



Supporting Individuals with  
Disabilities for Over 30 Years



## **Home and Community-Based Services – Training and Coordination Opportunities**

### **What is it?**

Empower Healthcare Solutions and ICM have created a robust employee training program in partnership with Relias Learning that is cost-free and available to Empower providers supporting people with intellectual and developmental disabilities (IDD) and behavioral health conditions. This program is funded by the Empower Healthcare Solutions Community Investment program. Completion of the Training Plan will fulfill all employee training requirements as prescribed in the Licensure Manual for Community Support System Providers (CSSP).

The HCBS Training and Coordination Opportunities program will assist your organization with core training competencies for both your IDD & behavioral health needs. The training program is not required to become a CSSP. However, it does meet and exceed the CSSP employee training requirements and will significantly increase the knowledge range for your staff to ultimately raise the quality of care provided to Empower members.

By accessing the training program, you have an opportunity to increase the skillset of your direct care and management team. In addition to the CSSP curriculum, providers will have access to an extensive library of over 1,200 courses. These courses cover numerous aspects specific to IDD and behavioral healthcare. Additionally, the program offers numerous courses for supervisors and managers.

### **What's Included?**

The Training Plan covers the following competencies for employees:

- Emergency and evacuation procedures
- Mandated reporter requirements and procedures
- Reporting incidents and accidents as required in the Division of Medical Services Licensure Manual for Community Support System Providers and other applicable rule or law
- Basic health and safety practices
- Infection control and infection control practices
- Identification and mitigation of unsafe environmental factors
- Identification and prevention of adult and child maltreatment

**\*Plan Funded by Empower Healthcare Solutions and Approved by the Arkansas Department of Human Services**

- Emergency restraint procedures allowed in the Division of Medical Services Licensure Manual for Community Support System Providers
- Financial safeguards for beneficiaries required in the Division of Medical Services Licensure Manual for Community Support System Providers
- Care planning for behavioral health
- Care planning for individuals with developmental disabilities
- Care planning for individuals with intellectual disabilities
- Social determinants of health
- Behavioral modification or intervention training
- Training for autism spectrum disorders
- Training for managers and supervisors

### **Tell Me More!**

If you are interested in accessing this groundbreaking training that can significantly improve the quality of service delivered to your clients, please contact Rapheaele Williams, Assistant Project Director at ICM or Kevin Liang, Project Director and General Counsel at ICM.



### **For More Information Contact:**

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### **Featured Learner Courses**

Disaster Preparedness Essentials  
Abuse and Neglect What to Look for and How to Respond  
Incident & Accident Reporting  
Health and Safety Management  
Infection Control: Essential Principles  
Identification & Mitigation of Unsafe Environments  
Emergency Restraint and Seclusion  
Financial Safeguards  
Social Determinants of Health: Economic Stability  
Social Determinants of Health: Social and Community Context  
Maintaining Client Dignity Through the Behavior Change Process  
Behavioral Challenges of Autism  
Working with People on the Autism Spectrum  
Boundary Risks for Behavioral Health Paraprofessionals  
Healthcare Needs for People with IDD: Common Health Problems and Interventions  
Person-Centered Planning in Behavioral Health  
Person Centered Planning for Individuals with Developmental Disabilities  
Principles and Practices of Effective Direct Supports  
Social Determinants of Health: Education  
Mental Health Needs of Persons with Intellectual and Developmental Disabilities  
Social Determinants of Health: Health and Healthcare

### **Featured Supervisor Courses**

Basic Supervisory Skills  
Fundamentals of Management  
Defining Work Expectations  
Assessing, Supporting, and Improving Work Performance  
How to Discipline and Promote Positive Workplace Enjoyment  
Basic Communication and Conflict Management Skills  
Fundamentals of Management: Setting the State for Success  
Fundamentals of Management: Winning at Work  
Effective Communication: What Supervisors Need to Know  
Clinical Supervision: Overview of Clinical Supervision  
Inspiring Performance: Motivating and Managing for Results  
Supervision Difficulties in Clinical Practice  
Documentation for Supervisors  
Minimizing Vicarious Liability in Clinical Supervision  
Sexual Harassment: What Supervisors Need to Know  
Workplace Coaching and Mentoring  
Supervision and the Principles of Positive Behavior Support: Components  
Supervision and the Principles of Positive Behavior Support: Implementation