

Disability Services Case Competition

Case Competition Guide

In This Document

Executive Summary.....	2
The Problem: A Direct Support Workforce in Crisis.....	3
Underinvestment in Medicaid Spurs High Turnover, Vacancy Rates	3
The Troubling Costs of High Turnover	4
Creative Approaches to Addressing the Crisis	5
The Competition: Sustainable Solutions from the Next Generation of Leaders	6
About the ANCOR Foundation	7
What is a Case Competition?	7
Competition Format.....	8
Eligibility Requirements	9
Entering the Competition	9
Ethical Standards.....	10
Institutional Participation Limits.....	11
Preliminary Competition Round Presentation Format	11
Preliminary Competition Round Judging	12
Semifinal Competition Round Presentation Format.....	15
Semifinal Competition Round Judging.....	16
Final Competition Round Presentation Format	19
Presentation Format Notes.....	19
Awards	21
The Fine Print	21
Recommended Resources	23

Executive Summary

In every corner of your community and on your campus, there are people with intellectual or developmental disabilities (I/DD). According to the Eunice Kennedy Shriver National Institute of Child Health and Human Development, I/DD refers to “differences that are usually present at birth and that uniquely affect the trajectory of the individual’s physical, intellectual, and/or emotional development.” Examples include cerebral palsy, Down syndrome, fetal alcohol syndrome, Fragile X syndrome and spina bifida.

With proper support, there’s little that people with I/DD can’t achieve. People with intellectual and developmental disabilities live independently, attend school, maintain careers, start and grow businesses, perform their civic duties, navigate relationships and more.

The problem? Too often, people with I/DD lack access to the support needed to transform their dreams into reality.

The reason is quite simple: for decades, low wages have triggered a significant shortage of direct support professionals, or DSPs—the workers who deliver the services that empower people to live and thrive in the community. DSP wages are suppressed because Medicaid funds the community-based provider organizations that employ DSPs, and states’ underinvestment in Medicaid means providers are reimbursed for delivering services at rates that are too low. As a result, turnover rates within the DSP workforce hover at a whopping 43% nationally.

In response to a decades-long shortage of professionals who support people with intellectual and developmental disabilities (I/DD) to be included in the community, ANCOR and the ANCOR Foundation are launching the first-ever Disability Services Case Competition.

The invitation to participate in this Case Competition is an invitation to a beautiful opportunity for intersectional collaboration—an opportunity that could result in employment opportunities and scholarships for your students.

If you’re unfamiliar, you can think of a case competition as a tournament to devise the most innovative and scalable solutions to a pressing problem, often incentivized by the promise of prize money for the winning teams. In the context of the Disability Services Case Competition, we are engaging young leaders like you to cultivate solutions to the direct support workforce crisis.

This Case Competition represents an opportunity for you and the other two members of your three-person team to affect positive social change, jump-start your career and—if your team makes the top three—win scholarships worth up to \$12,000.

The remainder of this document outlines the details of the Disability Services Case Competition, including background on the problem, information about the solutions we seek, and the format and rules of the Competition. If you have any questions about the information shared in this document,

please do not hesitate to reach out to Sasha Sencer, ANCOR's Director of Education & Intersectional Collaboration, at ssencer@ancor.org.

The Problem: A Direct Support Workforce in Crisis

While social justice advocates are increasing the visibility of those individuals with disabilities, direct support professionals (DSPs)—the individuals working tirelessly behind the scenes to provide the extra support individuals with I/DD need to live independently, in the community, and a life of their own choosing—too often remain invisible.

Underinvestment in Medicaid Spurs High Turnover, Vacancy Rates

For decades, however, there has been a severe shortage of DSPs due mainly to the fact that states, through their Medicaid programs, dictate the wages their employers can pay. Medicaid programs in all states pay the providers that employ DSPs too little to guarantee a living wage to all DSPs, which has led to a recruitment and retention crisis. On average, provider agencies see a 43% annual turnover rate, meaning that if 100 DSPs work for an agency on January 1, only 57 will remain employed there by December 31 of that same year.

To glean a sense of the difference DSPs make in the lives of people with I/DD, [watch a few of the short videos in our seven-part series on what it means to be a DSP](#).

For years, ANCOR has heard almost daily about the challenges providers face in recruiting and retaining qualified direct support professionals. For example, we often hear about how providers get few or no applications when they publish job postings for open DSP positions. Furthermore, it's not uncommon to hear about providers losing staff to other employers in their communities. As the story typically goes, a DSP finds the work they do fulfilling, but with rising costs of housing, gas and other bills, they leave their post to work at the local convenience store or big-box store because they can earn two dollars more per hour and don't have to take their work home with them.

As you might imagine, the COVID-19 pandemic has only made this situation worse. When many industries began experiencing staffing shortages at the onset of the pandemic, employers began offering sign-on bonuses, higher starting hourly wages, pay incentives and more. These measures have worked wonders in terms of improving wages overall, with fast food and retail jobs in some places now paying upwards of \$20 per hour.

