



August 8, 2017

To whom it may concern:

The American Network of Community Options and Resources (ANCOR) is the major national trade association for disability service providers. ANCOR represents businesses across the country that provide essential services across the lifespan to children and adults with primarily intellectual and developmental disabilities like Down Syndrome, cerebral palsy, and autism.

ANCOR is pleased to nominate Lori Sedlesky, MSW, to serve on the U.S Department of Labor Task Force on Apprenticeship Expansion. Ms. Sedlesky has agreed to be nominated and is willing and would be honored to serve on the panel. We feel strongly that her impressive qualifications will make her a meaningful addition to the task force.

Ms. Sedlezky is recognized as a national leader and subject matter expert in the area of workforce development of direct support professionals (DSPs) within the long term services and support industry. The long term service and support (LTSS) industry is one of the fastest growing in the nation, projected to grow by 25% from 2014- 2024. The demand for employees will exceed the pool of traditional candidates and this industry, specifically the Intellectual and Developmental Disability (IDD) sector, is already experiencing a workforce crisis. DSPs are historically paid low wages, yet held responsible for the health and well-being of people with disabilities.

Ms. Sedlezky is currently the Director of Knowledge Management at SEEC, a community-based direct service provider supporting people with intellectual and developmental disabilities, with a staff of over 200 DSPs. Prior to SEEC, she served as the Director of Knowledge Translation at the Research and Training Center on Community Living at the University of Minnesota, a University Center of Excellence in Developmental Disabilities (UCEDD). In this role, Ms. Sedlezky worked closely with the U.S. Department of Labor to translate the Direct Service Staff (DSS) Registered Apprenticeship program from hourly based to competency based utilizing the National Alliance for Direct Support Professionals (NADSP) Competencies. This Registered Apprenticeship (RA) was approved in 2010 and recognized as one of the first "hybrid" programs by the Department of Labor (DOL). Ms. Sedlezky worked with Laura Ginsberg of DOL to promote the adoption of the DSS Registered Apprenticeship (RA) within states and disability providers across the United States. Through engaging state leadership, higher education

professionals, associations, and employers, Ms. Sedlezky promoted innovative collaborations to implement sustainable DSS RA's.

Ms. Sedlezky is a solutions-oriented leader in DSP workforce development through her research, training and policy advocacy activities, including the development of *CMS Direct Service Workforce Core Competencies* in partnership with the **National Direct Service Workforce Resource Center** through The Lewin Group and funded by the Centers for Medicare and Medicare Services (CMS). She has presented at multiple national and international conferences on the role of competency-based training and career development as a strategy to recruit and retain competent staff.

Recently Ms. Sedlezky led an initiative within SEEC that resulted in the award of an EARN Grant through Maryland DLLR. The purpose of this grant is to pilot a competency-based staff development and training program, building a career ladder and lattice for DSPs with a commensurate wage structure. This pilot is notable as it will serve to inform Maryland DDA Services as they explore the adoption of a statewide model.

In summary, Ms. Sedlezky is an ideal candidate to serve on this task force and represent the disability provider industry. She has experience in the development and implementation of RA's, and promotion of the DSS RA within the disability industry. Her work exemplifies her commitment to addressing workforce development at a coordinated, national level; expanding the utilization of RAs, and employing strategies to increase accessibility and ensure sustainability of effective workforce development initiatives. On behalf of our national trade association, we are privileged to nominate her for this distinguished position.

Sincerely, ,



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