

House Legislative Oversight Committee
 Request for Information about Committee Recommendations, 2020

Agency Responding	Department of Disabilities and Special Needs
Submission Date	11/8/2020

<i>Agency Responses</i>							
Recommendation Number	Recommendations to Agency	Status of Implementation	Actual or Anticipated Date of 100% Completion	Estimated Net Financial Savings, Realized or Anticipated, in the 5 Years Following Implementation*	Non-Financial Benefits Realized or Anticipated from Implementing Recommendation	Non-Financial Drawbacks Realized or Anticipated from Implementing Recommendation	Additional Comments (optional)
Report Rec #01	AGENCY: Seek funding to create a grant program or incentives for providers to expand the pool of direct care professionals through shadowing programs, recognition programs, grassroots campaigns and training efforts designed to expand awareness about the profession and encourage greater participation by potential employees, specifically students preparing to graduate high school	Partially Implemented	Program development is 70% complete. The program pilot, which consisted of two high school sites, provided DSP training to 28 students. These students received the SC Basic DSP Certification from SC DDSN. Due to COVID, the complete practicum and DSP State exam could not be fully implemented due to school facility closure in March 2020. The full program will be implemented this school year in the two sites by June 2021. Efforts are on-going for curriculum development and for site expansion to other areas across the state. Additional training curriculum needs to be developed to accommodate the hybrid learning models in the high school programs due to COVID in person learning restrictions.	Cost savings will be realized through reduced overtime pay, savings in on-boarding training costs and through increased employee retention. In 2019 there were approximately 850 vacancies for DSP staff in the state. Staff vacancies result in the additional costs for overtime pay for existing staff to provide coverage for consumers care. Additionally, with high schools providing the needed training, DDSN provider agencies can significantly reduce the cost for on-boarding training. Research shows that DSP's who receive high quality training feel more competent on the job and results in better rates of retention. Since DDSN providers pay staff to participate in on-boarding training which takes roughly two weeks, it is estimated providers will save \$1,360 per employee. Although it is too early to determine how many high school students will enter into employment each year, if 30% of the current graduates became employed in a DDSN provider facility this would result in a realized savings of \$9,520 from our first year pilot program. This represents a conservative estimate and savings will increase as this program expands across the state and number of graduate increases.	Several non-financial benefits have been realized from the development and implementation of the pilot program in the two sites. Students have become exposed to career opportunities in the field of working with individuals with special needs which can assist in recruitment to careers with DDSN. Additionally training modules that are being created for the DSP Training Program for the high school students can also be provided to our network providers to supplement and improve their staff training efforts. This program is an example of interagency participation and has strengthened the working relationship between state DDSN, the DDSN local providers and the local school districts who are participating.	The DSP Training program has highlighted the need for methods to share training in a virtual format due to COVID-19 and limitations for in-person instruction. DDSN is working with the local providers and pilot sites to provide virtual learning opportunities where possible to allow in-person instruction to focus on skills training which requires hands on instruction.	This program has been well received by the students, school district and DDSN providers. This program utilizes components, such as stackable credentialing, which are considered best practices for employee training and retention. DDSN worked with the SC Department of Education- Office of Career and Technical Education to have the South Carolina Direct Support Professional recognized as an Industry Credential per approval from the SC Education Oversight Committee. This will allow schools and students to receive recognition for their efforts.