

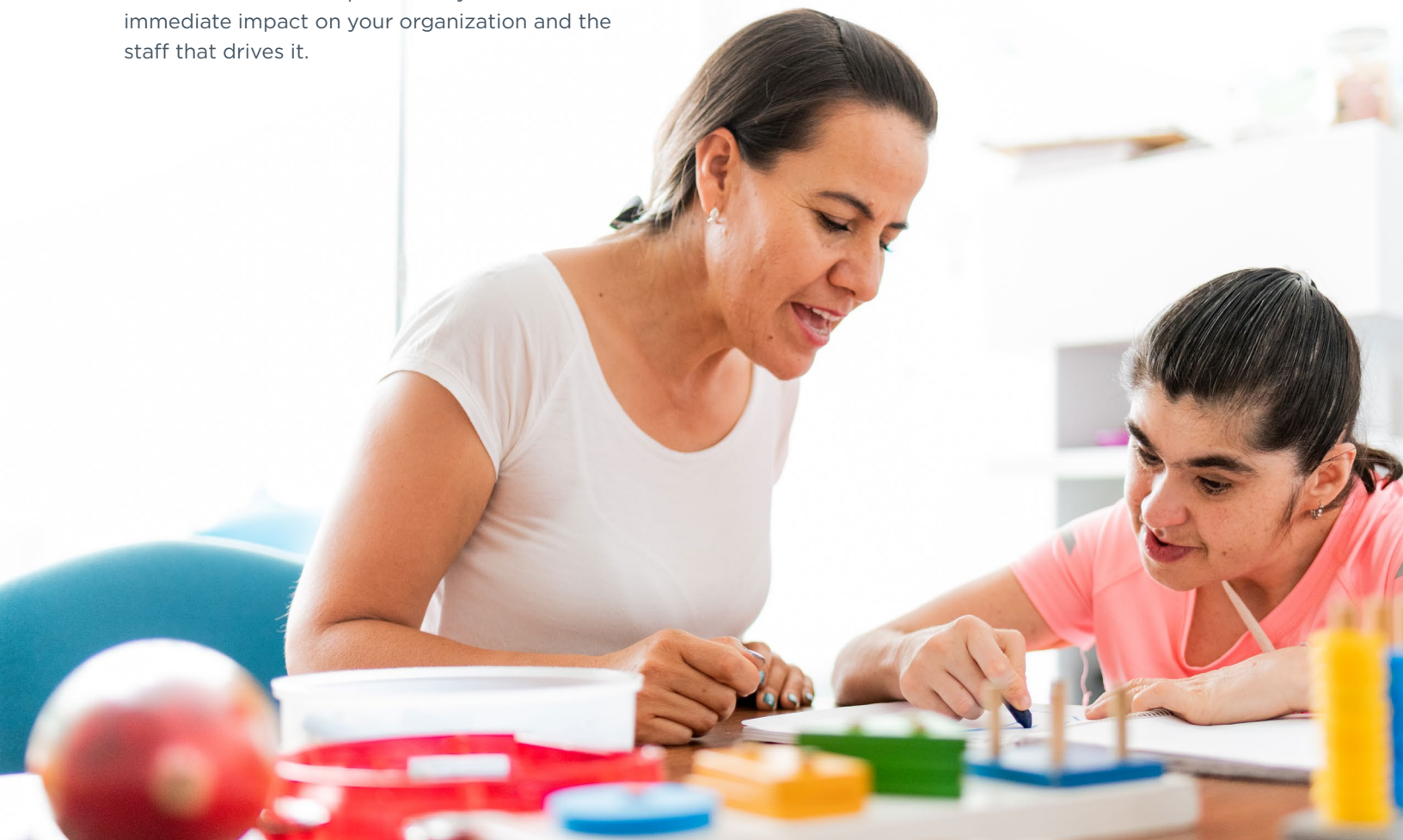
# ANCOR Certificates of Achievement

For IDD organizations looking to develop programs and initiatives aimed at improving employee satisfaction, engagement, and ultimately retention, look no further than ANCOR and Relias' Certificates of Achievement.

## TARGETED DEVELOPMENT OPPORTUNITIES FROM TRUSTED PARTNERS

ANCOR and Relias have joined forces to create 10 unique Certificates of Achievement programs to assist IDD organizations as they look to elevate their staff to new heights.

By combining ANCOR's undisputed knowledge of the needs and challenges facing IDD providers with Relias' award-winning education, the Certificates of Achievement are a perfect way to make an immediate impact on your organization and the staff that drives it.



# 10 Certificate Tracks - 10 Development Opportunities

## BEHAVIOR SPECIALIST

Topics Include:

Understanding Behavior  
Principles of Behavior Support  
Behavior Change Planning  
Promoting Relaxation for Individuals with I/DD, and Crisis Intervention

## COMMUNITY INCLUSION SPECIALIST

Topics Include:

Choice Making  
Building Relationships and Community Membership  
Person Centered Planning  
Self-Advocacy and Quality of Life

## HUMAN RESOURCE PROFESSIONAL

Topics Include:

Communication  
Ethics and Compliance  
FMLA/FLSA,  
Workplace Discrimination and Harassment, and Cultural Competence

## EMERGING LEADER

Topics Include:

Emotional Intelligence  
Communication Effectiveness  
Critical Thinking  
Time Management, and Promoting a Positive Workplace

## PEER MENTOR

Topics Include:

Trust Building  
Problem Solving  
Communication  
Promoting a Positive Workplace  
Critical Thinking, and Relationship Building

## COMMUNITY EMPLOYMENT SPECIALIST

Topics Include:

Customized Employment  
Discovering Personal Genius  
Customized Job Development  
Interest-Based Negotiation  
Systematic Instruction and Job Training

## HUMAN SAFETY SPECIALIST

Topics Include:

Risk Management  
Health and Safety Management  
Workplace Emergencies and Natural Disasters  
Infection Prevention  
Workplace Safety  
Fall Prevention

## AGING SPECIALIST

Topics Include:

Dementia Simulation  
Human Growth and Development  
Fall Prevention, Cultural Competency  
End of Life Considerations, and Health Supports

## EMPLOYEE WELLNESS SPECIALIST

Topics Include:

Healthy Eating, Budgeting  
Work/Life Balance  
Time Management  
Smoking Cessation  
Establishing A Healthy Lifestyle

## CUSTOMIZED SELF-EMPLOYMENT SPECIALIST

Topics Include:

Discovering Personal Genius Process  
Small Business Feasibility  
Business Planning and Operations, and Benefits Management

Interested in learning more about ANCOR and Relias' Certificate of Achievement Program?