

Location: <http://www.collegeofdirectsupport.com>

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COLLEGE OF

DIRECT SUPPORT

AN INTERNET-BASED COLLEGE FOR DIRECT SUPPORT PROFESSIONALS



Virginia's
College of Direct
Support
gateway to a profession

COLLEGE OF **DIRECT SUPPORT**

AN INTERNET-BASED COLLEGE FOR DIRECT SUPPORT PROFESSIONALS

Bill Tapp
National Project Director

Neila Gunter
Human Resource Director
DMHMRSAS

India Sue Ridout
Workforce Development Manager
DMHMRSAS

Mission Statement

The College of Direct Support is a learning gateway for contemporary best practices for direct support professionals. By incorporating web-based learning, backed by nationally recognized curricula, the CDS is designed to help support a profession of direct care.

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Developmental Disabilities Act of 2000

- **Congress included:**
 - **“direct support workers....have played essential roles in providing support needed by individuals with DD and in expanding community options...”**
 - **“Among the factors [that] have contributed to a decrease in....direct support workers.....: [is] the lack of quality training and career advancement opportunities...”**

Congress required the curriculum development project to be:

- **Based on comprehensive job analysis of the content of direct support roles**
- **Guided by an advisory group with experience and expertise**
- **Field-tested and validated content and program**

Why CDS?

- **DSP Workforce and Quality Crisis**
- **Increasingly demanding roles & responsibilities (DSPs & supervisors)**
- **Geographic dispersion**
- **Inadequate/poor DSP training**
- **Lack of articulated skill sets and career paths**
- **Need to respond to new support options**
- **Offers a new method of training DSPs**
- **Cost effective**
- **Asynchronous (anytime, anywhere)**

Collaborative Project

- The University of Minnesota
Research & Training Center on Community Living
The Institute on Community Integration
- MC Strategies
- Sertoma Center's *MyLife Foundation*
- US Department of Health & Human Services
 - Administration on Developmental Disabilities

Multimedia Solutions

- **Higher retention (over 50% better)**
- **Can track hours, testing results**
- **Consistency in delivery format**
- **Individualized for the learner**
- **Flexibility in time and place (on demand)**
- **More interesting and engaging**
- **Improves computer literacy**

A sample of States & organizations using the CDS Curricula include:

- Pennsylvania
- Minnesota
- ResCare
- SPIN
- South Dakota
- Kansas
- Tn Micro Boards
- Illinois
- Heritage Christian Services
- Virginia
- Mississippi
- District of Columbia
- Wyoming
- Evergreen Ministries
- CUNY

COMMUNITY-BASED SERVICES, INC.

Jennifer Boyden
Executive Director

Karen Kitchen
Training & Quality Assurance Coordinator

Crystal Eldridge
Direct Support Professional



Community-Based Services, Inc.

About Us:

- Opened in 1998
- 8 Group Homes serving 35 individuals
- Service area is the metro-Richmond Area

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Virginia CDS Demonstration Program

- **Presentation by CDS, July 17, 2003**
- **Planning Process approximately six-months**
- **Implementation: March 10, 2004**
Six-Month Pilot Program
- **Sixteen (16) Participants**

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- **Five (5) Community Service Boards**

Chesterfield

Henrico

Rappahannock Area

Region Ten

Valley

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- **Nine (9) Private Providers**

Association for Retarded Citizens, Petersburg

Community-Based Services, Inc.

Dan-Poe-Dil, Inc.

Lumzy's Residential Services

NHS Mid-Atlantic, Inc.

Richmond Residential Services, Inc.

