



July 2013

#### Quotes from surveys:

- "I loved the team building exercises."
- "I really enjoyed taking DSPATHS. I learned a lot"
- "The DSPATHS Program was wonderful. The teachers were enthusiastic, knowledgeable and interesting. The other students were engaged and involved."

#### Mission

**Ohio Alliance of Direct Support Professionals (OADSP):** Create real solutions for the continuous development of the Direct Support Professional workforce.

**DSPATHS:** Create a competency based and credentialed career path for Direct Support Professionals

## 2013 Fast Facts

### 2013 Fast Facts document summarizes the findings and recommendations from the survey data collected in 2013

#### Brief Background: How the survey process started

Since 2003, Direct Support Professionals and the people they support have told their stories of the impact of DSPATHS on their day to day lives. The anecdotes were inspiring but not enough. We searched for research on the effect of training and credentialing programs on Direct Support Professionals, the people they support, and the service system as a whole. We were not satisfied with the lack of hard data, so Ohio Alliance of Direct Support Professionals (OADSP), in collaboration with Mid East Ohio Regional Council (MEORC) and the Muskingum Valley Educational Service Center (MVESC), created a process to define important outcomes and evaluate the effect of the DSPATHS credentialing program throughout Ohio. Data was gathered through online and paper surveys which were conducted in 2010, 2011, 2012 and 2013. A summary of results and recommendations is provided in this document, and for more detailed results, please contact the OADSP Executive Director, Amy Gerowitz at 513-484-2772 or [agerowitz@me.com](mailto:agerowitz@me.com)

### "DSPATHS is transformational and an essential training tool for DSPs"

#### Positive Survey Results related to DSPATHS Graduates

- The *average length of service* for a DSPATHS graduate (8.1 years) continues to be higher than that of a Direct Support Professional who has not been through the DSPATHS program (6.8 years).
- The *retention rate* for DSPATHS graduates (85%) was significantly higher than the Ohio average retention rate of 47% reported by the Ohio Resource Association in 2013.
- DSPATHS graduates (8%) have *obtained a specialized position in the field* when compared to Direct Support Professionals who has not been through the DSPATHS program (3%).
- DSPATHS graduates (39%) *take advanced training* compared to those who have not been through the DSPATHS program (10%).
- DSPATHS graduates *increase their organizational participation* (30%), as compared to Direct Support Professionals who has not been through the DSPATHS program (13%).



**"DSPATHS Grads have a better understanding of the job tasks and also the importance of the Individual."**

## OADSP

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*“They are better equipped to provide quality services.”*

From a provider speaking about why they prefer a DSPATHS graduate



Renay Samuel a DSPATHS CIP Graduate receives the 2012 Maureen Corcoran Award at the Fall OPRA conference. Renay Samuel is pictured with Mark Davis, OPRA President and Tony Thomas, OADSP Board President.

### Positive Survey Results from Employers

- Employers (92%) continue to report a preference for hiring PATHS graduates if given the choice.
- A large percentage of employers reported in all survey cycles that the DSPATHS CIP training is worth the costs incurred (85%).
- Employers (50%) offer employees a wage increase after graduation.
- Employers (23%) offer employees a monetary award after graduation.
- DSPATHS Graduates continue to stay on the job longer than those who have not been through the DSPATHS program (8.1 years vs. 6.8 years).

*“I have seen a difference in the DSPATHS students and feel the class has helped the DSPs to feel more empowered and become more involved in the lives of the residents.”*

### Positive Survey Results from Supervisors

- DSPATHS graduates rated higher on the CIP indicators of professionalism after training by an immediate supervisor than before training (.2% increase).
- DSPATHS graduates rated higher on work skills after DSPATHS CIP training by a supervisor than before training (.6% increase).

### Recommendations From Evaluation

- Improve the return rates of surveys in order to make stronger conclusions concerning the value of the CIP program. The return rates for all surveys did not meet the goal of 90% confidence level ( $\pm 5\%$ ).
- Improve the strength and dependability of the DSPATHS evaluation components. This should continue to be a primary focus of the collaborative efforts of OADSP, MEORC and MVESC personnel.
- Identify other measures that can be monetized so that the cost benefits of the DSPATHS CIP training program can be more fully explored.
- Continue to quantitatively assess the workforce development merits of the DSPATHS CIP training program.
- Keep contact information current. This persists to be a problem when trying to capture the benefits and problems facing DSPATHS CIP educators.

*“The DSPATHS training was priceless for me. It was enjoyable, entertaining, and most of all highly useful. Every work day I feel happy to have had the thorough, well-thought-out training I received.”*