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# Home and Community Based Services Provider Professional Development Programs

# ATD Professional Development Programs

- AHCCCS is using funding made available by the American Rescue Plan (ARP) Act of 2021 to increase access to home and community-based services (HCBS) and assist with workforce retention.
- AHCCCS has partnered with ATD to provide expert-led professional development programs at no cost to eligible Arizona Medicaid providers who deliver HCBS to enrolled AHCCCS members.
- The two ATD Professional Development Programs being offered for HCBS Providers serving AHCCCS members are the **Integrated Talent Management Certificate Program** and the **Training and Facilitation Certificate Program**.



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The purpose of the AHCCCS and ATD partnership is to:

- Increase the effectiveness of provider trainers through ATD's globally recognized train-the-trainer certificate program.
- Help HR and Workforce Development Professionals create and support workforce development strategies using an integrated talent management approach to achieve measurable results for their organization.
- Support leadership through Executive Session Series to create awareness of workplace and workforce trends led by leading talent development experts.

# The Association for Talent Development (ATD)

- ATD is a 501(c)3 non-profit membership organization and has been the global leader in talent development for over **80 years**.
- Professional Development: Over **180,000** people trained via **35** professional development certificates; over **30,000** members
- Global Connector: ATD's annual conference attracts over **13,000** professionals in talent development from more than 120 countries.
- Standards: ATD Certification Institute offers two professional certifications
- Research: ATD publishes about **12** research reports each year, including topics for the healthcare profession



# **ATD Integrated Talent Management Certificate Program**

# Introducing the ATD Integrated Talent Management Certificate



- Learn how to implement ATD's exclusive **Integrated Talent Management Process** into your organization
- This course is for HR and workforce development stakeholders who want to help their organization reach their desired workforce development objectives

# ATD Talent Management Certificate: Learner Outcomes



- Describe key practices of ITM and how they support each other when integrated
- Build a roadmap for an integrated talent strategy
- Align talent management to organizational objectives
- Coordinate workforce and succession planning
- Support engagement and retention efforts
- Select analytics to show results and impact



# Course registration and resources

- Course registrations are open!
- Early registration is recommended, as seats will likely fill up quickly
- There are multiple offerings and times to suit all schedules and easy to register
- Please visit <https://ahcccsintegratedtalentmanagement.td.org/> to register for this program and for more information



AHCCCS and ATD have teamed up to offer a course that's designed to help you improve your talent strategy approach and achieve your organization's objectives.

Managing talent with a coherent strategy is an important responsibility for the talent development professional. In this hands-on talent management program, you will uncover the practices essential to achieving an integrated talent management approach—no matter your organization's size.

Learn practical methods for taking an integrated approach to developing a talent management strategy. Key areas of consideration include the employee life-cycle phases of workforce planning, talent acquisition, engagement and retention, succession planning, rewards and compensation, learning and development, and performance management.

**Earn the Integrated Talent Management certificate after:**

- Attending all days of the program.

*Successful participants of this program will earn the ATD Integrated Talent Management certificate.*



# Need assistance?

For registration assistance, access the registration website here:

<https://ahcccsintegratedtalentmanagement.td.org/>

or contact ATD Customer Care at **1.800.628.2783**.

# Who should attend?

- The **Integrated Talent Management** program is intended for:
  - Individuals who are employed in Arizona by an **AHCCCS contracted provider** organization, AND
  - The employing provider organization meets the **Provider Type** eligibility requirements, AND



**TIP:** To complete registration, attendees must know the Provider Type Code for the AHCCCS contracted organization through which they are employed.

- Individuals working in a **leadership role that shapes and drives talent management strategy within the ecosystem of their healthcare organization** and may be new to the role or have not received formal professional development in this area, or seeks to expand existing skills, knowledge, and abilities

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# Who should attend?

When registering on the microsite, you **must include** the organization's name followed by their Provider Type Code.

