DISABILITY THRIVE INITIATIVE

Alternative Services and Supports for the IDD Community

THE CHANGING ROLE OF THE WORKFORCE SUPPORTING PEOPLE WITH DISABILITIES

AUGUST 11, 2021

ABOUT NADSP

VISION

A world with a highly qualified and professional direct support workforce that partners with, supports and empowers people with disabilities to lead a life of their choosing.

MISSION

To elevate the status of direct support professionals by improving practice standards, promoting system reform, and advancing their knowledge, skills and values.

QUALITY

"It is defined at the point of interaction between the staff member and the individual with a developmental disability."

John F. Kennedy, Jr. (1995)
Chair, President's Committee for People with Intellectual Disabilities & Founder, NADSP

DIRECT SUPPORT PROFESSIONALS AND COVID-19

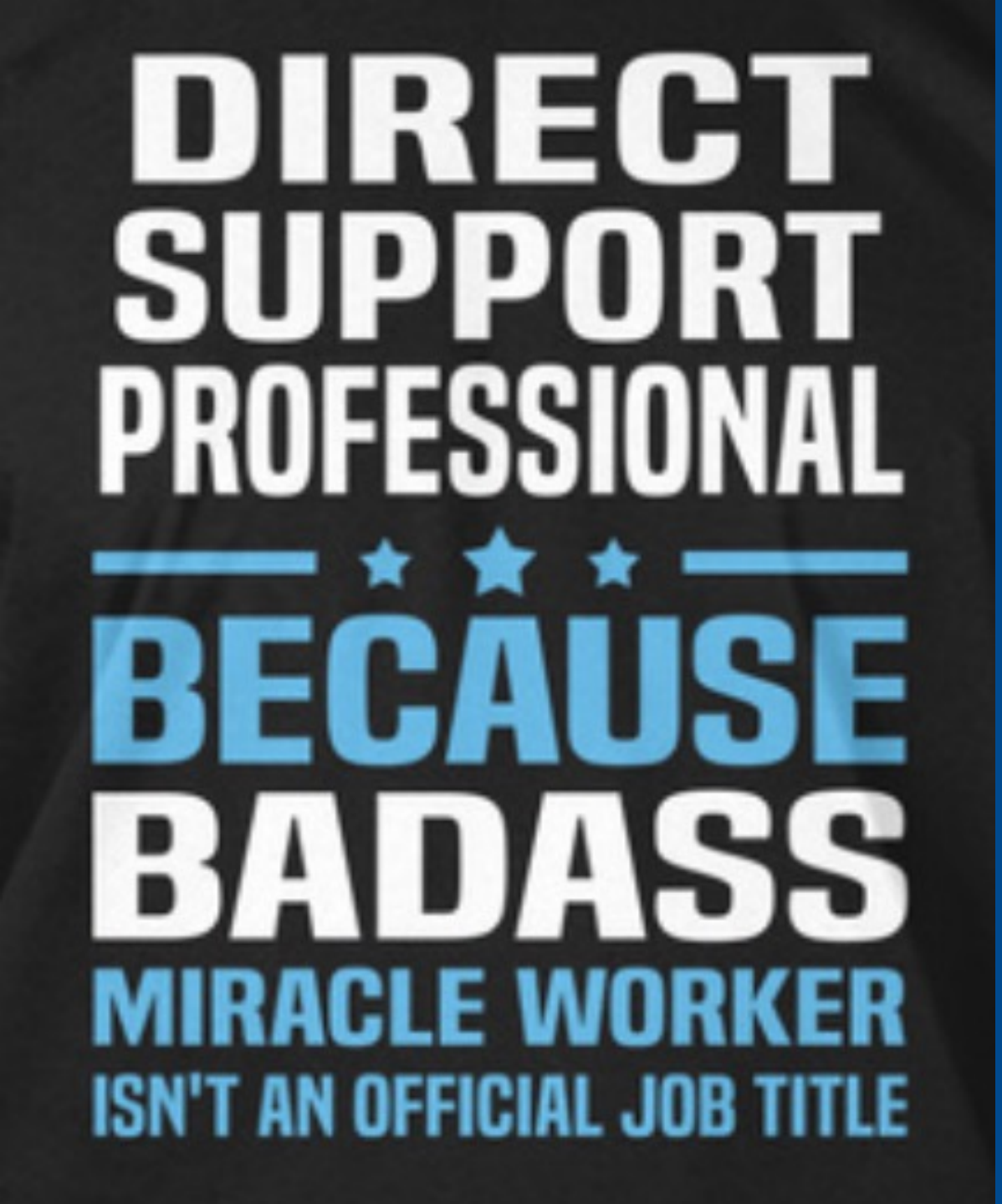
> COVID-19 has lifted the veil on a decades long systemic failure to support the most important resource in the disability services sector – the direct support workforce - which has been neglected for far too long.

