

**Governor's Commission on Community-Based Alternatives  
for Individuals with Disabilities**

**Direct Workforce Development Subcommittee Monthly Meeting**

June 12, 2007

10:00 am – 12 noon

Center for Disabilities Studies, University of Delaware  
461 Wyoming Road, Newark, DE

MINUTES

**I. Welcome**

National Policy News:

Tony Horstman requested that a discussion about HR 1279 be added to the agenda. All were in favor of accepting this request.

John Reiff reported that the Supreme Court had ruled that weekend that home health care aides are not entitled to overtime, health care, or minimum wages. This could impact the Subcommittee's strategies. State laws can trump federal regulations.

Doyle Dobbins suggested that the group should have a comprehensive strategy in light of the fiscal situation in the State.

**II. Approval of April meeting minutes**

Approval Motioned by John Reiff / Seconded by Ginger Nobles / All in favor.

**III. DSP curriculum and credentialing update**

Renee Bean led the discussion regarding her credentialing and curriculum group. She reported that the Commission granted the group a no-cost extension to continue her work from last year. Currently, she is comparing training across state agencies and gathering information about all training is currently available. She is also gathering information about what training exists across the country.

She has identified distinctive phases of the research and implementation process. Currently, the project is in the assessment phase and is developing the contents of the curriculum, as well as developing a validation structure and post-evaluation.

Renee emphasized that the diversity of the group will help ensure plans can be integrated into the current system. Her recommendations for the training include:

- Identify or develop a core curriculum to be used for a certification, which can be implemented across the board in state agencies including DSAAPD, DDDS, and DSAMH.
- Offer portability.

John Reiff suggested that DeLARF be involved. DeLARF could add supplemental ideas and insight into whether the training will be effective. Doyle agreed and suggested that Renee create an advisory curriculum committee after an initial curriculum is proposed.

Doyle recommends getting representatives from the DDDC and Physical Disabilities Commission and to emphasize inclusion, especially those with physical disabilities, mental health providers, and behavioral health specialists.

Michael suggested these steps:

- Develop a full-formed curriculum.
- Survey providers regarding their ability to incorporate the curriculum and their feedback regarding the curriculum.
- Develop a validation process.

Renee will bring the curriculum back to the Subcommittee as it is developed.

#### **IV. Review of Public Comments and the Commission's Workforce Development goals and objectives**

##### Minimum wages and benefits:

Tony reported that he requested the Commission include the \$11.50 per hour minimum wage in the report.

Michael cautioned that the Commission goals should not include a fugue because the plan is supposed to last five years. In five years, \$11.50 will be outdated.

John also thought that making comparisons across the board is dangerous; however, the Subcommittee should offer language that reflects comparable wages, between community-based/state and regional wages.

##### Objectives for the Subcommittee:

1. Secure resources to implement Commission workforce goal and objectives.
2. Develop legislative relationships.
3. Collect updated information about the field trends from the budget office and the Controller General's office. (Doyle Dobbins has found staff in the budget office receptive to his information.)
4. Use the Consumer Price Index, the Employment Cost Index, or the Health Basket Index to drive wage and benefits increases.

## **V. Other Items**

Tony requested that a discussion about HR 1279 be included in next month's agenda. The group agreed. The next Subcommittee meeting was scheduled on July 10, 2007 from 10:00 am – 12 noon at the Center for Disabilities Studies.