- Example: **ACME Behavioral Health PT 27**

Eligible AHCCCS HCBS Providers and Provider Types (PT)	
Adult Day Health PT 27	EPD HCBS PT 81
Adult Foster Care PT 50	Fiscal Intermediaries (self-directed workers only) PT F1
Assisted Living Center PT 49	Habilitation Provider PT 39
Assisted Living Home PT 36	Home Delivered Meals PT 70
Attendant Care PT 40	Home Health Agency PT 23
Behavioral Health Outpatient Clinic PT 77	Integrated Clinic PT IC
Behavioral Health Therapeutic Home PT A5	Non-Medicare Certified Home Health Agency PT 95
Board Certified Behavior Analyst PT BC	Rural Substance Abuse Transitional Agency PT B5
Community Service Agency PT A3	Subacute Facility PT A6

# What does attendance look like?

- The **Integrated Talent Management** program experience includes:
  - Early access to a virtual classroom to start networking, completing **pre-work**, engaging yourself and other Arizona professionals, and connecting with the assigned ATD facilitator.
  - The program experience extends to **two experiential full-day** sessions.
  - Complete attendance AND participation are both required to receive credit.
  - All attendees must meet eligibility requirements and agree to an attestation statement, per AHCCCS.



**Note:** This is an ARP-funded offering, which requires a high level of accountability for AHCCCS, ATD and participants.

# When does this opportunity begin?

- The **Integrated Talent Management** program will be offered:
  - Starting in Arizona in January 2024!
  - Continuing through Spring 2024.
  - The registration link previously provided identifies the specific dates and times.

# Where do you go to attend?

- The **Integrated Talent Management** program is:
  - Delivered entirely online through Adobe Connect, from the convenience of your Arizona home office or corporate office.
  - Facilitated by a skilled, professional facilitator certified by ATD who once was also new to the field and also attended their first program in training and facilitation.
  - Please take effort to ensure the physical environment in which you attend is supportive of your full attention, ability to consistently be present (*Be Here Now*) and eliminates or reduces distractions.



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# Where do you go to attend?

- To prepare:
  - ✓ Remind your team, colleagues, direct supervisor and leadership in advance
  - ✓ Activate your email “**Out of Office**” message
  - ✓ Set your IM to “**Do Not Disturb**”
  - ✓ Get camera ready (encouraged)
  - ✓ Engage a mindset of curiosity, discovery and opportunity



**Important:** If you sign up, please show up. If you can't attend, please select a different session to which to transfer your registration. As a last resort, if you can't transfer to a different session, you **MUST** cancel within **4 business days** prior to the session.

To transfer or cancel, contact ATD Customer Care at **1.800.628.2783**



# Why/How does attendance benefit you?

- The **Integrated Talent Management** program benefit includes:
  - All individuals who successfully attend AND participate in the program will receive a professional certificate of completion from ATD.
  - Completion of this program identifies participants as a Training/Workforce Development/Talent Management professional in Arizona and beyond.
  - Connects you to a global community of like-minded professionals.

# Additional Information and Next Steps

 [Workforce Development Programs for AHCCCS providers](#)