But for the community providers that employ DSPs, these options didn't exist. Because providers can pay what their state Medicaid programs' reimbursement rates will allow, there was only a modest increase in DSP wages in 2020. Whereas starting wages in retail positions may hover around \$20 per hour, [DSPs earn only about \\$13.40 per hour at the median](#)—despite the fact that DSPs often perform highly skilled work that is intimate and personal.

The Troubling Costs of High Turnover

So why does all this matter? The bottom line is this: when there are too few DSPs, there are too few opportunities for people with I/DD to be supported. If they're fortunate enough to have a family member with the means to help them, they can live with that family member and be supported by them when they're not working. And when they lack access to support, the options before them are close to non-existent: the alternative is often being warehoused in a large, state-run institution or a nursing home, even if those settings are far from appropriate for the person needing support.

In other words, the ongoing workforce crisis is contributing to a triple play of troubling impacts:

- **For people with disabilities who need services but aren't currently receiving them, they are often left languishing on states' waiting lists for services**—waiting lists on which families routinely find themselves for years. According to the Kaiser Family Foundation, [there were 464,398 people with I/DD on states' waiting lists for Medicaid-funded Home and Community Based Services in 2020](#)—a number we know meaningfully underestimates the scope of unmet need.
- **For people with disabilities who are cleared from states' waiting lists, there often aren't providers available to deliver those services.** Brand-new research published by ANCOR in October 2022 found that [83% of providers are turning away new "referrals"](#) (i.e., are unable to deliver services to anyone beyond who they're already supporting) as the result of ongoing problems with DSP recruitment and retention. This makes it unsurprising that 71% of care coordinators reported difficulty connecting people needing disability services with an available provider.
- **For people with disabilities who are currently receiving services, the future of those services is in jeopardy.** The same survey fielded by ANCOR in the third quarter of 2022 found that [63% of providers have discontinued existing programs and services](#) and 55% percent of providers are considering additional program discontinuations.

Two additional findings from ANCOR's 2022 *State of America's Direct Support Workforce Crisis* survey reveal the stark realities facing people with I/DD due to of high turnover among DSPs. First, the survey found that 92% of providers are struggling to achieve quality standards, meaning the quality of support—and, in turn, people's quality of life—is diminished. This is especially problematic for people whose disabilities require support in carrying out the most intimate activities of daily living, such as using the restroom and bathing.

Second, two-thirds (66%) of providers are concerned that the problems described here will worsen when the COVID-19 public health emergency expires. The declaration of a public health emergency has made possible a series of regulatory flexibilities, such as the delivery of virtual supports or the option to use telemedicine for medical appointments, that have made it easier for providers to overcome the challenges associated with the workforce crisis. However, if those regulatory flexibilities are rolled back

when the public health emergency is declared to be over, providers will face an even steeper uphill battle.

Creative Approaches to Addressing the Crisis

Although they grapple with a wide array of challenges related to recruitment and retention, community-based disability service providers rise to just about every occasion. Absent the ability to pay living wages to DSPs, providers have gotten creative, seeking other ways to ensure the people they support can continue receiving the support they need and deserve.

Occasionally, these creative solutions simultaneously prove the great lengths to which providers will go to keep people safe, as well as the immense burdens and impossible choices facing professionals when severely understaffed.

For example, we sometimes hear about the most senior executive leaders in an organization—the CEO, the Chief Financial Officer, the Vice President of Human Resources, and others—picking up shifts on the weekends because there aren't enough DSPs to work in group homes and other residential settings. We have also heard stories of DSPs earning \$75,000 or \$80,000 in a year, despite their low hourly wages, because they have accrued so much overtime covering shifts in the absence of an adequate workforce. These solutions, though often necessary, are troubling considering a simple fact: tired people make more mistakes than well-rested people.

More often, however, the solutions we see providers pursuing reflect their ingenuity, dedication and commitment. To see some examples of providers' ingenuity, look no further than the winners of the Moving Mountains Award. A collaboration between ANCOR, the National Alliance for Direct Support Professionals (NADSP) and the Institute on Community Integration at the University of Minnesota (ICI), the Moving Mountains Awards recognize organizations using leading practices in direct support workforce development that result in improved outcomes for people with I/DD.

In 2022, [two organizations received the prestigious Moving Mountains Award](#):

- Based in Johnson City, **Core Services of Northwest Tennessee** saw a federal regulation known as the [HCBS Settings Rule](#) as an opportunity to transform its services to be more person-centered. As Core Services transitioned from delivering 40% of their services in facility-based settings to providing 100% of their services in the community, the organization saw its vacancy rate among DSPs drop from 13% to 6% and its turnover rate drop from 60% to 35%. During this time, DSP wages increased from an average of \$11.05 to \$15.29, and benefits including a 401(k) savings plan and life insurance were added.
- Kingston, NY-based **The Arc Mid-Hudson** tackled high turnover and vacancy rates through a relatively new program known as the DSP Success Coach Program. Through this program, three seasoned DSP success coaches provide 1:1, on-the-job training at each new DSP's worksite during their regularly scheduled work shifts. This removes the burden of DSPs having to

commute and adjust their schedules for training and replaces hypothetical, academic learning with real-life, hands-on learning. DSP success coaches model services that are individualized and community based.

