

Provider Training

August 21, 2013 at 10:00 a.m.

THEMES/CONCERNS

- Concern that providers will not be able to pay certified community care professionals higher wage due to low rates and therefore there will be low participation in certification program.

RECOMMENDATIONS

- Review educational requirements for all services in order to create career ladders.
- Expand provider educational pre-requisites to include life experiences so as to build career ladders:
 - Allow X number of years working in adult day training (ADT) or companion to meet qualifications for Supported Employment (SE) coach, in lieu of 4 yr. degree for coaches.
 - Consider military service, family member of person with a development disability, management experience, sales experience.
 - Introduce 40 - 60 hour on-the-job mentoring for staff of group homes in lieu of current experience requirement (mentorship would need to be completed prior to providing direct care).
- Allow group homes to employ staff with no experience and utilize mentoring programs.
- Create training for families on family dynamics and basic behavioral management possibly reducing the need for behavior services.
- Use online training and validation for training trainers.
- Allow providers to use their own curriculum for required trainings.

FACTORS TO CONSIDER

- Do not accept DOH CD as meeting HIV training requirement– mentioned by several different callers.
- How to define staff mentoring as a substitute for experience.
- Cost to create family dynamics/basic behavioral management course.
- Need to design online program for implementing train the trainer.
- Assure that Delmarva is clear on Reactive Strategies training requirements.
- Medication Administration training occasionally causes providers to take individuals to the emergency room (ER) to administer medications.