

*Prepare for a Changing Population
The Workforce Challenge of Our Time*



**Center for Aging and Disability Education
and Research Online Training Catalog**



Center for Aging and Disability
Education and Research
Strengthening the Workforce for a Changing Society

Learn What You Need to Know About Aging and Disability Develop Crucial Skills with CADER Online Learning

To meet the challenges of a changing society...



The Center for Aging and Disability Education and Research (CADER) at Boston University provides those on the front lines of service and care with the skills they urgently require now—and in the future. Prepare for the challenges of a rapidly changing society with CADER state-of-the-art online learning, the best way to meet your individual or organization training needs.

CADER online training is effective, convenient, and affordable. Our programs are developed by leading experts in aging and disability to address the core skills needed for effective practice. Courses are available separately or as part of a program, with certificates from Boston University and CEU credits available.

Individuals can complete courses at their own pace and on their own schedule. Organizations can arrange standardized training designed especially for the needs of their staff, and receive implementation and technical support from start to finish.



CADER also provides a comprehensive evaluation of skill gains for participants. Contact us today to find out how you can benefit from an exceptional learning experience focusing on real-world practice solutions.

CADER Online Learning Programs

Online Courses

CADER online courses are developed by leading experts in the field of aging and disability. Combining the resources of one of the nation's leading research universities with the latest in online learning technology, CADER online courses develop and strengthen core competencies needed for effective practice.

CADER Courses:

- Are self-paced, and can be taken anytime
- Improve core competencies
- Can be completed in 2–5 hours
- Offer Certificates from Boston University and Continuing Education Credits (CEUs)

See CADER descriptions beginning on page 4

Online Certificate Programs

CADER has developed the following programs, for individuals and organizations, to enhance competencies in important areas of practice:

- ADRC Options Counseling Certificate
- Behavioral Health in Aging Certificate
- Care Management Certificate
- Foundation in Aging and Disabilities Certificate
- Residential Housing and Community Living Certificate
- Supervision and Leadership Certificate
- Value and Ethics in Aging and Disabilities Certificate

See certificate program descriptions on page 7

Partnerships with Individuals and Organizations

CADER has worked with organizations across the country, as well as thousands of individual practitioners. Our organizational partners include area agencies on aging; state departments on aging and disability; nonprofit and for-profit companies; aging, health, and mental health providers; and housing associations. Our individual and organizational learning partners benefit from:

- Program Set-up and Management
- Orientation and Training Program Kick-off
- Supervisor Guides
- Management Reports
- Training Portal Page
- Program Evaluation

Register today or find out more at www.bu.edu/cader or 617.358.2626



CADER Online Courses

Online courses from the Center for Aging & Disability Education & Research are listed below, along with available continuing education credits (CEUs). These courses can be taken individually, or as part of one of our certificate programs.

Go to www.bu.edu/cader to find out more.

A Foundation in Ethics, Critical Thinking, and Problem Solving

(3 CEUs)

This course will focus on basic ethical principles including autonomy, beneficence, non-maleficence, and justice. It will also discuss informed consent, capacity, competence, and confidentiality. You will have the opportunity to work through common practice situations using the ethical principles you have learned. You will also develop a greater understanding of the process of critical thinking and how it facilitates problem solving in difficult ethical situations.

A Guide to the Aging and Disability Networks

(4 CEUs)

This course is intended to acquaint workers with the variety of services available to older adults and people with disabilities through programs supported by federal and state governments, as well as local agencies. By the conclusion of this course, you should be able to assist consumers with information about resources, discuss eligibility for programs that meet their particular needs, and navigate the aging and disability networks.

Aging in Community

(4 CEUs)

As a society, we are increasingly recognizing the importance of community-based options as an economical and effective means of providing care. This course provides an overview of the emerging issues of aging in our communities, the benefits and challenges, with a focus on the role of the practitioner. Learners will gain practical skills, including how to find a balance between safety and independence for the older adult in the community.

Alzheimer's Disease and Other Neurocognitive Disorders (Dementias)

(4 CEUs)

Care managers, social workers, and others who provide services to older people are often the first to notice signs of Alzheimer's disease and other neurocognitive disorders. This course teaches practitioners to recognize signs and symptoms of the common dementias so that they can refer clients for appropriate diagnostic screening, as well as provide education, support, and referrals. Discussion includes legal and ethical issues and the implications of ethnic and cultural differences for effective intervention strategies.