-Joseph Macbeth, President and Chief Executive Officer

NADSP

CONFUSION

Essential?	Non-Essential?
Health Care Worker?	Non-Health Care Worker?
Eligible for Hazard Pay?	Anonymous?
Heroes, Saints & Angels?	Just Doing Their Job?



HEROES, SAINTS AND ANGELS

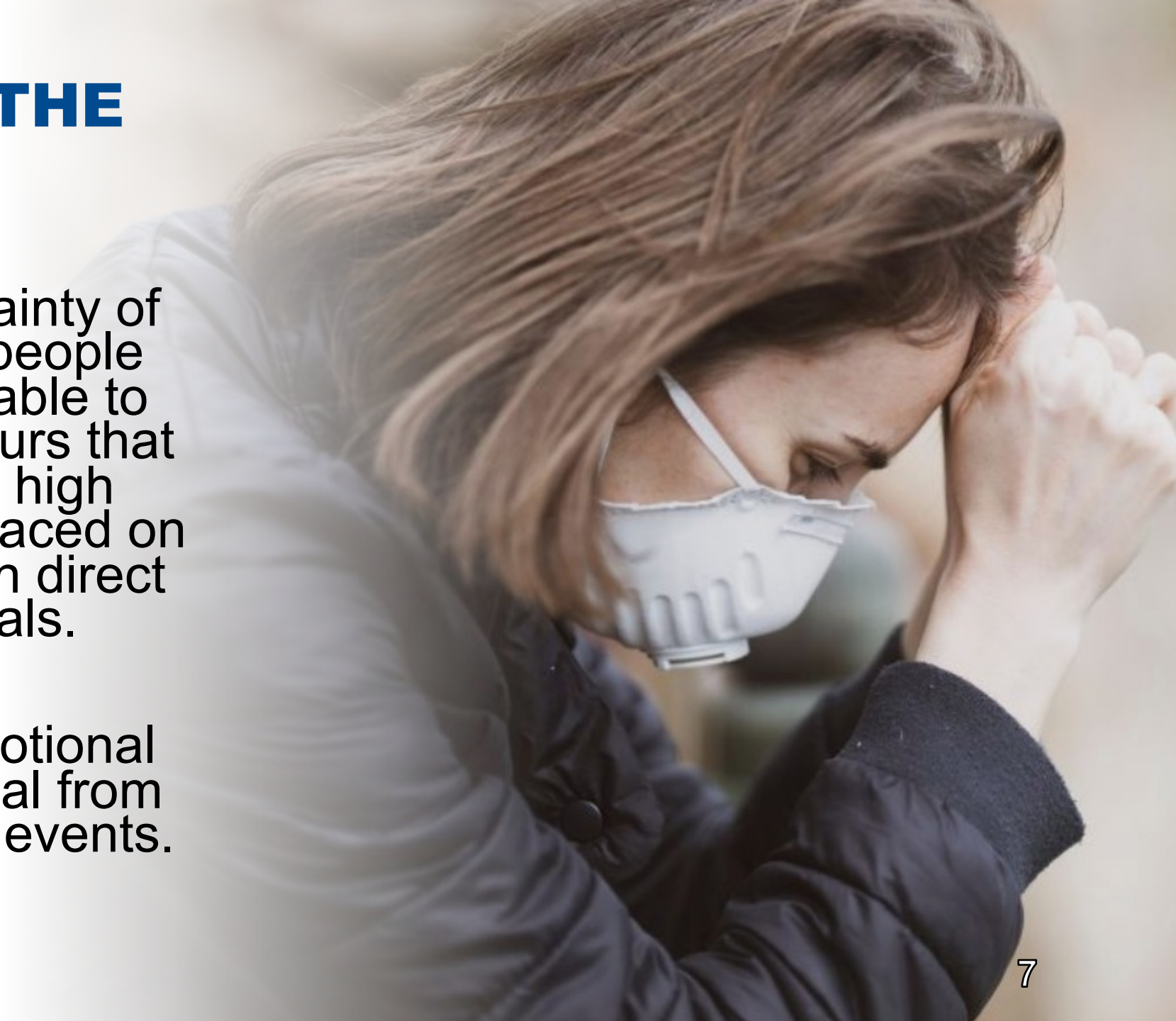
"The canonization of direct care workers is supposed to be high praise, but it's really a reflection of how profoundly their work is misunderstood and devalued. It's a deep disrespect cleverly disguising itself as an equally deep respect. And it begins with the notion that helping disabled people execute our daily bodily, domestic, and community functions is some of the dirtiest of dirty work. It's like ministering to the untouchables—literally".

