

Direct Support Professional Training

End of Year Report
Fiscal Year 15/16

Background

In January 1999, the Department of Developmental Services (DDS) implemented a mandatory competency-based training program for all direct support staff and administrators who provide direct support care in a licensed community care facility (CCF) vendored under the Alternative Residential Model program. Regional centers have just under 5,700 licensed CCFs that serve people with intellectual/developmental disabilities. Recognizing that direct support staff is key to the provision of quality services, the Direct Support Professional Training (DSPT) program is based upon core competencies in skills necessary for satisfactory job performance. This standardized training is divided into two 35-hour segments, to be completed over the course of the first two years of employment. A Challenge Test is also available for each of the two training years providing an option to forego the DSPT for those who already possess the core competencies. The DSPT and Challenge Tests are provided through four service hubs throughout the state at no cost to students.

DSPT hours meet regional center requirements for continuing education for direct support professionals (DSPs), as well as the Department of Social Services Community Care Licensing Division's approval for continuing education requirements for administrator recertification at Adult Residential Facilities and Residential Care Facilities for the Elderly.

DSPT Updates

Effective September 1, 2015:

- 1) Implemented a new online registration and certification website so DSPs could register for classes and get their test results all in one place (www.dspttrain.org).
- 2) Increased regional center involvement by having annual DSPT advisory meetings at each of the 21 regional centers.
- 3) Integrated the DDS SafetyNet articles and videos into the 35-hour training.



Preparing our workforce to meet the needs of Californians with intellectual and developmental disabilities.

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Facts & Statistics

In Fiscal Year 15/16, 4,948 students took the DSPT and 4,492 met the statutory requirement. In the prior three years, there had been a steady increase in the number of students who took and met the DSPT statutory requirement. However, in FY 15/16, there was a decrease in those numbers. The decrease could be due to any number of reasons (i.e., DSPs staying at their jobs longer, or not as many new homes being vendored/licensed). As a result, there was a decline of 39% of students taking the DSPT, as shown in the graph below.

Total Number of Students Who Met the Statutory Requirement



Please note: The numbers above represent the total number of requirements met; therefore, if a student met the Year 1 and the Year 2 requirement, that person is counted twice.

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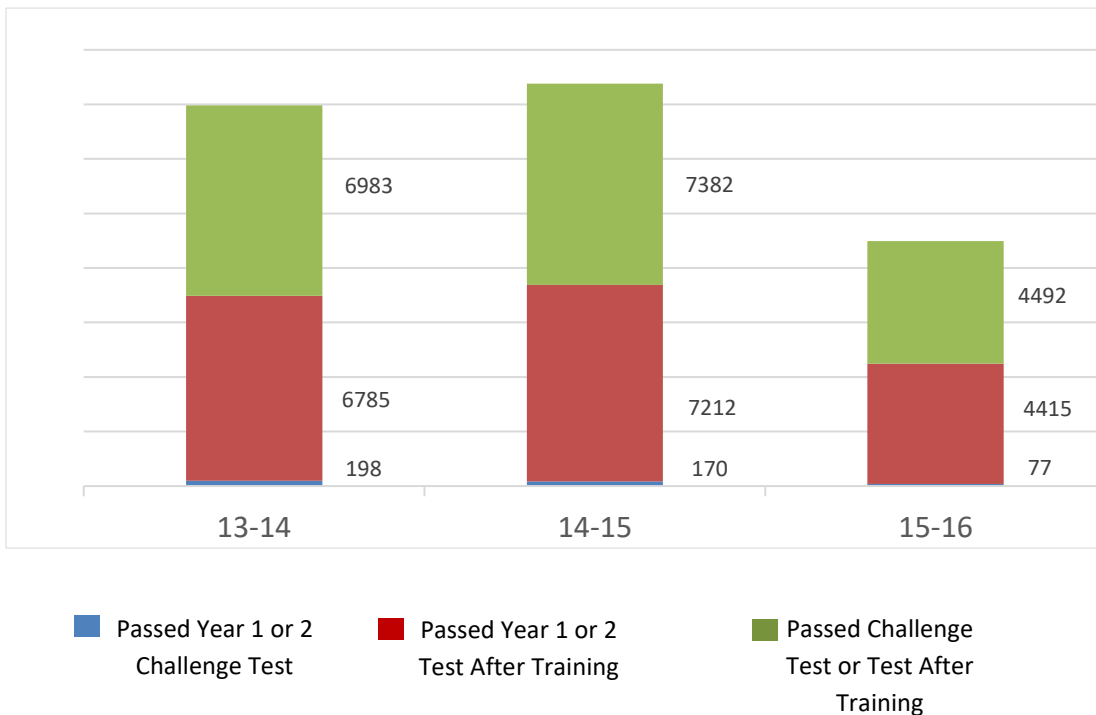
Fiscal Year 15/16

