

Professional Development

UCP recognizes that professional development is key to both your success and ours! It is our goal to provide as many education and training opportunities as possible to meet the needs of our dynamic workforce.

- **ALL** UCP Team Members attend a robust **New Employee Orientation** program that includes courses such as Diversity, Equity & Inclusion, Individual Rights and Incident Reporting, Understanding Developmental Disabilities, Maintaining Professional Boundaries, Trauma-Informed Care, Crisis Prevention...and many more. Establishing a strong foundation for success in your new position is what drives our approach to orientation. **ALL** UCP Team Members are also stepped through a comprehensive, position specific 90-day **Onboarding Plan** to further ensure success.
- **Ongoing Monthly Trainings** and **Annual Retreats** are offered to **ALL** UCP Team Members on a variety of topics that are relevant to them and their respective roles within the organization.
- UCP trains and certifies **Direct Support Professionals and Supervisors** in **Medication Administration, CPR/First Aid, and Community Participation Supports (ODP)**, and provides access to an abundance of online training through the **College of Direct Support**. UCP also trains **Direct Support Professionals and Supervisors** in **Safe & Appropriate Behavior Supports and De-escalation Strategies**.
- Through its innovative **Career Pathfinder Program**, UCP offers a variety of opportunities for **Direct Support Professionals and other frontline staff** to earn various certifications, badges and credentials through organizations such as the **National Association of Direct Support Professionals (NADSP), Charting the Lifecourse, and SHIFT**. Wage increases and bonus opportunities recognize and reward team members who successfully complete the requirements of their selected programs.
- **Supervisors and Managers** are developed through **UCP's Manager Academy** and **New Supervisor Orientation**, and emerging leaders are identified through our **Succession Planning Program** for additional growth and development opportunities.

This list is not an exhaustive compilation of the professional development opportunities that UCP provides its team members. As needs are identified, additional training solutions are developed and offered. As we always say, HAPPY LEARNING!

