Empowerment Education is a training initiative of the Developmental Disabilities Institute (DDI) at Wayne State University. The purpose of the initiative is to design, implement and evaluate a comprehensive statewide training program for Michigan's direct support professionals. All Empowerment Education training programs are based on the philosophy of consumer-driven supports and services. The objectives of the training modules are:

1. Supporting Growth Through Opportunity and Choices

This training is designed to give you information about how to support people with disabilities in making their own choices without influencing them in their decision-making. Individuals attending this training will have the opportunity to:

- Understand the definition of choice
- Understand why people need choices
- Understand why you may want to make choices with someone
- Identify three ways to assist you in supporting consumer's choices

2. Ten Successful and Assertive Steps for Working with Professionals

This training is designed to give you practical ideas on how to increase your own level of assertiveness when working with professionals in service to people with disabilities. Individuals attending this training will have the opportunity to:

- Assess our current level of assertiveness
- Identify characteristics of aggressive, passive and assertive behavior
- Understand the concept of personal assertive rights
- Identify the 5 Ps of successful change
- Practice to construct and use person anchors
- Assess our problem areas of assertiveness and develop an action plan

3. Person-Centered Planning: Valuing the Contributions of Direct Support Professionals

This training is designed to address the needs of people who support people with disabilities. Person-centered planning is a process that can be used to assist people plan for their future through building of community relationships. Individuals attending the training will have the opportunity to:

- Understand the definition of person-centered planning
- Understand the contributions of direct support professionals
- Identify 10 ways to contribute to the person-centered planning process starting tomorrow
- Try 5 new person-centered planning methods within the next 3 months

4. Supporting People in Establishing Friendships and Making Community Connections

This training is designed to give you information about ways you can support people with disabilities in developing relationships/friendships with people in the community. Individuals attending this training will have the opportunity to:

- Understand the importance of relationships/friendships
- Identify difficulties people with disabilities experience in developing relationships/friendships
- Understand the role of direct support professionals in facilitating and supporting relationships
- Identify opportunities for people with disabilities to develop relationships/friendships
- Understand that facilitating relationships/friendships is something that can be incorporated into day-to-day support strategies

5. **Conflict Resolution**

This training is designed to help you understand what causes conflict and learn ways you can respond to conflict in a constructive manner. Individuals attending this training will have the opportunity to:
- Learn about attitude and self-image
- Learn how to achieve control through self-talk
- Understand conflict and criticism
- Learn how to control emotions
- Learn how to resolve conflict

6. **Teaching Made Easy**

This training is designed to give you information on how you can effectively teach people with disabilities new skills. Individuals attending this training will have the opportunity to:
- Understand the definition of direct instruction and the definition of task-analysis
- Identify the five steps of direct instruction
- Learn how to use task-analysis to teach someone a new skill

7. **Stress Management: It's All About Awareness, Attitude, and Action at Work**

This training is designed to help participants learn about how to recognize and deal with workplace stress. Individuals attending the training will have the opportunity to:
- Understand what stress is
- Learn the difference between "good" and "bad" stress
- Identify causes of stress
- Develop awareness of the signs of stress within us
- Identify ways to relieve stress

8. **Self-Advocates and Direct Support Professionals Working in Partnership to Achieve Life's Dreams**

This training is designed for people with disabilities and their direct support professionals. By attending the training and working together as a team, participants will learn about effective self-advocacy techniques. The training will also focus on the role of direct support professionals in assisting self-advocates to help them get what they want out of life. Individuals attending the training will have the opportunity to:
- Understand the meaning of self-advocacy
- Identify the steps in developing an advocacy plan
- Identify the skills needed to be a successful advocate
- Learn to use negotiation as a tool

9. **Making the Transition A.S.A.P.-As Smooth As Possible**

This training is designed for new and seasoned direct support professionals. The training was developed in response to the high rate of turnover in the profession. The training provides you with techniques that assist in making the transition from one direct support professional to another less taxing on the consumer. Individuals attending the training will have the opportunity to:
- Understand why there is turnover
- Recognize the advantages and disadvantages that accompany turnover
- Understand the importance of communication between the incoming and outgoing direct support professionals as well as the consumer
- Recognize and respond to the difficulties caused by the transition situation