Mike Ervin, The Progressive, March 26, 2020

TRAUMA AND THE DSP

The stress and uncertainty of the work, supporting people who are highly vulnerable to COVID-19, the long hours that are required and the high expectations that are placed on them is taking its toll on direct support professionals.

They will need our emotional support and time to heal from these very challenging events.



IS THERE A SILVER LINING?

Human Service organizations have always been dependent on economic factors for workforce stability.

In times of darkness the optimist will always find the silver lining. Embrace this unique opportunity and hire wisely.

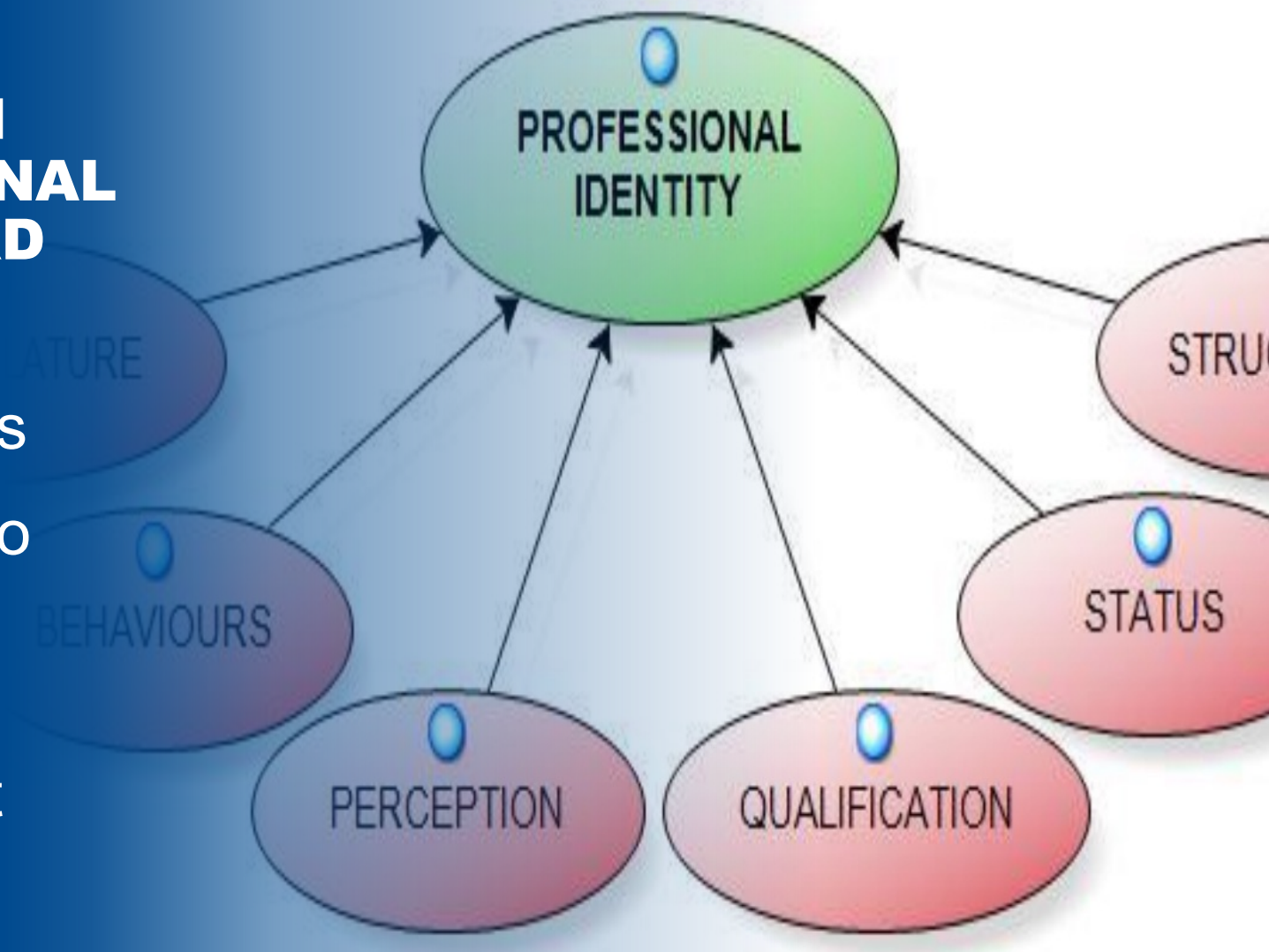
Our future success will largely depend on keeping the DSPs who are hired now.

