



Inspiring Practice Series

Inspiring Knowing

DISABILITY SUPPORT

PROFESSIONAL DEVELOPMENT PROGRAM

Quality through continuous learning



BASIC System

WE OFFER A WIDE RANGE OF TRAINING SOLUTIONS TO MEET YOUR ORGANISATIONAL NEEDS

The CBChange training team are all NDIS registered behaviour support practitioners with diverse specialist skills and experiences united in our desire to see people thrive. Working collaboratively using evidence informed best practice, we create more meaningful connections and experiences to develop insight and understanding leading to positive and sustainable transformative change.

We have decades of combined experience in working with participants with a disability, their families, carers and direct support staff, support coordinators, disability organisations and their leadership teams, and the allied health professionals supporting participants with complex behavioural needs.

Drawing on our wealth of knowledge, skills, and cross sector experience we can develop training solutions tailored to the needs of your participants, teams, or organisation.

As part of Inspiring Practice Series, we offer a range of training packages that provide the skills & knowledge staff require to deliver inspirational person-centred support.

We provide direct support workers with the knowledge and skills required to attune, co-regulate, and respond safely when supporting people who engage in behaviours of concern.



CHALLENGES FOR DISABILITY ORGS



Limited support: Without the proper training and understanding of support, staff may be unable to effectively address and manage concerning behaviors, putting individuals at risk of harm and compromising their quality of life.



Workplace incidents: Without the proper training and resources, staff may be more likely to experience workplace incidents and accidents, which can result in legal liabilities and compensation claims.




Staff turnover: Without adequate training, staff may experience high levels of stress, burnout, and job dissatisfaction, leading to increased staff turnover and the associated costs of recruitment and training new staff.



Reputational damage: Organisations that do not invest in support training may be perceived as providing inadequate support, which can damage their reputation and impact their ability to attract and retain participants, funding, and support from stakeholders.



Failure to meet regulatory standards: Organisations are legally required to provide safe and appropriate support, and failure to invest in support training for staff may put them in breach of these regulations, resulting in fines and legal penalties.



Risks of emotionally exhausted disability support staff for both participants and organisations include poor quality support, high turnover rates, burnout, health problems, and potential legal and ethical violations.

THE BENEFITS OF OUR TRAINING



Improved staff knowledge and skills: By providing support training, organisations can equip their staff with the knowledge, skills, and strategies needed to effectively support individuals with concerning behaviors. This can lead to improved outcomes for the individuals they support and enhance the quality of support provided.



Enhanced reputation and community relations: Demonstrating a commitment to providing high-quality support and investing in the training and development of staff can enhance an organisation's reputation and build stronger relationships with stakeholders and the wider community.



Increased staff confidence and job satisfaction: Staff who receive support training are better equipped to handle complex behaviors, promoting a positive and safe work environment and reducing the likelihood of burnout and job dissatisfaction.



Better risk management: By providing staff with the tools to proactively reduce, and effectively respond to, concerning behaviors, organisations can reduce the risk of adverse incidents and ensure the health and safety of everyone involved.



Cost savings: Providing staff with effective support training can reduce the need for more intensive, costly interventions, ultimately leading to cost savings for the organisation.

Investing in training improves employee growth, well-being and effectiveness in supporting individuals with concerning behaviors, leading to a positive work environment, reducing burnout and dissatisfaction.

WHAT MAKES US DIFFERENT... THE BASIC SYSTEM APPROACH TO INTEGRATED SERVICE DELIVERY

Our services are underpinned by the **BASIC System™**, a fully integrated and systematic approach to Therapeutic Support. It is a new and unique system developed by CBChange, able to guide practice across a wide range of settings/sectors, and all levels of leadership, care, and support.

The **BASIC System™** is inclusive of the **Behaviour Change Roadmap**, a one page guide to the therapeutic support process; the **Therapeutic Conceptual Framework**, which serves as the foundation of the **BASIC System™** and provides an in-depth understanding of the underlying causes of Behaviours of Concern; and the **Therapeutic Support Model**, which fosters positive change via the creation of a therapeutic milieu.



INSPIRING PRACTICE SERIES™

Ongoing Online Australia Wide Training, Coaching, Mentoring, and Supervision for Professionals seeking to adopt the CBChange **BASIC** System™ models of practice with pathways for recognition with the **BASIC** System Certification Board (BSCB).

Three Levels of Integrated Practice

Inspiring People



BSCB: Assistant – Coach

Professional Development Program for Direct Care Staff designed to embed therapeutic behaviour support into everyday care practice

Inspiring Knowing



BSCB: Intern - Practitioner

Professional Development Program for Behaviour Support Practitioners aimed at developing clinical knowledge and practice to enhance therapeutic support at NDIS Commission Core Level competencies

Inspiring Change



BSCB: Therapist - Specialist

Continuous professional development for Behaviour Support Practitioners, focusing on specific subject areas and successful change-making at NDIS Commission Proficient level competencies and above.

Each Inspiring Practice level is inclusive of the following key components

Foundation Program

A comprehensive online or intensive in-person training program providing the foundation skills and knowledge required at each level of practice. This training is a prerequisite for registration with the BSCB

Development Program

Online case presentation and group supervision focused on exploring practice examples and deepening the applied understanding of the **BASIC** System™ Framework and Model of Practice

Certification Program

A comprehensive program of online coaching, supervision, and specialist training that enables staff to achieve and maintain certification with the BSCB, while deepening their therapeutic lens and developing practice specialisations



INSPIRING PEOPLE - DISABILITY SUPPORT STAFF TRAINING

Inspiring People Foundation Training

This training program is designed to provide disability support staff with foundation knowledge in the **BASIC System™** and the skills needed to provide disability focused therapeutic support. In addition to introducing a relationally based approach to attuned positive behaviour support, this training also fosters an understanding of how to attune, co-regulate and respond safely to incidents of occupational violence and aggression.

Inspiring People Supplementary Training

Building on the knowledge and skills obtained in the foundation training program, the supplementary training program offers a wide range of additional learning modules, thus enabling a flexible approach to customizing professional development depending on each worker or team learning needs. Our range of supplementary training modules include:

- Trauma Informed Care for Disability Support Workers
- Behaviour Support for Disability Support Workers
- Therapeutic Person Centred Active Support
- Understanding the Needs of People with Autism & Intellectual Disability
- Reflective Practice for Disability Staff Teams
- Meeting Communication and Sensory Needs
- Supporting People through a Disability Forensic Lens
- Person Centred Planning and Support
- Any of the above can be individualised to meet specific needs (workplace, individual behaviour support plan, etc)

Can't see what you need?
Tell us how we can help you!



MEET OUR TRAINING TEAM!



Heather Lambert



Steph Pickering



Alyson Walsh



Mitch Bayliss

**Contact us today
to discuss your training needs!**

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