

***Kansans Mobilizing for  
Workforce Change***



# What is the KMFC goal?

Increase the number of high quality staff hired and retained as Direct Support Professionals (DSP) supporting individuals with developmental disabilities in Kansas



# Interventions

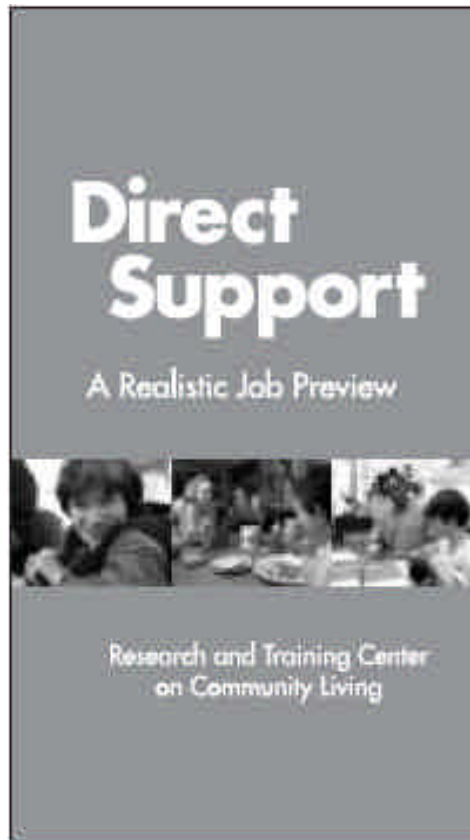
- Marketing Toolkit
- Realistic Job Previews
- Supervisor Training
- College of Direct Support
- Ad Astra Apprenticeship Program

# Marketing Toolkit

- Recruiting Tool Kit is targeted marketing to attract quality staff to your agency.
- The different areas targeted in the recruitment toolkit were
  - Stay at home moms/dads
  - College students
  - Generation X and Y
  - Seniors
  - Faith-based communities
  - Spanish-speaking communities
  - Displaced workers.



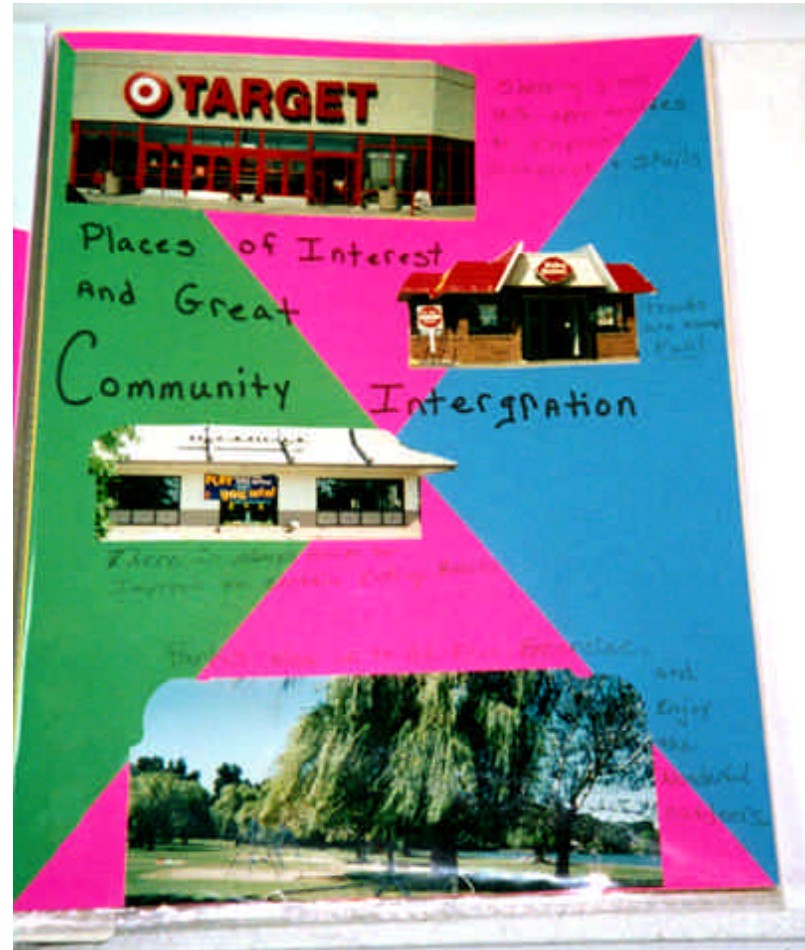
# Realistic Job Previews



- A Realistic Job Preview (RJP) is any part of the selection process that gives the applicant a clear idea of what it will be like to work at the job if they are hired.
- The preview typically happens early in the selection process.

# Realistic Job Previews

- The purpose of the RJP is to give the candidate as much information about the job as possible so that they can make an informed decision about their suitability for the job.



# Realistic Job Previews



- There are a number of RJP types
- What works best for an organization depends on
  - the nature of the job
  - the flexibility, resources, and goals of your selection process.

# Supervisor Training

- Removing the Revolving Door
- Power of Diversity
- Peer Empowerment Program
  
- College of Frontline Supervision and Management



# College of Direct Support

- As of July 2005, 453 learners in Kansas had completed 5,956 lessons (an estimated 5021 hours of training).
- CDS content was customized for the state of Kansas, and each agency has the ability to further customize it.

# Ad Astra Apprenticeship Program

- A registered apprenticeship program (through the U.S. Department of Labor and the Kansas Apprenticeship Council) for DSPs in Kansas.
- Provides a opportunity for growth and development within the direct support role.
- Based on NADSP Code of Ethics and Community Support Skill Standards.
- Using College of Direct Support as the training content guarantees state-wide consistency.

# What we learned in Kansas...

- It takes time. There are no quick fixes.
- There are many effective strategies available, but don't try to implement them all at once.
- Don't lose sight of individual victories within the data. (Qualitative vs. Quantitative success)