Historical Data

Since the program’s inception in FY 98/99, just over 156,200 students have taken the Test After Training or Challenge Test for Year 1 or Year 2. Of those students, slightly under 122,000 have met the statutory requirement by passing the Test After Training or Challenge Test for either Year 1 or Year 2.

As illustrated in the graph below, in each of the past three years, more students took and passed the Test After Training (95%) than the Challenge Test (24.5%). This trend has been consistent through the years.

Combined Totals of the Number of Students
Who Met the Statutory Requirement

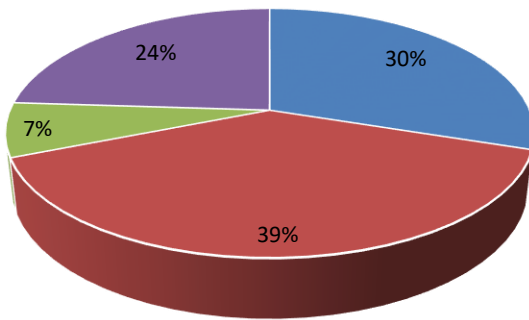


Note: The total number of students who have taken the Test After Training or or Challenge Test for Year 1 or Year 2 includes students who passed or failed the test.

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Year 1 Challenge Test
FY 2015/16

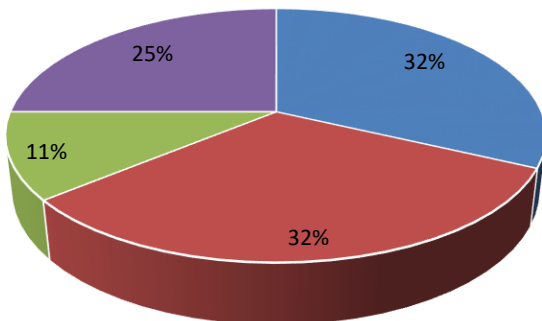


Results

- Passed both the Written Test and Skill Check
- Passed Written Test, but failed the Skill Check
- Passed Skill Check, but failed the Written Test
- Failed both the Written Test and Skill Check

Out of the total 1999 students who took the Year 1 Challenge Test, 47 of students passed the written and skill check, 78 passed the written portion, 14 passed the skill check portion, and 60 failed both.

Year 2 Challenge Test
FY 2015/16



Results

- Passed both the Written Test and Skill Check
- Passed Written Test, but failed the Skill Check
- Passed Skill Check, but failed the Written Test
- Failed both the Written Test and Skill Check

Out of the total 118 students who took the Year 2 Challenge Test, 30 (30) of the students passed the written and skill check, 37 passed the written portion, 13 passed the skill check, and 38 failed both.

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Student Satisfaction Survey

In FY 15/16, 4,504 students completed a satisfaction survey.

Below is a sample of questions from the survey, as well as the percentage of student's responses. Each question had four response options: **Strongly Agree, Agree, Strongly Disagree, or Disagree**. Based on the results, approximately 99% answered that they were overall satisfied with the DSPT.

Questions	Strongly Agree or Agree	Strongly Disagree or Disagree
The teacher did a good job teaching.	99.5%	.5%
The training helped me do my job better.	98.7%	1.3%
I plan to get more training.	95.1%	4.9%
The training made me feel good to be a DSP.	99.2%	.8%
The training taught me when and how to report injury or harm to individuals.	98.9%	1.1%
I feel more competent helping individuals take their medication safely.	99.3%	.7%
The training helped me think about what an individual's challenging behavior is trying to say.	99.5%	.5%
The training showed me ways to give more choices each day.	99.6%	.4%



For more information about the DSPT, go to <http://www.dds.ca.gov/dspt/> or contact DDS at 800-622-8904 or by email at ccfdsp@dds.ca.gov.