

Steering and Advisory Committee
DSP Workforce Initiative
3/16/05

Updates:

- The SAC group has grown and more key people are at the table today and it will continue to evolve
 - 47 people were in attendance today with 4 self-advocates and 7 DSPs who are new
 - We want to continue to identify and invite additional people to join our group
 - Thanks to everyone who has helped get the right people here
- Organizations have almost completed all the training and will begin developing their intervention plan
- Individuals—All 10 have been selected and TA is beginning (2 are here today)
- Workgroups have started brainstorming ideas for topics and they are still looking for new members

Realistic Job Preview draft viewing:

- Footage was added from Illinois
- Feedback forms were collected and will be used to finalize the video

Workforce Development Plan:

- It's about strengthening the DSP Workforce in Illinois and finding things to make this a better place for DSP to work
- The draft given out is far from done and is just the latest version
- We all need to give input to evolve the plan—give us more feedback

Workgroup Reports:

Mentoring & Supervision: (Donna Nemeth)

- Note: The groups were picked for the people, so they have been learning as they are going through the process
- Lee does not work at an agency, so it has been interesting working with her
- The group has new people beyond HR, DSPs have been added
- Networking has been good & are looking for new members
- They are discovering what mentoring is—they are collecting diff definitions now—it is a lot of different things to a lot of different people—they are trying to leave it open enough so it works for everyone
- HR bias in group

Recruitment & Retention: (Jane O'Meila)

- There is a lot of overlap with other groups
- Contact Presidium (org in Texas) that is geared to reducing risk of hiring potential abusers—incredible training and has research based stuff

- Give standardized interview questions and how to analyze around risk

Data & Wages: (Sherri Larson)

- Adding more people to this group and make sure have right people at the table
- Frame leg advocacy around increasing wages around long-term wages
- There is an HR matrix to track turnover and the turnover rate formula is different from others!

Education & Training: (Amie Norris & Maryam Mostoufi)

- Lots of good networking opportunities
- Looking at elevating status of DSP in Illinois
- What can they provide to DSP so they can be competent and empowered
- Specialized training & certificate with classroom work, portfolio, OJT, etc. could be based on each persons needs
 - Ex/Behavioral management & intervention, Assistive Technology, Wheelchair repair
- Add credentialing to Public Health registry
- Have DSP create professional organization
- Apprenticeship program is under discussion
- What to id co-chairs
- Id additional partners
- Need greater representation from the Southern region

Status & Awareness: (Fred Bortz)

- Developed their goals fairly quickly
- The professional organization for DSPs is an idea and it is best if it is taken on by the DSPs themselves so they take ownership of the group

Group discussion regarding workgroups:

- Duplication was addressed and ideas were given for workgroups to take into account when adapting goals.

Next meeting dates:

- To be announced. The June 7th date will most likely be changed due to some conflicting conferences. The location will most likely be in Chicago.