



Missouri Department of Mental Health  
DIVISION OF DEVELOPMENTAL DISABILITIES

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

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

NASDDDS Fall Conference

November 5, 2025



Missouri Department of Mental Health  
DIVISION OF DEVELOPMENTAL DISABILITIES

# Today's Presenters



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**Beth Lewis, MS,  
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**Jeff Payne**  
Senior Associate,  
Mercer Government  
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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-care-careers-study>



# Building a Talent Pipeline

DMH/DDD ~ DMH/DBH ~ DESE





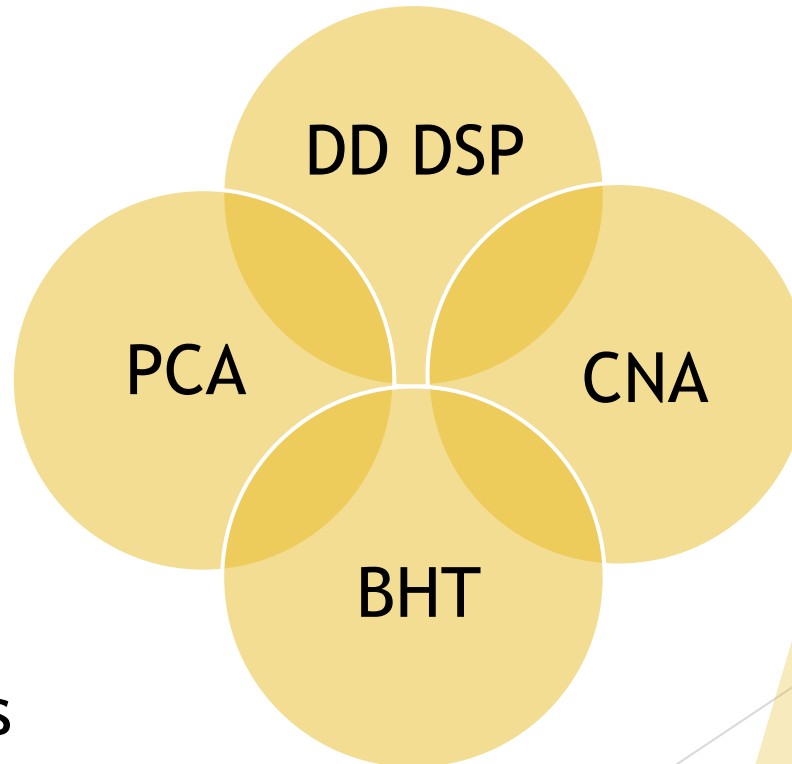
# LTC Care Career Pathway

- ❑ 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



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