



GREAT PROVIDER SERIES

Make it Meaningful | Annual Requirements | Quality through Culture

Make it Meaningful

Annual training shouldn't feel like a box-checking exercise. Many providers are finding ways to make training **more engaging, relevant, and person-centered**, even within tight timelines and staffing constraints.

Great providers are:

- Using **real scenarios and case studies** to teach MUI/UI awareness
- Incorporating **trauma-informed practices** into every training module
- Creating **short, digestible micro-trainings** for busy DSPs
- Using **peer mentors** or **lead DSPs** to reinforce skills on the job
- Building **competency-based assessments** that go beyond quizzes
- Reviewing **organizational incidents, trends, and data** each year to focus training where it matters most

The goal isn't just to meet requirements—it's to build confident, informed staff who feel supported and equipped to provide great care. OPRA offers meaningful trainings throughout the year to help you do both.



Annual Training Requirements

Each year, DODD updates Ohio's **annual training requirements**, and for 2025 there are several important reminders for DSPs, independent providers, supervisors, and administrators. Annual training is core to quality—it ensures staff have the knowledge and skills needed to support people safely, respectfully, and consistently.

What's Required in 2025

DODD's guidance outlines required annual topics such as:

- Rights of individuals
- MUIs/UIs and protecting health and welfare
- Emergency procedures and universal precautions
- Person-centered service delivery
- Trauma-informed supports
- Autism and related disabilities (as applicable)
- Any individualized training identified in the person's plan



Quality through Culture

As we head into another year of change—and opportunity—I’m reminded of something we often say at OPRA: Quality starts with people.

Every DSP, every nurse, every supervisor plays a role in shaping the experience of someone receiving services. I know training takes time, planning, and resources. And I know many of you go well beyond the minimum requirements. As you review the 2025 expectations, I encourage you to think not only about compliance, but about culture. When we invest in people—when we equip teams for success—quality follows.

We’ve been meeting with providers across the state to better understand their training needs and those conversations continue to shape the tools and support we offer.

As always, OPRA is here to support you with tools, examples, and connections. Thank you for everything you do, every day, to make this system stronger.

Pete

Pete Moore, President & CEO

Some trainings must be completed **every 12 months**, not once per calendar year, and competency must be documented.

Key Clarifications

For 2025, DODD emphasizes that:

- Providers may use in-person, online, or blended formats.
- Training must be clearly documented with dates, content, and verification of competency.
- Requirements apply to **all staff**, including part-time, seasonal, and new hires.
- Some specialized topics only apply when relevant to the individual being served.

Why This Matters

Strong training programs improve safety, consistency, and DSP confidence—and they’re essential for compliance during reviews and audits. As Ohio’s system evolves, annual training remains one of the most reliable ways to support staff and strengthen quality at the point of service.

Full guidance is available [here](#). For additional information contact **Rachel Hayes**, OPRA’s Director of Residential Resources or email askOPRA@opra.org.

Great Provider Summit 2026

May 7-8 | Cleveland, Oh

The call for proposals is now open! We invite presentations that reflect the core qualities of a Great Provider and offer practical, forward-thinking solutions for Ohio’s DD system. If you or your team have a topic to share, we encourage you to **submit a proposal [here](#)**!

