

DODD Internal
Workforce
Team

Cross-Divisional

Support WCTF

Short-Term
Project Teams

Respond to WCTF Proposals
and Recommendations



The Work

Interpret the
Ask

Develop
Solutions,
Proposals,
Analysis

Present for
WCTF
Consideration

Initiate Project
Based of WCTF
Feedback

Ohio DD
Workforce
Crisis Task
Force (WCTF)

34 Proposals from WCTF Members

Prioritized for
Immediacy
30 – 90 Day
Solutions

Small DODD
project teams
will analyze
the proposal
and provide a
response.

Proposal to
WCTF by the
next meeting,
June 23,
2021.

Recruiting

Develop PSA campaign

- Actively collaborate with ODH and DHE to actively recruit students and others who would be interested in a part-time DSP positions now or pursuing this path into a career
- Many DSPs don't enter the field originally thinking of the job as a career choice. It was a choice due to passion, family member ties, something value-based. Is there a way to tap into the demographic of those who want a job with purpose? The people-impact and satisfaction is different than a fast-food position...market to value.
- PSA campaign to elevate the DSP profession.
- Use a recruitment firm to help identify individuals who might be interested in the field and to make the profession more attractive. Target the marketing and effort toward specific demographics. Look at OhioDSP website and Nisonger Center ideas.
- Pursue an interagency approach to DSP marketing; seize learnings from Covid-19 education and outreach and ODH's success with PSAs. Tune the effort now to the workforce challenge.

Recruiting

Develop Guidance/Best Practices for CBs to assist in recruiting

- Encourage County Boards to assist providers with recruiting and retaining DSPs. DSP Employment Connections program, part of provider relations. Board can vet, initial screen interview, background check for providers. If hireable, information goes to providers with DSP vacancy. If hired, Board can follow along with DSP to be supportive. DD rules allow for SSAs to do background work for independent or agency providers for referral.

Technology

Promote Remote Supports

Reverse narrative- Instead of tech can supplement DSPs, DSPs can supplement tech

- Focus on utilization of remote supports. One issue may be an unfamiliarity with this option. Promote this option appropriately.
- Remote supports; how to accelerate the sense of independence and less reliance on DSPs?
- The narrative has to change. If there is permanent workforce scarcity, ideas for technology or remote support need to be explored more aggressively.
- Guardians are responsible to keep an individual safe. To meet that safety imperative, are we overstaffing? Are we doing things to check a box that services were offered? Probate Courts may need to be involved. Is the system “forcing” services on people that chose to reject those services and wasting valuable DSP or other employee time in the process?
- Promote benefits to providers

Regulatory

Develop internal review process of new policies

- Install a “lens” for new policy to consider impact on staffing that could be similar to the previous “Common-Sense Initiative” process. The goal is to ensure that a new policy doesn’t result in unintended consequences. Does it create more administration? Impact direct service time? Work to create the right screening questions for this lens.

Develop Guidance

- How to access County Board staff for emergency staffing.
- In the immediate term, relax rules for larger ICFs (define as community) to take advantage of economy of scale that mean more individuals can be served by fewer DSPs. In the immediate term, this move could help ensure an individual does not go without service until more DSPs can be attracted to the system.

Regulatory

Define DSP & Define HPC

- Look at the scope of the DSP position. Is the role/function appropriate? Standardize definitions. The aging system has defined scope of work. This would help level set for compensation commensurate with the position. Define HPC

Independent provider recruitment/simplification.

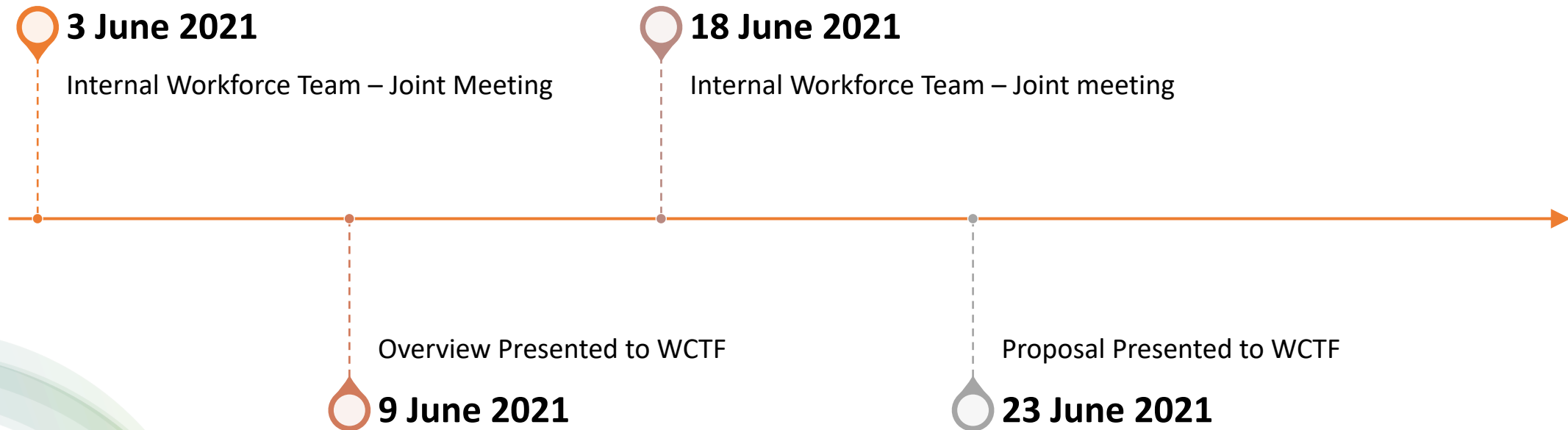
- Are their barriers from IRS rulings suggesting that they are not independent providers? Other states fined retroactively. Do we need to provide clarity and re-assurance?
- Certification process, fees, and training requirements

Funding

Develop possibilities to use ARPA funds to create a DSP package.

- Consider options for quarterly payments, loan forgiveness, higher education match. Set an industry base wage with minimum benefit package---like state requirements for teachers. Perhaps some community incentives or discounts if a DSP.

Timeline





Questions?