiloonaada Shaqaalaha NCI ee 2018–2020).¹⁰ Wakaaladaha Oregon waxay hirgeliyeen mushaar kordhin dhexdhexaad ah sannadka 2021 oo kordhintan ayaa u dhigantay hoos u dhaca ku yimid shaqo-ka-tagista marka loo eego sannadihii hore. Si kastaba ha ahaatee, shaqo-ka-tagista iyo heerarka boosaska shaqo ee bannaan ayaa weli sarreeya. (Fiio gaar ah: DSP-yada Oregon waxay heleen mushaar kordhin dheeraad ah tan iyo sannadkii 2021. Xog lagama helin ilaa hadda shaqo-ka-tagista iyo heerarka boosaska shaqo ee bannaan tan iyo markii mushaar kordhintaasi la hirgeliyay.)
2. Bixi macaashyada muhiimka ah iyo fursadaha shaqo-kobcinta. Bixinta wakhtiga fasaxa ee klacagta leh, caymiska caafimaadka (gaar ahaan caymiska ka baxsan waxa lagu daray Qorshaha Caafimaadka Oregon), iyo macaashyada kale ayaa gacan ka geysan kara yareynta shaqo-ka-tagista. Waxaan si gaar ah u ogaanay in siinta macaashyada dhammaan shaqaalaha, iyada oo aan lagu xaddidin kaliya shaqaalaha waqtiga buuxa, ay la xiriirtay shaqo-ka-tagis iyo heerarka boosaska shaqo ee bannaan oo yar. Fursadaha shaqo-kobcinta waa inay ku jiraan horumarinta tubta shaqo ee DSP-yada iyo tababarada la xoojiyay, sida iskaashiga kulliyadaha bulsheed iyo fursadaha shaqo-barashada.
3. Kordhi dadaallada socda ee lagu aqoonsanayo qiimaha ay leeyihiin DSP-yada.. Shaqada DSP-yada waxaa guud ahaan loo arkaa inay tahay mid hooseysa, haddana aad bay muhiim ugu tahay caafimaadka, badqabka, iyo fayo-qabka dadka waaweyn ee qaba I/DD.² Doorarka DSP-yada ayaa u baahan dadaal buuxa, xirfad, iyo heelanaan; sifooyinkaas waa in la aqoonsadaa lana abaalmarayaa. Adeegyada Naafonimada Garaadka iyo Korriinka ee Oregon (ODDS, The Oregon Office of Developmental Disabilities Services) ayaa wax ka qabanayeen dhibaataada shaqaalaha iyaga oo iskaashi la sameynaya hay'adaha maareeya kiisaska iyo wakaaladaha shaqo ee gobolka Oregon iyo kuwa dalka oo dhan; iyagoo bixaya deeqaha shaqo qorista iyo shaqaale-ceshadka; iyo iyagoo taageeraya hal-abuurnimada xaqsoorka adeegga. Inkastoo kuwani iyo dadaallada kale ee ODDS ay kordhiyeen shaqaalaha taageerada tooska ah ee Oregon, yaraanta shaqaalaha ayaa weli jirta. Xeelado mustaqbalka la adeegsan karo oo muddo-dheer soconayo, ficilo iyo dhaqaale ayaa loo baahan yahay. Maadaama ay tani tahay arin ku saabsan sinnaanta caafimaadka, Oregon waa in ay mudnaanta siiso fayowabka muwaadiniintayada qaba I/DD iyo xirfadlayaasha iyaga taageera.
4. Xaqiiji sinnaanta mushaarka. Qiimaha hoose ee hadda laga soo qaado shaqada DSP-yada waxay la jaanqaadeysaa sifooyinka shaqaalaha DSP. Inta badan DSP-yada waa haween isla markaana in badan oo kamid ah iyaga waa dad midab leh—kuwaasi oo kooxo si joogto ah u qaata mushaar hoose marka la eego gudaha Maraykanka. Sida hal warbixin lagu sheegay, DSP-yada waxay helaan mushaar la jinsiyeeyay oo loogu talagalay shaqooyinka ay qabtaan jinsi kasta,¹² taasi oo muujinaysa xaqsoor la'aanta ka jirta qaab-dhismeedka mushaarka kaasi oo doorarka daryeelka siiyo qiimo ka yar noocyada kale ee shaqo. Oregon waxay haysataa fursad ay ku hoggaamiso xaqiijinta sinnaanta mushaarka shaqaalaha DSP iyo sidoo kale kor u qaadida miisaanka mushaarka DSP-yada iyadoo gaarsiineyso heer la siman heerarka mushaarka ee noocyada kale ee shaqaalaha xirfadada leh ee gobolka.

