

Moving Forward With Employment

- **Partial Care PreVocational
Training Series**
- **Employment Trainings:**
 - WRAP**
 - Criminal Backgrounds**
 - Co-Occurring Disorders**
 - Choosing, Getting, and Keeping Work**
- **Recovery & Wellness Transformation**

Fall 2006 Training Series

Integrated Employment Institute

Department of Psychiatric Rehabilitation

UMDNJ-SHRP

1776 Raritan Road

Scotch Plains, NJ 07076

Time Sensitive:

Please Distribute Immediately!

Welcome to the Fall IEI Training Series: *Moving Forward With Employment*

There's a great deal of talk recently in the NJ mental health community about services that promote recovery. In fact, the New Jersey Division of Mental Health Services has made a strong commitment to developing a recovery-oriented system. Such a system would provide people with psychiatric illnesses opportunities to engage in all aspects of community life and to assume typical adult roles, which are essential to quality of life. Among these, of course, are the roles of student and worker.

In addition to financial resources, employment provides a sense of accomplishment, increased confidence and competence, a source of social interaction and often the opportunity for lifelong relationships. For people with psychiatric illnesses, employment may have other benefits as well, including reductions in symptoms and hospitalization. Education and training are key to accessing high quality jobs with good wages.

Often, people with psychiatric disabilities have missed the vocational experiences that help to identify occupational interests and skills and that build confidence. Excellent mental health services that are focused on recovery assist individuals to gain this knowledge, build confidence, and access jobs.

The Integrated Employment Institute is dedicated to employment for people with psychiatric illnesses. We believe that employment contributes to recovery, and thus a recovery oriented mental health system must address the employment goals and employment support needs of the people it serves. People with psychiatric illnesses, families, and professionals all have a role to play in successful and satisfying employment outcomes.

We offer to you the following training series designed to provide information and skills needed to achieve these quality employment outcomes. Sessions have been designed to specifically meet the needs of consumers, family members, residential, partial care, PACT, SE, administrators, and other service providers. We invite you to join us for as many of these trainings as you can and hope that you will continue to give us input on how we can meet your training needs.

Melissa M. Roberts, Ph.D., CPRP
Director, Integrated Employment Institute
Department of Psychiatric Rehabilitation, UMDNJ-SHRP

Career Information

Interested in a career in employment services, Psychiatric Rehabilitation, or Rehabilitation Counseling? The Department of Psychiatric Rehabilitation at UMDNJ's School of Health Related Professions offers certificate, Associate, Bachelors, Masters, and PhD programs in these vital areas of human services. For information on how you can build your career serving persons with mental illness, check out our website or give us a call. We would be happy to talk with you about your career goals and how UMDNJ can be a part of achieving them.

www.shrp.umdnl.edu/programs/index.htm

Call: 908-889-2430

Training Locations

**Directions to IEI trainings can be found at
www.shrp.umdnj.edu/smi**

or visit the website of the training locations listed below.

Gloucester County Office of Education
1492 Tanyard Road, Sewell, NJ 08080-4222
www.nj.gov/njded/regions/directions/glo.htm

The Mercer County Library System
Lawrence Headquarters Branch
2751 Brunswick Pike, Lawrenceville, NJ 08648
<http://webserver.mcl.org/branches/dirlaw.html>

Saint Barnabas Behavioral Health
1691 US Highway 9, CN2025
Toms River, NJ 08754
www.saintbarnabas.com/hospitals/psychiatric/facilities/shoreline/directions.htm

Atlantic County Library
400 Farragut Avenue
Mays Landing, NJ 08330
www.atlanticlibrary.org/aclibrary/branches/directions/zzzdirections_map.pdf

Self Help Center of Ocean
2008 Route 37 East
Toms River, NJ 08754

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Registration

The Integrated Employment Institute in the Department of Psychiatric Rehabilitation within the School of Health Related Professions at the University of Medicine and Dentistry of New Jersey is pleased to offer these training programs designed for people who receive, provide or administer mental health services. There is no fee required for these trainings, however, seating is limited so pre-registration is REQUIRED. Registration is simple. Just telephone, email, or fax us at least two weeks prior to the training you wish to attend. You may register for as many trainings as you wish. If you are unable to attend a training for which you have registered, kindly provide two weeks notice or send a substitute. Unless otherwise noted, lunch is on your own for all sessions. Funding for these trainings is provided by the NJ Department of Human Services, Division of Mental Health Services.

Staff Development & Training for PreVocational Services: Building Skills and Competencies

NJ regulations for partial care settings providing prevocational services include a staff training requirement. The Integrated Employment Institute and The Career Connection have jointly developed a series of trainings that meet this training requirement. This training series is known as Staff Development and Training for Prevocational Services: Building Skills and Competencies. The complete training comprises a total of twelve Modules divided into six Sections, as noted on the facing page. A certificate of attendance is provided at each training session. A certificate of completion is awarded following completion of each section and at the conclusion of all twelve modules.

The training series is based on a set of competencies developed collaboratively through the Department of Human Services Division of Mental Health Services, The Bureau of Licensing and Inspection, The Integrated Employment Institute at UMDNJ, and The Career Connection at the Mental Health Association of New Jersey. Core competencies for the curricula were identified through review of other well-established vocational competencies, i.e., the United States Psychiatric Rehabilitation Association's Role Delineation Study for the Certified Psychiatric Rehabilitation Practitioner exam and the Psychiatric Rehabilitation Certificate Program developed at the University of Chicago Center for Psychiatric Rehabilitation.