WE PROMISE TO WORK ON SECURING THEIR PROFESSIONAL IDENTITY WITH A STANDARD OCCUPATIONAL CODE

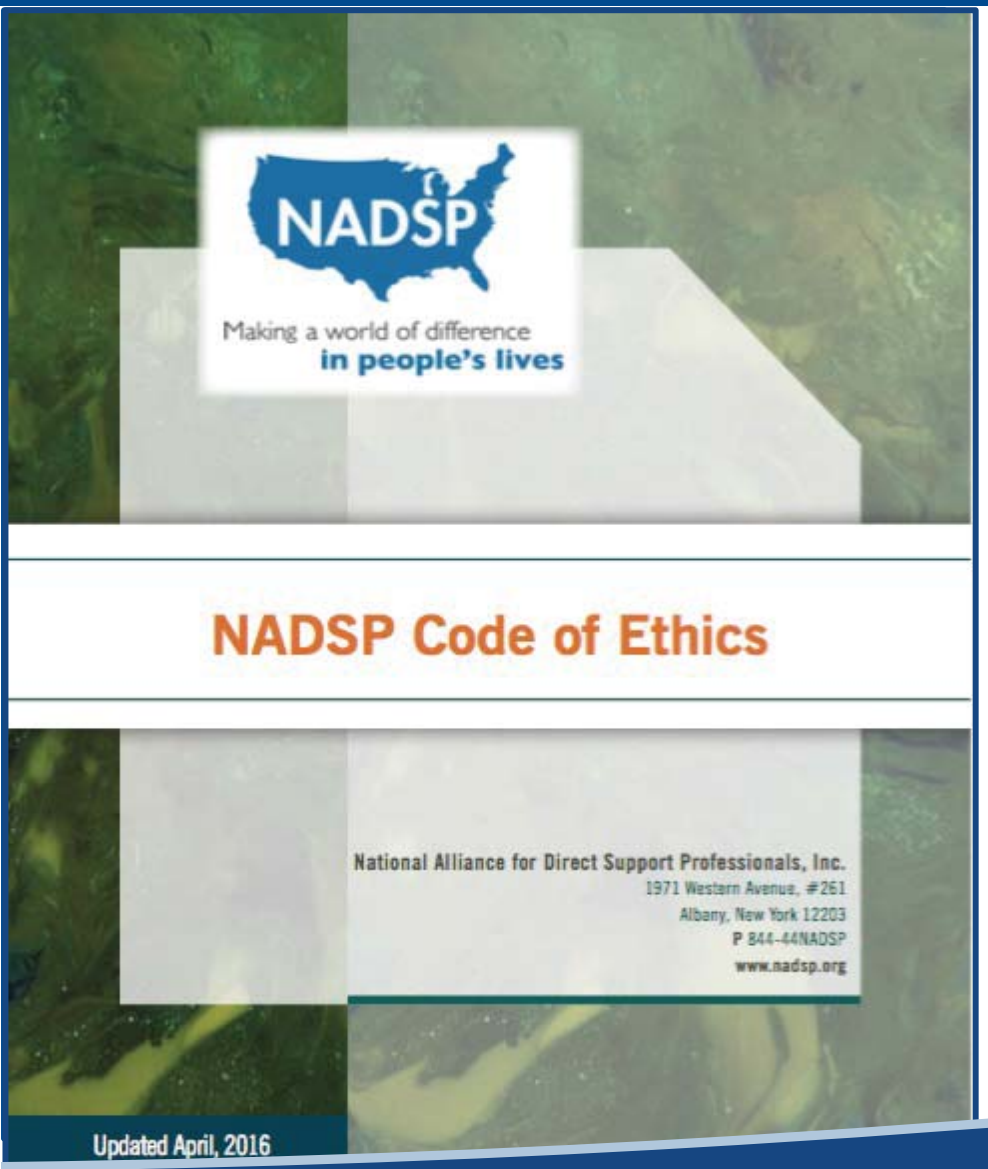
If direct support workforce issues are the highest priority for I/DD service providers (and those who rely on them)…

