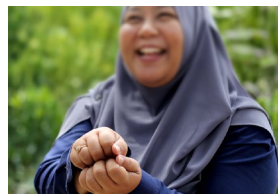


DDS Workforce Initiatives



January 9, 2024

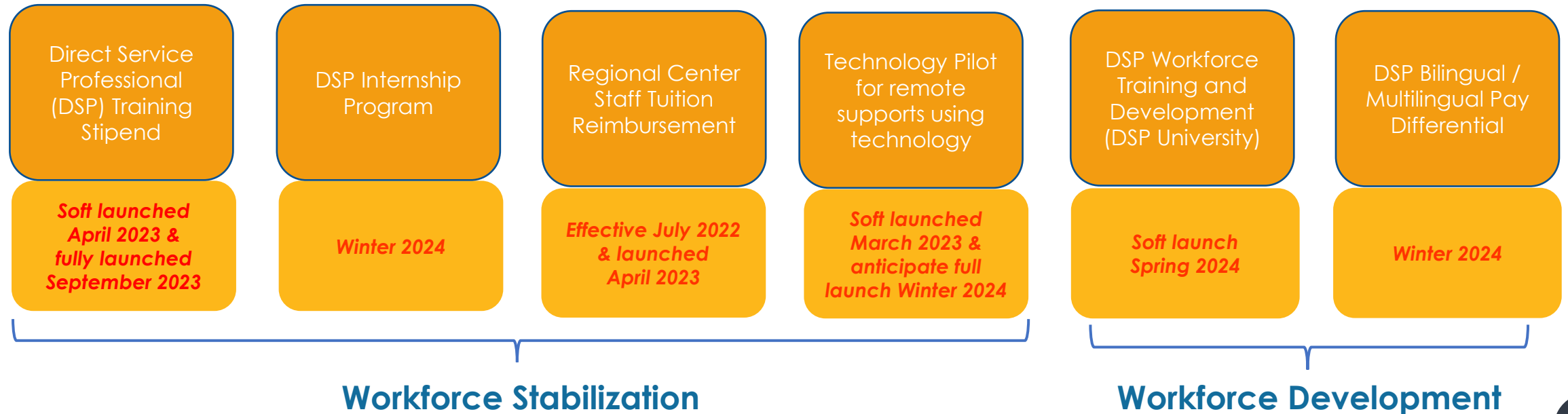


Agenda

- DSP Training Stipend Program
- DSP Internship Program
- Regional Center Staff Tuition Reimbursement
- Technology Pilot and Remote Supports
- Workforce Training and Development (DSP University)
- DSP Bi-/Multi-Lingual Pay Differential

Workforce Initiatives

- Initiatives focused on increasing quality of services and supports provided to individuals served through regional centers by recruiting, training and retaining a high-quality workforce
- Recruiting entry-level workers, developing career pathways
- Recognizing the value of workers



DSP Training Stipend Program

Launched September 12, 2023

- Provides up to two \$625 (before taxes) training stipends to DSPs who complete training and development courses approved by the Department of Developmental Services. Providers receive a \$150 Admin Fee for each \$625 training stipend.
- Courses are online in the [ARCA Learning Center](#) with English and Spanish captioning and ASL
- *DSP Code of Ethics* by National Alliance of Direct Support Professionals (NADSP) applicable across all sectors of developmental services
- Additional courses include *Informed Decision-Making*, and *Person-Centered Planning and the HCBS Final Rule*
- Continuing to add trainings to platform
 - *Cultural Competency and Supporting Individuals who Identify as LGBTQIA+*.

DSP Training Stipend Program (continued)

Outreach to support participation

- Directive to Regional Centers and webinar provided to regional centers which was recorded and shared for future use.
- Webinars – recordings and materials available on DDS website for both Providers and DSPs – provided in English with Spanish and ASL interpretations.

Extremely positive feedback from DSPs

“This training is a reminder to the Direct Support Professionals like us to be aware on the responsibilities to our individuals with disability. This is not only knowing on how to give them care but most of all to treat them as human beings who deserve to be respected and be a part in the community for them to have quality of life.”