Assessment with Older Adults and Persons with Disabilities

(4 CEUs)

With this course you will learn how to determine the long-term living needs of older people and other adults of any age who have functional disabilities and want to live in the community. The course looks at assessment as a process where practitioners work in partnership with consumers to understand what is required to meet their goals for independent living. It includes information on the physical, mental, emotional, familial, and social conditions that might be acting as barriers to realizing those hopes and goals and how to work to address those barriers to create a person centered plan.

Care Management Practice

(2 CEUs)

Social service practitioners have traditionally played an important role in care management, the collaborative process of assessment, facilitation, and coordination of services and supports to older adults and people with disabilities. With current developments in the health and long-term-care system, that role remains crucial, especially in coordinating the care of individuals who wish to live as independently as possible. This course provides an overview of care management and presents the latest in skills and tools for providing support for clients and their families.

Care Transitions

(4 CEUs)

This course will focus on care transitions – the movement of individuals from one level of care to the next. It also explains the role that community based organizations can play in these transitions. The course will describe the main components of evidence based models, tools for their implementation, and how the models differ from one another. In addition, it provides participants with case studies that highlight the skills needed by practitioners to assist in effective care transitions.

Common Sense Management for Caring Organizations

(3.5 CEUs)

This course focuses on management approaches to direct care workforce issues from the study of high-performing home care agencies and nursing homes.



Compulsive Hoarding among Older Adults (4 CEUs)

Hoarding is a common problem with serious risks to health and safety. This course describes the signs of compulsive hoarding, the trajectory of the condition, and how it affects the individual's behavior and ability to function at home and in the community. The course features methods of assessment, treatment, and intervention to help clients and their families. Case studies provide examples of how to apply the information you've learned.

Core Issues in Aging and Disabilities (5 CEUs)

This course provides a comprehensive overview of how disability and age can affect function and quality of life along the continuum of adulthood. It identifies the health conditions that can lead to disability as well as the social, physiological, and psychological changes that adults experience as they age. You will learn about integrated approaches to "long-term living" and the practical implications for consumer choice, self-determination, and ethics for service providers.

Driving Transitions with Older Adults (3 CEUs)

Driving or not driving—can be a major concern for older adults and their families. Social service practitioners are often called upon to lead discussions on driving with older adults and families and to facilitate referrals for assessment of driving skills and development of alternative transportation options. It examines how visual, cognitive, and other functions that change with age can affect driving and how they can sometimes be mitigated by training or occupational and physical therapy.

Elder Abuse, Neglect and Exploitation (4 CEUs)

In the face of ethical and legal mandates, practitioners must be able to recognize the signs of abuse, neglect, exploitation, and self-neglect that they encounter in their work, and must be able to follow up appropriately. This course provides an understanding of abuse and neglect in its various forms, the signs and symptoms, reporting requirements, and how practitioners can work with Adult Protective Services and the other legal, medical, and community agencies that deal with this difficult and complex issue.

End-of-Life Issues (4 CEUs)

This course offers insight and tools to prepare social service practitioners for the challenges—and the rewards—of caring for older adults as they approach the end of life, and of providing support to the older adult's family and friends as they share that journey. The course provides clinical practice techniques, assessment, care-planning and treatment interventions. Self-awareness exercises are included to help course participants assess their own attitudes toward death.

Interdisciplinary Care Teams (3 CEUs)

Teamwork brings people with varying knowledge, skills, and values together to achieve mutually agreed-upon goals. In the case of interdisciplinary care teams, the goal is to provide the best possible care to older adults and people with disabilities. This course explains what makes an effective team member, looks at stages that teams go through, and ways to address team conflict. Throughout the courses there are examples of team problem solving and how teams come up with solutions as they develop care plans.

Legal Principles & Decision Making in Practice (3 CEUs)

This course is designed to address the major legal and ethical issues related to informed consent and decision making that social service and health care professionals encounter when working with older adults and people with disabilities. It discusses the elements of informed consent and explains why it is needed, both ethically and legally. It describes important terms such as capacity and competence and how to understand the difference between the two. You will find vignettes, throughout the course that illustrate these concepts in practice situations.

