

## WV DD Council

### Personnel Training Recommendations for the I/DD Waiver QIA Subcommittee on Abuse and Neglect

July 2014

Overall Approach: Establish new, uniform training requirements aimed at the reduction of risk of sexual assault and other forms of abuse and mistreatment of people with I/DD. Instruction needs to be competency based. Any curriculum and training plan should be supported or endorsed by a nationally recognized expert, such as Dr. Nora Baladerian.

#### Specific Training Recommendations for Service Providers

- **Face to face training (at least one full day) needs to be provided by a qualified educator. Face to face training is more effective than on-line or video based instruction. Staff should be “re-certified” or re-trained every year;**
- **Trainees should be able to design a good quality risk reduction plan (IRP- Individual Response Plan) on behalf of people with I/DD who have complex needs in various high risk situations;**
- **All staff need to be trained in how to help victims, short and long-term;**
- **Newly hired staff should learn about the roles of law enforcement, medical/forensic professionals, State (CPS/APS) investigators, local rape prevention and crisis teams and others. Training on forensic examinations and sexual assault examinations should not be taught to direct support or administrative staff;**
- **Risk reduction training should complement Person-Centered Planning (PCP) methods (examining the person’s history, life experiences, community relationships, hopes and dreams). Part of the risk reduction approach is supporting people with I/DD to become better connected to communities and have healthy relationships with people outside service provider settings;**
- **Clearly address the extent of and risk for abuse, neglect and mistreatment perpetrated against people with I/DD;**
- **Include discussion or section on characteristics and motives of likely perpetrators and predators;**
- **Include training on understanding and addressing emotional trauma**