

DSP Workforce Initiative
SAC Meeting
9/29/04

DSPs are the career gateway to the human services field

Stories shared

- TN DD & DSP collaboration (directors mtg @ conf)
- TN training directors talking
- National Alliance for DSPs=nadsp.org
- West Virginia—Marianne is developing a curriculum
- Projection of DSPs in 2050 for Congress

Applications

- Agencies are good
- Need help reaching individuals/families
- I will revamp flier and send to the group

Website

- SAC members contact info will be put up
- Orgs will be put up after selected
- Resources will be put up
- Meeting notes will be posted
- RSVP online
- Spotlight corner may be put up

College of Direct Support

- www.collegeofdirectsupport.com
- Evolved over the last 5 years and is now a self-sustaining curriculum
- About 10 states have bought into CDS and provide it as training: DC, PA, SD, TN, etc.
- Has 60 hours of instruction available online, not including the classroom time or on the job training components
- Courses are updated
- The goal is to create a national standard with consistent content for DSPs
- Created with the involvement of people with disabilities, advocates, content experts for each topic, also sent to a board of national editors to review content
- This supplements the DSP training
- Special functions
 - HR can monitor training
 - Closed captioning and auditory available
 - Multi-media with real stories
 - Tried to keep at a 6th-8th grade reading level and include a glossary with over 2,000 words
- Will be customized specifically for Illinois
- Can customize further for 14 agencies in project
- Assessment measures—has pre- and post-test for each section
- On the job checklist to help transfer of learning into the work environment

- Portfolio section where work samples are collected to show an understanding of the skills learned in the lessons
- CEUs offered

College of Frontline Supervision

- Companion project to CDS
- 4 courses with video clips

CDS & CPF offered free for a limited time (until January)

- Cost is on a sliding scale fee

Customization of CDS & DFS:

- DHS would be good-talk with
- IARF put out to the members
- Regulatory person—Dept person
- Dept of Public Health—esp for abuse and neglect (OIG)

Customize video:

- Organizations will be involved

Steering Committee Members Contributions:

Centers for Independent Living:

- Can assist in involving consumers who hire, train, supervise and fire in-home personal assistants.
- Can identify consumers who can serve as “role models” to demonstrate how to recruit and retain PA’s.

IARF

- Offer access to conference trade show and space and association meeting time to generate interest in the project
- Mine membership for agencies willing to be sources of feedback for project.

AFSME:

- Bring results/IL best practices to non-demonstration agencies.

CCDI:

- Promote/market project at annual conference and in monthly newsletter
- Help identify individuals and/or families to participate in the project.

IL Health Care Assoc:

- Provide opportunities for education to providers of service.
- Distribute info via weekly newsletters, etc.

IL Community College Board

- Community colleges could develop specific curriculum for Direct Support Professionals. This could be noncredit or credit.
 - The American Council on Education can review the course content of College of Direct Support and/or College of Frontline Supervision so learners can receive college credit, recommendations if appropriate, contact me for more info.
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Data:

- All will search & get back
- How many DSP in IL for PWDD?
- Average starting salary and highest wages (& benefits)

- Turnover rate
- Vacancy rate
- How is new dev. of services affected by lack of DSPs?
- Lack of good data—pointed out in Gettings report
- NEED eval. Mechanisms that are valid!
- There is an initiative for all data under CMS now
- State Medicaid records?
- Dept of Public Health—DD aides on registry
- Unions—homemaker & PA stuff, but not DD specific
- IDES gets wage data & does job forecasting
- We need to talk with DHS
- Council can facilitate meetings for data dialogue

Who else do we need here as part of SAC?

- DPH-licensing
- Equip for Equality
- DSPs
- Self-advocates
- IL Assoc. for Community Care Providers
- State legislators

Create press release of project for SAV

Summary update of highlights

Potential Taskforces:

- Career paths/education
- Policy & Legislation
- Data Sources/Collection
- TA & Training

Name of Project:

Shorten the name to DSP Workforce Development Initiative