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Oct[Add-On Incentivizes Training, Longevity](http://dodd.ohio.gov/Communications/Lists/Posts/Post.aspx?ID=797)by System Account in [Guidance Memos](http://dodd.ohio.gov/Communications/Lists/Categories/Category.aspx?CategoryId=25)\*Updated with correction Nov. 1, 2017Incentivizing direct care staff longevity and rewarding efforts to complete professional training is one way that the Ohio Department of Developmental Disabilities is responding to the needs voiced by stakeholders to address a shortage of direct service providers felt across the state. This employee-driven incentive focuses on minimizing additional administrative requirements for agency providers while empowering direct service providers to advance professional goals. The department will propose the add-on rate to the the Centers for Medicare and Medicaid Services (CMS) April 1, 2018. If approved, the proposed effective date for this add-on rate would be July 1, 2018. Upon approval, the add-on rate may be submitted for all units of homemaker/personal care (HPC) services delivered by direct service providers meeting the criteria specified below. The cost of the add-on will not be attributed to the person's Ohio Developmental Disability Profile (ODDP) range or waiver budget limitation. Subject to CMS approval, independent providers and agency direct support staff, interested in obtaining the add-on rate must meet all of the following conditions in order to be eligible for the proposed add-on rate * + Two years of experience in providing direct support to people with developmental disabilities, and
	+ Completion of 60 hours of applicable training
	+ For providers of HPC services, not including self-directed HPC services

 **Proposed implementation, subject to additional guidance and CMS approval**  Direct service providers, both independent and agency staff, who have two years of experience in providing direct support to people with developmental disabilities, who have also completed 60 hours of training accredited by the National Alliance for Direct Support Professionals (NADSP), will be eligible to access an add-on rate for homemaker/personal care or HPC services, not including self-directed HPC services. The two years of experience needed for the add-on rate does not have to be consecutive and may be during any period of time.See a list of [curriculum accredited by NADSP](https://nadsp.org/list-of-accredited-curricula/).Upon completion of 60 hours of applicable trainingDirect service providers will track the hours of applicable training they have completed. Direct service providers working as employees of a provider agency will provide their employer with certificates as proof of successfully completed training once they have completed 60 hours of applicable training. * + The employer will review a transcript of completed courses or course certificates and verify two years of work experience, after which the employer can bill for that direct care provider's hours of HPC using a billing code that will reimburse the provider at a higher rate.
	+ Agency providers will be required to maintain verification of each direct service provider's related experience and training for whom the add-on is billed.

 Once they have completed 60 hours of applicable training, independent providers will be required to submit evidence of related experience and training to the department's provider certification unit. * + The department will review a transcript of completed courses or course certificates and verify two years of work experience, after which the provider can bill their hours of HPC using a billing code that will reimburse them at a higher rate.

No re-certification is required to maintain the add-on rate. Once obtained, the provider remains eligible indefinitely.  **Training applicable toward 60 hours needed for the add-on** Those who have successfully completed the DS PATHS Certificate of Initial Proficiency or certificate of Advanced Proficiency are immediately eligible for the proposed add-on rate once effective.\*All NADSP-accredited training taken within the past five years can be applied toward the 60 hours needed for the add-on rate. The department will have some courses listed as a mandatory part of the 60-hour add-on, available in later guidance. However, these will not be a majority of the total 60 hours.  The 60 hours of training applicable for the add-on rate must include the following characteristics:Courses must be curriculum accredited by NADSP, includingCourses must be competency-based, defined as * + Online modules with learner testing
	+ In-person training with pre- and post- evaluations or post-testing or portfolio work

Courses must offer a certificate for courses successfully completed * + That is continuously available for re-print, re-download, or re-issuance to the learner
	+ That includes name of the learner, course title, completion date, hours of training completed, and passing grade

Courses must be completed after Jan. 1, 2012, that fall within the past five consecutive calendar years from the date the last course was completed.