DSP Internship Program

Anticipated Winter 2024

- Three-month training and internship program that provides standardized, new direct care workforce entry-level training and practical work experience for up to 2,500 interns
- Focus outreach efforts on populations that reflect California's diverse population and do not traditionally have a pathway towards jobs in the field of providing services to individuals with intellectual and developmental disabilities
- DDS in contract with All's Well as a full-scope internship recruitment, readiness, placement and retaining entity, and will also serve as employer of record for both the paid internship and the retainage stipends
- Will be rolled out in 3 phases with Phase I split between group A and B
- Regional Centers are identifying Provider priority areas (both service and geography) for soft rollout
- DDS will be presenting to regional center provider advisory committees

Regional Center Staff Tuition Reimbursement

Effective July 2022, Launched April 2023

- For regional center employees who seek a degree or certification in a health or human services-related field
- Qualifying employees are eligible to receive up to \$10,000 annually for up to three years
 - May maintain eligibility if they are hired at a different regional center from where they originally established eligibility
- For each year of tuition reimbursement, recipients work one year at the regional center

Technology Pilot for Remote Supports

Anticipated Winter 2024

- Technology services intended to provide supports and services necessary for individuals to access services remotely and meet the goals identified in their Individual Program Plans
- To provide support of the participant's individual program plan goals, reduce the need for a direct support person and enable the participant greater independence, inclusion, and quality of life
- Pilot will run through ACRC and include RCEB area
 - Providers are currently receiving training on use of technology
- DDS working with a contractor as participant in the program design and evaluator
- Article in GT Industry Insider published 9/8/2023 [State Developmental Services Seeks Vendors for Tech Pilot Program \(govtech.com\)](#)

DSP Workforce Training and Development (DSP University)

Anticipated Spring 2024

- Three-tiered, competency-based training and certification program
- Designed to enhance DSPs professional training, promoting services that are person centered, culturally and linguistically sensitive, and that improve outcomes for individuals with Intellectual and other Developmental Disabilities
- Successful completion of each tier is tied to a wage differential
- 2-part approach
 - LMS Development
 - Curriculum Development in process
- Developed with DDS Workforce Workgroup – identified 16 core competencies
- Tier 3 to be developed with Complex Needs Workgroup input

DSP Bilingual/Multilingual Pay Differential

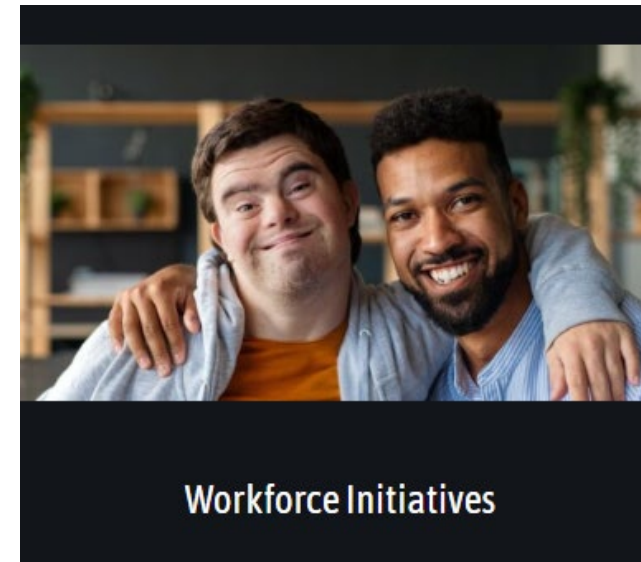
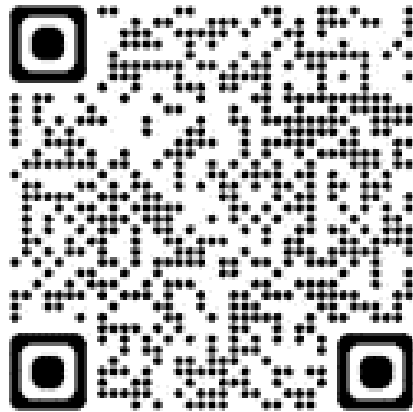
Anticipated Winter 2024

- Promotes equity in access to services for individuals and their families through regional centers by providing a pay differential for DSPs that have duties currently assigned which require regular communication in a language or medium other than English while supporting an individual that has a developmental disability, and when appropriate, their families
- Long-term: Formal certification program will be brought onto the DDS LMS under development
- As a bridged-approach, DDS will initiate the program with self-certification and employer's attestation
- Developed with community engagement

Questions?

More information may be found at:

<https://www.dds.ca.gov/initiatives/workforce-initiatives>



Workforce Initiatives