



**CADER**

**Center for Aging & Disability  
Education & Research**

**Connecticut Advanced Voluntary Training Program –  
Support & Planning Coach Certificate  
CADER Evaluation Report  
April 2026**



School of Social Work:  
Center for Aging & Disability Education & Research

# Program Overview

The Connecticut 1199 Training Fund partnered with CADER to develop the Connecticut Advanced Voluntary Training Program – Support & Planning Coach Certificate. The purpose of this training initiative was to provide an opportunity for career advancement for personal care attendants (PCAs). Upon completion of the certificate, PCAs became qualified to work as a Support & Planning Coach in the State of Connecticut, a more advanced role that offers a higher salary. PCAs completed the certificate free of charge and received a stipend.

The certificate consists of four CADER courses. This report presents training outcomes for 54 learners who completed the certificate in 2025.

1

A Guide to the Aging and Disability Networks

2

Assessment of Older Adults and Persons with Disabilities

3

Understanding Consumer Control, Person-Centered Planning, and Self-Direction

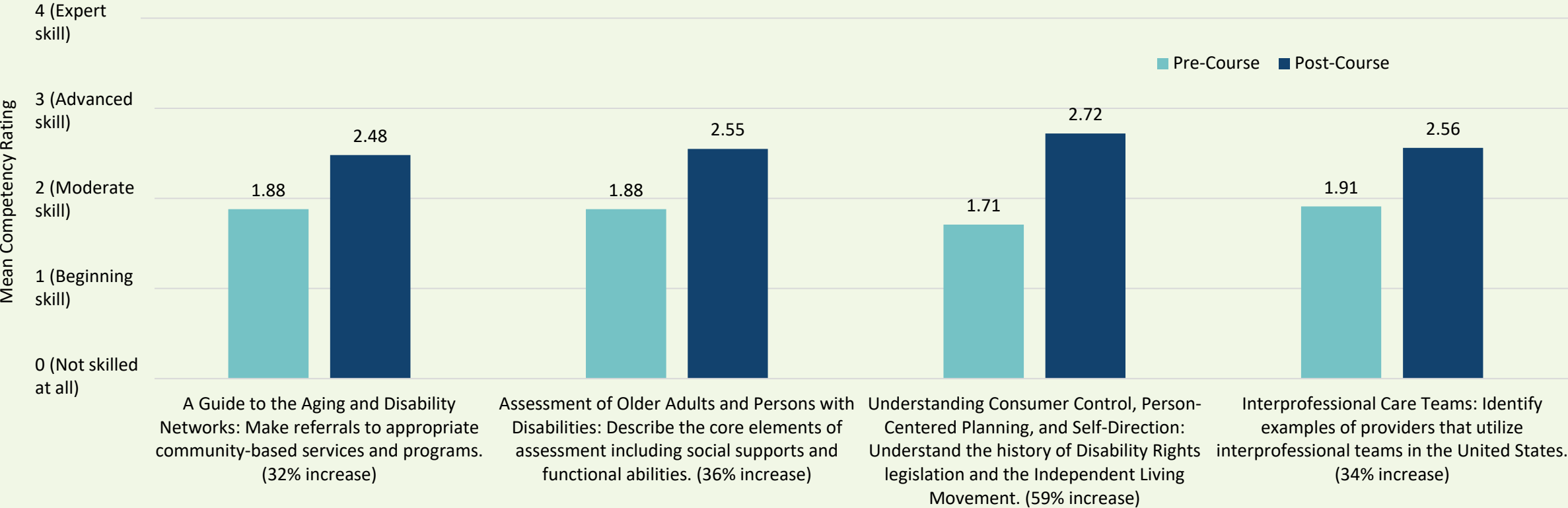
4

Interprofessional Care Teams

# Competency Results

At the beginning and end of each course, learners were asked to rate their skill level on various competencies. Below is a sample competency from each course, along with the percent increase in skill level which were statistically significant ( $p < .05$ ).

### Mean Competency Ratings



# A Guide to the Aging and Disability Networks

## Learner Feedback

**98%**

of learners agreed or strongly agreed that the course expanded their knowledge and understanding of the topic area.

**98%**

of learners agreed or strongly agreed that the course will enable them to provide high quality care and services to older adults.

*“Being more helpful with confidence and knowing I have more information to help my current and future clients.”*

*“I have new knowledge of agencies and I will be able to direct people and their families to an agency that will fit their needs.”*

*“This course was very informative. I appreciate being exposed to all of the resources that were made available. I appreciate the videos and scenario-like questions that were a part of the course.”*



# Assessment of Older Adults and Persons with Disabilities

## Learner Feedback

**98%**

of learners agreed or strongly agreed that the course will enable them to provide high quality care and services to older adults.

**100%**

of learners agreed or strongly agreed that the course will help them feel more confident in their job role.

*"I really enjoyed this particular subject. I learned a lot, I became more aware, and it was helpful in building my confidence with regard to moving forward in my work in a more positive and professional way."*

*"Greatly appreciated the materials used in this course. It was relevant to the supports that I currently provide to my individuals."*

*"The course will enable me provide the best care and resources to my clients."*

*"It gives you the tools necessary to perform an assessment that will improve my clients' quality of life with programs and services that match their needs."*



# Understanding Consumer Control, Person-Centered Planning, and Self-Direction

## Learner Feedback

**100%**

of learners agreed or strongly agreed that the course will help them feel more confident in their job role.

**100%**

of learners agreed or strongly agreed that the course will enhance their practice skills in the topic area.

*"This course was excellent in providing exactly what is needed for this profession."*

*"Having a much better understanding of person-centered programs and a history knowledge on disability rights."*

*"I found the historic perspective on current programs helpful. I also appreciated the emphasis on consumer choice in developing programs and services for the individuals that I serve."*

*"I plan on implementing skills learned throughout the course and making sure that the consumer is the one making the decisions."*



# Interprofessional Care Teams

## Learner Feedback

**100%**

of learners agreed or strongly agreed that the course expanded their knowledge and understanding of the topic area.

**98%**

of learners agreed or strongly agreed that the course will enhance their practice skills in the topic area.

*“This course effectively presented the challenges of working within an Interdisciplinary team and practical methods for creating more effective communication and collaboration.”*

*“What I found most helpful about this course was learning about diversity. Learning about different cultures as well.”*

*“This course has comprehensive resources accessible and was presented in a navigable format.”*



# Conclusion

- For all four courses, learners gained knowledge and skills in key competency areas
- A large majority of learners agreed that the training will:
  - Enhance their practice skills
  - Help them feel more confident in their job role
  - Enable them to provide high quality care
- Upon completing the training, learners said that they have expanded their awareness of available resources for consumers and have a better understanding of how to incorporate cultural considerations into their services
- CADER looks forward to opportunities to expand this training initiative





# Contact Us

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