Managing Medications during Care Transitions (2 CEUs)

This course is about how our current health care system manages the transitioning of people from one health care setting to another and how well it maintains the integrity of their medication regimen as they move between care settings. It is designed to give you basic knowledge about the drugs that are commonly prescribed for people with chronic medical conditions and will give you some ideas about how to help people manage their medicines through transitions of care.

Mental Health and Aging Issues (4 CEUs)

Social service practitioners usually receive little or no training in the mental health concerns that impact older adults. The prevalence of coexisting medical conditions, greater use of multiple medications, and stereotypes about aging are among the many issues that make mental health concerns of the older individual complex and particularly challenging. This course provides practitioners with fundamental knowledge of the signs and symptoms of common mental health concerns and the tools required to address their clients' needs in this crucial realm.

"I am so pleased to have had the opportunity to take this course. It was insightful and helped me expand my knowledge to be a better case manager."

Mental Health Training in Options Counseling (4 CEUs)

This course is designed to help options counselors provide information and resources to consumers who can then make choices about services that support a self-defined quality of life. It is important for option counselors to understand mental health issues in a historical context, be familiar with language used to describe psychiatric issues, and recognize self-determination as a human right. In addition, it is important to learn what it means to be trauma sensitive, as well as how to ask questions, listen, and respond in an authentic way unique to each individual.

Mental Wellness and Resilience among Older Immigrants and Refugees (3 CEUs)

By the end of this course, you will have become familiar with the background of immigration in the United States, and how it impacts older adults. It will help you identify the stressors and barriers faced by older immigrants and refugees as well as understand the strengths and resources found in immigrant and refugees communities. You will also explore your own cultural attitudes and beliefs and how they may affect your work with immigrants and refugees.

Participant Direction in Managed Long-Term Services and Supports (2 CEUs)

Managed care has become an emerging model of choice for delivering long-term services and supports in home and community-based settings. This course explains the role of participant direction within managed care, specifically managed long-term services and supports (MLTSS), and will help you build your organization's business capacity to offer participant-directed services within MLTSS plans.

Substance Use among Older Adults (4 CEUs)

This course will discuss the use of alcohol, and drugs, including illicit, prescription, and over-the-counter medications. You will explore the most effective ways to engage older adults in discussions about their use of alcohol and drugs and provide referral resources. You will also be able to explore your own attitudes about substance use in this population, and understand more clearly the barriers to effective identification and treatment.

Suicide Prevention among Older Adults (4 CEUs)

Undetected and undertreated depression and the corresponding high rate of suicide among older adults present one of the most urgent problems we face in caring for the aging population. This course prepares those working with older adults to recognize suicide risk among their clients, to intervene, and to engage in and promote suicide prevention. The course focuses on what is known about suicide and the risks for vulnerable older adults based on the latest research and the practice experience of healthcare professionals.

Suicide Prevention among Older Immigrants and Refugees (2 CEUs)

This course provides information about the prevention of suicide in older adult immigrants and refugees. It discusses data on the prevalence of suicide by age, gender, race, and country of origin, as well as the known disparities in our health care system that leave some people at greater risk for chronic physical and mental distress. Also included in this course are summaries of some of the major research findings about why people take their own lives and how to recognize the risk factors for suicide in older adults.

Supervision for Effective Practice with Older Adults (4 CEUs)

Supervising social service practitioners who have older clients in their caseloads requires a melding of supervisory best practice with understanding of the particular requirements of working with older adults—the special medical, emotional, ethical, and legal challenges that are associated with later life. With this course, you'll develop knowledge in both of these crucial areas. You will see how the collaborative, respectful, and supportive relationship you build with staff members can be replicated between them and their clients.

Understanding Consumer Control, Person-Centered Planning, and Self-Direction (3 CEUs)

This course is designed to help workers more fully understand the definition and meaning of person-centered planning, consumer control, consumer choice, and consumer direction and the practice of this approach and philosophy. This course will also review historical developments of consumer control, legal mandates and provide scenarios throughout.

Working with Informal Caregivers (4 CEUs)

With family members and other unpaid, or "informal," caregivers providing the majority of ongoing primary assistance to older adults, social service and healthcare providers must be able to work effectively with this essential component of a comprehensive system of care. Studies show that informal caregivers often experience a high degree of satisfaction from their contributions, but they also experience stress and other challenges. This course will prepare you to adapt your knowledge of supportive services, resource development, and care management to support and collaborate with informal caregivers in a variety of situations.