Then establishing a standard occupational code is the highest priority for the direct support workforce.

Nothing we do is as important as this…

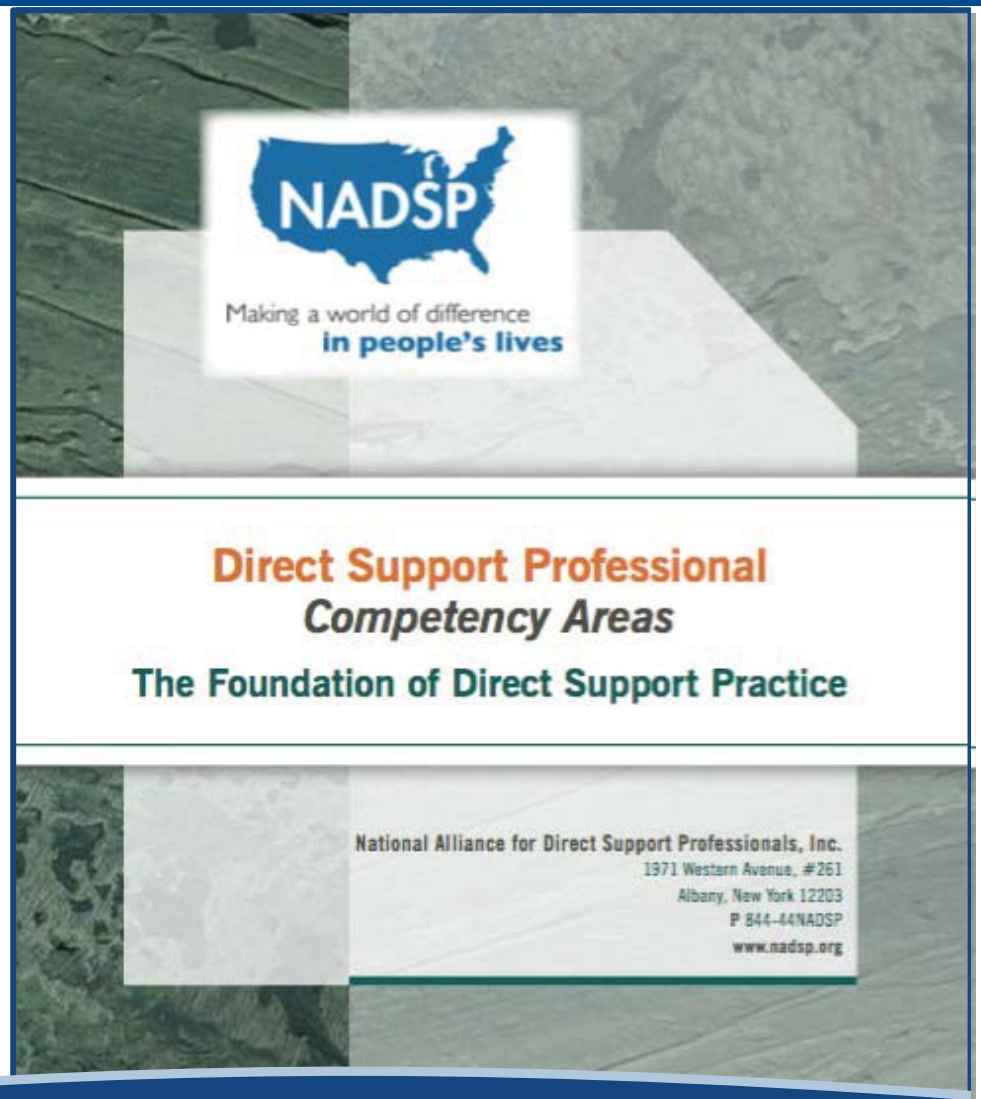


CODE OF ETHICS AND COMPETENCY AREAS



Embedded in all NADSP products and services are the Code of Ethics & Competency Areas.

