

SERVING, EMPOWERING AND
SUPPORTING MISSOURIANS
TO LIVE THEIR BEST LIVES.

MISSOURI DIVISION OF
DEVELOPMENTAL
DISABILITIES



WERCCING for a Living

**THE RESULTS OF MISSOURI'S WORKFORCE AND
ECONOMIC RESEARCH FOR CARE CAREERS STUDY**

NASDDDS Fall Conference

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Today's Presenters



Angie Brenner

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Agenda

- 👤 (Not Just) WERCCing for the Weekend
- 👤 National DSP Workforce Demand
- 👤 Missouri WERCCS
- 👤 Current Missouri Efforts
- 👤 Immediate Opportunities
- 👤 Question and Answer

(Not Just) WERCCing for the Weekend



WHAT DOES IT LOOK
LIKE WHEN DSPS ARE
NOT AVAILABLE?



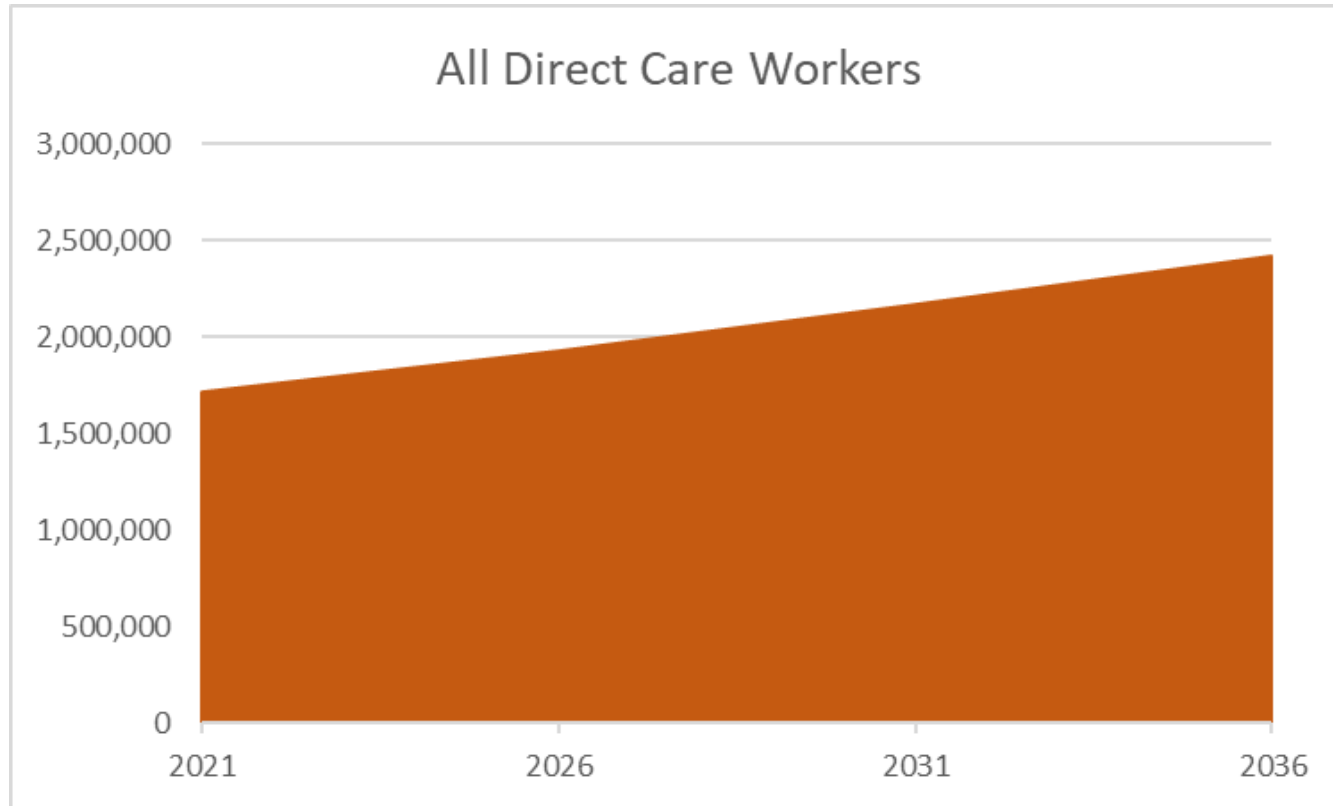
WHY IS THIS
IMPORTANT?



MO STORIES

National DSP Workforce Demand

[Long-Term Services and Support: Demand Projections, 2021-2036 \(hrsa.gov\)](https://hrsa.gov)



MO WERCCS

- 👤 Continue to review and make efforts to increase DSP wages
- 👤 Consider **training equivalencies** to maximize employability of DSPs across all programs, divisions and Departments
- 👤 Expand the use of assistive technology to stretch/extend the current direct care workforce.

👤 <https://dmh.mo.gov/media/pdf/mo-workforce-and-economic-research-care-careers-study>

WERCCS DSP Career Path Proposal

Uncertified Direct Care	Certified Direct Care	Manager	Licensed Clinical
Personal Care Attendant	Employment Specialist	DSP Supervisor	RBT
Support Broker	Skills Development Trainer	House Manager/Supervisor	LaBA, LBA
Adult Day Care	Nurse's Aide	Case Manager	Psychologist
Homemaker/Chore	Medication Tech	Program Director	Nurse (BSN, ADN, LPN, RN)
Respite	Medication Aide	AFL Director	

Training Equivalencies

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Audience Participation Exercise



- 📍 Ask attendees to prioritize the following workforce stabilization strategies.
 - 👤 Increase wages/bonus payments
 - 👤 Benefits
 - 👤 Career ladder/pathways
 - 👤 Educational stipend/scholarships
 - 👤 Mentoring/shadowing
 - 👤 Enhance existing training curricula
 - 👤 Internship/apprenticeship
 - 👤 Increase self-directed options and family caregiving
 - 👤 Encourage increased use of assistive technology

Direct Care Workforce Talent Pipeline and Career Pathways

Building upon the success of previous investments and current initiatives/ programs, including Missouri's establishment of the nation's first Direct Support Professional Apprenticeship program and workforce value-based payment strategies through the expansion of the educational platform and future career pathway opportunities to employers and educational partners in the state.

- **Current Initiatives and Programs**

- 🕒 Direct Support Professional Apprenticeship
- 🕒 DSP Training Standards, Platform and Value Based Payment

- **Direct Care Workforce - Expansion and Long-Term Goals**

- 🕒 Talent Pipeline
- 🕒 Training Portability
- 🕒 Career Pathways

Direct Care Workforce Talent Pipeline and Career Pathways

Direct Care Workforce – Expansion and Long-Term Goals

Talent Pipeline: Integration of current Direct Support Professional education into the K-12 educational system.

Pilot: Partners and Development

- 👤 Missouri Department of Mental Health
- 👤 Missouri Department of Elementary and Secondary Education
- 👤 K-12 Health Sciences Programs (voluntary participation): Inclusion of career path overview and training curriculum web-based platform
- 👤 DMH Provider Partners (voluntary participation): Host Apprenticeship and Job Exploration Sites for local school districts.

Immediate Opportunities

- 📍 Inventory and compare existing training requirements
- 📍 Collect and evaluate curriculum content looking for equivalencies and overall accessibility of content
- 📍 Engage credentialing authorities and educate about DSP workforce needs and cultivate their support that represents diversity of prospective workforce and people supported
- 📍 Include K-12, Veterans Administration, Vocational rehabilitation as well as DD and AD divisions and agencies

Questions?





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