

Issues (Reasons Given for Leaving Employment)

- Investigations
- Pay and Benefits
- Shifts: Not getting the shift wanted/promised. Being over-worked – covering call offs.
- Transportation: Not having reliable transportation. Required to do too much driving. Cost of gas. Cost of required insurance. Too many points.
- Child care: Lack of availability for hours needed. Cost.
- Supervision: Lack of support. Inconsistent application of policy.
- Peer Relations: Lack of support. Poor Relationships. Solitary Work Environment.

Ideas

1. Allow “bridge” employment until GED is obtained – The Texas Test *
 - Research reciprocal tests from other states and share with committee: Lynn Emmons
 - Ask DODD for waiver of diploma requirement for 12 months until GED can be obtained: Anita Allen
 - Obtain full state wide list of GED centers: OPRA HR Committee
 - Contact GED centers about job opportunities in the DD field: Anita/OPRA staff
2. PSAs: Be a DSP! – Choices and OADSP are developing videos and will bring to the group for review/Develop a Public Education Plan
3. Mentor Program: “mission” focused work – combined with #16 on-boarding
4. PATHS Supervision Training – see #15 and #16
5. Partner with Universities for staff – local/regional approach
6. DSP training focusing on teamwork, communication, behavior support, human sexuality, dementia and working with guardians – see #15 and #16
7. State to provide reimbursement for individual specific training – see #15 and #16
8. Tie transportation to the site – possible rate increase, explore mileage and HPC billing requirements (Gary Brown, Lisa Reed, Tom Weaver), explore JFS funds for car repair (Bethany), provide info to field. This is not a DODD initiative but will be focus of group. *
9. Shift differentials – will discuss at future meetings
10. Better/more mileage reimbursement – see #8. Will focus on optimal billing procedures and state/local funds for car repairs
11. Pay for training – see #15 and #16
12. Pay differential for working with challenging individuals – not pursuing at this time
13. Child care assistance – talk with JFS about available programs and possible new initiative as a pilot *
 - Sick child care is big problem. Investigate hospitals that offer sick child care: Bethany Toledo (JFS contact)
 - Title XX programs: Bethany Toledo
 - Investigate 24/7 child care programs in all 88 counties: Christine Touvelle/OPRA staff
14. Provide transportation for staff *
 - PRC (gas, rent and car expense subsidies) through JFS: Bethany Toledo
 - Investigate other possible funding streams (including Employee Assistance Programs) for DSP financial assistance: Anita Allen/Christine Touvelle/OPRA staff

15. Improve the on-boarding process *

1. Develop mentor program. Bonus mentors for retention.
 - Develop criteria, training and support guidelines for mentors: HR Committee
2. Regular follow up with new staff
 - First 2 to 6 weeks is critical. Determine high turnover periods. Develop optimum schedule for supporting new staff: HR Committee
3. Pilot PATHS Supervision curriculum
 - Need funding/see below. The weak link the supervisor. They are working too much direct care. Determine optimal caseloads for supervisors. Determine need to bonus supervisors and mentors for increased retention. May need to survey with the following variables: family involvement, location, service hours/needs, consumer demand: HR Committee to discuss
4. Request funding for pilot
 - DODD funding: Anita Allen and Bethany Toledo
 - Other – Have PATHS “Hot Topic” 1 hour Webinars: Bethany Toledo. Talk to OACB re: realistic service expectations and the need for provider support: Anita Allen

16. In-House PATHS Instructors *

1. Obtain statewide retention data (Bethany) RHDD reports retention improved 15%
 - Gather additional information on retention of PATHS graduates: Bethany Toledo
2. Request funding for Train the Trainer programs
 - Request DODD supply bonus dollars (may use for extra PTO) for course completion: Anita Allen and Bethany Toledo
 - Ask DODD to pay for CIP: Anita Allen and Bethany Toledo
 - Investigate grant programs to fund PATHS initiatives: Anita Allen and OPRA staff