The creative solutions such as those pioneered by recipients of the Moving Mountains Awards make us confident that there is a world of untapped solutions out there—ideas big and small that can help provider organizations be more effective in their recruitment and retention of DSPs. And, we're confident that those solutions come from a variety of creative minds—including your own.

ANCOR and the ANCOR Foundation seek creative, proven, and scalable solutions to the direct support workforce crisis from students like you because we know that you are the next generation of human service leaders. Although workable solutions to the staffing crisis in the field of disability services are long overdue, the solutions we embrace must have staying power. They must be lasting. And they must be envisioned by the next generation of leaders who will ultimately be responsible for carrying them out.

That brings us to the Disability Services Case Competition. We have invested in this Case Competition because we know that sometimes, stepping outside the proverbial box is essential. Moreover, we refuse to leave any stone unturned in our quest to stem the tide of growing turnover and vacancy rates once and for all.

That's why we're turning to you. We see an opportunity to identify and engage the next generation of leaders—people like you who believe in civil rights, social justice and liberation. This is your opportunity to make your mark to positively affect social justice for decades to come.

The Competition: Sustainable Solutions from the Next Generation of Leaders

This Case Competition is designed to engage the next generation of leaders in the human services field—you—to identify lasting solutions to the direct support workforce crisis. Between January 1 and February 6, you and a team of two other peers will have the opportunity to design, refine and pitch your idea for overcoming the direct support workforce crisis.

Specifically, we seek innovative solutions that create a pipeline from members of your generation into our workforce. In other words, how would you envision a strategy to encourage today's emerging professionals to seek a career in the disability services field?

Our 2023 Annual Conference theme, *Possibility Unleashed*, challenges us to embrace the creativity generated through intentional innovation. Thus, we have a whole track this year dedicated to technology-based solutions. In your solution, be fearless when considering how to incorporate new technology innovations into your case. We acknowledge that technology is constantly evolving, and that provider organizations too often lack the resources to stay ahead of the curve.

That's why we're looking to you to be our teachers. We need you to show us what we don't already know—to imagine what's possible and to understand how to transform it into reality. (Keep this in mind as you consider the implementation of your proposed solution.)

Furthermore, ANCOR and the ANCOR Foundation have long understood a challenge in our workforce that demands attention: although many of our most senior leaders got their start in this field as direct support professionals, the demographics of our field's senior leadership doesn't reflect the diversity of the direct support workforce.

In response to this challenge, we are committed to working together to examine our processes and procedures in deliberative efforts to disrupt systems of oppression within our workforce. Moreover, we have made it our mission to learn about and create new ways of doing business to ensure more people from diverse backgrounds and underrepresented/rising-identity/historically marginalized communities are encouraged, welcomed, and feel psychologically safe enough to commit their talents as our next generation of leaders. Solutions that are focused on our continued work toward equity will resonate deeply with our judging panel.

About the ANCOR Foundation

We believe that knowing a little about the organizations presenting this Case Competition will help to clarify the solutions we see.

For more than two decades, the ANCOR Foundation has dedicated itself to building and celebrating leaders who devote their careers to inclusive communities. The Foundation's mission is to recognize current and past leaders and to develop future leaders within the disability services field through dynamic education and innovative practices to strengthen inclusive communities for people with disabilities.

ANCOR is the ANCOR Foundation's sister organization. Formally the American Network of Community Options and Resources, ANCOR is the leading national voice for the community providers that employ DSPs. We're a nonprofit association, and our 2,000 members across the country employ more than a half-million DSPs to support more than 1 million people with I/DD. A staff of 15 professionals delivers a wide range of resources to our members, including advocacy for more robust federal policy, educational and professional development programming, peer networking opportunities, and more.

We encourage you to learn more about these two dynamic organizations by visiting the [ANCOR website](#) and the [ANCOR Foundation website](#).

What is a Case Competition?

In the most general sense, a case competition invites participants to develop solutions to pressing challenges within a specific business, industry, or social issue and then rewards the individuals or teams that devise the most promising solutions. Popular in business schools and within certain sectors, case

competitions encourage people to learn about a set of issues, think critically about those issues and develop skills in presenting solutions to critical problems.

In most case competitions, competitors work in teams to develop their solutions before submitting them to a panel of judges with expertise in a given area or industry. As judges review and assess the solutions presented, the teams with the most promising solutions are invited to pitch their ideas to a group of judges, which may be the same as or different from the judges in the initial round. Ultimately, one or a small handful of ideas are selected from among the full slate of competitors. The teams presenting the winning ideas are typically rewarded with a prize. When the competitors are students, awards are often designed to support the winning competitors' pursuit of their education, and in some cases, awards are delivered in the form of scholarships.

Competition Format

Three phases comprise the Disability Services Case Competition:

1. A preliminary presentation submission.
2. A virtual presentation delivered by semifinalists.
3. A live presentation delivered by finalists at the 2023 ANCOR Annual Conference in Chicago.