CADER Certificate Programs

CADER comprehensive certificate programs are available for organizations and individuals. Each program combines an array of courses to build a foundation of competencies in an important practice area.

Certificates consist of five online courses for a total of approximately 18 hours of online training.

ADRC Options Counseling Certificate

The need to provide person centered and coordinated services to older adults and persons with disabilities has led to the creation of Aging and Disability Resource Centers (ADRCs) across the United States. A well-trained workforce is essential to the mission of ADRCs as they assist consumers in accessing long-term care services and supports. This comprehensive, skill-based online training program is designed to enable those working in ADRCs gain the knowledge and skills needed to meet the challenges of this changing system of service.

Behavioral Health in Aging Certificate

With the growth of the aging population and its increasing diversity, it is imperative to examine what we can do to build healthy communities and address the relationship of mental wellness to overall health and well-being. It is estimated that one in four older adults will have a behavioral health concern. This program will enrich your understanding of the major mental health conditions and substance use concerns facing older adults as well as the importance of promoting mental wellness and resilience. Attention will be paid to the importance of screening, assessment and evidence based interventions.

Care Management Certificate

Address your need to stay current with the latest developments in care management and care coordination. The passage of healthcare reform makes this Certificate a vital resource for health and social service practitioners. Providing coordinated care and care management are becoming increasingly important in connecting older adults and persons with disabilities to needed services and assisting them in remaining independent. This Certificate provides participants with an understanding of the core functions and responsibilities of care management and care coordination, an introduction to care transitions, and a review of the resources available to support care in the community.

Foundation in Aging and Disability Certificate

Gain the knowledge and skills necessary for effective practice in the growing fields of aging and disabilities. This Certificate provides a strength based approach for health and social service practitioners looking at aging and disabilities from a biological, psychological, and social perspective. Included will be content on the assessment process, available services and supports and how to utilize this information to benefit the people with whom you work. This Certificate is indispensable for those entering the field as well as those with experience who are looking to further develop their knowledge and skills in these important content areas.

Residential Housing and Community Living Certificate

This Certificate focuses on the core knowledge, skills, and values needed to work effectively with older adults in residential housing or living at home in the community. Social service providers play a critical role in helping older adults enhance the quality of their lives and in supporting them to remain active and independent in the community. This Certificate explores the resources needed for and barriers to aging in place, how to promote independent living with ignoring safety, and supportive housing options and programs.

Supervision and Leadership Certificate

Develop the skills needed for effective leadership in today's complex health and social services arena. This program includes a focus on the competencies needed to be an effective supervisor, team leader and manager. It will explore the challenges faced by leaders as they work in diverse organizations, and systems.

Values and Ethics in Aging and Disabilities Certificate

This Certificate is designed to enhance learner competencies in the area of ethical and legal issues that arise in everyday practice for those who work with older adults and persons with disabilities. Questions can arise around issues of informed consent, capacity and competence, as well as independence and safety. This program reviews basic ethical and legal principles, includes examples of how these principles relate to ethical dilemmas and provide a framework for solving them in the situations in which they are likely to arise. In addition, attention is paid to the areas of elder abuse, end of life and suicide prevention.

Area Agency on Aging Network Certificate Programs

CADER has partnered with n4a to create n4a University. Featuring online training programs designed to meet the needs of AAAs, Title VI programs, and their provider networks, the program uses a validated, skill-based curriculum to develop the knowledge and skills of staff working for organizations in the Aging Network. Enroll today at <http://sites.bu.edu/n4auniversity/>



CADER Online Learning Programs

From the best research, practice, and teaching,
with the latest learning technology...TO YOU!

Benefits of CADER training:

- Quality, convenience, cost-effectiveness
- Standardized training throughout your organization
- Demonstrable skill gains
- Resources and support for implementation
- Evaluation of training effectiveness
- Certificates and CEUs

CADER is dedicated to strengthening the workforce for a changing society through educational innovation

“Every Council on Aging Director should take this course, it was that informative. I have learned so much and have increased my knowledge of mental health issues. I came into this course thinking I really understood mental health issues however, I came out of the course learning so much more than I thought I would.”

—Mental Health and Aging Issues Online Course

“Love the courses, material is easy to understand and navigate.”

—Foundations in Aging and Disability Certificate

“I truly enjoyed the class and feel empowered with the information I received.” —Behavioral Health and Aging Certificate



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