



# Washington State Parent Coalitions for Developmental Disabilities

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**The Arc of Washington**

## INDIVIDUAL PROVIDER TRAINING BILL POSITION STATEMENT

**BACKGROUND:** Receiving Personal Care is a lifelong need for people with developmental disabilities (D.D.) and allows individuals to live as independently as possible. This care differs from elderly care at life's end. The focus must be primarily on the individual and their family and secondly on the individual provider.

### STATEMENTS:

1. We support THREE tracks of providers with three separate training requirements.

- A Career Path track has increased training with increased pay and benefits.

- The Parent/Family Provider track is for parents who care for only their own child and will continue with the current 6-hour training and safety training. There will be no continuing-education component and additional trainings will be voluntary.
  - The Intermittent Provider track is on-the-job training for a provider who has limited hours.
2. We do not support additional training requirements that would reduce the amount of hours available for care to individuals with D.D.

## CAREER PATH

We *strongly* support proper training, a salary commensurate with the value of the work and opportunity to obtain insurance for the career-path worker.

### Concerns:

- The training for those Individual Providers who work with individuals with D.D. must be more relevant than the current training.
- Within the prescribed curriculum, the bill does not recognize the need for parents to instruct other providers about the unique needs and techniques which the individual with a developmental disability needs to remain comfortable, both physically and emotionally.

### Solutions:

- Proper training components should be made available.
- For each client, the provider will be required to have 10 hours of on-the-job mentoring by a family member or the primary caregiver. These hours will be counted toward total curriculum hours.

## PARENT PROVIDERS FOR OWN CHILD ONLY

### Concerns:

- Most parent providers prefer to give care **ONLY** to their own son/daughter. They do not want to provide care for others. We are concerned that the expertise of the parent provider caring for his/her own child is not recognized. Many parents have developed written and on-the-job suggestions to care for their son/daughter.
- Current 28 hour Individual Provider training is not relevant to individuals with D.D.
- Many parent providers voice a real difficulty in finding a replacement provider even for the current 6 hour training requirement.
- Each individual with D.D. is unique with special needs and concerns. Even a greatly increased numbers of hours of training would not capture these unique needs. Thus training would be done for the sake of training.



- Requiring a parent provider, other family member, or close family friend, to be “mentored” or “shadowed” by another trainer is not only an insult but an invasion into the home for both the individual as well as the family. Historically, many systems have built an industry on the backs of persons with D.D. and their families. This is not an industry when it comes to our family homes. Sixty-seven percent of the individuals enrolled in DDD live in the family home with a parent/relative.
- The additional cost of the greatly increased hours of training could bankrupt the state’s ability to provide the 50% match of funds for the Medicaid Personal Care program. Since MPC is an “optional” program under the state plan, we could lose this option entirely. The assumption is that both a replacement provider and the parent provider would be paid while parent is in the training sessions.
- Many families are dependent on this program in order to keep their son/daughter in the community (often in the family home) and out of a more restrictive environment. This is both a more acceptable choice and a huge savings of dollars for the state.
- Many parent providers could not find a step-in provider while the parent attends the 100+ hour training.

#### Solutions:

- Continue the 6-hour curriculum for parent providers (developed by The Arc of Washington), the Safety training, and the 30-minute presentation from SEIU.
- The proposed continuing-education requirement for parent providers should be omitted.
- We support adding **primary** care giving grandparents and siblings to the current parent provider training requirement. These full-time caregivers should be under the same rules. (There are 710 individuals with D.D. in our state living with their sibling.) This addition would save the state a great deal of training money.
- Parent Providers could voluntarily choose to take further training, therefore receiving increased pay and benefits.
- We support the 6-hour training for a parent working for a provider agency if the parent only takes care of their own son/daughter.

## **INTERMITTENT PROVIDERS**

These providers are family members, friends, or college students who appreciate very part-time work. Many of these Intermittent Providers simply perform the job because of a special personal relationship with the family or the individual.

#### Concerns:

- Requiring a “career path” training for all Individual Providers takes away many of the Intermittent providers which families depend on.
- Intermittent Providers find career path training requirements too time-consuming for the limited number of hours worked. They would not continue as providers which would be devastating to individuals and families, and would result in a severe shortage to the care provider pool.

#### Solutions:

- An Intermittent Provider is one that works no more than 240 hours per year. (This is approximately 5 hours per week.) Over this limit, the provider would change to a career-path provider and additional training would be expected.
- We support 28 hours of relevant training and the Safety training for an Intermittent Provider.
- Intermittent Providers could voluntarily choose to take further training.