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| **For example** | ​ | ​ |
| **I have some NADSP-accredited training I've completed in the past through Relias, PATHS, or through my agency**  | **I have completed the Ohio DS PATHS Certificate of Initial Proficiency (60 hours plus a portfolio)** | **I completed the Ohio DS PATHS Certificate of Advanced Proficiency (another 60 hours plus a portfolio)** |
| Total the NADSP-accredited training taken within the past five calendar years  Complete the remaining hours needed of NADSP-accredited curriculum to reach the 60 hours needed for the add-on rate | Immediately eligible for the add-on rate once effective\* | Immediately eligible for the add-on rate once effective\* |

 Courses that are not applicable toward 60 hours of training for the add-on rate include* + Courses that are not NADSP-accredited curriculum
	+ Courses completed prior to Jan. 1, 2012
	+ Any courses that were a part of the provider's eight-hour initial direct support provider training
	+ Any courses that are taken as to meet annual training requirements
		- The requirements of rule 5123:2-17-02 (MUI)
		- The rights of individuals set forth in sections 5123.62 to 5123.64
		- The role and responsibilities with regard to services, including person-centered planning, community integration, self-determination, and self-advocacy, (5123:2-2-01)

 **Budgeting and billing** Additional information will be available upon CMS approval; however, as proposed, the cost of the add-on would not be attributed to the person's ODDP range or waiver budget limitation. To receive the enhanced rate, providers must submit a procedure code to be developed by the department prior to the proposed effective date, July 1, 2018, for each unit of service delivered by qualified direct service providers. County boards will continue to project units of HPC but will not project the number of units to which the add-on will apply. **Accessing applicable training**  Training that meets the characteristics outlined above, i.e. NADSP-accredited and competency-based, may be accessed in-person or online. Web-based courses that are NADSP-accredited and competency-based include courses from DirectCourse College of Direct Support, Relias Learning, or Ohio PATHS. See a list of [curriculum accredited by NADSP](https://nadsp.org/list-of-accredited-curricula/).To encourage direct support staff in accessing this increased add-on rate, the department is providing access to an extensive course catalog with more than 60 hours of web-based training applicable for the add-on rate through DirectCourse College of Direct Support at no cost. Interested direct service providers may access these free online courses beginning Nov. 1. Courses may be accessed at any time from any computer or mobile device with an internet connection. A link to the available courses through the DirectCourse College of Direct Support the will be available on the department's website at [dodd.ohio.gov/training](http://dodd.ohio.gov/Training/Pages/default.aspx).(Previous guidance memo regarding add-on available [here](http://dodd.ohio.gov/Communications/Lists/Posts/Post.aspx?ID=789).)posted on Tuesday, October 24, 2017 at 9:26 AMLike[Comment](http://dodd.ohio.gov/Communications/Lists/Posts/Post.aspx?ID=797)* + Open Menu

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List of Accredited Curricula

**The College of Direct Support (CDS)** is a multimedia, interactive, web-based curriculum. CDS offers training in content areas that have been identified as critical to successfully supporting people with disabilities to live self-directed lives in the community. For more information go to [www.collegeofdirectsupport.com](http://info.collegeofdirectsupport.com/)

**The U.S. Department of Labor (DOL)** now has a certified apprenticeship program for the occupational title of direct support specialist. Certified apprenticeship programs must meet the federal guidelines and be reviewed and approved by the NADSP. For more information, go to [www.dol.gov/opa/media/press/ETA/ETA20101488.htm](http://www.dol.gov/opa/media/press/ETA/ETA20101488.htm)

**Relias Learning**  offers online learning, staff compliance training and continuing education for organizations that serve people with developmental disabilities, as well as behavioral health, mental health, addiction treatment, community health, community action and child welfare. Their [training for direct support professionals](http://www.cequick.com/myeln/gadsp/) is fully accredited by the National Alliance for Direct Support Professionals. For more information go to [www.reliaslearning.com](http://www.reliaslearning.com/).