Teams will analyze the current workforce crisis in the disability services industry and offer a solution geared toward attracting Gen Z candidates to a career in the field of disability services. The solution should be presented in the form of a narrated PowerPoint presentation (i.e., a slide presentation that includes voiceover from the three students that comprise the team). Competitors invited to the final round of the competition will also be asked to present their solution in the form of a short video, not to exceed two minutes in length, that demonstrates how their solution will come to life.

Hiring managers, decision-makers, influencers, and C-Suite executives will evaluate the solutions devised by each three-person team based on:

- The creativity exhibited by the proposed solution.
- The feasibility of implementing the proposed solution.
- The level of awareness of the contours of the workforce crisis exhibited by the proposed solution.
- The quality of the presentation of the proposal.
- The top 10 teams will advance to the semifinals, which will be a virtual presentation to ANCOR staff members, its Professional & Organizational Development Committee and the ANCOR Foundation Board of Directors. The top three teams will reach the finals.

The three teams selected to advance to the final round of the competition will be invited to present their proposed solution to participants at the 2023 ANCOR Annual Conference, the largest national gathering of the provider community. The 2023 ANCOR Annual Conference will take place April 24-26 in Chicago. [Learn more about the ANCOR Annual Conference experience.](#)

After a mainstage presentation, the finalist teams will be ranked first, second and third by the audience, with prize money to be distributed as follows:

- 1st place: \$12,000 (\$4,000 per team member)
- 2nd place: \$6,000 (\$2,000 per team member)
- 3rd place: \$2,100 (\$700 per team member)

In addition to the opportunity to improve access to the community for people with I/DD and the chance to win scholarship money, there is an array of other benefits to participating in the Disability Services Case Competition, including:

- An impressive addition to your resume.
- The opportunity to work with and receive feedback from national leaders in the human services field.
- Networking and learning opportunities at the 2023 ANCOR Annual Conference (if selected as a finalist).

Eligibility Requirements

Interested participants should note the following:

- Teams must be composed of three students enrolled in either Grade 9, Grade 10, Grade 11, or Grade 12 at a high school that has membership in the National Speech and Debate Association. All students must attend the same school.
- A fourth student may be included as an alternate. An alternate may only participate in exceptional circumstances with the organizers' approval. A team member who has been replaced by an alternate may not return to the team. Scholarships will only be provided to the team members who present the case during the final round.
- Teams that do not have an alternate may, under exceptional circumstances and with the organizers' approval, compete with two members for as long as necessary for the competition.
- Multiple teams from a single institution may not transfer, substitute or otherwise change students once teams are registered and the competition has started.

Entering the Competition

Each case competition entry will present a solution to this year's case, published on the ANCOR Foundation website. Teams must register and submit their entries using the link on the [Case Competition website](#).

Each entry must:

- Complete the online submission form. No handwritten forms will be accepted. Each team will be asked to identify their school, college/university department, first and last names, pronouns, email addresses, mobile phone numbers, and team captain.
- Submit a PowerPoint Presentation that contains your case analysis.
- Adhere to the competition's Ethical Standards.

Ethical Standards

The case competition exists to promote awareness about intellectual and developmental disabilities and interaction among students and professionals committed to a person-centered world that can be accessible to all. Moreover, ANCOR and the ANCOR Foundation value friendly, fair competition. Therefore, all competitors have a responsibility to:

- Email any questions about the case to Sasha Sencer, Director of Education & Intersectional Collaboration, at ssencer@ancor.org by January 13, 2023, so that answers to the questions can be shared with all teams by January 20, 2023. Although we will do our best to answer questions submitted after January 13, we cannot guarantee that we will be able to field these inquiries.
- Exhibit ethical behavior and treat all competitors and volunteers with respect and courtesy regardless of race, sex, creed, ability, or any other factor while preparing for and participating in this competition.
- Conduct all necessary research through publicly available resources. Use of all library resources, class textbooks and websites are encouraged. Teams may not contact any employee (past or present) of ANCOR or the ANCOR Foundation.
- Ensure that all work, including the presentation, analysis, deliverables and strategy, is the work of the team members exclusively. However, teams can present their solutions to non-team members and receive assistance with presentation skills and general feedback.
- Ensure that there are no copyright law violations, misrepresentation of someone else's work as your own or any activity that would reflect negatively on the values of ANCOR and the ANCOR Foundation.
- Recognize that the judges are donating their time and doing their best to make unbiased, fair, and timely decisions.
- Accept the decisions of the judges and ANCOR and ANCOR Foundation officials as final and with professionalism.

Violating these standards may result in a penalty or disqualification from the competition.

Institutional Participation Limits

Although each team may only submit one presentation, there is no limit on the number of teams from a single school that may enter the competition. However, if there are more than 60 submissions into the competition, ANCOR and the ANCOR Foundation reserve the right to conduct a pre-screening process. In this process, one or more members of the ANCOR and/or ANCOR Foundation staff will evaluate the submissions from schools represented by more than three teams. All submissions from the school(s) identified will be evaluated according to the same judging criteria described in the section regarding the preliminary competition round format. Based on that evaluation, the top three submissions from the school(s) identified will advance to the preliminary round of competition.

Preliminary Competition Round Presentation Format

Theme

Disability Services Workforce Crisis

Type

Consulting

Presentation Objective

Identify a proposal to encourage members of Gen Z (loosely defined as those born in or after 1997) to pursue careers working in the disability services sector.

