

[First Reprint]

ASSEMBLY, No. 4988

STATE OF NEW JERSEY
219th LEGISLATURE

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Sponsored by:

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District 11 (Monmouth)

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SYNOPSIS

Establishes New Jersey Direct Support Professional Core Competency Working Group.

CURRENT VERSION OF TEXT

As reported by the Assembly Human Services Committee on May 17, 2021, with amendments.



(Sponsorship Updated As Of: 5/20/2021)

1 AN ACT concerning direct support professional core competencies.

2

3 **BE IT ENACTED** by the Senate and General Assembly of the State
4 of New Jersey:

5

6 1. a. There is established a working group in, but not of, the
7 Department of Human Services which shall be known as the New
8 Jersey Direct Support Professional (DSP) Core Competency
9 Working Group. The purpose of this working group, in partnership
10 with the Division of Developmental Disabilities, shall be to adopt a
11 set of standard Statewide DSP competencies designed to ensure a
12 more consistent level of expertise among DSPs who provide
13 supports in New Jersey's adult intellectual and developmental
14 disabilities (I/DD) community.

15 b. The working group shall include ¹~~19~~ 21¹ members, as
16 follows:

17 (1) The Commissioner of Human Services, or the
18 commissioner's designee, and the Director of the Division of
19 Developmental Disabilities, or the director's designee, who both
20 shall serve ex officio; and

21 (2) ¹~~17~~ 19¹ public members appointed by the Commissioner
22 of Human Services who shall include: one representative each from
23 the Boggs Center on Developmental Disabilities, the Arc of New
24 Jersey, the New Jersey Council on Developmental Disabilities, the
25 Alliance for the Betterment of Citizens with Disabilities, the New
26 Jersey Association of Community Providers, Autism New Jersey, the
27 Family Support Coalition of New Jersey, the Family Resource
28 Network, the New Jersey Statewide Self-Advocacy Network, the
29 New Jersey Community College Consortium, ¹~~and~~ the Mental
30 Health Association of New Jersey, the New Jersey Association of
31 Mental Health and Addiction Agencies,¹ the Statewide Regional
32 Family Support Planning Councils; and two individuals currently
33 employed as DSPs, two individuals who are family members of
34 individuals within the I/DD community who are supported by DSPs,
35 ¹~~and two individuals~~ an individual¹ within the I/DD community
36 who ¹~~are~~ is¹ supported by DSPs¹; and an individual with a medical
37 background that has knowledge or experience with the I/DD
38 community¹.

39 c. The members of the group, at a minimum, shall:

40 (1) compile nationally recognized DSP and frontline supervisor
41 competency sets, as well as best practices in DSP training as
42 implemented by industry-recognized entities;

43 (2) investigate National Alliance for Direct Support
44 Professionals accredited training programs and, as needed, obtain
45 information about how to get new programs accredited;

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AHU committee amendments adopted May 17, 2021.

1 (3) perform a Statewide survey of training opportunities offered
2 at organizations that provide community services to adults with
3 I/DD and employ DSPs and frontline supervisors, and identify any
4 gaps in that training to support a knowledgeable and skilled direct
5 support workforce;

6 (4) adopt, through a collaborative process with stakeholder, the
7 New Jersey DSP Core Competency Standards targeted to the needs
8 of the State's I/DD system and outlining the comprehensive series
9 of skill, knowledge, and ethical standards that DSPs working in the
10 State must master;

11 (5) develop evaluation and documentation tools for use by
12 frontline supervisors and other facility managers to support DSPs in
13 meeting the New Jersey DSP Core Competency Standards; and

14 (6) identify and compile an online library of in-person and
15 virtual learning resources for each area of the New Jersey DSP Core
16 Competency Standards.

17 d. The working group shall organize as soon as practicable
18 following the appointment of its members. The Commissioner of
19 Human Services shall select a public member of the group to serve as
20 co-chair, alongside the Director of the Division of Developmental
21 Disabilities, or the director's designee. The co-chairpersons shall
22 appoint a secretary who need not be a member of the working
23 group.

24 (1) The public members shall serve without compensation, but
25 shall be reimbursed for necessary expenses incurred in the
26 performance of their duties and within the limits of funds available
27 to the working group.

28 (2) The working group shall be entitled to the assistance and
29 services of the employees of any State, county, or municipal
30 department, board, bureau, commission, or agency as it may require
31 and as may be available for its purposes. The Department of
32 Human Services shall provide staff support to the working group.

