



Foundational Leadership in HCBS:

Building Expertise to Better Support People in their Homes and Communities

Course Overview

The majority of older adults and individuals living with disabilities in the U.S. want to live at home and receive services and supports there rather than live in institution-based settings. In collaboration with experts at ADvancing States, the Department of Health Policy and Management at UNC Chapel Hill (HPM) has created this online certificate program to address the growing need for expertise in administering the nation's Home and Community-Based Services (HCBS) programs. Over the course of this 10-week training, you will learn more about the populations utilizing long term services and supports (LTSS), the organizations and individuals providing LTSS, and the varied sources of funding for LTSS with an emphasis on HCBS. We also will explore the key policies in the area, including the Older Americans Act, the Americans with Disabilities Act and Medicare/Medicaid and processes by which individuals access services.

Course Placement and Participants

The HCBS Leadership course is open to professionals serving in state and local government and private LTSS professionals of all education and experience backgrounds. The HCBS leadership training participants will have the best learning experience if they have at least six months of experience in LTSS or adjacent health system work before starting the course.

Course Learning Objectives

All participants that complete the HCBS Leadership Training Course will demonstrate the foundational knowledge of roles and functions of HCBS professionals.

1. Explain the structure, financing, and evolution of long-term services and supports (LTSS) in the United States
2. Analyze the populations served by LTSS and HCBS.
3. Compare the different Medicaid authorities and programs used to deliver HCBS.
4. Assess the roles and responsibilities of providers, service coordinators, and other stakeholders in the delivery and management of HCBS.
5. Evaluate systems and processes involved in eligibility, enrollment, and service planning for HCBS.

6. Apply principles of independence, and participant-centered care in the planning and delivery of LTSS.

Required Course Readings

There are no required pre-readings for this course. Recommended optional readings and resources are provided in the “Key Resources” tab.

Technology Requirements

This course is offered exclusively online. Participants need the technology to review on-demand modules and view pdf documents. Participants will need access to a computer, the internet, Firefox, or Chrome browser, Adobe Reader and speakers.

Successful Completion

Successful completion of the course requires:

- Completion of all on-demand modules
- Completion of the course evaluations
- Completion of a final knowledge assessment

Accessibility

The University of North Carolina at Chapel Hill provides reasonable accommodations, including resources and services, for course participants with disabilities or pregnancy and medical-related conditions. If you need to request accommodation, please contact Lori Rhew at Lori.Rhew@unc.edu.

Acknowledgments

We thank ADvancing States for their invaluable partnership in developing the **Foundational Leadership in HCBS: Building our Expertise to Better Support People in their Homes and Communities** program. ADvancing States’ leadership, program design and field expertise were essential in shaping the curriculum and ensuring its relevance and quality. We are especially grateful to the **ADvancing States Board of Directors** for their thoughtful input throughout the development process. We also wish to acknowledge the significant contributions of ADvancing States staff—particularly **Annie Kimbrel, Martha Roherty, Camille Dobson, Abby Cox, Abby Holm, Nanette Relave, and Kathy Greenlee**, among others—for their time, insights, and dedication to the program.

This training program builds upon ADvancing State’s **Next Gen HCBS Leaders Program**, a groundbreaking initiative designed to cultivate emerging talent in the field of aging and disability services. We are proud to build upon the strong foundation laid by NextGen.

ADvancing States also extends its heartfelt appreciation to **UnitedHealthcare Community & State** for their founding support of the **Next Gen Program**. They also gratefully acknowledge

the generous support of **Molina Healthcare** and **Pulselight**, whose partnership has further enriched the NextGen program's development and reach.

Together, these valued supporters are helping to build the next generation of HCBS leaders—empowering them to foster innovation, improve access to high-quality care, and meet the diverse needs of older adults, individuals with disabilities, and their families. Their leadership and vision have played a vital role in expanding opportunities for participants to gain the knowledge and skills necessary to strengthen the future of long-term services and supports.

The development team thanks our guest lecturers who contributed expertise and perspectives via expert video included throughout the sessions.

Finally, the development team also extends thanks to UNC MHA students Nadeem Ramadan and Shauna Galvin for their assistance in reviewing training materials.