Division of Long Term Supports and Services
Bureau of Developmental Services

Systems Work Waiver Work Group
January 2022
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Topics for this Work Group

1. Intro
   - Topics for this Work Group
   - Survey Update

2. DSP Skills and Credentialing Research Review
   - Key Findings & Subcommittee Announcement
   - Discussion

3. Service Groupings
   - Service Review
   - Process Review

4. Next Steps
Survey Update

The Steering Committee decided in December to focus on the existing work group activity rather than to develop a new outreach survey.

- BDS presented the survey idea to the Steering Committee
- BDS relayed some of the Waiver Work Group’s recommendations and concerns (including developing an outreach plan for people in rural areas and challenges related to survey fatigue)
- After some deliberation, the Steering Committee agreed with the Waiver Work Group to not proceed with a survey at this time
DSP Skills and Credentialing
BDS would like to establish a DSP Workforce Development Subcommittee composed of members from the Waiver Work Group, the Rates Work Group, and the Steering Committee.

Scope of the Committee: Develop recommendations about how to grow and strengthen the DSP workforce in New Hampshire. This will include conducting additional research about DSP training and supports across other states and evaluating options.

Expected Timeline: 2/1/2022 – 5/3/2022

Expected Deliverables: A presentation or report that outlines at least one recommendation and initial implementation steps.

Next Steps: Please send an email to the waiver work email indicating your interest in participating by end of day 1/14.
Preliminary Research | Key Findings

To get this work started, BDS and A&M have worked to begin a national review of DSP training requirements, credentialing structures, and delivery platforms. To do this, we...

1. Reviewed state DD agency websites, regulations, and provider manuals
2. Compiled training information for a sample of 10 states and New Hampshire
3. Identified 8 states examples of DSP credentialing
4. Identified which states promote a primary platform for DSP training and summarized information about common platforms

**Key Findings**

**Training**
- Training requirements range from being very prescriptive (requiring a suite of specific trainings) to very flexible (establishing a set or competencies, or having few requirements)
- The most common training requirements across the sample were Basic Health and Safety/ Fire Safety, Orientation, and Abuse and Neglect Reporting
- Some, but not most, sample states also require training on service plan development or values-based service delivery

**Credentialing**
- Credentialing is implemented with many different structures. Some states use an existing framework, like the National Association of Direct Support Providers (NADSP) Badge program, and others develop their own credentialing ladder (Kentucky)
- Most states reviewed focused their credentialing on DSPs serving the DD population. However, Massachusetts implements a credentialing system for direct service workers across health and human services

**Common Training Platforms**
- Most commonly, states do not promote a single platform for training delivery in their states.
- Of the states that do promote a single platform, the College of Direct Support seems to be most popular.
Discussion

The shared research is meant to be a jumping off point for further research that the subcommittee will likely complete. Before we move on...

1. Do you have any questions about what you reviewed?
2. Did any of the information surprise you?
3. What do you think the subcommittee should investigate further?
Service Groupings
In 2022, the Waiver Work Group will start drafting service definitions. To do that, we must agree on a preliminary set of services to work through.

Based on the feedback in the December meeting, BDS has prepared a categorized list of services to include in the waivers and to define with specific details.
When we meet next month, we are going to focus on residential services.

During that meeting, we will

• Review an existing definition for each service within that category. The definition we review will either be the current New Hampshire definition or a definition from another state.

• We will then live edit the definition together, discussing different specifics as we go.

To prepare, please review the service definitions (for the services selected by the group) from other states and come prepared to discuss your ideas for residential services in detail.
We will work together, using an existing definition as a starting point, to define services in our upcoming meetings.

<table>
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<tr>
<th>Service Type:</th>
<th>Alternative Service Title:</th>
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**Service Definition:**
This definition section will include things like:
- What the service is meant to accomplish (Ex. Improve life skills)
- What levels of service will be offered
- How/Where will the service will be provided (Ex. Is telehealth an option? How will that work?)
- What special circumstances should be called out? (Ex. When and how might acute care in a hospital be included?)

** Limits on the amount, frequency, or duration:**

**Service may be provided by (check all that apply):**
- Legally Responsible Person
- Legal Guardian
- Relative

**Service Delivery Method (check all that apply):**
- Participant Directed
- Provider Managed
Next Steps
Next Steps

1. BDS will distribute the service groupings workbook that we reviewed today.

2. Work Group members will complete the workbook according to the instructions included in the email and return by Wednesday, January 26th.

3. BDS will review responses and distribute a list of residential services to be discussed at the February meeting.

4. If interested – please email BDS about participating in the DSP Workforce Development Subcommittee.
Questions/ Comments