They are the Foundation of our work and our most significant contributions to the field.



WE PROMISE TO WORK TO CREATE CAREER LADDERS & LATTICES

That are embraced and funded by state and federal government

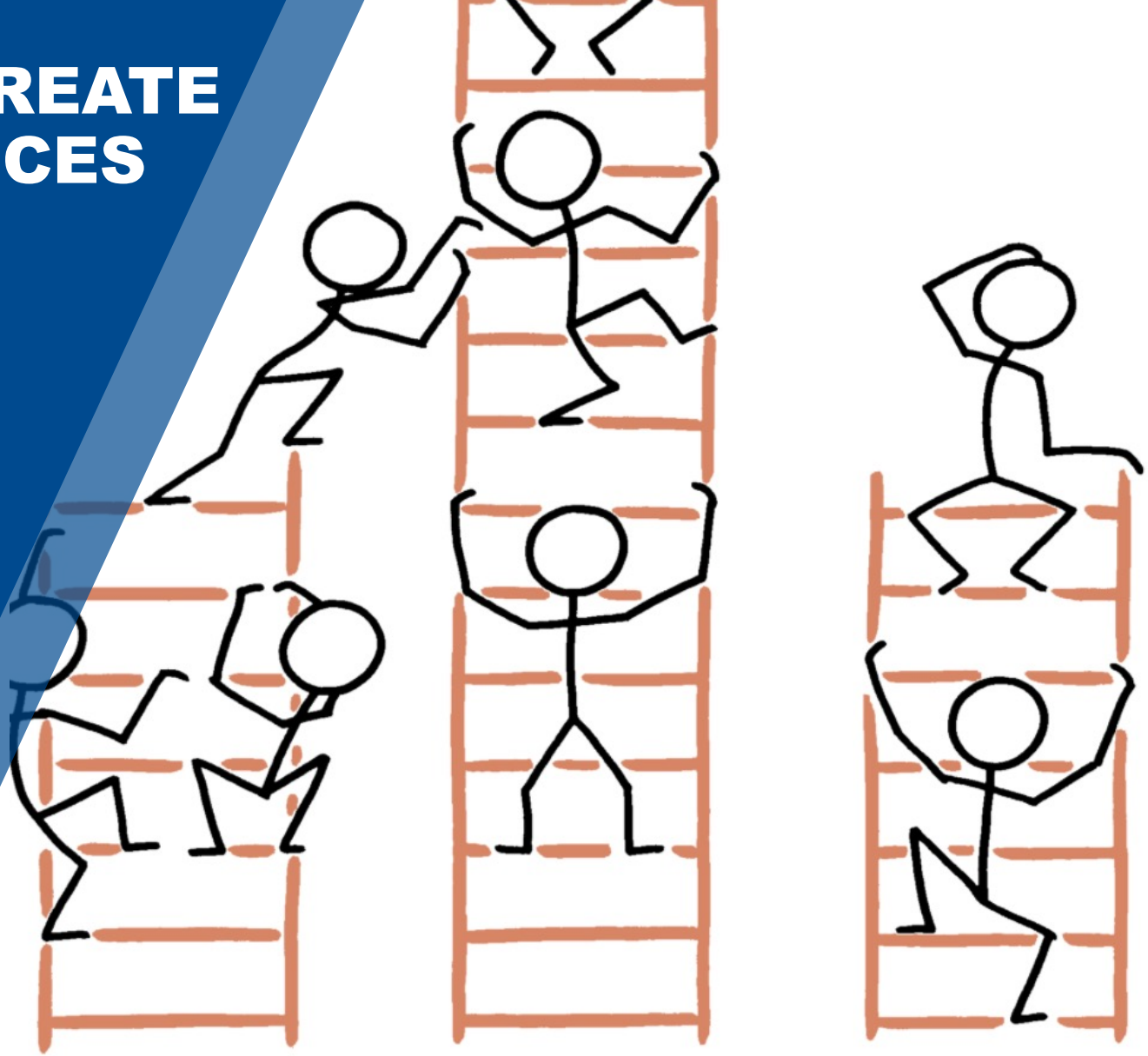
To keep direct support professionals in the jobs that they're good at