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Qirashooyinka

Warbixintan waxaa taageeray qandaraas ka yimid Waaxda Adeegyada Aadanaha ee Oregon oo ay siisay Jaamacadda Xarunta Heerka Sare ee Naafonimada Korriinka (UCEDD) ee OHSU. Shaqaalaha soo socda ayaa ka qayb qaatay falanqaynta xogta iyo/ama diyaarinta warbixinta: Abigail Newby-Kew, MPH; Willi Horner-Johnson, PhD; Kira Norton, MPH; Rhonda Eppelsheimer, MSW.

Lifaaqa: Ereyb-bixinada istaastitiko

Waxaa jira dhowr eray oo ah kuwa tirakoobka oo lagu daray warbixintan. Sharaxaad kooban oo ku saabsan ereyadan ayaa hoos lagu bixiyay.

TIROSINTA

Tirosinta (oo mararka qaarkood loo yaqaano celceliska) ayaa ah wadarta xog nimaadsan oo loo qeybiyay tirada xogtu ka kooban tahay. Tusaale ahaan, si loo xisaabiyo tirosinta roobka maalinlaha ah ee bil gudaheeda, waxaan isku darnaa roobabka da'a dhammaan maalmaha ay bishaas ka kooban tahay kadibna waxaan u qaybineynaa tirada maalmaha bisha.

DHEXFURKA

Dhexfurka waa tirada "baaxadsoorka" ee u dhexeysa nuska sare iyo hoose ee xogta nidaamsan. Si ka duwan tirosinta, dhexfurku uma badna inay saameyn ku yeeshaan tirooyinka xad-dhaafka ah ee sida weyn uga duwan xogta inteeda kale.

XIRIIRKA DOORSOOMEYAASHA

Xiriirka doorsoomeyaasha wuxuu cabbiraa qiyaasta ay labada doorsoome isugu xiran yihiin. Haddii doorsoomayaashu ay si togan isugu xidhan yihiin, marka hal doorsoome uu bato kan kalena wuu badan. Haddii doorsoomayaashu ay si taban isugu xidhan yihiin, marka hal doorsoome uu bato kan kalena wuu yaraan.

ISBARBARDHIGGA TIROSINTA

Isbarbardhiga tirosinta (t-test) waa tijaabo istaastitiko oo loo isticmaalo isbarbardhigga celcelisyada laba kooxood si loo go'aamiyo inay isku mid yihiin ama inay kala duwan yihiin.

ISBEDDELKA RAJCIGA

Isbeddelka rajciga waxaa loo isticmaalaa in lagu go'aamiyo in tirooyin kordheen ama yaraadeen muddo kadib, ama in tirooyinka ay ahaayeen kuwo joogto ah muddo kadib.

P-VALUE (ISBEDDELKA RAJCIGA)

Marka la samaynayo tijaabo istaastitiko, isbeddelka rajciga ayaa ah suurtagalnimada lagu helo natiijooyinka tijaabada oo ugu yaraan ah kuwo aad xad-dhaaf u ah isla sida natiijooyinka dhabta ah ee la indha-indheeyo, ayna ku salaysan yihiin nasiib. Isbeddelka rajciga (p-value) ee sida caadiga ah la isticmaalo waa 0.05, kaasoo ka dhigan in kaliya 5% ay suurtagal tahay in xiriirka la indha-indheeyay uu ka dhashay fursad aan kala-sooc lahayn oo nasiib ah.

XIRIIRKA LAMA FILAANKA AH

Macnagalka istaastitiko waa xiriirka la idha-indheeyo ee ka dhexeeya doorsoomayaasha ay u badan tahay inuu ka dhashay wax aan nasiib ahayn. Marka la eego warbixintan, marka qiimaha P ee tijaabada tirakoobku ay ka yar tahay 0.05, waxaanu natiijada tijaabada ku sifeyneynaa inay tahay mid muhiim ah. Haddii isbeddelka rajciga uu u dhexeeyo 0.05 iyo 0.10, waxaan xusnaa inuu jiro isbeddel muujinayo xiriir muhiim ah.

WAXAA SOO SAARAY:

