

**Commission on Community-Based Alternatives for Persons with Disabilities
Direct Workforce Subcommittee**

January 9, 2007
10:00 AM – 12:00 PM
Center for Disabilities Studies, University of Delaware
461 Wyoming Ave., Newark, DE

Meeting Minutes

I. Welcome

In attendance: *Renee Bean* – CDS, *Penny Chelucci* - DSAMH, *Tony Horstman* – State Council/GAC, *Michelle Hess* - CDS, *Ginger Nobles* – Easter Seals, *Micki Edelson* – Homes for Life, *John Reiff* – KenCrest, *Eve Austin* – Elwyn, *Jamie Wolfe*, and *Michael Gamel McCormick* (via teleconference)

II. Approval of December Meeting minutes

- It was moved that the minutes be amended to reflect the important discussion during the December meeting be mentioned as follows:

There was extensive discussion to support this committee’s decision to make goal#1 priority. These include such key elements as the following:

- A need to attract, acquire, and retain a larger qualified employee pool.
- Ability of private service providers to offer competitive salaries.
- An increasing need for additional services with a diminishing workforce will be severely impacting by the aging population.

The minutes were approved as amended.

III. Direct Support Workforce Strategic Plan

- Update, by Michael
 - Michael shared the committee’s goals and objectives with Commission Chairs & Staff
 - Rita is ok with minimum wage increase to \$11.50 being priority. She is speaking with Secretary Meconi to ensure he is ok with the work and has a “heads-up” prior to commission meeting.
 - Tony asked if it is or is not the committee’s responsibility to develop a curriculum and education/training program. Michael informed the committee that the Commission has a contract with the Center to do develop this program.
- Action Plan steps to implement Committee goals
 - For goal #3 , add an objective #5 – same as action step 1.1.4
 - Goal #2
 - The committee has changed name of the goal to include the terms “fiscal and human” before the word “resources”.
 - Objective #1:

- Charge state divisions with providing appropriate data needs information (# of people needing services, etc.) This will be owned by the Governor's office.
 - Objective #2:
 - Develop a task force to identify barriers to professional workforce development composed of services providers, consumers, Department of Labor, and Direct Support Professionals and other appropriate parties and act on their recommendations. This will be owned by the Workforce Committee.
 - Objective #3:
 - Develop and refine the PowerPoint and attend/participate in government related statewide meetings related to budget and fiscal or human resources
 - Change wages and salaries to whatever the task force recognizes as a recommendation.
 - Educate and meet with General Assembly members, members of OMB, legislative analysts and other disability group advocates and allied groups to provide them with information.
 - Advocate for necessary resources. This will be owned by the Workforce committee.
- Goal #4
 - Objective #1:
 - Research existing curricula for consumer education.
 - Identify funding and resources for implementation of a training program.
 - Objective #2
 - Create and conduct an assessment of the current climate in the relationship between care providers and consumers.
 - Strategize next steps as a result of the assessment. This will be owned by the Workforce Committee.

IV. For next agenda the committee would like to review what the other committees are doing in terms of their templates. The committee would also like to review and refined the PowerPoint presentation, to ensure that we are all speaking the same language when speaking with stakeholders, constituents and legislators.

V. Next Meeting

The next meeting is scheduled for February 13, 2007 at 10:00am - 12:00pm at CDS

Meeting adjourned at 11:50 am

Respectfully Submitted by:
Michelle Hess, Center for Disabilities Studies