Service Source

SOC Enterprises

Virginia Baptist Children's Home & Family Services

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- **Two (2) State MR Facilities**

Southside Virginia Training Center

Northern Virginia Training Center

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Virginia CDS Demonstration Program

- **COST FOR THE PILOT**
(1856 Individuals Served)

\$53,185—Six Month License & Service Fee Which Included 15 Administrators

\$19,156.08—CSB's

\$21,136.42—Funded by OBA

\$12,892.49—State Facilities

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Virginia CDS Demonstration Program

- **Total Learners Enrolled** **315**
- **Total Completion Rate** **85%**
- **Total Lessons Completed** **15,687**
- **Total Hours** **13,038**

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- **Cost per Lesson \$3.39**
- **Cost for Curriculum \$189.86**
(11 Courses consisting of 56 Lessons)
- **Hourly rate of \$9.00 (DSP) x 56 = \$504**
- **Raw Costs of: \$693.86**

How we implemented

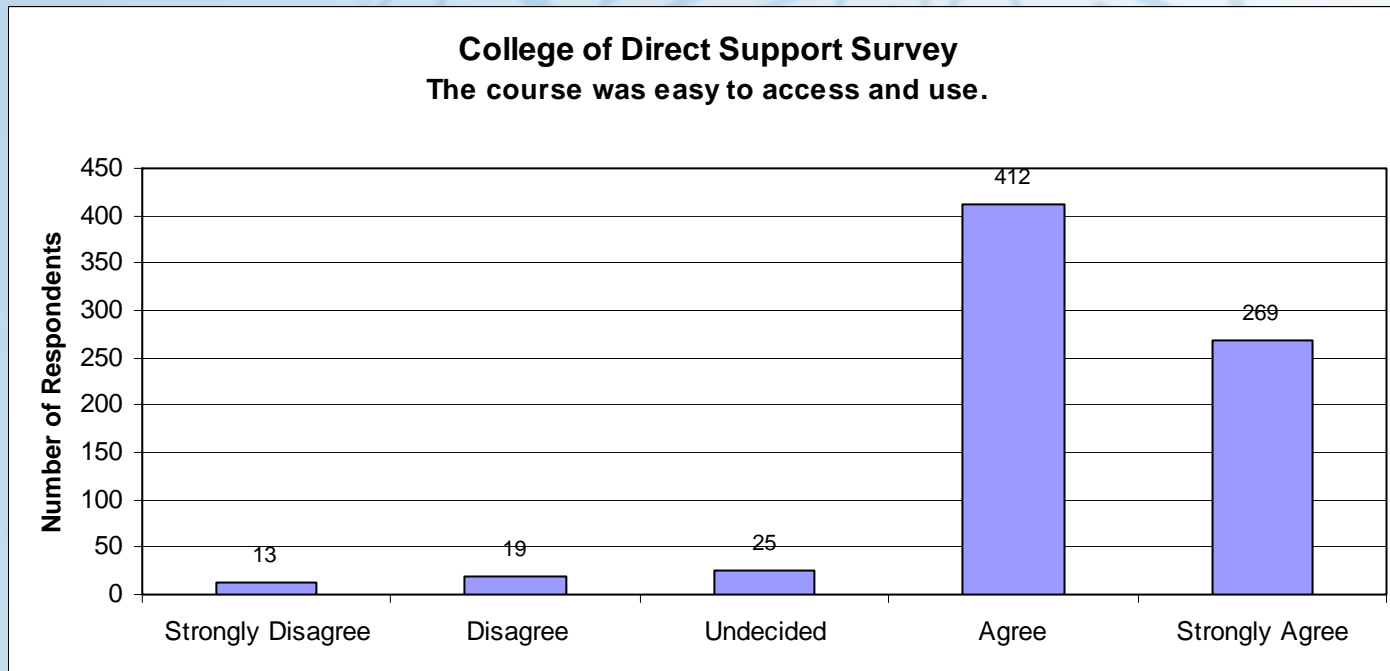
- **Logistics**
 - **Staff completed program at Corporate Office**
 - **Time flexed out of regular working hours**
 - **Scheduled and followed up on by Training Coordinator**
 - **Celebrated completion - certificates**

Success

- **Approximately 50% of Full Time staff completed**
- **Received positive feedback from new and seasoned staff**
- **Pilot survey results**

