

Respite Training Core Competencies

“Develop a more robust statewide training system for individuals wishing to provide respite care across multiple needs and disabilities... Over time, the statewide training system should ensure that: a) Training is available in multiple settings and formats; b) Core training elements are based on national models, use a person-centered approach, address core competencies, and are evidence based or evidence-informed; c) Multi-tiered training is available that recognizes there are different levels of care that may be required; d) Training is available for primary caregivers.”

- Respite Care Task Force Recommendations Implementation Proposal

(1) 10 “Core Competencies” Identified (see Table 1)

- Taken from 11 state/national Direct Care Worker (DCW)/respite training programs
- Training topics identified and categorized into 10 main themes or “Competencies”

(2) Table 1: Gap Analysis

- Comparison of 10 “Core Competencies” to:
 - (a) CMS Direct Workforce Core Competency Recommendations
 - (b) CO State Training Guidelines for DSPs
 - (c) 11 state/national Direct Care Worker/respite training programs*
 - (d) 7 respite care agencies in CO* (respite care agencies represent a mix of ages and needs served, including some day programs and some in-home respite. Both Denver-based and rural agencies represented.)

*Percentages calculated by dividing the number of programs/agencies that include training requirements in the particular competency, by the total number of programs/agencies (multiplied by 100). For example, three of seven CO respite agencies require their staff to complete Self-Care training = 43% of agencies.

(3) Table 2: Matrix of 11 state/national DCW/respite training programs

- This matrix is intended to give a comparative overview of the types of available state/national training programs or certifications for direct care workers and respite care professionals
- All programs cover training for caregiving across the Lifespan *except* NAMI certification → child focus
- ** Indicates a program that was developed with state sponsorship

Table 1	Inclusion of Core Competency In:			
	CMS Direct Service Workforce Core Competency Recommendations	CO State “Training Guidelines for Direct Service Providers Comprehensive and Support Services”	State/National Core Competency Training Programs (percentage included of 11 total programs)	All-Staff Training for Colorado Respite Agencies (percentage included of 7 total agencies)
Self-Care (for caregiver)	x	x	64%	43%
Behaviors (managing/assessing)	✓	✓	55%	86%
Diagnosis (diagnosis/disability specifics)	x	✓	18%	43%
Safety (crisis prevention, universal precautions etc.)	✓	✓	64%	71%
ADLs (daily care, mobility)	✓	✓	64%	29%
Advocacy (client rights, abuse + neglect)	✓	✓	55%	43%
Wellbeing (client wellbeing, relationships, social skills)	✓	✓	9%	43%
Clinical Skills (+ certifications)	x	✓	18%	43%
Non-Clinical Skills (documentation/reporting)	✓	✓	82%	86%
Cultural Competency (incl. communication with client/family)	✓	✓	91%	86%
Navigating Systems (community/state/federal)	✓	✓	36%	0%

Program/ Credential	Organization	Location	Certification /Certificate?	Free?	Pre-requisites?	Topics	Format	Exam?	Tiers of Training?	Provider Database?
Lifespan Caring Network Training	Respite Care Association Wisconsin	WI	✓	✓	✗	Self-Care; Behaviors; ADLs; Advocacy; Clinical Skills; Non-Clinical Skills; Cultural Competency; Navigating Systems	Online	✓	✗	✓
Direct Support Professional (Certified)	NADSP (National Alliance for Direct Support Professionals)	National	✓	\$150	NADSP Membership + signed "Code of Ethics"	Behaviors; ADLs; Advocacy; Non- Clinical Skills; Cultural Competency	Portfolio	✗	Certification Level II	✗
					Communication of Support				5 "Specialist" Certifications	
					Training Records					
Competency-Based Direct Support Professional Certification Program	NADD	National	✓	\$160	1 year calendar experience + 1,000 hours direct support	Self-care; Behaviors; Diagnosis; Safety; Advocacy; Non-Clinical Skills; Navigating Systems	Portfolio	✗	✗	✗
					2 recommendations + good standing					
					Knowledge screening self- report					
					NADD membership + signed "Code of Ethics"					
Respite Care Training Program	Illinois Respite Coalition	IL	✗	✓	✗	Self-Care; ADLs; Advocacy; Clinical Skills; Non-Clinical Skills; Cultural Competency	Online	✗	✗	✗
Certified Respite Provider**	NAMI (National Alliance on Mental Illness)	ME	✓	✓	18+, HS Diploma/GED	Behaviors; Diagnosis; Safety; Non- clinical Skills; Cultural Competency	Online	✓	✗	✓
					2 personal references					
					30+ hours child-related experiences					
Home Visiting Core Practices and Principles	Nebraska Lifespan Respite Network	NE	✗	✓	✗	Self-Care; Safety; Non-Clinical Skills; Clinical Skills; Navigating Systems	Online	✓	✗	✗
Direct Care Associate Certificate**	Iowa Prepare to Care	IA	✓	✓	✗	Self-Care; Safety; ADLs; Non-Clinical Skills; Clinical Skills	Online	✓	5 "Advanced Certification" Topics	✓
									3 "Advanced Training Certificates"	
DCW Curriculum – Fundamentals	AZ Direct Care	AZ	✗	✓	✗	Safety; ADLs; Advocacy; Non-Clinical Skills; Clinical Skills	Guide- book	✗	Aging and Physical Disabilities	✓
									Developmental Disabilities	
R.E.S.T.	NYSCRC (New York State Caregiving and Respite Coalition)	NY	✓	✓	✗	Self-Care; Behaviors; Safety; ADLs; Navigating Systems	In-Person Class	✗	✗	✓
Direct Service Provider Certificate Series	Human Services Network of Colorado	CO	✓	\$450	✗	Self-Care; Behaviors; Safety; Non- Clinical Skills; Cultural Competency	In-Person Class + Online	✗	✗	✗
Fundamentals of Home Care	MA Direct Care	MA	✓	✓	✗	Safety; ADLs; Advocacy; Cultural Competency	Online	✗	Intended as precursor to: Home Care Aid C.N.A.	✗