**PATHS** is the credentialing program of the Ohio Alliance of Direct Support Professionals (OADSP). It provides a rigorous training and education program based on the principles of self-determination and ethical practice. Research and experience confirm that there is a direct link between a stable workforce that is able to provide skilled support and the quality of life for people with intellectual disabilities. For more information go to [www.ohiopaths.org](http://www.ohiopaths.org/)

**North Dakota Community Staff Training Program** – North Dakota has provided staff training through a cooperative effort of the North Dakota Department of Human Services , the North Dakota Center for Persons with Disabilities at Minot State University, and community agencies serving persons with developmental disabilities. Full-time direct support and professional staff are required to demonstrate knowledge and skills learned through training modules and a series of field-based practica. For more information, please visit <https://www.ndcpd.org/projects/cstp/>

**ARC Broward PATHS Certificate Program** – The PATHS Certificate Program is designed to create a competency based and credentialed career path for Direct Support Professionals.  Coupled with mentorship, experiential learning opportunities and placement resources, PATHS will support students to find a career in this high demand field.  Each student who successfully completes the Certification of initial and Advanced Proficiency class sessions and achieves a passing grade on Program assessments will receive a PATHS Certificate. For more information, please visit <http://www.arcbrowardlearning.com/DSPATHS>

**The Academy for Direct Support Professionals- The Center for Disability and Development at Texas A&M University:**

The Academy for Direct Support Professionals is a collaborative partnership between the two Texas Universities for Excellence in Developmental Disabilities; The Center on Disability and Development at Texas A&M University and the Center on Disability Studies at The University of Texas at Austin. Candidates pursuing entry level recognition as a DSP are required by The Academy to take an introductory course in Person Centered Practices along with other requirements. Candidates pursuing certification as a DSP-C I or II are required to have a working knowledge of how to support a person with a disability by demonstrating Person Centered Thinking skills with a focus person who receives services. Candidates participate as a part of a cohort facilitated by a Person Centered Thinking Certified Trainer where they are encouraged to share learning from their experiences. Cohort meetings occur ongoing throughout the training process as candidates learn new skills, practice, demonstrate and share learning.  To learn more about this program click [here](https://nadsp.org/wp-content/uploads/2016/08/NADSP_Academy_Overview.pdf).

**The Training Collaborative for Innovative Leadership**

The Training Collaborative for Innovative Leadership is a shared venture developed by and for community based organizations.  Trainings are competency based, promoting best practices.  Curriculums include courses for Direct Support Supervisors and Assistant Managers, DSP professional development, and “Leading the Code” training for emerging leaders.   The programs are designed to promote quality excellence by focusing on strategies that enhance personal outcomes for individuals with disabilities.

**Star Services**

STAR Services provides engaging online and live curriculum for social service professionals, including photos, video, audio and story-based learning that requires the learner to interact with the content. STAR uses expert experience and examples from the field, person-centered philosophy and evidence-based content in areas of compliance, regulations, continuing education and skills development. Content and competency measures help learners put the person-firstas they explore information critical to supporting the needs of individuals with disabilities. For more information go to [www.starsvcs.com](http://www.starsvcs.com/).

**Human Services Credentialing Program – Providers’ Council (Massachusetts)**

The Massachusetts Council of Human Service Providers, Inc. is a statewide association of health and human service agencies. Founded in 1975, the Providers’ Council is the state’s largest human service trade association and is widely recognized as the official voice of the private provider industry. The Providers’ Council’s Human Services Credentialing Program is a set of curricula designed to develop and implement standards and competencies for Direct Support and Direct Service Professionals within the field of human services. Learn more by visiting: <http://providers.org/pages/human-services-credentialing-program>

**Open Future Learning**

Open Future Learning is changing the way Direct Support Staff learn. Leading organizations use our resource because we inspire and engage their staff. Direct Support Staff deserve specialist and dedicated training. Open Future Learning is 100% dedicated to the field of developmental disabilities. For more information and to access our free trial visit: [www.openfuturelearning.org](http://www.openfuturelearning.org/)

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