

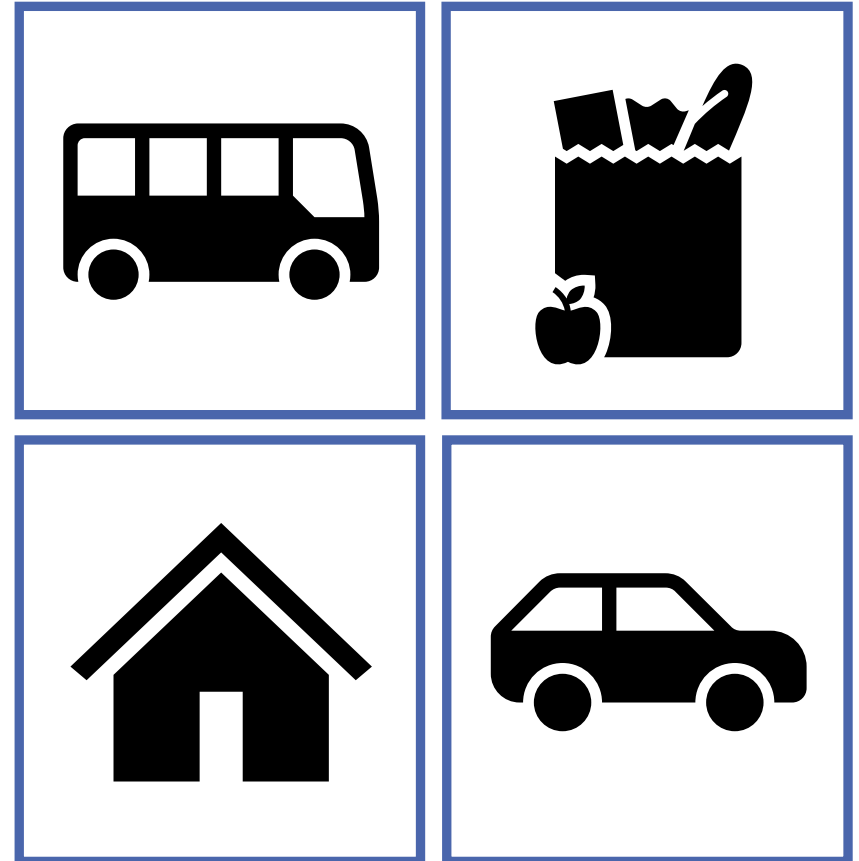
DIRECT SUPPORT ADVISORY BOARD

April 5, 2022



Supporting Social Needs

- Who has worked with an individual or family who has:
 - Housing or utility problems
 - Poor or no transportation
 - Not enough food
- Did it affect how well you could do your job?
- How do we:
 - Support learning opportunities for DSWs about these issues
 - Provide and share resources
- Healthyopportunitiesin.com and healthyopportunities@fssa.in.gov



Agenda



Staff
Stability Survey



Short video



Slack
Group Text



Training
Homework



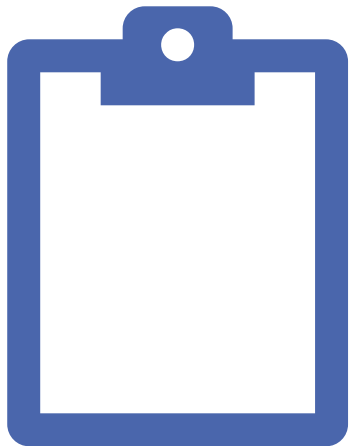
Priorities

Word cloud content:

- improve their client's lives
- elderly
- advocate
- dedicated
- physical disabilities
- intellectual disabilities
- build confidence
- live independently
- feel valued
- provide supports
- treated with respect
- medication administration
- cooking
- supportive
- adults
- live in own home
- older adults
- teamwork
- independent
- adaptable
- inclusion
- medical
- navigating daily life
- developmental disabilities
- support and care
- recognizing worth
- disabilities
- easier to function
- cleaning
- assistance
- supervisory supports
- seen and heard
- lack of supports
- dignity
- banking
- common goal

THANK
YOU!

