National APS Certification: A Discussion

24th Annual NAPSA Conference
October 3, 2013 ~ St. Paul, Minnesota
Your Facilitators

- Krista Brown
- Lori Delagrammatikas
Who’s in the Room?

- Name
- Title/Position
- State/Agency
- Does your state have a certification process?
- One thing you would like to take away from this workshop today?
Today’s Goals

O Describe the goals of National APS Certification.

O Discuss the implications of Certification on the individual, state/agency, and the profession (micro, mezzo and macro levels).

O Discuss potential barriers to access, availability, and interest in Certification.
Background

- NAPSA Certification Subcommittee
  - Part of Education Committee
  - Formed in October 2011
  - Members represent a variety of states

- Goal - Plan the development of a voluntary National APS Certification process.
National APS Certification

- Develop a professional APS workforce with a documented standard of practice
- Offer standardized, competency based training and evaluation
- Improve consistency and quality of APS service delivery
- Enhance mobility of APS workforce
- Develop NAPSA Certification Center and secure ongoing funding
Questions

O What are your thoughts on voluntary National APS Certification?

O What are the implications of National APS Certification on the:
  O Individual
  O State/agency
  O Profession
Basic Worker Certification

- Certify participant has met the basic APS training and field experience criteria set forth for by NAPSA.
Criteria

- **Training** – Completion of 23 APS Core Competency Modules or equivalent trainings.

- **Field Experience** – Two years APS field experience verified by a supervisor.

  - *Provisional certification available after completion of training requirement. Full Certification awarded after field experience requirement is met.*

- **Certification** – Full certification is permanent.
Questions

- What are your existing criteria for training and field experience for APS workers and how does that crosswalk with proposed criteria for Basic Worker Certification?

- Would you seek certification for yourself, for your staff?
Questions

O What are some potential barriers to access, availability, and interest in National APS Certification in your state, county, agency?

O What is the interface between national certification and employee unions?
Next Steps

- Finalize standards for Basic Worker Certification including knowledge, skill and practice;
- Determine which Core Competency training will be required and develop state training equivalencies for all other training;
- Develop recommendations regarding the status of certified APS workers within employee unions and state employee systems;
- Identify and address potential liability issues; and project the costs of running a national certification system.
Next Steps

- Outreach, Outreach, Outreach!
  - Input and feedback from NAPSA members and APS allies through polls, surveys, presentations and updates.

- Seek additional funding based on 5-year implementation plan
Comments?

- Thank you for your time and participation - remember we can’t do it without you!

- Contact Information:
  - Krista Brown – krbrown@mail.sdsu.edu
  - Lori Delagrammatikas – ldelagra@mail.sdsu.edu