



Provider Workforce Capacity Task Force Update

EICC Meeting
September 15, 2021

Linda Rennie, Task Force Co-Chair
Marina Yoegel, Task Force Co-Chair

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Task Force Members

- **Chairperson:** Linda Rennie and Marina Yoegel
- **Parents:** Leah Esther Lax, Amy DeVito, Talina Jones
- **Providers:** Steve Held
- **Muni Rep:** Heidi Bond
- **State Agency:** TBD
- **Managed Care Rep:** Cheryl Hogan
- **DOH Staff:** Peter Baran, Katie Reksc, and Dawn Smith
- **Advisors:** Lidiya Lednyak (NYC EI), Roxana Inscho (Monroe EI), Lynn Shea (EICC Member, Provider), Karen Edwards (EICC Member)



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Original Task Force Proposed Charter

Charge: To develop recommendations for the Department to increase provider workforce capacity to deliver EI services to eligible children with developmental delays or disabilities and their families. The objective is to improve timeliness of EI service delivery for children and families participating in the Early Intervention Program.



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Recommendations from Year 1 of the Task Force to NY State EICC

1. Recommend to reduce 1,600-hour requirement by 1/3 to 1,000 hours
 - Move this recommendation forward to Regulatory Change status, as this motion was passed at the June 10, 2020 SEICC meeting
 - Training details for 1,000 clock hours to be developed as Regulatory change moves forward.
2. Recommend NY State consider rates:
 - For service delivery methods to address capacity in underserved areas, including telehealth



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Update to Recommendations

- Proposed regulatory change was moved forward for approval to reduce 1,600-hour requirement by 1/3 to 1,000 hours at the June 2020 EICC meeting
- Established subgroups within the Task Force to participate in the general Task Force meetings with a focus on Telehealth and training – Competencies
- Targeted restructure of cost neutral reform to address equity and capacity in underserved areas



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Task Force Telehealth Experience Surveys

- Task Force developed two separate surveys for parents/caregivers and providers.
- BEI reviewed the parents/caregivers survey and addressed the readability issues. The parents/caregivers survey was sent to the Task Force for review and comments.
- At the March EICC, members approved of the surveys.
- Surveys are currently under review and will be sent out once approved



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Task Force Recommended Competencies Recap

At the March 23, 2021 SEICC meeting the Task Force members presented their recommendations to the Department on the 5 competency areas to be used within the NYS EIP to support training and development of new and existing EI providers and to be shared with academic partners that train EI professionals.

- The 5 areas are consistent with the national Early Childhood Personnel Center (ECPC) competencies, however, more specific to the current professional development needs of the NYS EIP.
- They reflect the committee's commitment to increase workforce capacity without compromise to the quality of services.

In addition, the Task Force recommended augmenting fieldwork placements/clinical practicums in home and community settings to ensure that EI workforce is prepared through training and experience to provide quality EI services.

The identified competencies are:

- Evidence-based
- Reflect recommendations from national professional associations across disciplines
- In line with applicable federal and state laws regulating EI therapists and teachers in their work with infants and toddlers with developmental delays and their parents/caregivers
- NYS competency areas bring multi-cultural and linguistic factors to the fore front to address the diversity of NYS's communities



Task Force Recommended Competencies Recap

The Task Force recommended the following 5 Competency Areas:

1. Typical and atypical childhood development and behavior (birth to three) to support quality evaluations, on-going monitoring of progress, and the creation of developmentally-appropriate, individualized strategies in partnership with parents and caregivers.
2. Multi-cultural and diversity factors related to engaging and working with EI families, performing quality evaluations, and providing services.
3. Understanding the parent-child dyad and enhancing families' capacities to help their children through consistent and effective communication, coaching, coordination and collaboration.
4. Understanding and use of evidence-based, family-centered best practices with families and caregivers via parent/caregiver collaboration, coaching and strengthening family capacities.
5. Reflective practice and reflective supervision to support self-reflection and on-going professional development.



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Task Force Recommended Competencies Recap

Competency areas :

- Designed to support skills building for the Early Intervention work force – both in-person and telehealth services.
- Incorporate recognition that cultural and linguistic competence are central to successful EI practice with families.
- Will guide development of required NYS BEI continuing education for EI professionals delivering early childhood evaluation and services.
- Will be shared with graduate programs and professional organizations that train EI professionals in order to increase early childhood curricula content and training experience; and to promote exposure and skills-building by offering field experience in early childhood settings.

Note: The change from 1,600 hours to 1,000 hours of experience recommended by the EICC and accepted by the Department will allow providers who are licensed or certified, as applicable, and currently registered in one of the EI-recognized disciplines who have 1,000 hours of experience delivering services to children under five years of age, to submit an application to the Department to provide EI services.



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Task Force Recommended Competencies Recap

- At the March 23, 2021 SEICC meeting, the Task Force recommended to the Department that these competencies be voted on to be used within the NYS EI program for training EI providers and to be shared with graduate programs that train EI professionals.
- Following the discussion, the Task Force agreed to develop a companion document for the New York State DOH BEI Competencies that will include the definitions, knowledge areas, and skills for each of the competencies and in addition the importance of fieldwork placements with infants and toddlers (birth to three) and in early intervention settings (e.g., home, community) to be emphasized.
- The SEICC voted and the motion carried.



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Task Force Competencies Update

- May 14, 2021, NYC and Westchester convened a joint zoom meeting with their academic partners to initiate discussion on the development of the companion document.
- Representation from Early Childhood Education and Speech and Language programs- Brooklyn College, CUNY and NYMC- School of Health Sciences and Practice.
- Brooklyn College Early Childhood Education and Speech and Language shared information on their EI courses offered in their Master's programs, e.g. Advanced Certificate in EI and/or Specialization in Early Intervention.
- NYMC Speech and Language program currently creating a similar track for EI.
- NYC academic partners will incorporate information and ideas discussed and share a draft of the companion document with all academic partners to review by August 2021.



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Next Steps

- Task Force will continue with monthly calls, alternating months to continue their work on Telehealth and Competencies.
- Feedback from Telehealth Surveys; develop guidance document, timeline to be set.
- Will continue to work with their academic partners to develop a draft Companion document that will be shared at the December SEICC meeting.
- Statewide initiative to reach out to academic partners across the state.
- Discussion on targeted restructure, cost neutral reform to address underserved communities within the State – this work has been moved to the Rate Methodology Task Force.

THANK YOU



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Questions