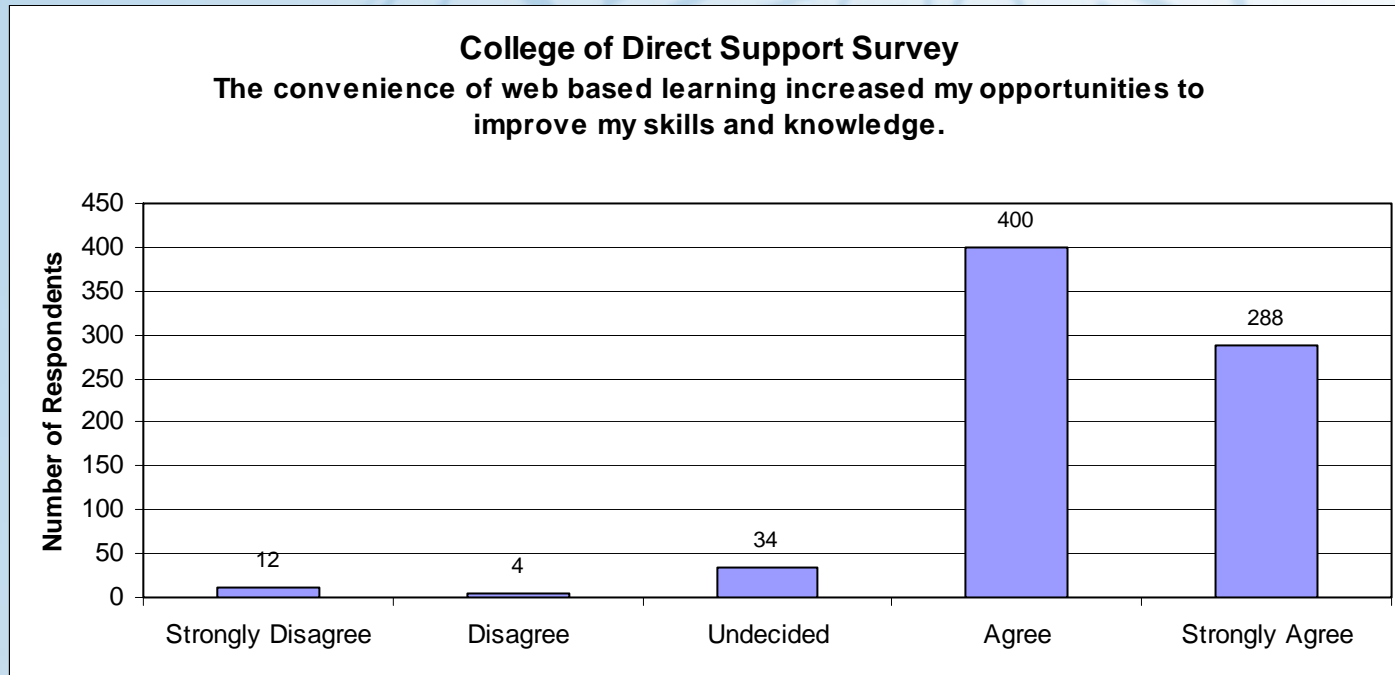
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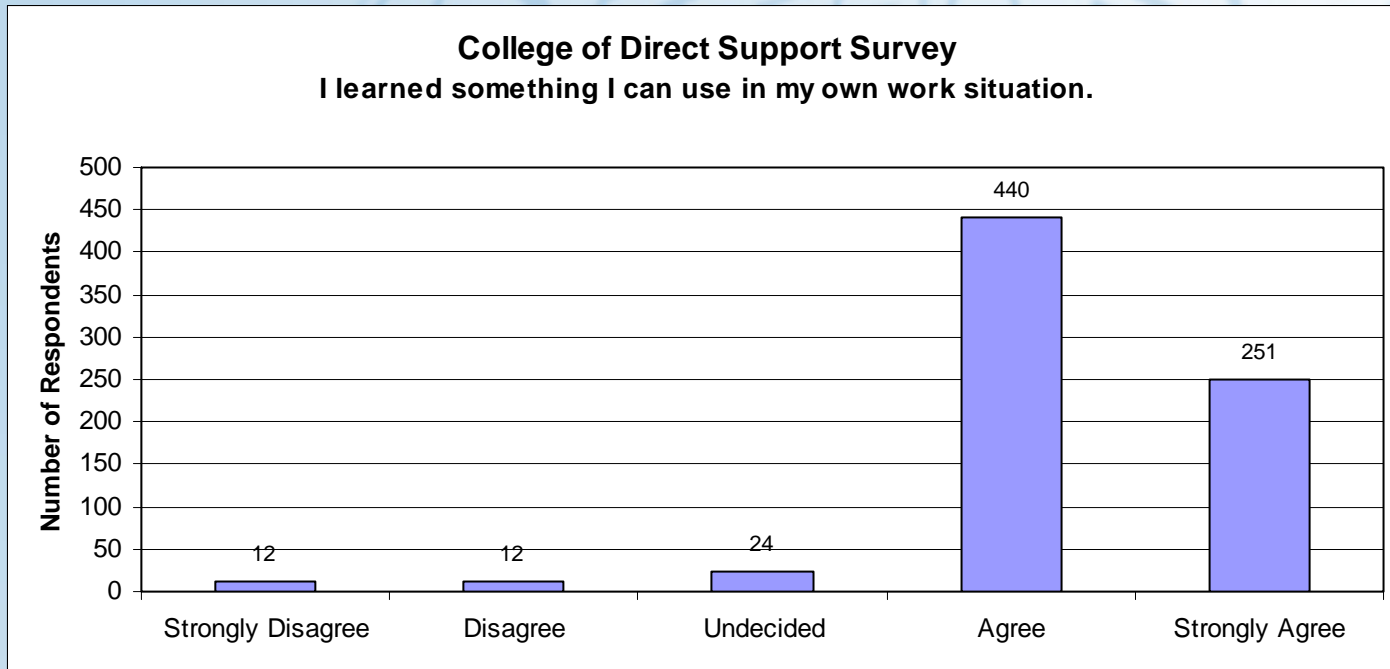
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