

The Direct Support Workforce



REGISTERED
APPRENTICESHIP
Earn. Learn. Succeed.

Direct Support Workforce Issues

- Need to Strengthen Direct Support Workforce
 - High turn over
 - Individuals are not recognized as professionals
 - Low wages
 - Insufficient and inconsistent training
 - Training by one agency is often not recognized by another agency
 - Burn-out because of staff shortages

Current Training

- Despite complex and demanding nature of the position, training requirements are often minimal
- Typically pre-service and on-the-job training
- Little consistency in training, competencies are not mandated
- Training is not recognized outside of agency

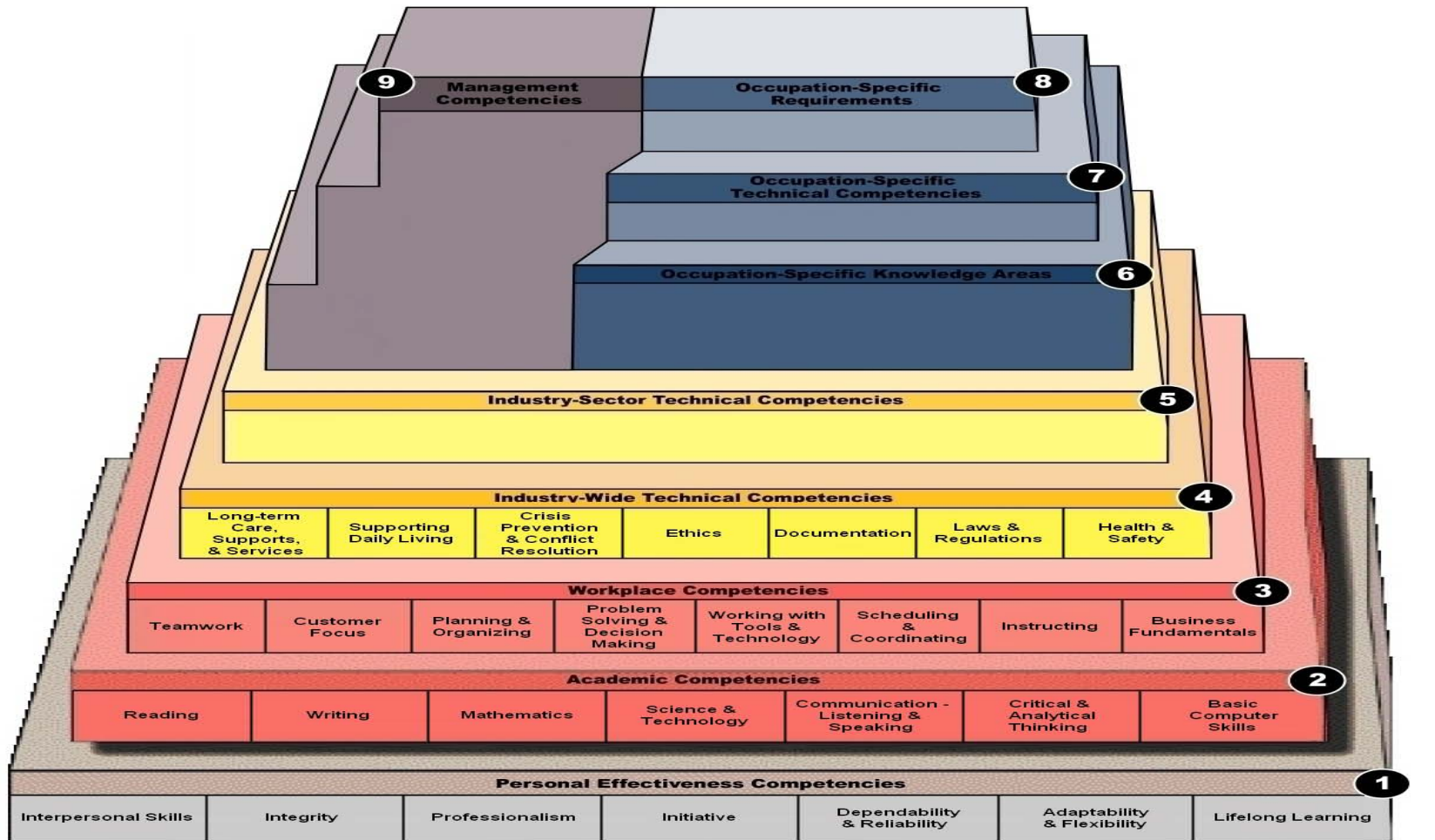
DOL Initiatives

- Long-term care competency model
- Registered Apprenticeship with ANCOR/
NADSP
- DOL-HHS Evaluation of Long-term Care
Registered Apprenticeship Programs

Competency Model

- Across the industry compilation of knowledge, skills and abilities for—
 - Home Health Care Workers
 - Direct Support Professionals
 - Personal Care Attendants
 - Nurse Aides and Orderlies

Long-term Supports, Care, and Services Competency Model



Registered Apprenticeship Model

- ANCOR and NADSP have developed a competency-based Registered Apprenticeship model
 - Educational instruction and experiential learning in 15 competencies
 - 3 sequential certificate levels
 - DSP-Registered
 - DSP – Initial Certificate
 - DSP – Advanced Certificate

What is Registered Apprenticeship?

- Job + Training at the same time
- On-the-Job Learning
- Related Instruction
- Mentoring
- Incremental Wage Increases
- Nationally recognized and portable credential upon completion

Why Apprenticeship?

- Apprenticeship can help meet current and future demand for jobs.
 - Develop a highly skilled workforce that exceeds federal and state standards
 - Ensure that apprentices receive consistent training recognized across the country
 - Attract and recruit new entrants to the labor force
 - Help incumbent direct support professionals gain new skills, knowledge, and responsibilities
 - Help move entry-level employees up a career ladder if they choose

Why have a Direct Support Professional Apprenticeship?

- Creates a nationally recognized and credentialed occupation issued by DoL.
 - Enhances worker's skills
 - An identified standard for employers and consumers
- Enhances initial and ongoing training and builds on current training resources.
- Brings the direct support workforce to the attention of the state and national workforce systems.
- Create potential to leverage workforce training funds.

DOL-HHS Evaluation of the Long-Term Care Registered Apprenticeship Model

- Joint evaluation
- Currently 40 employers in 20 states with RA programs covering 4 occupations (CNA, DSS, HSS, HHA)
- Examine recruitment & retention, wage gains and possibly other quality of care issues
- Phase 1: Feasibility Study—this year
- Phase 2: Evaluation Design to be determined by Feasibility Study

US DOL Contact Information

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- **To locate the federal Office of Apprenticeship or State Apprenticeship Agency in your state,**
<http://www.doleta.gov/OA/national.cfm> click
“Resources,” then “Contacts”

