

*House Memorial 56:
Consolidate Disability Program
Training*

August 30, 2010

Secretary Alfredo Vigil, M.D.
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Memorial Purpose

- Requests the Department of Health (DOH) to establish a task force to examine the possibility of coordinating or consolidating governmental training programs in the state for direct caregivers across all disability programs and their respective state agencies. It also asks DOH to research the College of Direct Support as a model of a national online curriculum used in other states.
- The department did not have the resources (budget or staff) to convene a taskforce.
- Instead, department experts on our disability training system developed a response in May 2010.

Memorial Response – Statewide Training System

- A comprehensive statewide training system is already in place for direct support personnel serving the DD population.
- This training system was established in response to requirements of the Jackson lawsuit and any significant changes could jeopardize disengagement.
- Currently, there are a total of 8 state positions and 2 contractors to implement the Developmental Disabilities (DD) Waiver training requirements statewide.
- Over **2,000** certifications have been issued to trainers approved to deliver various core curriculum modules (many trainers are certified in more than one course).
- In FY09, DOH incurred a total cost of \$995,806.57 to support the DD training system.
- DOH is willing to share our existing approach and all appropriate curriculums with other state agencies, if they desire to replicate our system.

Memorial Response - College of Direct Support Curriculum

- The curriculum does not meet the training requirements as stipulated in the Jackson Plan of Action for Disengagement.
- It was designed for direct support professionals exclusively in the field of DD. Therefore curriculum may not be appropriate for populations served by other agencies. However, our research showed that the College of Direct Support is moving towards a broader focus and could be revisited.
- Based on the 2009 HM37 taskforce report, it would cost:
 - \$280,050 for licensure fees per year for 9,000 individuals (based on a 3-year agreement), and
 - \$2,800 per administrator, however, it was unclear how many administrators would need this training.
 - The number of staff that would need to be trained from all of NM's elderly or disabled programs could greatly outnumber the 9,000 quoted above.
- In addition, the curriculum is not tailored to meet state regulations or standards and NM specific content would need to be developed and linked to make the curriculum consistent – at an additional cost.

Training vs. Problem-Solving

- Training is designed to impart information and/or instructions to help a recipient attain a required level of knowledge or skill.
 - It is usually broad, covers a variety topics, and can not prepare a caregiver for every situation they may encounter.
- Recipients of care and their families may experience situations in which they feel they did not receive appropriate care. Problem-solving occurs at this level.
 - Once a situation is identified, an analysis needs to occur to identify the root cause and develop an action plan to fix it.