33 e. Upon completion of the tasks outlined in subsection c. of this
34 section 'and no later than 12 months after the working group
35 organizes', the working group shall report to the Governor and the
36 Legislature, pursuant to section 2 of P.L.1991, c.164 (C.52:14-
37 19.1), a summary of its actions, as well as recommendations
38 regarding the: (1) adoption of the New Jersey Core Competency
39 Standards and the implementation of a State DSP Certificate or
40 credentialing process; (2) adoption of a Front Line Supervisor Core
41 Competency Set; and (3) continuation of the working group beyond
42 the scope of this act in order to achieve these goals.

43

44 2. a. There is established a working group in, but not of, the
45 Department of Human Services which shall be known as the New
46 Jersey Direct Support Professional (DSP) Core Competency
47 Working Group. The purpose of this working group, in partnership
48 with the Division of Developmental Disabilities, shall be to adopt a

1 set of standard Statewide DSP competencies designed to ensure a
2 more consistent level of expertise among DSPs who provide
3 supports in New Jersey's adult intellectual and developmental
4 disabilities (I/DD) community.

5 b. The working group shall include 19 members, as follows:

6 (1) The Commissioner of Human Services, or the
7 commissioner's designee, and the Director of the Division of
8 Developmental Disabilities, or the director's designee, who both
9 shall serve ex officio; and

10 (2) 17 public members appointed by the Commissioner of
11 Human Services who shall include: one representative each from
12 the Boggs Center on Developmental Disabilities, the Arc of New
13 Jersey, the New Jersey Council on Developmental Disabilities, the
14 Alliance for the Betterment of Citizens with Disabilities, the New
15 Jersey Association of Community Providers, Autism New Jersey, the
16 Family Support Coalition of New Jersey, the Family Resource
17 Network, the New Jersey Statewide Self-Advocacy Network, the
18 New Jersey Community College Consortium, and the Statewide
19 Regional Family Support Planning Councils; and two individuals
20 currently employed as DSPs, two individuals who are family members
21 of individuals within the I/DD community who are supported by
22 DSPs, and two individuals within the I/DD community who are
23 supported by DSPs.

24 c. The members of the group, at a minimum, shall:

25 (1) compile nationally recognized DSP and frontline supervisor
26 competency sets, as well as best practices in DSP training as
27 implemented by industry-recognized entities;

28 (2) investigate National Alliance for Direct Support
29 Professionals accredited training programs and, as needed, obtain
30 information about how to get new programs accredited;

31 (3) perform a Statewide survey of training opportunities offered
32 at organizations that provide community services to adults with
33 I/DD and employ DSPs and frontline supervisors, and identify any
34 gaps in that training to support a knowledgeable and skilled direct
35 support workforce;

36 (4) adopt, through a collaborative process with stakeholders, the
37 New Jersey DSP Core Competency Standards targeted to the needs
38 of the State's I/DD system and outlining the comprehensive series
39 of skill, knowledge, and ethical standards that DSPs working in the
40 State must master;

41 (5) develop evaluation and documentation tools for use by
42 frontline supervisors and other facility managers to support DSPs in
43 meeting the New Jersey DSP Core Competency Standards; and

44 (6) identify and compile an online library of in-person and
45 virtual learning resources for each area of the New Jersey DSP Core
46 Competency Standards.

- 1 d. The working group shall organize as soon as practicable
2 following the appointment of its members. The Commissioner of
3 Human Services shall select a public member of the group to serve as
4 co-chair, alongside the Director of the Division of Developmental
5 Disabilities, or the director's designee. The co-chairpersons shall
6 appoint a secretary who need not be a member of the working
7 group.
- 8 (1) The public members shall serve without compensation, but
9 shall be reimbursed for necessary expenses incurred in the
10 performance of their duties and within the limits of funds available
11 to the working group.
- 12 (2) The working group shall be entitled to the assistance and
13 services of the employees of any State, county, or municipal
14 department, board, bureau, commission, or agency as it may require
15 and as may be available for its purposes. The Department of
16 Human Services shall provide staff support to the working group.
- 17 e. Upon completion of the tasks outlined in subsection c. of
18 this section, the working group shall report to the Governor and the
19 Legislature, pursuant to section 2 of P.L.1991, c.164 (C.52:14-
20 19.1), a summary of its actions, as well as recommendations
21 regarding the: (1) adoption of the New Jersey Core Competency
22 Standards and the implementation of a State DSP Certificate or
23 credentialing process; (2) adoption of a Front Line Supervisor Core
24 Competency Set; and (3) continuation of the working group beyond
25 the scope of this act in order to achieve these goals.
- 26
- 27 3. This act shall take effect immediately and shall expire upon
28 the submission of the report pursuant to subsection e. of section 2 of
29 this act.