Relias Assessments for IDD Service Providers

A valuable tool to improve hiring, onboarding and competency development in organizations that provide services to people with intellectual and developmental disabilities.

The Challenge

The average turnover rate of direct support professionals (DSPs) in IDD organizations is almost 45 percent, and the cost of onboarding a new DSP is about $4,000. Burnout is high among qualified intellectual disability professionals (QIDPs) and nurses in IDD settings due to large caseloads and considerable job stress.

Because of frequent turnover and a tight job market, IDD organizations are often forced to hire based on availability, not suitability. Quality of care may suffer as a result.

The Solution

Relias Assessments bring the power of data to help IDD service providers improve the hiring process and solve high turnover.

Assessment data can be used to:

- Make more informed hiring decisions
- Reduce turnover and increase job satisfaction
- Identify strengths and areas of improvement for new hires and existing staff
- Improve quality of care and services

ASSIGN ASSESSMENT ▸ IDENTIFY GAPS ▸ DEVELOP PLAN ▸ ASSIGN COURSES

Using the Relias learning management system (LMS) with Relias Assessments gives you the ability to assign evidence-based eLearning to address knowledge and skill gaps. Together, these solutions create a holistic approach to address the challenges of hiring, onboarding and continued professional development.

Hire the Right Staff

Relias' Critical Success Factors Assessment gauges the essential characteristics related to job success for new DSPs. This information helps agencies make better hiring and placement decisions, thereby reducing turnover. Relias' Job Knowledge Assessment for nurses in IDD enables agencies to identify candidates with the knowledge, skills and abilities necessary for providing high-quality care.

Personalize Onboarding

Relias' Job Knowledge Assessments for DSPs, QIDPS, managers and nurses provide valuable data on the strengths and opportunities for improvement of new employees. Supervisors can use that information to tailor the onboarding and training process, saving time and deepening employee engagement.

Evaluate Competency

Use Relias Assessments to regularly measure clinical competency and job knowledge in order to improve service delivery. Catch knowledge gaps and provide targeted training to address them. Assessment results also can guide managers in creating professional development plans.

Assessment	Pre-Hire	Post-Hire
DSP Critical Success Factors Assessment	✓	✓
Nurses in IDD Organizations Job Knowledge Assessment	✓	✓
DSP Person-Centered Service Delivery Knowledge Assessment		✓
DSP Personal Care and ADL Support Knowledge Assessment		✓
QIDP and Managers Knowledge Assessment		✓

To learn more about Relias Assessments and how they can improve your hiring process, staff satisfaction and retention, schedule a call.

GET STARTED

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(877) 200-0020

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