

# S-480 COMPLEMENTARY TRAINING AND DEVELOPMENT FOR HOME SHARERS



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Version 2 effective November 19, 2009

(previously RF-09)

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## Policy

### 1. Preamble

Adults receiving care from home sharers may face several challenges. Continued training for home sharers is an important and essential aspect that allows these individuals to grow and improve their ability to provide care to the adults in their home. Training improves the stability of placements and retention of home sharers.

### 2. Policy

Each year, Valoris offers home sharers a wide range of development opportunities and training that complements the basic training they have received.

## Procedure

### 1. Planning/Training activities

Each year, the worker must propose complementary training sessions in addition to the basic training, according to the needs and priorities identified by home sharers and agency staff during the annual assessment. Valor & Solutions is responsible for organizing the activities and inviting home sharers.

Training and development activities offered to home sharers may include:

- workshops and conferences;
- presentations on one particular subject;
- courses based on selected topics.

It is important that home sharers and workers share common knowledge about the care of adults, as well as a mutual understanding of their respective roles. This will allow them to communicate and work together more efficiently and in the best interests of the adult in care.

### 2. Other opportunities for training and development

Valoris encourages home sharers to attend workshops, conferences and courses offered by other community organizations on topics relating to the care of adults with special needs, which are consistent with the agency's policies and guidelines.

### 3. Compensation Grid (*per diem*)

Valoris compensates home sharers according to a compensation grid that has been established to reflect the needs of the adult in care. There is as well in exceptional cases,

the possibility of positive incentives according to precise goals having been attained to enhance the development of the adult.

## **Definitions**

*Home sharers* : A family consisting of one or more persons in which a service agency places a person with an intellectual disability who has no relationship with this family, so that this person resides there and receives care, support and supervision for which the home sharers will be paid by the service agency.

## **Annex(es)**

## **References**