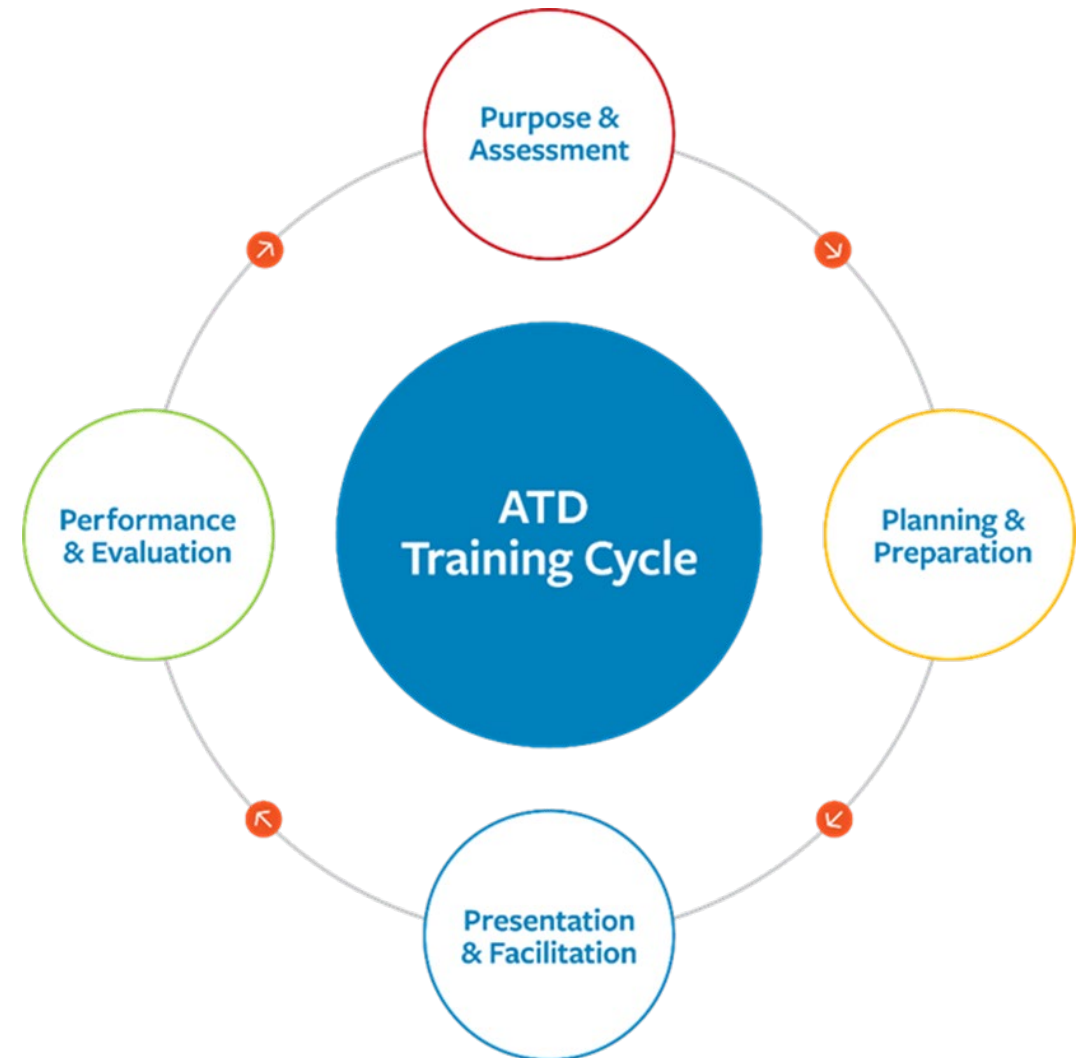
 ATD Customer Care at **1.800.628.2783**

- When you're ready...
  - Talk with your direct supervisor/leadership team for approval
  - Verify availability on your work calendar
  - Confirm the **HCBS Provider Type** code for your organization
  - Access the registration link below to sign up:  
<https://ahcccsintegratedtalentmanagement.td.org/>
  - Watch for additional email information to follow, after registering

# **ATD Training and Facilitation Certificate Program**

# ATD's Train-the-Trainer Course Model

- Gain a complete understanding of the training function to become a **learner-centric** trainer
- Demonstrate your techniques in a skills training practice where you will receive feedback and guidance from peers and an ATD expert facilitator
- Walk away with skills you can immediately use on the job to deliver highly engaging and effective training



# ATD Training & Facilitation Certificate: Learner Outcomes

- Apply effective training techniques to deliver high-energy training
- Demonstrate adult learning principles and effective facilitation techniques to assess and ensure a safe, comfortable, and supportive learning environment
- Facilitate confidently and learn how to create a positive learning environment
- Manage classroom challenges and use effective questioning techniques



# Course Registration and Resources

- Course registrations are open!
- Early registration is recommended as seats will likely fill up quickly.
- Multiple offerings and times to suit all schedules and easy to register.
- Please visit <https://ahcccstrainingfacilitation.td.org/> to register for this program and for more information.



