

College Of Direct Support

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State Commitment to Enhance Workforce Capacity

- SF 525 got it right:
 - Design the workgroup process to identify “the appropriate state role in providing the resources to ensure an appropriately trained workforce is available...”
- ID/DD Workgroup recommendations:
 - Require every direct support professional demonstrate a level of competency in core curricula
 - Make College of Direct Support available at no charge to all ID-DD providers

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What is the College of Direct Support?

- Web-based curriculum and learning management system that delivers competency-based training based on the nationally recognized Community Support Skills Standards
- Designed to train direct support workers who assist individuals with intellectual and developmental disabilities
- Curriculum is developed by the University of Minnesota's Research and Training Center on Community Living:
 - National Advisory Board and National Board of Editors serve as content experts

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College of Direct Support (CDS)

- Anywhere, Anytime Learning:
 - Available 24/7, 365 days a year
 - Wherever Internet access is available
 - Modules utilize multi-media formats, including audio transcription with dual language capability
- CDS is now used in 35 states (including as an element of five states' Olmstead settlement).

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Iowa's Access to CDS

- DHS used grant funds to secure access to CDS in 2009 to promote the success of the Money Follows the Person (MFP) demonstration grant.
- CDS met provider requests for:
 - Behavior supports training (their #1 priority)
 - Online modules
- The Center for Disabilities and Development (CDD) has been serving as state administrator for CDS.

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Learning Management System (LMS)

- LMS administrative capability includes:
 - Tracking learner transcripts and competency levels (including application of skills on the job)
 - Annotating existing training with provider or state specific rules or information
 - Generating reports based on agency or statewide data
 - Calculating staff turnover rates
 - Offering portability between employers by tracking lessons taken with any Iowa provider
 - Documenting staff competencies (which is a prerequisite for differential reimbursement rates)

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CDS Training Topics

- General training includes:
 - Person Centered Planning
 - Positive Behavior Support
 - Functional Assessment
 - Documentation
 - Supported Employment
 - Disability-Focused Studies include Autism, Brain Injury, Cerebral Palsy, and Mental Health



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Training for Frontline Supervisors and Managers

- Courses designed to address the high rate of turnover in the field include:
 - Preparing for a Supervisor's Job in Human Services
 - Comprehensive Overview On Revising Training and Orientation Practices
 - Recruitment and Selection
 - Fueling High Performance
 - Developing Intervention Plans



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Iowa's Participation in CDS

- Since the MFP pilot began in 2009:
 - More than 1600 learners from more than 40 providers have enrolled in CDS
 - Over 15,000 lessons have been completed
 - Direct support workers, supervisors and administrators are using the modules
- All members of the individual's support team have access to the curriculum:
 - Cross training builds the entire team's capacity

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Legislature Expands CDS Pilot

- In January 2012, IACP contracted with DHS-IME to expand access to 21 providers beyond the MFP demonstration grant.
- Potential to support over 5,500 Medicaid members
- Providers will generate reports on the results of using CDS through administrative tools such as:
 - A Return on Investment Analysis Template
 - A Report Analytics Template
 - Skills and competency checklists
 - Staff exit and supervisor surveys, supervisor surveys, and other administrative supports
- See handout for additional information on IACP training initiatives.

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Possible CDS Alignment with IDPH Direct Care Workforce Initiative

DCWI Credentialing

1. Mandatory core training
2. Three of five advanced certification modules are competency-based: Home and Community Living, Personal Support, and Instrumental Activities of Daily Living
3. Specialty endorsements
4. Annual CEU requirements

College of Direct Support

1. DCWI training can be converted to web modules and placed on CDS LMS
2. CDS competency-based modules cover same topics and could be substituted for DCWI curriculum
3. Disability intensive courses, employment and behavioral health courses meet specialty Endorsement Requirements
4. Courses in CDS meet CEU requirements

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More information about the College of Direct Support is available at:

<http://directcourseonline.com/directsupport/contact/request-a-demo/>

Or from Meredith Field at:

meredith-field@uiowa.edu or 319-384-6797

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Iowa Association of Community Providers (IACP)
College of Direct Supports Project

- Project goals:
 - To increase provider staff competencies in provision of direct services.
 - To increase the utilization of electronic training statewide among HCBS and Habilitation service providers.
 - To provide administrative support to providers of HCBS and Habilitation Service providers to allow them access to the College of Direct Support on-line training.

- 16 Providers are participating in a pilot of the College of Direct Supports program are:
 - Managing the administrative supports of the system
 - Serving over 2,900 Medicaid Members
 - Personalizing learning curriculums for their staff
 - Developing customized online learning courses specifically addressing staff and agency needs
 - All participating agencies will have access to newly developed curriculum on Supported Employment

- Anticipating a minimum of 5 more providers joining project who serve approximately 2,600 Medicaid Members

- This training program will impact over 5,500 Medicaid Members throughout Iowa by:
 - Improving knowledge and skills of staff who serve members on a daily basis
 - Decreasing staff turnover so that staff working with members are more consistent
 - Ensuring the treatment members are receiving are based on best practices as developed throughout the country; in addition to creating a common knowledge base among all direct support professionals

- IACP is supporting project participants by:
 - Offering technical assistance and training opportunities
 - Assisting agencies in implementation planning
 - Developing key data points including a return on investment tool to measure impact
 - Working with the College of Direct Supports to develop curriculum that are in line with current HCBS regulations.

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