

**Direct Support Professional Workforce Initiative
Steering/Advisory Committee Meeting**

June 20, 2005

Chicago, IL

10:00am to 3:00 pm

Meeting Notes

Project Overview and Updates

- Brief project overview was given
- New meeting dates:
 - September 12th, 2005; 10am-3pm; Chicago
 - December 12th, 2005; 10am-3pm; Springfield
 - March 13th, 2006; 10am-3pm; Chicago
 - June 12th, 2006; 10am-3pm; Chicago
- Realistic Job Preview video is finalized and was handed out. Contact Katie if you would like additional copies.
- Toolkit for individuals and families is being developed to help find, choose, and keep DSPs
- Customization of the College of Direct Support is in process. 7 volunteers are reviewing the courses and making additions of Illinois specific policies and procedures
- Organization update: The hardest work is building the coalition within their organization. DSPs and FLS often get left out of the decision making process. All of organizations have taken that leap to include people.
 - Oak/Leyden: They are focusing on the turnover of staff within the first 6 months and using the RJP as well as interviews with DSPs and participants as an intervention.
 - Cornerstone: They feel the project fits very well with their strategic plan and they are focusing on training their Frontline Supervisors through the College of Frontline Supervision.
 - Community Support Services: They also feel the project fits with their strategic plan and they are focusing on 3 key areas: changing the name from “worker” to professional, revising their wage structure to reinforce longevity and levels of training and expertise, and training of Frontline Supervisors.
 - Gateway: They have revised their staff satisfaction survey and are focusing on training for supervisors and teambuilding.
 - New Hope: They feel the project fits well with their long range plan and they are going to be using the Realistic Job Preview as an intervention.

- Seguin: They are focusing on training top managers and want to make a culture change within their organization. They are also using the Code of Ethics to instill values across the organization.
- Arc of Rock Island: They are focusing on supporting frontline supervisors by creating a mentoring program both at the peer level and the leadership level.
- Habilitative Systems: They are focusing on a structured observation piece.

WORKFORCE PLAN:

We need to have a clear message for the outside world and create a plan that has as much consensus as possible. Everyone does not have to agree on every single thing, but we want to as much as possible.

Audience: We want it to speak to political people, neighbors, people in the field, families and self-advocates.

Issues in the overall Plan:

- Major flaws in the statistics
- Be more realistic on staff training—needs to be more realistic
- Long and wordy—not sure it targets all the audiences we want it to
- Does not speak to individuals or families very well
- Need to look at message of “mandating training” so no limits to consumer direction
- Need more emphasis on community
- How we address role of unions
- Need an executive summary—for policy makers or maybe another version for consumers
- Appendix for further detail

Feedback going through the Plan:

- Create a 1 pg summary with goals, problem and call to action
- Make it sound more serious to compel you to read
- Full participation is the ideal, but we are in crisis of the most basic stuff—make sure this point gets across in the content
- Documents need the personal touch with quotes—send good quotes to Katie
- Anchor it more to the support of people, not necessarily making the work a profession
- Use “citizens” with disabilities to make more powerful for policy makers
- Put in that there are not enough people who are self-directing
- Don’t mix the dream stuff with the reality of the crisis

- Make a specific ask to people to do some action after reading the plan
- CALL TO ACTION!
- Important to make a different document for different people/audiences
- Statement of problem and path to the future
- Replace “people” with “citizens”
- Writing style—long sentence with lots of clauses, revise so start with the primary concept
- Tony will send statewide data—Powers report
- Put in info on “stayers” and the rates of pay
- Our data is not adequate and not representative—we need better data
- Define ID/DD
- Scott has the data because they did a \$1/hr raise for full and part-time staff about 4 yrs ago
- Make the \$29 million factoid more prominent because it is so powerful
- Impact of turnover challenges: this is where you put a face on it (p.13)
- Use text boxes to get people’s attention
- Do not use EBT as an acronym
- The system does not invest in ongoing education
- Illinois is one of the only states that you get paid extra for doing training
- Try to find a way to build training costs into rate structures
- Put more emphasis on wages and benefits data—a central factors
- There is a 2005 IARF study—Chris Burnett (update p.15)
- Interesting thought—Benefits will be a bigger concern if wages go up because currently many employees qualify for some type of assistance
- Describe roles of stakeholders and then explain what we ALL want
- Group stakeholders into categories—Role of the stakeholders description, give a balance and shows what EVERYONE can do
- Union issue—we are NOT neutral, so better not say anything about that

The expectation is that every single stakeholder will contribute to the implementation of this Plan.

Begin talking about the direction, the goals and the actions in the Plan and how can the group you are a part of help out.

For the next meeting, review the goals and actions steps for each of the five Workgroups (use the worksheet given out). Identify the goals which you or your organization are willing and able to help implement. For each goal that you choose, please describe specifically what you or your organization will do to help implement the goal.