

## TRAINING NEEDS IDENTIFICATION AND FUNDING ALLOCATION

### I. POLICY AND BACKGROUND

Provider Network Formation and Management (IAC 441-25.21 (1)j)

### II. PURPOSE

The ECR continually strives to improve the services provided within the region through on-going trainings offered to providers within and staff of the ECR. Identifying the training needs of providers and staff is important to ensure that trainings offered are what are needed and wanted, as well as to ensure individuals are afforded service experiences that enhance their lives.

### III. PROCEDURE

Trainings are offered for providers of brain health, disability services, peer support, as well as additional public education opportunities. Input for training needs will be sought via an annual survey distributed to regional providers. Individual counties facilitating provider meetings will provide individual county or area needs to the Operations Committee for review at the time of budget preparation.

The Learning Community Steering Committee meets regularly to discuss, plan and implement trainings across the region. Virtual, in person and recorded training options are presented by and to committee members.

Providers are encouraged to take advantage of the regionally hosted trainings that will be offered at a minimum of 3x/year. Beyond those trainings, providers may identify training needs specific to their organizations and request funding for training through the regional Operations Coordinator, who will consider the costs associated with the training and available funds.

Providers may request funding for training based upon the needs of the persons they serve and in order to increase provider competency. Once approved, funds may be used for training expenses, including staff salaries to attend training. The amounts available are based upon the following criteria:

For providers with FTE staff of 0-50:	\$7500 in training offerings per year
For providers with FTE staff of 51-200:	\$15,000 in training offerings per year
For providers with FTE staff of 201+:	\$20,000 in training offerings per year

Funds are limited to the amount approved in the region's annual, certified budget and will be distributed on a first come, first serve basis.

