

Explanation of Workforce Transformation

"The workforce in OPWDD funded programs is being transformed from direct care to direct support professionals. Direct care implies taking care of an individual while a support professional empowers an individual to have increased independence, learn new skills, think and problem solve, become integrated into the community, have increased self-esteem, and realize desired personal outcomes. DSPs will adhere to the NADSP CODE of Ethics and the NY State DSP Core Competencies. To fully implement the transformation which is to be completed by May of 2017, the Regional Centers for Workforce Transformation will support all agencies in their region. The outcome of this transformation is DSPs empowering individuals in all daily interactions with support, mentoring and feedback from their front line supervisors culminating in regularly scheduled evaluations using an evaluation tool that includes the Core Competencies. Training materials will be supplied by the Regional Centers as well as periodic train-the-trainer sessions. Remember, the transformation, while it includes training, is much more than a training program. Success will be measured by the actual on the job performance of the DSPs, not just their attending training sessions".

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