

IL Comprehensive Workforce Development Initiative
Stakeholders Advisory Committee
August 3, 2004

Ideas:

- Examine congregate care settings to see if low turnover reasons are transferable
- Put weight on interview process for some agencies that don't write grants
- Target non-traditional learners who may not be interested in the academic style learning
- Tap into community colleges

ANCHOR=national project that is similar

Unique to Illinois:

- Relationships are key
- Autonomy-treatment of respect and dignity
- Attitude
- Incentive of salary and benefits
- Respect for workers
- Communication—on-going training
- Finding the right people
- No courses at community college
- Lack of career path
- Promotion out of direct care
- Need training with disability
- Focus on “customer service”

Community colleges=48 colleges in 39 districts

Marianne Taylor (HSRI):

Mid-Hudson Coalition, NY

- Created BA in Direct Practice
 - Sociology Dept SUNY, New Paltz, NY
- Dutchess CC & Ulster CC—16 credit
 - Certificate based on CSSS

PA College of Direct Support-consistent message

Ohio PATHS

Kansas Project

Challenge—working with family, doctors, etc. Huge responsibility and tiring for DSPs.

**Looking Through the Window in Illinois
(activity)**

People with Disabilities

DSPs

1970s

- not thought of as sexual beings
- sheltered workshops
- excluded/hidden from community
- non-age appropriate activities

- confusion, no directions
- custodial care
- authoritarian, paternalistic
- mixed messages for relationships

1990

- inclusion
- interaction w/community
- self-advocacy organization
- transition programs

- struggling
- under-valued
- unions

2010

- sexuality recognized as part of human experience
- increase PWD who have children/families
- PWD=leaders of organizations
- increase legislative power
- jobs

- career path w/future
- professional integrity