

Mandatory Training for Direct Support Staff

ACDS Offerings and External Resources (CET-Aligned)

This document lists the mandatory training requirements for Direct Support Staff and the related ACDS-led training offerings and applicable external resources.

Mandatory/Minimal Training for All Service Tiers

Abuse Prevention & Response Protocol (APRP)

- **External Resources:** [Alberta Government Resources on Abuse Prevention](#)
 - See also: [PDD Policy Manual](#)

Crisis Intervention

- **ACDS Training:**
 - [Non-Violent Crisis Intervention \(NVCI-CPI\)](#)
 - [Crisis Prevention Training \(SIVA\)](#) or [Crisis Prevention Training \(SIVA\) w/ ESI](#)
- **Delivery Format:** Virtual (Zoom/classroom-based)
- **Notes:** This training meets CET standards when aligned to client profiles. Facilitated by an internal certified instructor.

First Aid / Cardiopulmonary Resuscitation (CPR)

- **Training:** [OHS Alberta Approved First Aid Agencies](#)
- **Delivery Format:** Typically in-person (varies by provider)
- **Note:** Offered if available and must be provided by a qualified professional or credible organization

Medication Administration

- **Training:** [SARC Medication Assistance](#) (in partnership with ACDS)
- **Delivery Format:** Online (self-paced)
- **Note:** Promo code available on the ACDS website

Positive Behaviour Supports (PBS)

- **ACDS Training:** [Introduction to Positive Behaviour Supports](#)
- **Delivery Format:** Online (self-paced) and Virtual (Zoom/classroom-based)

Safe Bathing Training

- **ACDS Training:** [Safe Bathing Resource Toolkit](#)
- **Delivery Format:** Downloadable materials (training manual and video, test, certificate)

Safety Training Specific to Individuals and Staff

- **ACDS Training:** [Quality Supports, Safe Staff](#)



- **Delivery Format:** Online (self-paced)
- **Note:** Includes specialized sections on vulnerable sector overnight home supports, security systems, mobility challenges, and technology for secure systems.

Universal Precautions

- **ACDS Training:** [Foundations in Community Disability Studies](#)
- **Delivery Format:** Online (self-paced) and Virtual (Zoom/classroom-based)
- **External Resources:**
 - [Alberta Health Services Universal Precautions](#)
 - [Canadian Centre for Occupational Health and Safety](#)
- **Note:** Covered under Module 9 of Foundations in CDS.



Useful Service Tier II Training

Complex Medical Needs & Dual Diagnosis

- **External Resource:** [Alberta Health Services Complex Needs](#)
- **Note:** Provides specialized resources for individuals with developmental disabilities and co-occurring complex needs.

Critical Incident Debriefing

- **ACDS Training:** [Crisis Prevention Training \(SIVA\) w/ ESI](#)
- **Note:** This training includes post-intervention management (environmental safety, debriefing, and critical incident).

Harm Reduction

- **ACDS Training:** [Harm Reduction in Community Disability Services](#) Toolkit
- **Delivery Format:** Downloadable materials (training manual, facilitator guide)
- **External Resources:** [Alberta Health Services](#) (two 30-minute modules)
- **Note:** The ACDS toolkit is available at no cost.

Mental Health First Aid

- **External Resources:** [Mental Health Commission of Canada](#)

Suicide Prevention

- **External Resources:** [Centre for Suicide Prevention](#)
- **Delivery Format:** Online

Trauma Informed Care

- **External Resources:** [AHS Trauma Informed Care](#); [AHS Trauma Training Initiative](#)



Specialized Training (Additional ACDS & External Offerings)

Advanced Positive Behaviour Support Skills

- **ACDS Training:** [Advanced Positive Behaviour Support Skills](#)
- **Delivery Format:** Online (self-paced) and Virtual (Zoom/classroom-based)

Back Care and Lifting

- **Training:** [AHS Musculoskeletal Injury \(MSI\) Prevention](#)
- **Delivery Format:** Online

Community Inclusion

- **ACDS Training:** [From Community Presence to Community Inclusion](#)
- **Delivery Format:** Online

Diversity Training

- **ACDS Training:** [Intercultural Intelligence Handbook & Train the Trainer Manual](#)
- **Note:** The ACDS toolkit is available at no cost.

Dementia Basics

- **External Training:** [Mindful Hearts: Dementia Care Training Program](#)
- **Delivery Format:** Online

Introduction to Secure Treatment

- **ACDS Training:** [Introduction to Complex Support Needs & Secure Treatment](#)
- **Delivery Format:** Online (self-paced)
- **Note:** An introductory course for care and treatment in secure settings.

Outcomes Training

- **ACDS Training:** [Outcomes Training](#)
- **ACDS Training:** [Facilitating Meaningful Changes with Outcomes](#)
- **Delivery Format:** Online (self-paced)

Trauma Informed Abuse Investigation Training

- **ACDS Training:** [Trauma Informed Abuse Investigation Training](#)
- **Delivery Format:** Online (self-paced)

Staff Mentoring

- **ACDS Training:** [Fundamentals of Mentoring](#)
- **Delivery Format:** Online

For general inquiries related to training, email training@acds.ca.

