

# 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.

# 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 [\*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)
- 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, [appointed](#) by President Biden to a two-year term as a member of the President's Committee for People with Intellectual Disabilities (PCPID).



# 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

