

# ANCOR Certificates of Achievement

For organizations serving individuals with intellectual and developmental disabilities (IDD), we offer targeted professional development training plans aimed at promoting career growth, engaging employees, and promoting retention.



## Targeted Professional Development Plans from Trusted Partners

ANCOR and Relias have joined forces to create ten unique Certificate of Achievement programs to assist IDD organizations as they seek to elevate their staff's skills and advance their careers.

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

- Behavior Specialist
- Community Employment Specialist
- Customized Self-Employment Specialist
- Community Inclusion Specialist
- Aging Specialist
- Human Safety Specialist
- Human Resource Professional
- Peer Mentor
- Emerging Leader
- Employee Wellness Specialist

## TEN CERTIFICATE TRACKS, TEN DEVELOPMENT OPPORTUNITIES

### Behavior Specialist

Learn how to better understand behavior, implement the principles of positive behavior support, and provide effective crisis intervention and prevention.

### Community Employment Specialist

For staff who want to support job seekers and help individuals attain their vocational goals, including content on customized employment, discovering job strengths, and job training.

### Customized Self-Employment Specialist

Support entrepreneurship for individuals with IDD, with content that helps staff understand and support business planning, business operations, and small business ownership.

### Community Inclusion Specialist

Promote community inclusion for persons served with topics like choice making, building relationships, person-centered planning, and promoting self-advocacy.

### Aging Specialist

As individuals with IDD live longer, gain crucial knowledge to help support healthy aging, with topics like dementia care, falls prevention, and end-of-life considerations.

### Human Safety Specialist

Promote the health and safety of employees as well as persons served, with content focused on risk management, emergency preparedness, infection prevention, and workplace safety.

### Human Resource Professional

Take the next step to becoming an HR professional, with training on preventing workplace discrimination, ethics and compliance, and employment laws like FMLA and FLSA.

### Peer Mentor


For the staff who are natural at nurturing and supporting their peers, bolster their natural talent with content on trust building, problem-solving, communication, and critical thinking.

### Emerging Leader

For your staff who are taking their first steps into a leadership position, bolster their skills and confidence with courses on time management, emotional intelligence, effective communication, and more.

### Employee Wellness Specialist

Support a healthy and productive work environment for your employees, with courses to help promote healthy eating, work/life balance, smoking cessation, and budgeting.



"We couldn't be prouder to offer this professional development opportunity through our Platinum partner, Relias. Through the Certificates of Achievement program, staff can hone their skills critical to our field, and then have something to show for their hours and commitment."

Barbara Merrill  
CEO of ANCOR

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