10. Living a Self-Determined Life

This training module was designed to give participants an opportunity to delve deeper into the concepts and tools involved with living a self-determined life. This module will examine aspects of living a self-determined life in greater detail by breaking down the various characteristics and elements of a self-determined life. Individuals attending the training will have the opportunity to:

- Know the three characteristics of self-determination
- Know the five principals of self-determination
- Identify individual budget tools
- Be able to apply the idea of self-determination to your own life and support others

11. Introduction to Dual Diagnosis

This training addresses the topic of dual diagnosis - a person simultaneously diagnosed with an intellectual disability and a mental health concern. This module outlines research and findings regarding dual diagnosis and informs participants of the importance of addressing both sets of needs that persons dually diagnosed may face. Individuals attending the training will have the opportunity to:

- Define dual diagnosis
- Identify 3 facts about mental health
- State 3 risk factors that make people with intellectual disabilities more vulnerable to mental illness
- Identify 3 signs of mental illness in individuals with intellectual disabilities
- Identify 2 things that you can do if you support an individual who may have a mental health issue in addition to an intellectual disability

12. Education for All: Postsecondary Education is an Option for Adults with Intellectual and Developmental Disabilities

Education is an essential tool for ensuring that all individuals have the opportunity to live independent, self-determined lives. Learn how DSPs can connect adults with disabilities with educational opportunities in their communities. Individuals attending the training will have the opportunity to: To be able to list at least 3 of the benefits of postsecondary education for individuals with developmental disabilities

- To explain the links between postsecondary education, self-determination, employment, and social outcomes
- To identify 2 strategies for assisting individuals who wish to access postsecondary education
- To successfully list 3 services or supports that campus disability service offices provide to students with disabilities

13. Direct Support Professionals: Your Career Opportunity   *(**Only Available in CDROM Format)*

This module is intended to aid those interested in becoming Direct Support Professionals (DSP) in better understanding the opportunities and options that exist in the field. Individuals attending the training will have the opportunity to:

- Define the job of a Direct Support Professional
- Identify 3 places that employ Direct Support Professionals
- Identify 3 personality characteristics of highly affective DSP's
- Identify 3 positive aspects of joining this profession

14. Creating a Culture of Support

This module focuses on exploring the system of positive behavioral supports. Throughout this module, participants will learn the benefits of developing positive relations, and techniques that Direct Support Professionals can use to build and sustain positive relationships with the people that they serve. Individuals attending the training will have the opportunity to:

- Identify at least 3 benefits of developing positive relationships with those served
- Identify he central purpose of our interactions with those served
- Identify the 6 key elements in building and sustaining positive relationships
- Identify the 4 tools that all caregivers possess for building and sustaining positive relationships

15. Direct Support Professionals Policy Advocacy

Would you like to make a difference and make connections to shape your future? This module was developed for people with disabilities who would like to make changes in policies that impact their lives and promote change. Stories help us feel emotions that remind us of our values. Story telling is a powerful tool to connect with legislators and move them to act. Individuals attending the training will have the opportunity to:

- Demonstrate basic advocacy and policy skills
- Identify steps to telling your story
- Learn tips to telling an engaging story
- Identify 2 skills to locate your legislators
- Demonstrate one strategy to build long-term relationships

16. Supporting Individuals with Fetal Alcohol Spectrum Disorders

This training is designed to introduce individuals to characteristics of Fetal Alcohol Spectrum Disorder and to teach participants how to develop an effective intervention to support an individual affected by FASD. The learner objectives for this module include:

- Describe what fetal alcohol spectrum disorders are
- Describe what causes FASD and how to prevent it
- Name 3 primary disabilities associated with having an FASD
- Name 3 secondary disabilities associated with having an FASD
- Identify the 8 Magic Keys to develop an effective intervention to support an individual who has a FASD

Each two hour training module is designed to be presented in a group setting of between 10-30 people. Module 4 is also in a self-study format. All modules are approved for 1.5 adult Foster Care Licensee and Administrator credits. For information on how to schedule a training contact Elizabeth Janks toll free at 1-888-978-4334.