Empowerment Education Training Initiative

Empowering the ability in disability.

Empowerment Education Training Initiative 2012
Welcome.

The Developmental Disabilities Institute (DDI) is pleased to share information about our Training Initiative for Direct Support Professionals (DSP) and their supervisors. DSPs provide vital, lifelong personal care, support, and training for people with disabilities.

We hope this brochure will encourage you to learn more about our Empowerment Education Training Initiative and to become involved in addressing the critical issues that challenge the delivery of high-quality direct care in Michigan.

DDI is mandated to provide education, community support, research, and information dissemination to Michigan’s disability community. We are one of 67 University Centers for Excellence in Developmental Disabilities (UCEDDs), nationwide.

We look forward to connecting with you,

Sharon Milberger Sc.D., Director
Developmental Disabilities Institute 2016
Who are Direct Support Professionals?

DSPs are a vital resource for individuals with developmental disabilities, chronic illness, and elders. Through their work, DSPs assist thousands of Michigan residents to attain full, happy, productive, self-determined lives in their communities. They are also known as:

- Personal Care Attendants
- Home Care Workers
- Home Health Aides
- Direct Care Staff
- Homemakers

DSPs provide support for activities of daily living such as eating, bathing, and dressing. They also provide:

- Transportation
- Job Coaching
- Skill Building
- Community Connections
- Companionship
What is the **Empowerment Education Training** initiative?

The Empowerment Education Training initiative was developed to address the needs of DSPs, service providers, administrators, and ultimately persons with disabilities.

**Training Curriculum**

Empowerment Education Training consists of three tracks, each designed to enhance the skills of those in a particular segment of the direct care workforce. The three training curricula are:

1. **Empowerment Education**: Consumer-driven Training for Michigan DSPs
2. **Pathways to Leadership**
3. **Direct Support Professional Supervisor Training**

Empowerment Education Training module topics include everything from making community connections to conflict resolution.

Each module carries 1.5 Continuing Education Credits (CEUs) applicable to Adult Foster Care Licensee and Administrator Training certification.
Empowerment Education training initiative

Topics:

- Supporting Growth Through Opportunity and Choices
- Ten Successful and Assertive Steps for Working with Professionals
- Person-Centered Planning: Valuing the Contributions of Direct Support Professionals
- Supporting People in Establishing Friendships and Making Community Connections
- Conflict Resolution
- Teaching Made Easy
- Stress Management: It’s All About Awareness, Attitude, and Action at Work
- Self-Advocates and Direct Support Professionals Working in Partnership to Achieve Life’s Dreams
- Making the Transition: As Smooth As Possible (A.S.A.P.)
- Self-Determination: Our Right to Meaningful and Fulfilling Lives (Part I)
- Living a Self-Determined Life (Part II)
- Introduction to Dual Diagnosis
- Direct Support Professionals: Your Career Opportunity (CD-ROM Only)
CD-ROM Empowerment Education Training

We realize attending training events a challenge for busy DSPs. That’s why we’ve made Empowerment Education Training modules available in a convenient, portable, CD-ROM format.

Each training module takes about an hour and a half to complete, and all learning can be assessed and evaluated. Modules currently available include:

Disc #1
- Person Centered Planning: Valuing the Contributions of Direct Support Professionals
- Self-Determination: Living a Self-Determined Life Part II

Disc #2
- Stress Management: It’s All About Awareness, Attitude, & Action at Work
- Ten Successful & Assertive Steps for Working with Professionals

Disc #3
- Direct Support Professionals: Your Career Opportunity

To obtain CD-ROMs, please visit DDI’s website http://ddi.wayne.edu or email DDI’s Dissemination Coordinator, Emily Milligan, at emily.milligan@wayne.edu or, call (313) 577-6684 for ordering details.
Trainers & Train-the-Trainer Model

Empowerment Education trainers reside in all parts of Michigan. Since 1997, the Training Initiative has trained more than 18,000 persons. To be eligible to become a trainer, one must:

- Work as a Direct Support Professional currently or in the past, or
- Have a disability themselves, or
- Be a family member of a person with a disability.

