



National Participant Network (NPN)

GUIDING PRINCIPLES OF DIRECT-SUPPORT STAFF TRAINING IN PARTICIPANT-DIRECTED PROGRAMS

- ◆ The NPN believes that the participant or his/her chosen representative provides direct-support staff training, unless they choose not to.
- ◆ The NPN believes that the participant can decide whether an outside trainer may be brought in for all or part of the direct-support staff training. Funding for any baseline requirement training expense incurred can be identified as a line item within the participant's budget.
- ◆ The NPN believes that trainings at the discretion of a participant exclude those requiring higher education and licensure.
- ◆ The NPN believes that baseline-requirement training for direct-support staff includes the philosophy of participant direction, including the concept that the participant is the employer.
- ◆ The NPN believes the training of direct-support staff should cover the full spectrum of the participant's needs, always at the discretion of the participant.
- ◆ The NPN believes that participant-directed programs should provide appropriate support to participants around skill building to facilitate the training process.
- ◆ The NPN believes that direct-support staff baseline-requirement training can include all hands-on needs which provide health and safety to the participant, physically, emotionally, cognitively and socially.
- ◆ The NPN believes that direct-support staff baseline-requirement training is expected to be made in an individualized manner according to each participant's specific needs.
- ◆ The NPN believes that prior to employment it is acceptable for the program administrators to provide new employees coming into a participant-directed program with a document to review related to abuse, exploitation and neglect.