Case Release Date

January 1, 2023

Case Release URL

<https://www.ancorfoundation.org/disability-services-case-competition/>

Presentation Submission Deadline

February 6, 2023, 11:59 pm EST

Presentation Format

- Teams will submit all case solutions online.
- Only presentations formatted with Microsoft PowerPoint will be accepted. Any presentation entered in an alternative format will be disqualified.
- No presentation may exceed 10 minutes. Any presentation exceeding this limit will be disqualified.

- No presentation may exceed 40 slides. Any presentation exceeding this limit will be disqualified.
- In addition to limiting your presentation to no more than 10 minutes in duration, your presentation should include no more than 40 slides. Competitors are encouraged to keep in mind that slides are visual aids designed to enhance the information being presented verbally.
- All presentations must include subtitles. Teams can find this feature using Microsoft 365. Under the Slide Show menu, there is a “Captions & Subtitles” section. Please select “Use Subtitles.” Using the “Subtitle Settings,” choose English as the “Subtitle Language” and “Below Slide.”
- The first slide of the presentation should list the names of the competitors on your team. However, do not put the name or logo of your educational institution on any materials that would provide identification of your school affiliation anywhere within the PowerPoint presentation. A team’s affiliation should remain anonymous. Failure to comply with this rule will result in disqualification.
- Solution presentations must be submitted by 11:59 pm EST on February 6, 2023. You will not be permitted to make changes to your presentation after this submission unless you are invited to participate in the final round. Finalists are expected to incorporate judges’ feedback before presenting at the 2023 ANCOR Annual Conference.

Preliminary Competition Round Judging

The following will govern the selection and participation of judges:

- Volunteer judges are ANCOR members who have experience in the disability services industry.
- The judges are familiar with the workforce crisis facing organizations that provide services to individuals accepting supports from intellectual and developmental disability service providers. Therefore, the case facts do not need to be repeated. Instead, the goal should be to define and analyze the problem and present a justified action plan with recommendations.
- All entries will be randomized and grouped into pods of six entries. Each pod will be evaluated and ranked in preferential order by one judge.
- All entries will be rotated into a minimum of five pods. Thus, each presentation will be evaluated by five different judges. Each judge’s ranking will be added together to form a cumulative rating. An entry that is ranked first in each individual pod by all five judges would earn a cumulative rating of five. The teams with the ten lowest cumulative ratings will advance to the semifinal round. Therefore, the lowest cumulative score that can be earned is a five.

- In the event of a tie, the highest and lowest scores for a team will be dropped, and the team with the new lowest cumulative ranking will advance. For example, a team with ranks of 1, 1, 5, 4, 3 (14) would become 1, 4, 3 (8) and fail to advance over a team with ranks of 2, 2, 5, 2, 3 (14), which would become 2, 2, 3 (7).
- If the first tiebreaker does not break the tie, the team with the higher implementation score will advance.
- If the second tiebreaker does not break the tie, the team that would rank higher if placed in head-to-head competition with one other would advance.
- ANCOR and ANCOR Foundation staff will render the tiebreaking vote if the third tiebreaker does not break the tie.
- Entries from the same school will not be protected from competing against one another.
- Once a judge's decision is submitted, it is final and is not subject to review.
- Teams will receive neither their scores on individual criteria nor their cumulative scores. However, teams will receive their final, both within their pod and their overall ranking.

Judges will be asked to evaluate the six different skills for each presentation in a pod:

- Problem Identification
- Causes
- Solutions
- Analytical Defense
- Implementation
- Presentation

Judges will use the criteria on the following page for guidance when crafting their preferential rankings.

	4	3	2	1	0
Identification	The team clearly identified all the major problems presented.	The team identified nearly all the major problems.	The team missed most significant problems but identified several minor problems.	The team missed all the major and minor problems.	The team missed all the major and minor problems.
Causes	The team clearly identified, understood, and explained the causes of the problems.	The team clearly identified, understood, and explained most of the problems.	The team missed most of the significant causes of the problems.	The team missed most of the causes of the problems.	The team did not understand the causes of the problems.
Solutions	The team generated a variety of excellent solutions. Solutions were well-explained; demonstrated a commitment to ANCOR's external diversity, equity, inclusion & accessibility goal.	The team generated good solutions and demonstrated a commitment to ANCOR's external diversity, equity, inclusion, and accessibility goal.		The team generated good solutions to but did not take into consideration ANCOR's external diversity, equity, inclusion, and accessibility goal.	The team's solution to the case was weak and ANCOR's external diversity, equity, inclusion, and accessibility goal was not integrated into the solution.
Analytical Defense	The team provided and defended at least three logically developed reasons their solution solves problem identified.	The team provided and defended two logically developed reasons for why their solution solves problem identified.	The team provides and defends one logically developed reason for why their solution solves the problem.	The team adequately explains and defends its solution; however, there is an apparent lack of industry knowledge.	The solution was poorly defended and does not provide reasons why their solution solves problem identified.
Implementation	The team's implementation plan was logical, plausible, and well-explained.	The team's implementation plan was good and presented a workable solution.	The team's implementation plan was acceptable, but a weak solution.	The team's implantation plan addressed some, but not all, of the issues.	The team's implementation plan was not workable and fell far short of resolving the issues identified in the case.