For more information on becoming an Empowerment Education Trainer, please visit http://ddi.wayne.edu/empowerment_education.php or call Emily Milligan at (313) 577-6684.
Cheryl Osborn began as an Empowerment Education Trainer in 2005 after attending a Train-the-Trainer event at Wayne State University. Cheryl's background as a Medical Assistant prepared her for her work with individuals with developmental disabilities. She began her journey as a Direct Support Professional in 1985 when she started working in a group home as a part-time employee. She immediately loved working with the folks there and eventually became a group home manager. Cheryl soon became an Area Supervisor, managing many homes and individuals. She then moved into the vocational realm where she assisted individuals with disabilities in developing vocational skills and helped many people to find employment. She has also been involved with the School-to-Work Transition process which has allowed Cheryl to help many individuals to start and maintain micro-enterprises or small businesses.

In addition to training DSPs in the Flint area using the Empowerment Education Training Modules, Ms. Osborn currently works for Goodwill Industries where she creates opportunities for persons with disabilities by starting businesses and helping them to craft the lives they want to live. Her experiences and expertise have made her very effective and engaging trainer. She has been a perfect fit and continues to lend her perspective to the Empowerment Education Training Initiative.

Philip Gardiepy-Hefner

It’s apparent from the moment you meet Philip that he is a dynamic, compassionate individual. He is the type of person that will thrive at whatever he takes on in life. Philip has held a variety of positions that have included a mental health professional, a Direct Support Professional in a residential setting, and a training coordinator. He is currently the Training Coordinator for Northpointe Behavioral Healthcare Systems and provides trainings in three counties in the Upper Peninsula.

Philip is enthusiastic about his experience as an Empowerment Education Trainer. He shared that, “The curriculum is easy to understand. It’s written and put together in layman terms...in an adult learning model.” Philip takes the concepts from the training modules and personalizes each training to fit the specific needs of the individuals he trains. He states that it is very powerful to see the look on the DSP’s faces when they really “get it.” Philip continues to train DSPs across the Upper Peninsula.
The Macomb-Oakland Regional Center Annual Caregiver Event

The Macomb-Oakland Regional Center, Inc. (MORC) is a private, non-profit, human services organization that has hosted an Annual Caregiver Appreciation Event for 30 years. This annual event honors the Direct Support Professionals that support thousands of persons with disabilities that utilize MORC providers and services in Macomb County.
What is the Michigan Alliance of Direct Support Professionals?

The Michigan Alliance of Direct Support Professionals (MADSP) is a group comprised of DSPs, disability professionals, persons with disabilities and advocates who strive to bring a higher level of respect and regard to the work that DSPs do in Michigan.

You can learn more about the MADSP and the NADSP, our National organization, by visiting http://ddi.wayne.edu/michigan_alliance.php or find us on Facebook!
A review of the current literature identifies low wages, a shortage of qualified workers, and high turnover rates as the main challenges facing this profession. Both state and national median wages for this group are significantly lower than that of all other workers, adversely affecting the lives of DSPs, the people they support and an entire field dedicated to human service and care. Now is the time to address these issues in Michigan before DSPs and the individuals they serve undergo further adversity and hardship.

For a full report regarding these and other important issues concerning the field of Direct Support, visit the DDI website ddi.wayne.edu. You can also email Project Director Elizabeth Janks at e.janks@wayne.edu or call (313) 577-2654.

Watch for DDI’s dedicated online interest group where you’ll find resources, learning opportunities and chat room discussions in July of 2012. For more information, contact Emily Milligan at emily.milligan@wayne.edu or call (313) 577-6684.

MADSP Annual Forums

DDI sponsored the very first MADSP Caregiver Appreciation Forum in the fall of 2000 – now an annual event. Over 175 DSPs and consumers attended the first Forum. Since then, DDI and MADSP have hosted seven annual Forums to recognize the accomplishments and hard work of Michigan DSPs throughout the year.

Currently, the MADSP sponsors an annual DSP appreciation Forum in Lenawee County Michigan. The MADSP has also sponsored appreciation Forums in Livingston County. These events continue the mission of the MADSP to honor, uplift, and support DSPs in the vital work they do and care they provide.

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To plan an event in your community, contact Elizabeth Janks at e.janks@wayne.edu or 313-577-6368.
To learn more about how you can become involved with the Empowerment Education Training initiative, either as a DSP, trainer, or an agency seeking training, please contact us:

http://ddi.wayne.edu / (888) WSU-4DDI / (888) 978-4334
Initiative Director: Elizabeth Janks
(313) 577-6368 / e.janks@wayne.edu

You can also request a FREE copy of our popular, new video series "Possibilities" which illustrates the vision DDI has for all people with disabilities.

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