

**Relias Learning Course  
Crosswalk  
to the New York State OPWDD  
Direct Support Professional  
Core Competencies**

**Source:** [http://www.opwdd.ny.gov/opwdd\\_careers\\_training/training\\_opportunities/core\\_competencies](http://www.opwdd.ny.gov/opwdd_careers_training/training_opportunities/core_competencies)

Relias Learning offers online learning, staff compliance training and continuing education for behavioral health, mental health, addiction treatment, developmental disability, community action and child welfare organizations.

Relias Learning Training Crosswalks are based on published accreditation/training standards. They are designed to assist organizations in the selection of courses from the Relias Learning libraries to ensure and demonstrate staff competence according to the training standards. In some cases it may be useful for customer organizations to develop courses specific to the organization's policies and procedures and in these cases the Relias Learning Course Equivalent is noted with "Organization-Customized Course".

General staff compliance trainings should be selected to ensure the organization meets OSHA and other regulatory requirements. Staff training is only one element of a successful survey and the crosswalks are not meant to take the place of a careful review and evaluation of your program to the accreditation standards.

**Note: The courses listed are a representative sample of Relias Learning's courses; more courses are available in the Relias Learning Libraries.**

Competency Area	Relias Learning Course Equivalent	Library Category	Training Hours
<b>CORE 1: Putting People First</b>			
<b><i>Competency Area A: Supporting a person's unique capacities, personality and potential</i></b>			
Skill 1: Demonstrates respect for all individuals being supported	Principles and Practices of Effective Direct Supports	Introduction to Developmental Disabilities	3.00
Skill 2: Demonstrate support for individual choice-making in order to enhance confidence and assertiveness	Assisting People with Intellectual and Developmental Disabilities in Choice Making	Person Centered Services in IDD	3.25
<b><i>Competency Area B: Getting to know the person through assessment/discovery</i></b>			
Skill 1: Evaluates the ways in which past and current events, and environmental factors, affect the way the person acts/reacts to others	Supporting Quality of Life for a Person with Developmental Disabilities	Person Centered Services in IDD	1.25
Skill 2: Using a holistic approach participates in the individual's life planning activities and assists in their implementation	Supporting Quality of Life for a Person with Developmental Disabilities	Person Centered Services in IDD	1.25
Skill 3: Encourages and supports problem-solving and coping skills	Supporting Quality of Life for a Person with Developmental Disabilities	Person Centered Services in IDD	1.25
Skill 4: Is informed about formal and informal assessment and can conduct informal assessment in a variety of settings, to gain information about the individual and his/her response to the environment	Using Assessments	Advanced Skills in IDD Services	3.50
Skill 5: Supports the self-direction of services	Self-Determination Basics for Self-Directed Employees	Advanced Skills in IDD Services	2.00
<b><i>Competency Area C: Promoting Advocacy with the Individual</i></b>			
Skill 1: Seeks information on the range of services available to individuals with developmental disabilities	Organization-Specific Information		
Skill 2: Provides opportunities for the individual to be a self-advocate	Self-Advocacy Focused Learning	Person Centered Services in IDD	1.00
Skills 3: Performs advocate responsibilities while demonstrating respect for the process and people involved	Skill Demonstration		
Skill 4: Describes and supports individual's rights and responsibilities	Client/Patient Rights	Compliance/Safety-HHS	2.00
Skill 5: Identifies when an individual's rights may have been breached and takes action to prevent, stop and report the possible breach	Skill Demonstration		