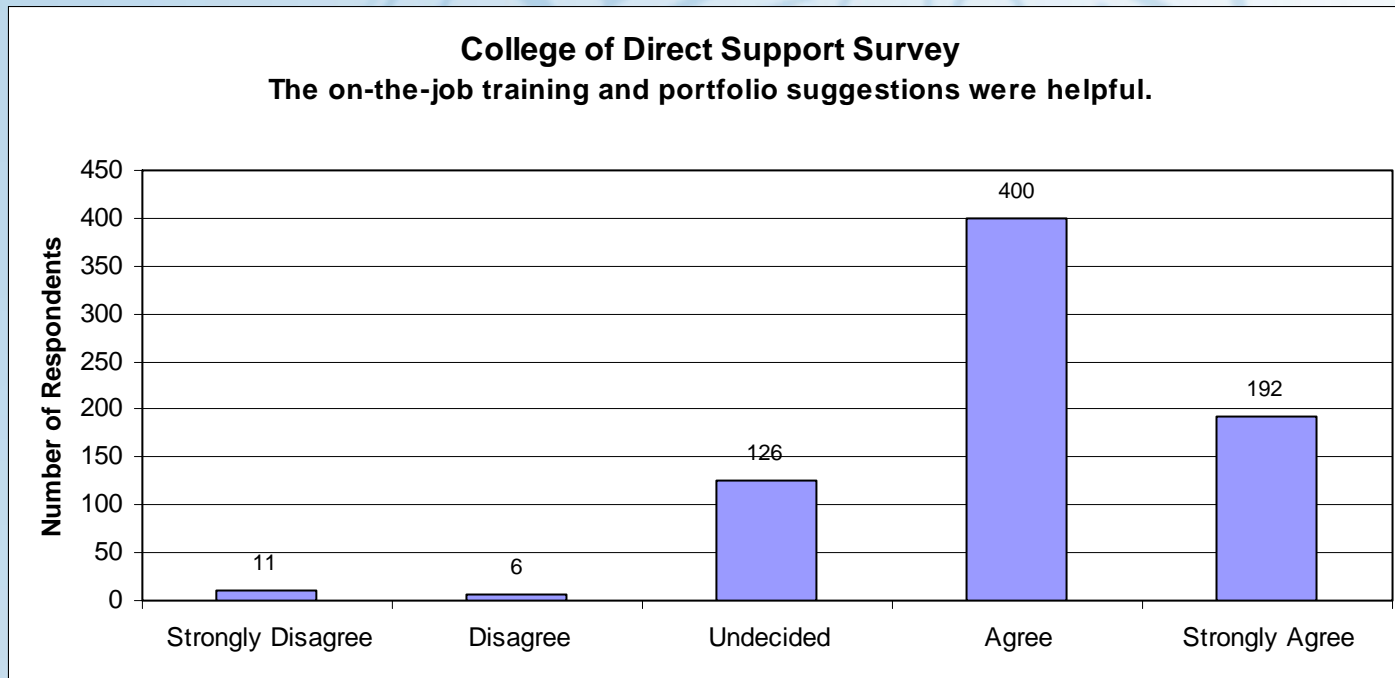
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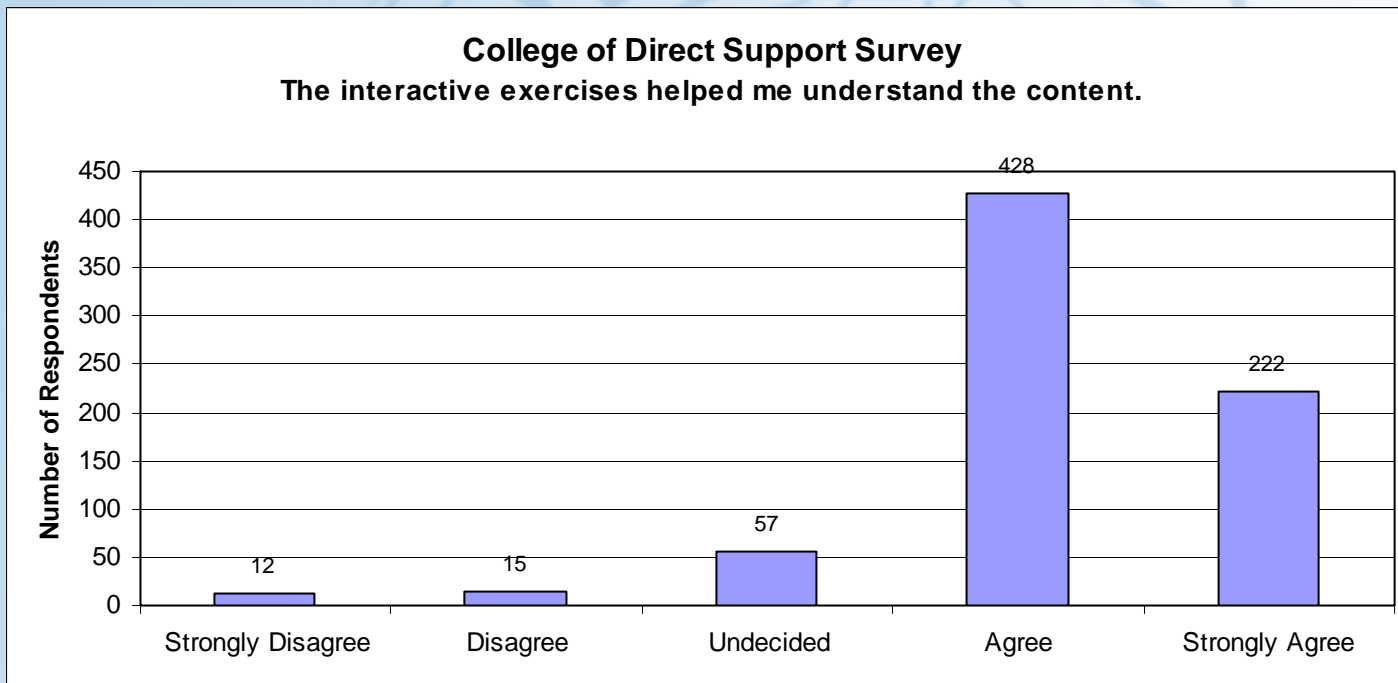
