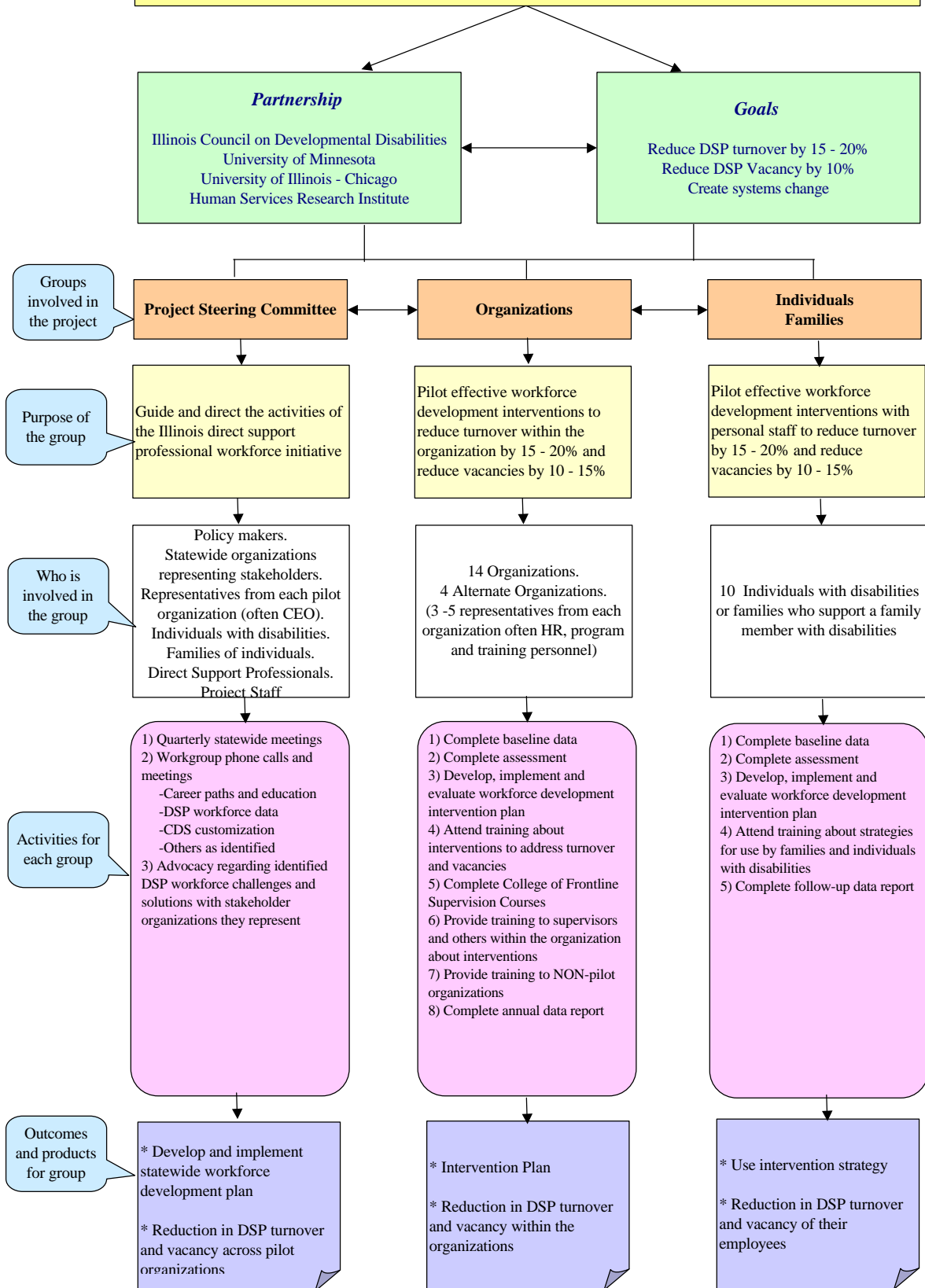


# Illinois Direct Support Professional Workforce Initiative



# Illinois Direct Support Professional Workforce Initiative

**Partnership**

Illinois Council on Developmental Disabilities  
University of Minnesota  
University of Illinois - Chicago  
Human Services Research Institute

**Goals**

Reduce DSP turnover by 15 - 20%  
Reduce DSP Vacancy by 10%  
Create systems change

Groups involved in the project

**Project Steering Committee**

**Organizations**

**Individuals Families**

Purpose of the group

Guide and direct the activities of the Illinois direct support professional workforce initiative

Pilot effective workforce development interventions to reduce turnover within the organization by 15 - 20% and reduce vacancies by 10 - 15%

Pilot effective workforce development interventions with personal staff to reduce turnover by 15 - 20% and reduce vacancies by 10 - 15%

Who is involved in the group

Policy makers.  
Statewide organizations representing stakeholders.  
Representatives from each pilot organization (often CEO).  
Individuals with disabilities.  
Families of individuals.  
Direct Support Professionals.  
Project Staff

14 Organizations.  
4 Alternate Organizations.  
(3 - 5 representatives from each organization often HR, program and training personnel)

10 Individuals with disabilities or families who support a family member with disabilities

Activities for each group

1) Quarterly statewide meetings  
2) Workgroup phone calls and meetings  
-Career paths and education  
-DSP workforce data  
-CDS customization  
-Others as identified  
3) Advocacy regarding identified DSP workforce challenges and solutions with stakeholder organizations they represent

1) Complete baseline data  
2) Complete assessment  
3) Develop, implement and evaluate workforce development intervention plan  
4) Attend training about interventions to address turnover and vacancies  
5) Complete College of Frontline Supervision Courses  
6) Provide training to supervisors and others within the organization about interventions  
7) Provide training to NON-pilot organizations  
8) Complete annual data report

1) Complete baseline data  
2) Complete assessment  
3) Develop, implement and evaluate workforce development intervention plan  
4) Attend training about strategies for use by families and individuals with disabilities  
5) Complete follow-up data report

Outcomes and products for group

\* Develop and implement statewide workforce development plan  
\* Reduction in DSP turnover and vacancy across pilot organizations

\* Intervention Plan  
\* Reduction in DSP turnover and vacancy within the organizations

\* Use intervention strategy  
\* Reduction in DSP turnover and vacancy of their employees