Presentation	The graphics used were innovative and creative, easily understood, and enhanced the presentation.	The graphics used enhanced the presentation and were appealing and easily understood.	Graphics reinforced the presentation and were easy to follow.	The graphics were adequate but did not reinforce the information or add interest to the presentation.	Graphics were not used at all or were distracting and/or inappropriate.
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Semifinal Competition Round Presentation Format

The 10 top-scoring teams from the preliminary round will be invited to participate in the semifinal round. Semifinalists will deliver a virtual presentation via Zoom at one of the times listed below.

- Monday, February 20, 2023
 - 4 pm EST
 - 4:45 pm EST
- Tuesday, February 21, 2023
 - 5 pm EST
 - 5:45 pm EST
- Wednesday, February 22, 2023
 - 6 pm EST
 - 6:45 pm EST
- Thursday, February 23, 2023
 - 2 pm EST
 - 2:45 pm EST
- Friday, February 24, 2023
 - 3 pm EST
 - 3:45 pm EST

Presentations will adhere to the format outlined below:

- All team members must be present and participate in the presentation.
- Teams will make their presentations live via Zoom.

- Competition semifinalists will not be permitted to watch others' presentations.
- No later than Friday, February 3, 2023, teams may provide a preferential ranking of the available timeslots. ANCOR and ANCOR Foundation staff will do their best to accommodate each team's requests.
- Presentation times will be published no later than Friday, February 10, 2023.
- Each team will be allotted 10 minutes to present its proposed solution.
- A 10-minute question-and-answer period will follow.
- The last 10 minutes will be an opportunity for judges to provide feedback. If the team is selected to advance to the final round, it is highly encouraged to think about and incorporate the judges' feedback before the final round presentation.
- There will be a timekeeper for the Q&A and feedback portions of the virtual presentations to ensure that team members and judges follow the rules.
- To ensure no bias, perceived or actual, teams will be assigned a number and will be identified during their presentations only by their team number. Teams must refrain from referencing their institution during the virtual semifinal presentation or on their slides or other visuals presented.
However, teams are encouraged to share the names of their competitors during the oral presentation and include them on their slides or other visuals presented.

Semifinal Competition Round Judging

Volunteer judges in the semifinal round will be ANCOR members selected by staff from ANCOR and the ANCOR Foundation in consultation with the ANCOR Foundation Board of Directors. Panels are constituted at the organizers' discretion and will include at least three judges, one of whom will be designated the Lead

Judge. The Lead Judge will chair the Q&A period. Each judge will have 15 minutes to independently deliberate and complete an evaluation form after a presentation. Once a judge's decision is submitted, it is final and is not subject to review.

The following will govern the selection and participation of judges:

- The judges are familiar with the workforce crisis that faces organizations that provide services to individuals accepting supports from intellectual and developmental disability service providers. Therefore, the case facts do not need to be repeated. Instead, the goal should be to define and analyze the problem and present a justified action plan with recommendations.
- Teams will receive neither their scores on individual criteria nor their cumulative scores. However, teams will receive their final, both within their pod and their overall ranking.
- Judges' scoring sheets will not be made available to students.

Judges will use the following criteria for guidance when crafting their preferential rankings.

	20	15	10	5	0
Identification (5%)	The team clearly identified all the major problems presented.	The team identified nearly all the major problems.	The team missed most significant problems but identified several minor problems.	The team missed all the major and minor problems.	The team missed all the major and minor problems.
Causes (5%)	The team clearly identified, understood, and explained the causes of the problems.	The team clearly identified, understood, and explained most of the problems.	The team missed most of the significant causes of the problems.	The team missed most of the causes of the problems.	The team did not understand the causes of the problems.
Solutions (10%)	The team generated a variety of excellent solutions. Solutions were well-explained; demonstrated a commitment to ANCOR's external diversity, equity, inclusion & accessibility goal.	The team generated good solutions and demonstrated a commitment to ANCOR's external diversity, equity, inclusion, and accessibility goal.		The team generated good solutions to but did not take into consideration ANCOR's external diversity, equity, inclusion, and accessibility goal.	The team's solution to the case was weak and ANCOR's external diversity, equity, inclusion, and accessibility goal was not integrated into the solution.
Analytical Defense (10%)	The team provided and defended at least three logically developed reasons their solution solves problem identified.	The team provided and defended two logically developed reasons for why their solution solves problem identified.	The team provides and defends one logically developed reason for why their solution solves the problem.	The team adequately explains and defends its solution; however, there is an apparent lack of industry knowledge.	The solution was poorly defended and does not provide reasons why their solution solves problem identified.

