Office of Developmental Programs

Information Sharing and Advisory Committee

Recommendation #7 Update:

Develop and Support Qualified Staff

Rochelle Troutman, Division Director for Training and Communications



Recommendation #7 Overview

People with disabilities receiving services benefit when:

- Staff who support them are well trained.
- Values, ethics and person-centered decision-making are used in daily practice through mentorship and training.
- Professional training that strengthens relationships and partnerships between individuals, families, and Direct Support Professionals (DSPs) is offered



Additional Initiatives in Staff training and Development

American Rescue Plan Act (ARPA) Funding:

- As part of the Office of Developmental Programs'
 (ODP) ARPA plan to strengthen HCBS, providers
 can receive a one-time supplemental payment to
 address staff training and credentialing
- ARPA funding was made available in March 2022
- ODP received approximately 290 applications



Provider Applications Examples

- Providers are integrating the National Association for Dual Diagnosis certifications for DSPs
- Providers are planning to integrate the knowledge of Lifecourse Ambassadors through staff credentialing
- Providers are creating career ladders for DSP's using the NASDP E-Badge Academy.



Additional Initiatives in Staff training and Development

NADSP Accreditation of MyODP Courses

- Phase 1 completed
 - Submission of application for ODP Vision and Mission along with general course requirements and certification processes.
- Phase 2
 - Review and evaluation of the course content

Why this is important?

 Once approved, DSPs will be able to utilize select MyODP courses towards the completion of NADSP E-Badge Certifications



Recommendation Performance Measures

New Performance Measure:

- Percentage of agencies that are using tiered DSP credentialing/training
- Data for this new performance measure will be available through a survey deployed in 2023.



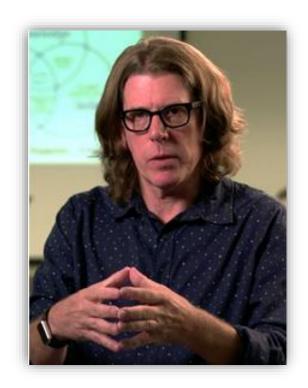
2/6/2023 6

Introductions:

Joseph Macbeth

CEO and President of the National Alliance for Direct Support Professionals (NADSP)

- 40 year of experience working in the field of intellectual and developmental disabilities
- international leader in the advocacy and movement to recognize direct support as a profession
- co-authored the <u>Report to the President: America's Direct Support Workforce Crisis: Effects on People with Intellectual Disabilities, Families, Communities and the U.S. Economy for the President's Committee for People with Intellectual Disabilities (PCPID, 2017
 </u>
- currently sits on several boards of directors and The College of Direct Support's National Advisory Board
- recognized with the 2022 "Services to the Field Award" from AAIDD
- in March of 2022, <u>appointed</u> by President Biden to a two-year term as a member of the President's Committee for People with Intellectual Disabilities (PCPID).





2/6/2023 7

Introductions:

Gregory Miller

President & Chief Executive Officer Penn-Mar Human Services

- Joined Penn-Mar in 1988 and as served in various leadership roles
- serves as the CEO of the Penn-Mar Foundation since 2012
- responsibility for the programmatic, financial, and strategic operations of Penn-Mar, including Board development.
- holds a master's degree from McDaniel College.
- Earned a Certificate for Performance Measurement for Management of NPOs from Harvard University Kennedy School of Government and a Certificate for Strategic Perspectives in Non-Profit Management from Harvard Business School.
- On three separate occasions, Greg has addressed the International Conference in Sao Paulo, Brazil on leadership development and employment and service models for people with disabilities.
- Penn-Mar HS has several years of experience in implementing the NADSP E-Badge Academy





2/6/2023 8