

October 22, 2014



To All North Carolina Health Care Workforce Partners:

On behalf of the North Carolina Alliance of Direct Support Professionals (NCADSP), we would like to thank the *National Governors Association Policy Academy on the Health Care Workforce* for your efforts to align the diverse members of the health care workforce serving our state's Medicaid population, of which Direct Support Professionals are a part.

The NCADSP is committed to creating a Direct Support Professional (DSP) workforce that is empowered, educated and afforded compensatory wages to best position them to provide optimal support, care and advocacy for the individuals they support. Our NCADSP chapter has adopted the Code of Ethics and Core Competencies outlined by the National Alliance of Direct Support Professionals (NADSP).

However, the North Carolina Chapter has differentiated itself from chapters across the nation to address the Direct Support Professional workforce beyond those supporting individuals with Intellectual and Developmental Disabilities—our chapter also include those providing support in mental health, substance use disorders, aging, and physical disabilities. Our cross-disability approach to achieving the NCADSP's mission can ensure better physical, emotional and behavioral outcomes for all people receiving long term services in our state.

To date, the NCADSP has garnered the support of the LME/MCO's, a cross sector of provider organizations, family groups, self-advocates, the academic sector as well as individual Direct Support Professionals. The NCADSP is facilitated by Benchmarks through a grant funded initiative from the North Carolina Council on Development Disabilities (NCCDD).

We believe our mission is in line with your goal to ensure that people's needs are no longer addressed in a fragmented manner, but rather as a whole person; and that support is provided in a consistent and non-interrupted manner. We hope that you will consider the NCADSP a primary partner in your efforts to prepare for the impact of Medicaid reform on the State's Medicaid population, specifically our long-term services and supports beneficiaries. We enthusiastically offer our partnerships and resources to you in the development and implementation of a state action plan for the health care workforce that includes Direct Support Professionals.

We have attached a copy of the NCADSP's mission, vision and guiding principles along with the Code of Ethics and Core Competencies for your review.

If you require additional information, please contact Renate Macchirole, NCADSP Chapter Lead at rmacchirole@benchmarksnc.org. or at 252-256-0347.

Sincerely,

North Carolina Alliance of Direct Support Professionals