Questions & Answers (5%)	Answers given to judges' questions were excellent & demonstrated sound knowledge of complexities of supporting individuals with intellectual and developmental disabilities/how to apply that knowledge.	Answers given to judges' questions were good and demonstrated knowledge of complexities of supporting individuals with intellectual and developmental disabilities.	The team had enough knowledge to answer the judges' questions adequately.	The judges' questions were not well answered with little or no demonstration of industry knowledge.	The team was unable to answer the judges' questions.
Implementation (15%)	The team's implementation plan was logical, plausible, and well-explained.	The team's implementation plan was good and presented a workable solution.	The team's implementation plan was acceptable, but a weak solution.	The team's implantation plan addressed some, but not all, of the issues.	The team's implementation plan was not workable and fell far short of resolving the issues identified in the case.
Presentation (15%)	The graphics used were innovative and creative, easily understood, and enhanced the presentation.	The graphics used enhanced the presentation and were appealing and easily understood.	Graphics reinforced the presentation and were easy to follow.	The graphics were adequate but did not reinforce the information or add interest to the presentation.	Graphics were not used at all or were distracting and/or inappropriate.
Delivered (15%)	Excellent! All team members participated & demonstrated exceptional presentation skills.	Good presentation skills. Some team members were stronger than others.	Adequate presentation skills. Some team members were stronger than others.	Weak presentation. Significantly unbalanced team.	Not all team members participated.
Overall (20%)	You would absolutely be comfortable having this team on the mainstage. Team was outstanding in all areas & demonstrated outstanding industry knowledge & excellent presentation skills.	Yes, this team would be fine on the mainstage. The team did a good job. The solution to the case was solid and they had good presentation skills	This team demonstrated adequate knowledge but needs to really incorporate the judges' feedback before they are ready for the mainstage.	It would make me nervous. The team missed several important points; presentation skills are weak.	Team is not at the level where I would feel comfortable having them represent the ANCOR Foundation. Knowledge is too deficient at this stage of development.

Semifinalist Awards & Recognition

The three top-scoring teams at the conclusion of the semifinal competition round will advance to the round. All non-advancing semifinalist teams will receive a certificate of achievement.

To support finalists' ability to participate in the final competition round, each team selected to advance to the final competition round will be provided with three complimentary registrations to attend the 2023 ANCOR Annual Conference and a stipend not to exceed \$3,500 to defray the cost of travel and accommodations.

Final Competition Round Presentation Format

Following the semifinal competition round, the top three teams will be invited to participate in the final competition round. The three teams selected to participate in the final competition round will deliver a presentation in Chicago at the 2023 ANCOR Annual Conference, taking place April 24-26, 2023, at the Chicago Marriott Downtown Magnificent Mile (540 Michigan Avenue, Chicago, IL 60611). Competitors can learn more about the event on the [2023 ANCOR Annual Conference website](#).

Schedule of Events at 2023 ANCOR Annual Conference

Date/Time	Event	Networking?	Required?
April 24, 2023 11 am-5 pm	Conference Registration		X
April 24, 2023 11:15 am-1:15 pm	Renee L. Pietrangelo Leadership Forum		
April 24, 2023 6:30-7:30 pm	Welcome Reception	X	X
April 24, 2023 7:30-9:30 pm	Late Night Lego Ideation Competition	X	
April 25, 2023 9-10:15 am	Morning General Session		X
April 25, 2023 2:45-3:45 pm	Case Competition Finalist Presentations		X
April 25, 2023 5:30-6:15 pm	Non-Traditional Build Competition Benefiting Chicago Public Schools	X	
April 25, 2023 6:30-8:30 pm	ANCOR Foundation Reception		X
April 26, 2023 2:30-4:15 pm	2023 Direct Support Professional of the Year Awards Presentation		

Presentation Format Notes

Presentations will adhere to the format outlined below:

- All team members must be present and must participate in the presentation.

- Business attire is encouraged for the final round presentation (business casual attire is acceptable for all other 2023 ANCOR Annual Conference events).
- Teams will make their presentations live on the 2023 ANCOR Annual Conference mainstage.
- Competition finalists will not be permitted to watch one another's presentations.
- A random draw during the morning plenary session on Tuesday, April 25, will determine the order of the presentations.
- Each team will be allotted 10 minutes to present its proposed solution.
- Within the 10-minute allotment, each team will show a video they created, not to exceed two minutes in duration, that illustrates how their proposed solution will come to life.
- Participants in the final competition round are encouraged to make changes to their presentations based on semifinal round judge feedback.
- Presenters may use notes, notecards and/or other aids to facilitate the delivery of their presentation. However, presenters are encouraged to deliver a polished presentation and are discouraged from reading their notes or slides to the audience.
- Props or displays are allowed. However, set-up and breakdown count toward each team's allocated 10 minutes for presentation.
- To ensure no bias, perceived or actual, teams will be assigned a number and will be identified during their presentations only by their team number. Teams must refrain from referencing their institution during the final round presentation or on their slides or other visuals presented. However, teams are encouraged to share the names of their competitors during the oral presentation and include them on their slides or other visuals presented.
- The entire audience, composed of as many 2023 ANCOR Annual Conference attendees as are interested in hearing finalists' proposed solutions and predominantly composed of senior executive leaders, will serve as the final competition round judging panel.
- Following each team's presentation, the audience will be given five minutes to ask questions of the team.
- Time limits will be strictly enforced.
- Preliminary round scores have no bearing on the final scores. Scoring is based solely on the final presentation. Poll Everywhere will be used to allow the audience to select their top entry.
- In case of a tie, the team with the highest score heading into the final round shall win the tiebreaker.
- To ensure no bias, perceived or actual, teams will be assigned a number and must refrain from referencing their college/university during the competition. Thus, teams should eliminate all

references to their school affiliation during pre-conference events, registration, networking events, conference sessions, and even during downtime in and around the hotel. This includes not wearing items with a university logo before final round voting concludes.

