



CMS Core Competency Cross Walk

CMS Direct Service Worker Core Competency Areas		College of Direct Support (CDS) <i>Intellectual & Developmental Disabilities</i>	College of Employment Services (CES) <i>Employment Specialists</i>	College of Personal Assistance & Caregiving (CPAC) <i>Aging & Physical Disabilities</i>	College of Recovery & Community Inclusion (CRCI) <i>Behavioral Health</i>
1	Communication	Everyone Can Communicate		Disability Rights & Independent Living: L5 Roles and Responsibilities of a Home Care Provider: L2, L4, L5 Safety at Work: Information for Home Care Providers: L4 Being Prepared for an Emergency Dementia Care: L10, L12, L13, L14, L15, L16, L17	The Effective Use of Documentation Cultural Competence in Mental Health Service Settings: L1, L2, L4, L5, L6, L10, L11, L12 Seeing the Person First: Understanding Mental Health Conditions: L2, L7, L8 Professionalism and the Community Mental Health Practitioner: L2, L3, L4***
2	Person-Centered Practices	Person Centered Planning and supports Implementing Participant-Directed Supports Participant-Directed Services: A Toolkit for Hiring Great Direct Support Professionals	Principles of Career Development; Strategies for Job Development, Part 1	Disability Rights & Independent Living: L3, L4, L5 Roles and Responsibilities of a Home Care Provider: L1, L2, L4	Seeing the Person First: Understanding Mental Health Conditions: L1, L2, L3, L4, L7, L8 Mental Health Treatments, Services and Supports: L4, L5, L6, L7 Introduction to Mental Health Recovery and Wellness: L3, L4, L5, L6, L7, L8 Principles and Practices of Community Inclusion: L1, L3, L5 Cultural Competence in Mental Health Service Settings: L1, L2, L3, L5, L6, L11 The Effective Use of Documentation: L4, L12 Professionalism and the Community Mental Health Practitioner: L2, L4***
3	Evaluation and Observation	Person Centered Planning and Supports Functional Assessment Teaching People with DD		Healthy Lives One Healthy Lives Two Cerebral Palsy Care Diabetes Care Dementia Care	Seeing the Person First: Understanding Mental Health Conditions: L4, L5, L6, L7, L8 Introduction to Mental Health Recovery and Wellness: L5, L6, L7, L8 Cultural Competence in Mental Health Service Settings: L1, L2, L3, L6 Principles and Practices of

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					Community Inclusion: L5
4	Crisis Prevention and Intervention	Positive Behavior Supports		Healthy Lives Two Roles and Responsibilities of a Home Care Provider: L3 Safety at Work: Information for Home Care Providers Being Prepared for an Emergency	The Effective Use of Documentation: L10 Mental Health Treatments, Services and Supports: L2, L3, L7 Introduction to Mental Health Recovery and Wellness: L6, L7, L8
5	Safety	Safety Emergency Preparedness Universal Precaution and Infection Control Maltreatment: Prevention and Response		Healthy Lives Two: L4 Roles and Responsibilities of a Home Care Provider: L3 Safety at Work: Information for Home Care Providers Being Prepared for an Emergency Dementia Care: L25, L26, L27	The Effective Use of Documentation: L8 Universal Precautions and Infection Control Professionalism and the Community Mental Health Practitioner: L6***
6	Professionalism & Ethics	Direct Support Professionals Professional Documentation Practices	Foundation of Employment Services	Roles and Responsibilities of a Home Care Provider Disability Rights and Independent Living : L5	The Effective Use of Documentation: L13, L14, L15 Professionalism and the Community Mental Health Practitioner*** Understanding HIPAA: Protecting Confidentiality and Privacy***
7	Empowerment & Advocacy	Intro to Individual Rights and Choice Civil Rights and Advocacy	Performance Coaching and Support Part1: Assisting Individuals Off the Job	Disability Rights and Independent Living	The Effective Use of Documentation: L2 Seeing the Person First: L1, L2, L4 Mental Health Treatments, Services and Supports: L4, L5, L6 Introduction to Mental Health Recovery and Wellness: L3, L4 Cultural Competence in Mental Health Service Settings: L10 Principles and Practices of Community Inclusion: L2, L4 Professionalism and the Community Mental Health Practitioner: L2, L6***
8	Health and Wellness	Supporting Healthy Lives Intro to DD Disability Focused Courses** Intro to MH & MI Intro to Medication Supports		Personal Care Healthy Lives One Healthy Lives Two Cerebral Palsy Care Diabetes Care Dementia Care	Seeing the Person First: Understanding Mental Health Conditions Introduction to Mental Health Recovery and Wellness Mental Health Treatments, Services and Supports Universal Precautions and Infection Control: L3, L4, L5, L7, L8, L9, L10

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					The Effective Use of Documentation: L6 Professionalism and the Community Mental Health Practitioner: L2***
9	Community Living Skills & Supports	Home and Community Living Personal and Self-care You've Got a Friend	Performance Coaching Part 2: Assisting Individuals Off the Job	Personal Care Healthy Lives Two: L1, L2, L3, L4 Disability Rights & Independent Living: L4, L5 Safety at Work: Information for Home Care Providers: L1, L3 Being Prepared for an Emergency Dementia Care: L18-L25	Mental Health Treatments, Services and Supports: L4, L5, L6, L8 Seeing the Person First: Understanding Mental Health Conditions: L2, L3, L7, L8 Principles and Practices of Community Inclusion: L5, L6, L7
10	Community Inclusion & Networking	You've Got a Friend Working with Families and Other Support Networks Community Inclusion Employment Supports Supporting Jobs and Careers in the Community *College of Employment Services (CES)	Foundation of Employment Services; Networking	Disability Rights & Independent Living: L4 Safety at Work: Information for Home Care Providers: L5 Being Prepared for an Emergency: L4 Dementia Care: L24	Principles and Practices of Community Inclusion Seeing the Person First: Understanding Mental Health Conditions: L2, L3 Mental Health Treatments, Services and Supports: L4, L8 Professionalism and the Community Mental Health Practitioner: L4***
11	Cultural Competency	Cultural Competence	Foundation of Employment Services	Disability Rights & Independent Living: L3, L5 Roles and Responsibilities of a Home Care Provider: L4 Being Prepared for an Emergency: L1	Cultural Competence in Mental Health Service Settings Professionalism and the Community Mental Health Practitioner: L2
12	Education, Training and Self-Development	Direct Support Professionals *CFSM	9 courses of the CES curriculum are approved for continuing education credits through the Commission on Rehabilitation Counselor Certification (CRCC); CES has applied for accreditation from the Association of Community Rehabilitation Educators (ACRE)		Cultural Competence in Mental Health Service Settings: L7, L8, L12 Professionalism and the Community Mental Health Practitioner: L1, L7***

*CFSM is the College of Frontline Supervision and Management.

**Disability Focused Courses: Autism, Diabetes, Depression, Cerebral Palsy, Epilepsy, Brain Injury, & Dementia

*** All courses in the CRCI curriculum. Currently over 80 lessons and over 40 hours of training and education.

For more information about these competencies and the DirectCourse curricula, please visit:
directcourseonline.com/cms-core-competencies