Staff Stability Survey – Aging and Physical Disabilities Pilot



- The survey will gather information from DSW providers about:
 - Demographics
 - Turnover rates
 - Length of employment
 - Vacancy rates
 - Hourly wages
 - Benefits
 - Recruitment and retention strategies

Data Points from 2020 Staff Stability Survey – IDD

Racial Demographics:

- 38% White
- 37.3% Black or African American
- 1.9% Asian
- 5.6% Hispanic/Latinx

Gender identity:

- 71.3% Female

- The average turnover rate for DSPs in 2020 was **43.6%**
- Across all service types, agencies reported a median hourly wage of **\$13.36**



©CBS MORNINGS

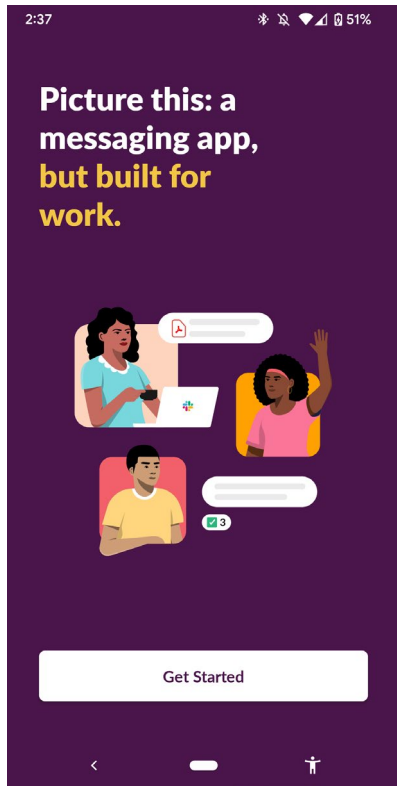
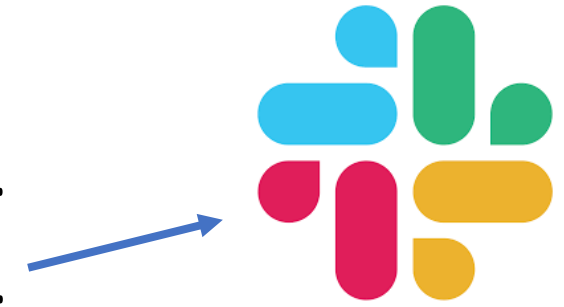


Slack

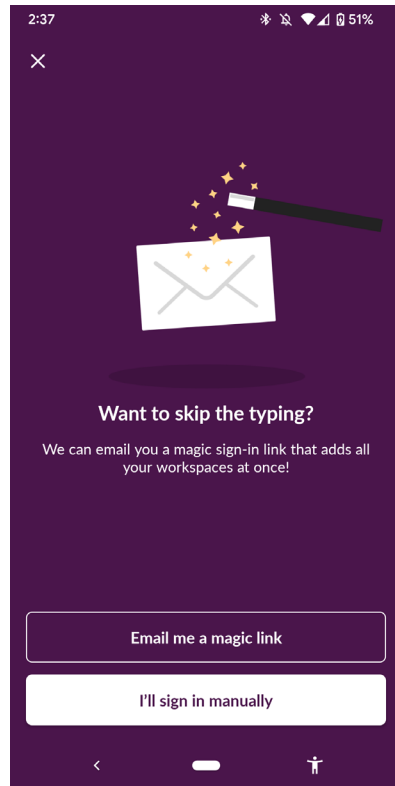
Using Slack

Find the Slack app in your Google Play Store or App Store.

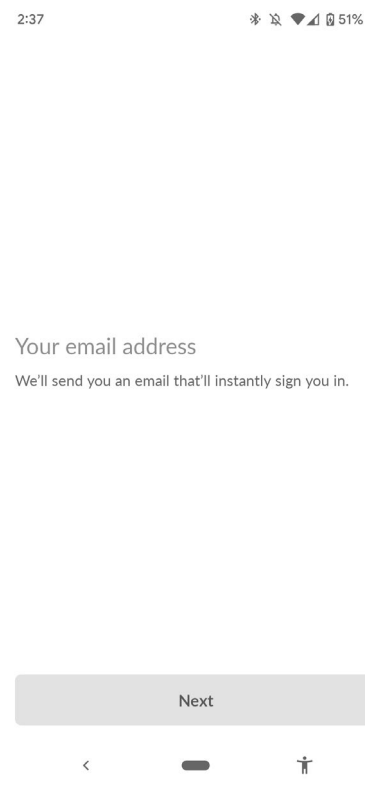
This is the Slack icon.