## Training & Facilitation Certificate

**AHCCCS and ATD have teamed up to offer you the premier train-the-trainer course.**

**T**his training certificate course covers the entire end-to-end training cycle, including planning and preparing a training event, managing the learning environment and engaging participants in the classroom, and following up post-event to continue to support learning. We'll cover the science behind learning as well—why and how learner needs and preferences, training techniques, classroom environment, and well-structured materials all affect learning outcomes. At the end of the course, you will have the opportunity to demonstrate your techniques in a skills training practice where you will receive feedback and guidance from peers and an ATD expert facilitator.

ATD's Training Certificate, the best-established train-the-trainer course in the talent development field, is now Training & Facilitation Certificate. Drawing upon ATD's extensive research and experience, this program will help you become a learner-centric facilitator who recognizes and can apply all of the skills of an effective trainer.

### What Participants Are Saying

“I would recommend program to anyone wants to learn the r up-to-date and high tech training techni available. The curric was outstanding ar facilitator for the cc was an excellent ex

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or contact ATD Customer Care at **1.800.628.2783**.



# Who should attend?

- The **Training and Facilitation** program is intended for:
  - Individuals who are employed in Arizona by an **AHCCCS contracted provider** organization, AND
  - The employing provider organization meets the **Provider Type** eligibility requirements, AND



**TIP:** To complete registration, attendees must know the Provider Type Code for the AHCCCS contracted organization through which they are employed.

- Individuals working in a **primary function/role** that requires them to serve as a trainer/facilitator who is new to the role or has not received formal professional development in this area, or seeks to expand existing skills, knowledge and abilities

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# Who should attend?

When registering on the microsite, you **must include** the organization's name followed by their Provider Type Code.

- Example: ACME Behavioral Health PT 27

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Board Certified Behavior Analyst PT BC	Rural Substance Abuse Transitional Agency PT B5
Community Service Agency PT A3	Subacute Facility PT A6

# Quote...

*“Not only is there an art in knowing a specific thing, there certainly also is an art in teaching it.”*

~ Cicero, Greek Philosopher/Educator

# What does attendance look like?

- The **Training and Facilitation** program experience includes:
  - Early access to a virtual classroom to start networking, completing **pre-work**, engaging yourself and other Arizona professionals, and connecting with the assigned ATD facilitator
  - The program experience extends to over **six half-day**, experiential sessions
  - Complete attendance AND participation are both required to receive credit
  - All attendees must meet eligibility requirements and agree to an attestation statement, per AHCCCS



**Note:** This is an ARP-funded offering, which requires a high level of accountability for AHCCCS, ATD and participants

# When does this opportunity begin?

- The **Training and Facilitation** program will be offered:
  - Starting in Arizona in January 2024!
  - Continuing through Spring 2024.
  - The registration link previously provided identifies the specific dates and times.

# Where do you go to attend?

- The **Training and Facilitation** program is:
  - Delivered entirely online through Adobe Connect, from the convenience of your Arizona home office or corporate office.
  - Facilitated by a skilled, professional facilitator certified by ATD who once was also new to the field and also attended their first program in training and facilitation.
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To transfer or cancel, contact ATD Customer Care at **1.800.628.2783**



# Why/How does attendance benefit you?

- The **Training and Facilitation** program benefit includes –
  - All individuals who successfully attend AND participate in the program will receive a professional certificate of completion from ATD and an electronic badge that can be used on signature lines, social media, etc.
  - Completion of this program identifies participants as a Training/Workforce Development/Talent Management professional in Arizona and beyond.
  - Connects you to a global community of like-minded professionals.

# Additional Information and Next Steps

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**Thank you!**