- Teams are encouraged to share the names of their members during the oral presentation and include them on the slide deck.

Awards

Awards will be announced as part of the ANCOR Foundation Reception on Tuesday, April 25, 2023, which will take place during a boat cruise on the Chicago River and Lake Michigan. Although this is a ticketed event, final round participants will be given free complimentary entry to the Reception.

Scholarships will be awarded as follows:

- The third-place team will receive a scholarship of \$2,100, to be divided into three individual \$700 scholarships.
- The second-place team will receive a scholarship of \$6,000, to be divided into three individual \$2,000 scholarships.
- The first-place team will receive a scholarship of \$12,000, to be divided into three individual \$4,000 scholarships.


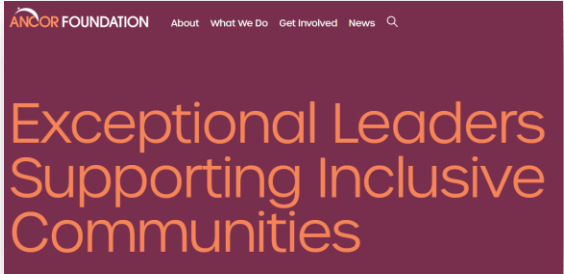


The Fine Print

By entering the Disability Services Case Competition, participants acknowledge the following:

- This engagement is designed, first and foremost, to be a learning experience for the students involved; the value created for the organization and its members is a byproduct of the student experience.
- A minimum of 15 teams must apply in order for the contest to run.
- If a team from one of the originally invited colleges and universities decides to participate, they are permitted to do so, but under the competition's current provisions.
- All work derived from the project is owned exclusively by ANCOR and the ANCOR Foundation. However, students are welcome and encouraged to include their presentations in their portfolios as they apply for internships, jobs, graduate school, etc.
- Participating students are not considered full- or part-time employees of ANCOR or the ANCOR Foundation; participating students assume the role of independent consultants and should be treated as independent third parties.

- Students are not being compensated for their work outside of accolades, experience, rewards (for the top three teams) and/or course credit.
- At their sole discretion, ANCOR and the ANCOR Foundation reserve the right to reject or at any time remove from the competition any presentation that it finds unsuitable for any reason.
- PowerPoint presentations may not contain copyrighted material unless the team has secured the rights to the material.
- Presentations must be the entrants' original creations.
- Presentations cannot contain profanity, offensive language, nudity, or otherwise objectionable material, the determination of which is solely at the discretion of ANCOR and/or the ANCOR Foundation.
- ANCOR, nor the ANCOR Foundation, is not responsible for opinions included in entrants' presentations.
- By entering the competition, participants agree and acknowledge that ANCOR and the ANCOR Foundation become the owner of all presentations and that ANCOR and/or the ANCOR Foundation may use the submitted content for reproduction in ANCOR's and/or the ANCOR Foundation's publications, website, social media profiles, events or promotional material, whether in print, electronic or any other format. By participating in the Disability Services Case Competition, all participants grant ANCOR and the ANCOR Foundation the right to their names and submissions for such purposes. All contestants agree to sign any copyright transfer or permission document requested by ANCOR and/or the ANCOR Foundation regarding this paragraph.
- By entering this competition, participants agree to hold ANCOR and the ANCOR Foundation harmless from any liability that may accrue to ANCOR and/or the ANCOR Foundation by virtue of the content of the presentation submitted by you to this contest.
- By entering this competition, participants agree to all rules concerning the competition that now exist or that ANCOR and/or the ANCOR Foundation may publish in the future.
- By agreeing to participate in the case competition, each team agrees to have its presentation recorded.
- By entering this competition, participants agree and acknowledge that they are participating in ANCOR- and ANCOR Foundation-hosted events and activities as the free and intentional act of the participants, and that participants are fully aware that possible physical injury might occur as a result of participation in these events. Participants give this acknowledgment freely and knowingly, and hereby assume responsibility for one's own well-being.

Recommended Resources

	<p>ANCOR Website</p> <p>Visit the Website</p>
	<p>ANCOR Foundation Website</p> <p>Visit the Website</p>
	<p><i>The State of America's Direct Support Workforce Crisis 2022</i></p> <p>Browse the Data</p>
	<p><i>The Case for Inclusion 2022</i></p> <p>Browse the Data</p>



National Core Indicators' 2022 Staff Stability Survey

[Browse the Data](#)



Kaiser Family Foundation Data on States' HCBS Waiting Lists

[Browse the Data](#)



Providing a Path Forward: Unrelenting Leadership for Unprecedented Times

[View the Publication](#)