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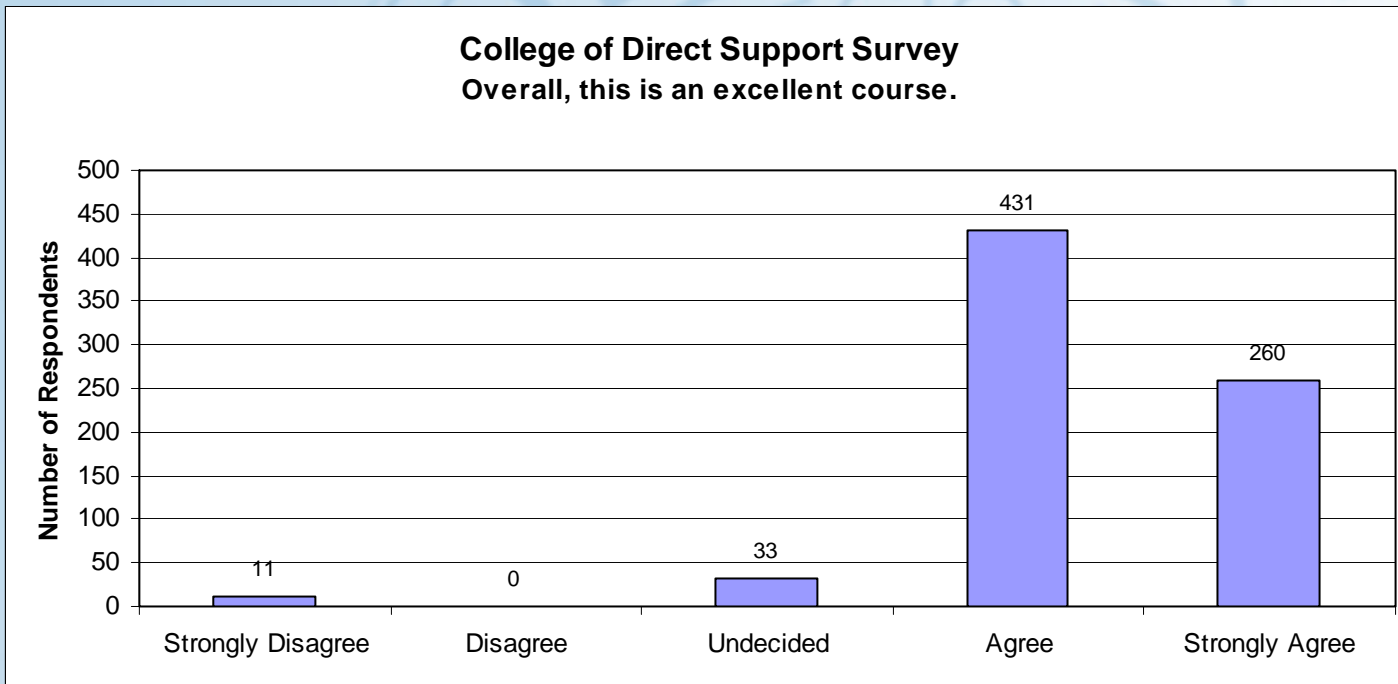
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Virginia CDS Demonstration Program