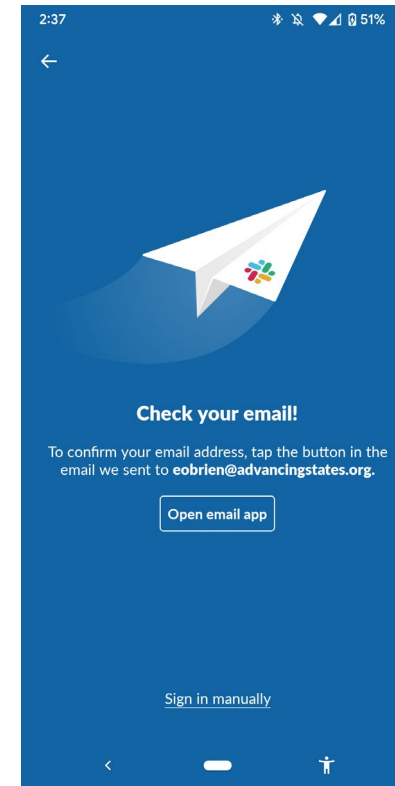
1. Enter the app. Click Get Started.



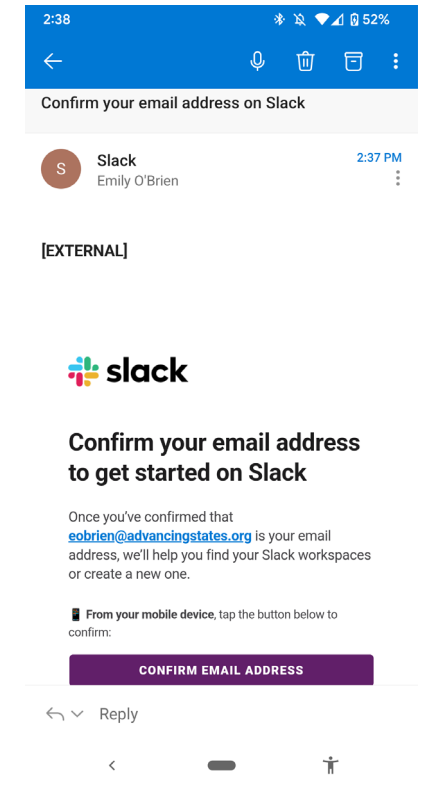
2. Click Email me a magic link.



3. Enter your email address.



4. Find the email from Slack in your email. It may be in your spam or promotional emails folder.



5. Click Confirm Email Address. You should now be taken into the Slack app and logged in.



Homework: Training Questions

Homework - Training Questions



- What do you think should be taught in an introductory direct support worker training—no matter where the worker will be eventually employed?
- What did you wish you had known when you walked into your first home?
- What basic things would have helped you be more confident in those first few weeks?
- What things do you share with new DSWs?



Prioritizing Needs

Recruit

From March Meeting:

- Public awareness and/or marketing campaign – Elevating the profession, clarifying what the job actually is
- Use schools – High schools, best buddy programs, community colleges, universities
- Focus on retired teachers
- Titles – Changing descriptions to more positive language

Other Ideas:

- Searchable jobs database; filterable by area or expertise
- Recruitment from peers, other DSWs

Train

From the March Meeting:

- Focus on job shadowing and on-on-one hands-on training; especially for people with high/complex needs
- Provide training modules for special populations (Ex: blindness, dementia, Parkinson's)
- Develop a one-stop shop for all online training like an online library
- Provide training on how all services interact with each other

Other Ideas:

- Certificate programs
- Reimbursement for getting certification

Retain - Support

From the March Meeting:

- Appreciation messages and outreach (ex: text from a supervisor)
- Protections in the home for the DSW/DSP
- Access and coverage for mental health
- Access to support line 24/7 – ex: nurse
- Access to case managers/providers on behalf of clients

Other Ideas:

- Retention bonuses
- Loan forgiveness
- Navigators to help DSWs/DSPs sign up for benefits
- Survey of DSWs/DSPs
- Opportunities for recognition

Next meeting



Stay Informed:



[LTSS Reform: Stakeholder Engagement](#)



Send questions to:

InformIN@advancingstates.org



www.InformIndiana.com



THANK YOU!

informIN@advancingstates.org