



Recommendation 7



Develop and Support Qualified Staff

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People with disabilities receiving services benefit when staff who support them are well trained. Values, ethics, and person-centered decision-making can be learned and used in daily practice through mentorship and training. Providing professional training that strengthens relationships and partnerships between individuals, families, and Direct Support Professionals (DSPs) will improve the quality of support.



Through PBC in 2025, ODP began issuing Pay for Performance (P4P) payments for staff credentialing.

Of the 223 residential providers that applied for the P4P payments through the Workforce Development across all 3 tiers, 150 (67%) providers met the criteria to receive payments.

As of January 2026, there 311 PA providers enrolled with NADSP to credential their DSPs and FLSs.

There a total of 7,404 DSPs enrolled with NADSP and 2,437 FLSs enrolled with NADSP.



National Alliance for Direct Support Professionals



- ❖ E-Badge Academy
- ❖ Nationally recognized certifications
- ❖ Training and Curricula
- ❖ Accreditation

National Alliance for Dual Diagnosed



- ❖ Consultation
- ❖ Training



- Health Care Quality Units (HCQU)
- Autism Services, Education, Resources and Training (ASERT)
- AIDinPA.org
- Columbus



2025 Training Focus

- Autism Spectrum Disorder
 - SPECTRUM
 - Training series available on My ODP
 - 7,086 completions
 - Virtual Autism Training (live virtual training)
 - November 2025, December 2025 and January 2026
 - 1,548 staff trained



- Unique public private partnership between ODP and PA universities, hospitals/medical centers and private community providers.
- Key component of strategy supporting individuals with autism and families
- Statewide Toll-free Number: **877-231-4244**
- Website: www.PAutism.org



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Projects

COVID-19



HEART: Healthy sexu:
Training



Emergency Preparedi



TRAIN: Trauma Recov
Neurodiverse Individ



Wellness Resources

- www.aidinpa.org
- Initiated in response to communicating with stakeholders during COVID-19
- AID in PA is a collaborative effort between ASERT and its subsidiary teams #ASDNext and the Philly Autism Project, the HCQUs, and Temple University's department of Disability Resources and Services, all operating under ODP.



- Effective training material includes relevant, robust content. However, to truly make an impact, training must be innovative and easily accessible to those who need it. To meet our stakeholders' needs, we developed LANTERN (Learning Assistance iNstruction Training Education Resource Network).
- Trainings available on LANTERN are collections of short resources designed for the busy lives of self-advocates, support persons, professionals, clinicians and caregivers. We also recognize the need for overall awareness and have developed trainings specifically for community members.
- LANTERN tracks user accomplishments, provides proof of completion, allows learners to earn badges and points.
- Please Note: You must register for an AID in PA account to access these resources.



Enhancing Trauma Recovery Services and Increasing Capacity for Vulnerable Populations

- Trauma Recovery for Autistic, Intellectually Disabled, and Neurodivergent Individuals.
- Intended for licensed clinicians who offer psychotherapy services and are interested in better supporting neurodivergent individuals.
- Training is meant to equip them to use current evidence-based practices for meeting trauma recovery needs of neurodivergent individuals.





- ECHO-Expanding Community Health Options.
- An “all teach, all learn” spoke and hub model where the ‘spokes’ are community members, and the ‘hub’ is comprised of a team of content experts.
- Heavy emphasis of case-based learning supported by ‘flash talks’ (10–15 minute talk of key clinical points).