

**Commission on Community-based Alternatives
for Persons with Disabilities**

Direct Workforce Subcommittee

March 13, 2007

10:00 am – 12:00 pm

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

Meeting Minutes

In attendance: Ginger Nobles, Easter Seals; Penny Chelucci, Division of Substance Abuse and Mental Health; Janet Kramer; Doyle Dobbins, DeArf; Tracy Mann, Center for Disabilities Studies; Michael Gamel-McCormick, Center for Disabilities Studies – via phone; Renee Bean, Center for Disabilities Studies; Micki Edelsohn, Homes For Life Foundation; Eve Austin, Elwyn; John Reiff, KenCrest; Tony Horstman, parent, State Council for Person with Disabilities

- I. Welcome
- II. Approval of February Minutes
 - a. Minutes amended to include the attachment from John Reiff. Doyle made a motion, Ginger seconded, all approved.
- III. Other business
 - a. Tony brought up that he was concerned over the fragmenting of the committee's work and that the workforce subcommittee is not one of those presented at the State Council or the JFC hearings. Money Follows the Person needs to include some mention of the workforce issues.
 - b. John Reiff is also concerned that the Commission's work is going to end when the Governor's term is ending. Micki added that the candidates running for office would use the commission report as a roadmap.
 - c. Eve added that it is necessary for us to advocate for the goals of the committee.
 - d. Michael added that we need to refocus on how the entire package of commission goals is advocated for to the governor's candidates.
 - e. Doyle added that the commission's work is not done, therefore, it makes sense that the reporting at the JFC hearings and the budget process did not happen.
 - f. Renee clarified that the advocacy to this area of DSW is new and needs time to grow.
- IV. Old Business

- a. Updates and Comments on Commission Compiled template
 - i. Discussion over addition of benefits to I.A. – leaving as is without benefits added
 - ii. Add “and benefits” to I.B.
 - iii. I.D. rewrite objective statement – “Bring private wages and benefits to no less than state government DSP wages and benefits.” Change due date to FY09.
 - iv. Doyle – discussion over parity, which is being discussed at a national level.
 - v. II.A. Changed Develop to Create; Doyle asks if this should be two separate objectives into two areas – fiscal and human resources. Changes made:
 - 1. A. Create strategies to build DSP workforce
 - a. Identify the barriers to workforce development
 - b. Identify human resources necessary for workforce development
 - c. Establish training programs for direct support professionals
 - d. Educate stakeholders regarding impact of DSPs
 - 2. B. Create strategies to fund DSP workforce
 - a. Identify fiscal resources necessary for workforce development
 - b. Identify legislative and budgeting efforts needed
 - c. Identify permanent funding sources
 - vi. Goal III – leave “within the disability community” but rewrite goal statement to state “III. Goal: Increase the recognition and awareness of the value of DSPs in the general public and within the disability community”
 - vii. Discussion in Goal III to keep A
 - viii. Discussion to add Objective D: Establish and promote a professional association for DSPs
 - ix. Goal III for action steps - to include the DSP Conference
 - x. Renee will be following up on Goal III action steps – to include owners and time frames
 - xi. IV. Goal: Increase the workforce capacity so that consumers have choices in hiring and/or managing their own care
 - 1. Changes made to the Objectives and Action Statements”
 - a. A. Develop and implement training program for consumers regarding hiring and/or managing DSPs
 - i. Research existing curricula, acquire, and expand as applicable to Delaware
 - ii. Explore ways to increase consumer choice when using DSPs
 - iii. Identify funding and resources for implementation

- b. B. Support methods for civil rights and advocacy for consumers and DSPs –
 - i. Action steps to be drafted - Support MFP committee in their advocacy of the community ombudsman; training/information dissemination to inform consumer of their rights; support the development and implementation of a Consumer Bill of Rights

b. DSP Curriculum Update/Discussion

- i. To be reviewed at the next meeting.

c. "Paying for Quality Care" article

- i. To be reviewed at the next meeting.

d. Review of PowerPoint presentation

- i. To be reviewed at the next meeting.

V. New Business

VI. Next Meeting

- a. April 10, 2007

VII. Adjournment

- a. Meeting adjourned at 12:09 pm.