To rely less on busy and overworked supervisors

To promote lifelong learning and professional development

To reduce turnover and improve job satisfaction

To improve personal outcomes for people we support



WE PROMISE TO EXPAND OUR E-BADGE ACADEMY

The NADSP E-Badge Academy offers Direct Support Professionals the ability to earn electronic badges as a way to demonstrate their knowledge, skills, and values on the job.

These electronic badges recognize and celebrate the professional development that might otherwise go unacknowledged.

Human service organizations can establish administrative accounts, while users can upload testimonials of their accomplishments for review by NADSP, and then share the resulting E-Badges with others.

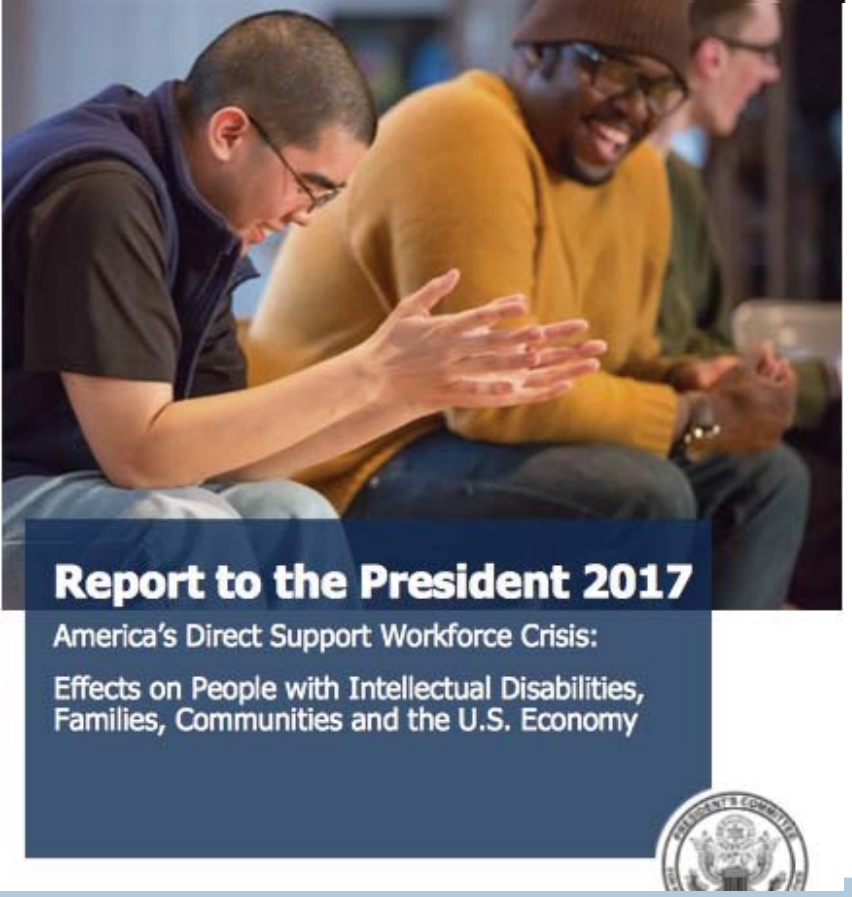
WE PROMISE TO FIGHT FOR SOCIAL JUSTICE AND AGAINST RACISM