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Trainer Perspective

- **Administrator Duties**
 - **Set staff up in program**
 - **Assign lessons**
 - **Track progress including time & test scores**
 - **Generate reports**
 - **Customize information**
 - **Ease of use & availability of help**

Trainer Perspective

- **Flexibility**
 - **Frees up in house trainer**
 - **Eliminates need for out of house trainer**
 - **Need for someone available for troubleshooting**

Trainer Perspective

- **On the Job Performance Checklist & Portfolio**
- **Encourages independent work which falls in line with changing trends in field**
- **Consistency of information a plus for providers and staff**

Trainer Perspective

- **Possibilities for future use**
 - **Incentives for completion**
- **CFS – Leadership Development Tool**

Learner Perspective

- **Flexibility**
 - **Retains traditional difficulties of current training styles**
 - **Can work around your own schedule**

Learner Perspective

- **Time**
 - **Time intensive**
 - **Can test out of areas of competency**
 - **Allows easing into new position for new staff**
 - **Work at own pace**

Learner Perspective

- **Computer-based**
 - **Computer and internet availability**
 - **In line with changes in emerging workforce and general business & government trends**
 - **Ease of use for existing workforce**

Learner Perspective

- **Content**
 - **Consistency across field**
 - **Consistent and thorough orientation tool**



CREATING GATEWAYS TO A PROFESSION!