Competency Area	Relias Learning Course Equivalent	Library Category	Training Hours
<b>Competency Area D: Facilitating personal growth and development</b>			
Skill 1: Demonstrates the ability to effectively teach skills to people supported	Systematic Instruction Strategies	Advanced Skills in IDD Services	3.25
Skill 2: Recognizes the individual's need for teaching, and preferred style for learning, and can perform individualized teaching based on this information	Alternative Communication Strategies	Person Centered Services in IDD	2.25
Skill3: Assess the effectiveness of formal and informal teaching provided and makes adaptations where needed	Skill Demonstration		
<b>Competency Area E: Facilitation of Supports and Services</b>			
Skill 1: Assists in the development, implementation and on-going evaluation of service plans that are based on the individuals preferences, needs and adaptations where needed	Using Service Plans Focused Learning	Person Centered Services in IDD	1.00
Skill 2: Continuously shares observation, insights, and recommendations with the individual and his/her support team	Person Centered Planning for Individuals with Developmental Disabilities	Person Centered Services in IDD	3.00
<b>CORE 2: Building and Maintaining Positive Relationships</b>			
<b>Competency Area F: Building and Maintaining Relationships</b>			
Skill 1: Supports individuals to overcome barriers and challenges to establishing and maintaining a network of relationships and valued social roles	People with Disabilities: Building Relationships and Community Membership	Person Centered Services in IDD	2.00
Skill 2: Demonstrates the ability to identify the individual's personal strengths, interests and needed supports for community involvement	Skill Demonstration		
Skill 3: Demonstrates strategies to encourage and build the individual's self-confidence	Skill Demonstration		
<b>Competency Area G: Creating Meaningful Communication</b>			
Skill 1: Uses a range of effective communication strategies and skills to establish a collaborative relationship with the person	Alternative Communication Strategies	Person Centered Services in IDD	2.25
	Basic Communication and Conflict Management Skills	Introduction to Developmental Disabilities	3.00
Skill 2: DSP modifies own communication to ensure understanding and respect	Skill Demonstration		

Competency Area	Relias Learning Course Equivalent	Library Category	Training Hours
Skill 3: Develops trust by communicating empathetically	Therapeutic Interaction Strategies	Advanced Skills in IDD Services	1.5
Skill 4: Recognizes the impact of the possible discrepancies between individual's chronological age and developmental age when communicating	Human Growth and Development Across the Lifespan	Introduction to Developmental Disabilities	1.5
	Intellectual Disabilities	Introduction to Developmental Disabilities	1.00
<b>CORE 3: Demonstrating Professionalism</b>			
<b>Competency Area H: Developing Professional Relationships</b>			
Skill 1: Demonstrates respect in all professional relationships	Skill Demonstration		
<b>Competency Area I: Exhibiting Professional Behavior</b>			
Skill 1: Demonstrates: professional demeanor, attention to punctuality and attendance policies, reliability, flexibility and pleasantness	Attitudes at Work	Employee Wellness	2.00
<b>Competency Area J: Showing Respect for Diversity and Inclusion</b>			
Skill 1: Demonstrates respect in all matters relating to diversity and inclusion	Cultural Competence for the DSP	Introduction to Developmental Disabilities	1.00
Skill 2: Demonstrates cultural competence required to provide effective supports	Cultural Diversity	Compliance/Safety	1.25
<b>Competency Area K: Creating Meaningful Documentation Records</b>			
Skill 1: Maintains accurate records by collecting, compiling, evaluating data and submitting in a timely manner	Guidelines for Effective Documentation Focused Learning	Health and Safety in IDD Services	1.00
<b>Competency Area L: Education, Training and Self-Development Activities</b>			
Skill 1: Demonstrates enthusiasm for learning the knowledge and skills required to perform the job	Skill Demonstration		
Skill 2: Readily seeks and accepts feedback to improve performance	Effective Communication in the Workplace	Workforce Skills and Development	1.50
Skill 3: Applies knowledge and skills gained to the job	Skill Demonstration		
<b>Competency Area M: Organizational Participation</b>			
Skill 1: Adheres to and promotes the mission, culture and practices of the organization	Organization-Specific Information		
Skill 2: Participates in the work of the organization in a positive way by using problem solving skills	Problem Solving: Solutions in the Workplace	Workforce Skills and Development	2.00

