



I Got Skills...They're Multiplyin'!

THE RESULTS OF MISSOURI'S LONG-TERM CARE
CAREER PLATFORM DEVELOPMENT STUDY

NASDDDS Fall Conference

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Today's Presenters



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Agenda

- ❑ Missouri's DSP Projects
- ❑ LTC Career Platform
- ❑ Immediate Opportunities
- ❑ Question and Answer



Missouri's Efforts to Date

- DSP Apprenticeship Program (MO-TAP)
- VBP to support DSP training
- VBP to support providers participating in MO-TAP
- WERCCS workforce study (2023)

<https://dmh.mo.gov/media/pdf/mo-workforce-and-economic-research-careers-study>



Building a Talent Pipeline

DMH/DDD ~ DMH/DBH ~ DESE





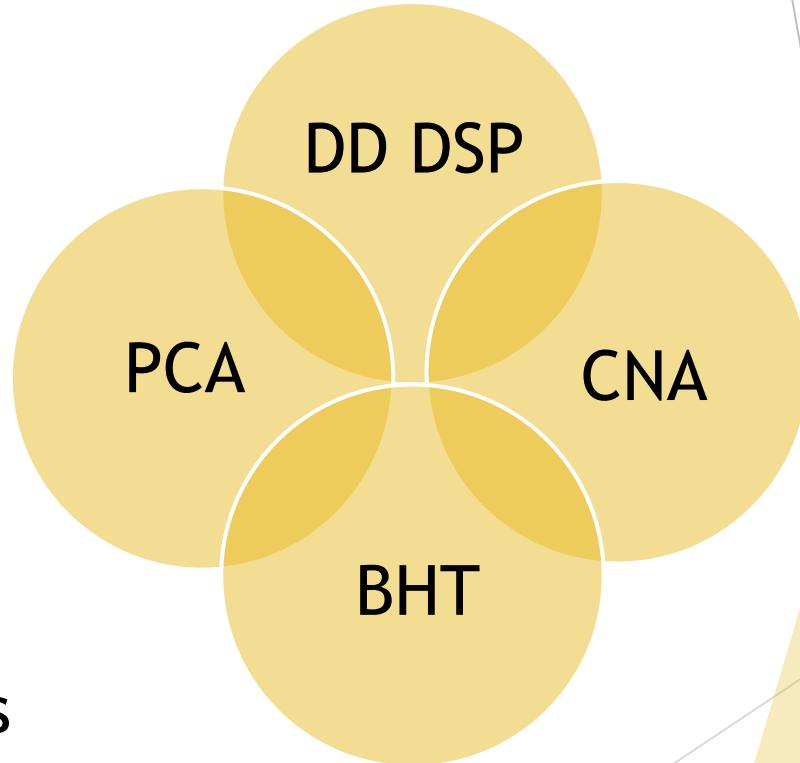
LTC Care Career Pathway

- ❑ Are there equivalent/similar trainings across multiple DSP roles?
- ❑ What would it mean for Missouri if equivalent trainings were portable across the DSP workforce landscape?



Evaluating Training

- ❑ Identify common training content across four DSP roles
- ❑ Identify potential savings to system if cost of training were shared across providers





Comparing Total Training Required Across DSP Roles

DSP Role	Total Training Hours
Behavioral Health Technician	56
Certified Nursing Assistant	75
DD DSP	50
Personal Care Attendant	12



Types of Equivalent Training Content

Strongly Endorsed

- ❑ Highly comparable in instructional time, learning objectives, and content
- ❑ At least three of four DSP roles show comparability

Possibly Endorsed

- ❑ Common instructional time and course title
- ❑ Not interchangeable but similar course content
- ❑ At least two DSP roles show comparability



Training and Equivalency Costs

	BHT	CNA	DD DSP	PCA
Estimated hourly rate	\$16.76	\$16.03	\$17.02	\$17.02
Total hours required	56	75 classroom, 100 practical	68.16	12
Other costs (Relias access)	\$200.73	\$125	\$200.73	0
Total cost	\$1139.29	\$2930.25	\$1360.81	\$204.24
Equivalency estimate	\$653.64	\$625.17	\$663.78	\$663.78



Immediate Opportunities

- ▶ Identify potential risks and benefits associated with any changes to applying the core skill set across roles
- ▶ Explore DSP employer and DSP trade association (NADSP) interest in proposed changes



Next Steps

- ▶ Continued Collaboration and Strategic Engagement
 - ▶ Additional State Departments and Divisions
 - ▶ Department of Elementary and Secondary Education
 - ▶ Department of Health and Senior Services
 - ▶ Division of Behavioral Health



Missouri Department of Mental Health
DIVISION OF DEVELOPMENTAL DISABILITIES

**SERVING, EMPOWERING AND
SUPPORTING MISSOURIANS
TO LIVE THEIR **BEST LIVES.****