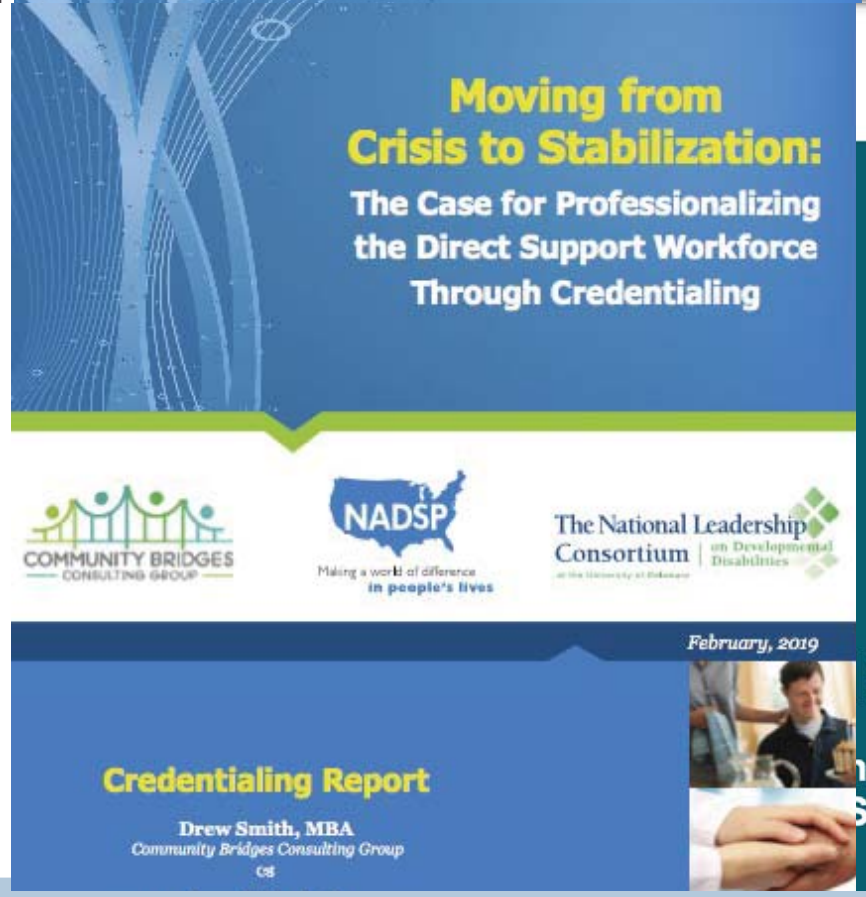
Is your company committed to changes and in support of black DSPs?

Provide tools to speak up against racism at the workplace.

What does our field need to know about racism?

How do we help the people we support to understand racism?





RESOURCES FOR SERVICE ORGANIZATIONS

Use data-driven resources to shift public policy and inform culture changes within your organization

NADSP

Making a world of difference in people's lives

Check out our Website:
www.nadsp.org

Follow us on Twitter:
@NADSPINC

Like us on Facebook:
/NADSPINC

Watch us on YouTube:
'TheNADSP'