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Adheres to corporate compliance policies and procedures	Corporate Compliance and Ethics	Compliance/OSHA	1.00
<b>Competency Area N: Exhibiting Ethical Behavior on the Job</b>			
Skill 1: Knows, understands and follows the NADSP Code of Ethics	Review of the NADSP Code of Ethics		
<b>CORE 4: Supporting Good Health</b>			
<b>Competency Area O: Promoting Positive Behavior and Supports</b>			
Skill 1: Demonstrates team work with the individual, co-workers and family in implementing positive behavioral support strategies consistent with the behavior support plans	Teamwork: The Fundamentals	Workforce Skills, Supervision and Management	2.00
Skill 2: Demonstrates effective methods to teach positive behaviors and support existing positive behaviors	Overview of the Principles of Positive Behavior Support for Direct Support Professionals	Behavior Support	4.25
Skill 3: Assess strategies to evaluate how environmental factors affect behavior	Managing Challenging Behaviors Focused Learning	Behavior Support	1.00
<b>Competency Area P: Supporting Health and Wellness</b>			
Skill 1: Demonstrates an assists in nutritious meal planning and food preparation, storage and handling procedures	Bon Appetit! An Overview of Safe Eating and Drinking Focused Learning	Health and Safety in IDD Services	1.00
Skill 2: Demonstrates knowledge and understanding of an individual's medical, physical, psychological and dental health care needs	Responding to Healthcare Needs Focused Learning	Health and Safety in IDD Services	1.25
	Dental and Oral Health for Individuals with I/DD	Health and Safety in IDD Services	1.25
Skill 3: Demonstrate knowledge and uses accepted methods to prevent illness and disease and teaches prevention methods to the individual	Health and Safety Management	Health and Safety in IDD Services	2.50
Skill 4: Recognizes and responds in a timely manner to signs and symptoms of illness/injury and medical emergencies	Health and Safety Management	Health and Safety in IDD Services	2.50
Skill 5: Provides a safe and clean environment for the individual based on skill level and risks	Environmental Safety for Individuals with Developmental Disabilities	Health and Safety in IDD Services	3.00
	Infection Prevention Part 1	Compliance/OSHA	2.00
Skill 6: Accurately documents and adequately protects all health information	HIPAA Overview	Compliance/Safety	0.75

Competency Area	Relias Learning Course Equivalent	Library Category	Training Hours
Skill 7: Understands and can implement daily health practices to support good health	Client/Patient Transfers	Compliance/OSHA	1.50
Skill 7: Understands and can implement daily health practices to support good health (cont.)	Nutrition and Exercise Focused Learning	Health and Safety in IDD Services	1.00
<b>Competency Area Q: Preventing and Recognizing, and Reporting Abuse</b>			
Skill 1: Recognizes concepts related to the prevention of abuse	Abuse and Neglect of Individuals with I/DD	Health and Safety in IDD Services	1.75
Skill 2: Is able to prevent abuse	Skill Demonstration		
Skill 3: Correctly follows procedures for mandated reporting and responding	Organization-Specific Information		
<b>CORE 5: Supporting Safety</b>			
<b>Competency Area R: Supporting Crisis Prevention, Intervention and Resolution</b>			
Skill 1: Demonstrates skill in applying the principles and practices of OPWDD PROMOTE	OPWDD Curriculum		
Skill 2: Demonstrates respect for the safety of all others	Managing Challenging Behaviors Focused Learning	Behavior Support	1.00
<b>Competency Area S: Supporting Safety</b>			
Skill 1: Supports the safety of all individuals in everyday situations	Skill Demonstration		
Skill 2: Follow proper safety procedures in transportation situations	Defensive Driving: The Basics	Compliance/Safety	1.00
<b>Competency Area T: Ensuring the Safety of Individuals during Environmental Emergencies</b>			
Skill 1: Understands and can carry out plans for responding to environmental emergencies	Emergency Preparedness	Compliance/OSHA	1.00
<b>CORE 6: Having a Home</b>			
<b>Competency Area U: Supporting People to Live in a Home of their Own</b>			
Skill 1: Supports the individual by supporting a comfortable home environment	Supporting Everyday Lives for People with Disabilities	Introduction to Developmental Disabilities	3.00
Skill 2: Supports daily activities and accesses additional skilled supports as needed	Skill Demonstration		
<b>CORE 7: Being Active and Productive in Society</b>			
Skill 1: Supports the individual by being knowledgeable about career and employment goals of the individual	Employment Support Focused Learning	Introduction to Developmental Disabilities	1.00
Skill 2: Supports the individual by being knowledgeable about the educational goals of the individual	Organization-Customized Course		

Competency Area	Relias Learning Course Equivalent	Library Category	Training Hours
Skill 3: Develops and supports the individual's skills to help the individual meet the productivity expectations of the workplace	Employment Support Focused Learning	Introduction to Developmental Disabilities	1.00