**The DSP/GED Debate**

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| **Feedback from those opposed to waiver (feel that DSPs should have GED or HS diploma)** | **Feedback from members on GED/HS diploma waiver (in support of waiver)** |
| * We are constantly speaking of professionalizing the position of DSP. We can’t say we are focused on professionalizing and raising the standard, but yet, lower the standard by saying that a GED or HS diploma
* DODD does not support a change to remove the HS/GED requirement
* Board of nursing/MAC does not support change to remove the HS/GED due to the requirements for medication administration
 | * TO support workforce crisis, we have to have new avenues for pools of potential staff, providers are all struggling to find staff. Opening the pool of potential staff that may not have HS diploma or GED would allow for a new recruitment area.
* Opening up the HS diploma/GED requirement would allow staff with disabilities to work as a DSP.
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| **Other ideas submitted:**Current pilot-submitted by Bethany ToledoHello OPRA Members,The HS Diploma/GED debate is something that the Ohio Alliance of Direct Support Professionals has been working to balance for the past couple of years.  There is strong (and understandable) opposition at the state, provider, advocacy, and family level to abolish the requirement altogether.  While OADSP does NOT feel that a total elimination of  the HS Diploma/GED requirement is in the best interest of gaining recognition for the DSP profession, we do feel that there could be some creative approaches to satisfy both sides of the debate.  We all know that we are in a workforce crisis and that COMPETENT staff are needed to fill staffing vacancies.  It is OADSP’s position that DODD should support the creation of a standard waiver (as opposed to the current waiver, which must be applied for on an individual basis) that would allow providers to hire someone who does not have a GED, and give them a period of time to meet the GED requirement.  It is also widely known that Ohio’s GED test is incredibly HARD, and (as it has been mentioned in this thread) a HS diploma/GED does not guarantee competent staff.  For this reason, OADSP is also working with the Ohio Department of Education to explore having a competency based curriculum identified as an alternative pathway to a GED (as it has been for high school students), so that adults can earn a GED through competency based training relevant to our field.  This, we feel, would satisfy the concerns on both sides of the GED debate, while opening up a new pool of applicants to us that could go to work immediately.  A written proposal to this effect has been submitted to DODD in a few different versions over 2016 and 2017.  The most recent proposal was submitted on April 14, 2017.  DODD has since indicated they will grant a PILOT of this concept for Licking County.  The Licking County Board will be collecting data while providers follow staff through this “Employment to GED” program.  It is our hope that this pilot will garner positive results and lead to the widespread implementation of “Employment to GED” programs across Ohio.  OADSP welcomes your input on this, and other issues pertinent to our field.  Please feel free to contact me directly, and watch your email for information about our bi-annual stakeholder meeting being held on September 13, 2017.     |
| In an essence we are talking about creating another DSP level that can do everything a DSP can do, EXCEPT Medication Disbursement. Models would have to be adjusted to make sure a qualified, trained Delegated person gives meds at anyone time, but the non-delegated DSP would be able to work. Of course they would not have the HS Diploma/GED requirement. (LOOK AT NEW RULES FOR REQUIREMENTS FOR SHARED LIVING/SELF ETC…)\_\_\_\_\_\_\_\_ just said it was a brilliant move since we wouldn’t be blowing anything up in place and it would be a simple add-on. I’m sure there are those that don’t like it, but so far in my conversations with some providers, county board personnel and the ARC, nothing but support. This could single handily go toward impacting the workforce crises.Jamie Steele, MSWExecutive Director |
| * Create a competency based testing to evaluate skills for DSP hires (shouldn’t be based on HS diploma/GED only)
* Create pathway for alternate paths for GED-Provider based training/PATHS/other ideas
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