Participants must attend the Foundations trainings (F1 and F2) before attending any other modules. Completion of all six sections (55 hours, all 12 modules) meets the NJ Medicaid training requirements for prevocational services in partial care settings. All sessions in the series are free. Travel and lunch expenses are the responsibility of attendees or their organization. Technical assistance for development and enhancement of prevocational services is also available.

This fall training series offers opportunities for staff to complete eight of the twelve training modules. The remaining four modules will be offered Spring 2007. Sessions range from three hours to two days, depending on the module (as indicated).

Consumer Discussions on Work

Choosing to work offers many benefits for consumers, yet it presents many consumers with challenges. This highly interactive session offers information for consumers who are interested in work and provides an opportunity for questions and answers about the benefits and challenges of work for people with psychiatric disabilities.

Time: 2-3 hours

Dates: Sessions will be scheduled by request. Please call or email for more information on how to set up a free session for your group.

Email: backsean@umdnj.edu. Phone 800-593-2434.

**SYSTEMS TRANSFORMATION: PROMOTING
WELLNESS AND RECOVERY IN NEW JERSEY**

NJPRA

26th Annual Conference

November 16-17, 2006

Sheraton Hotel, Raritan Center, Edison, NJ

Registration information available at:

www.njpra.org

Technical Assistance & Vocational Training

Want to Develop or Enhance Employment Services at your Organization?

The Integrated Employment Institute Can Help!

IEI offers free on-site technical assistance to non-profit organizations so that effective employment services are available to help consumers choose, get, and keep work. IEI consultants work with PACT teams, Partial Care providers, Case Management providers, Supportive Housing providers and others to develop and enhance employment services for persons with psychiatric illnesses. IEI staff will help you assess your organization, develop program goals, create a plan, and provide support for implementation. Individual mentoring of staff for employment services is also available for no charge. An experienced staff member from IEI will help your agency move through the organizational change process, providing guidance, information, and support at each step along the way.

For information on how you can get started, call Annette Backs at 908-581-7865 or email: backsean@umdnj.edu.

"There was a strong spirit of hope presented by the trainers..."

Spring 2006 Training Participant

Staff Development & Training for PreVocational Services: Building Skills and Competencies

Section 1: Foundations

Module F1: Work and Recovery

Module F2: Entitlements and Work

Section 2: Basic Skills for PreVocational Services

Module S1: Supporting Employment: Readiness Assessment & Development

Module S2: Setting Employment Goals and Treatment Planning

Module S3: Career Planning and Development

Section 3: Employment Supports

Module S4: Supporting Employment – Community Supports, Families

Module S5: Supporting Employment – Support Groups for Employment

Module S6: Supporting Employment – Supporting Independent Job Searches

Section 4: Using PreVocational Services to Promote Employment

Module S7: Promoting Wellness for Employment Success

Module S8: Integrating Clinical and PreVocational Services

Section 5: Teaching Employment Skills

Module S9: Methods for Teaching Employment-Related Skills

Section 6: Co-Occurring Disorders & Employment

Module P1: Co-Occurring Disorders and Employment (MICA)

ATTENDANCE POLICY:

Training will begin promptly at stated time. Participants wishing to receive credit for a training must arrive on time and stay until training is completed.

Staff Development and Training for PreVocational Services: Building Skills and Competencies

Section 1: Foundations

Module F1: Work and Recovery

Work is an expected adult activity and an important part of recovery. This session will examine the importance of recovery, the relationship of work and recovery, and empowerment strategies that promote work. Participants will learn information to counter common myths about work and mental illness, and examine the benefits and barriers of returning to work. Specific strategies that practitioners can use to help consumers choose work will round out the full day of training.

September 7, 2006 Sewell: Gloucester County Office of Education 9:30am—4:30pm

September 14, 2006 Mays Landing: Atlantic County Library 9:30am—4:30pm

September 19, 2006 Toms River: St. Barnabas Behavioral Health 9:30am—4:30pm

September 26, 2006 Lawrenceville: Mercer County Library 10am—5pm

Module F2: Entitlements and Work

Fear of losing benefits has been cited as one of the major barriers that prevents persons with mental illness from securing employment. This training will give an overview of the definition of disability according to SSA guidelines and distinguish between Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI). In addition, participants will learn how work may impact SSDI and SSI recipient benefits.

September 20, 2006 Sewell: Gloucester County Office of Education 1pm—5pm

September 21, 2006 Mays Landing: Atlantic County Library 1pm—5pm

October 2, 2006 Lawrenceville: Mercer County Library 1pm—5pm

October 5, 2006 Toms River: Self Help Center of Ocean 1pm—5pm

Co-Occurring Disorders & Employment (MICA)

Substance abuse is an important issue for serving persons with psychiatric illnesses. This training will explore employment for persons who experience both a mental illness and substance use disorder. The session will identify the differences between substance use, abuse, and addiction and discuss the relationship between mental illness and chemical abuse. Participants will learn how alcohol and drugs interact with psychiatric medications and how to help consumers develop relapse prevention plans to maintain their recovery progress and gain employment.

October 10, 2006 Sewell: Gloucester Co. Office of Education 10am—1pm

November 6, 2006 Lawrenceville: Mercer County Library 10am—1pm

November 21, 2006 Toms River: St. Barnabas Behavioral Health 10am—1pm

For more information and resources on work see:

www.shrp.umdnj.edu/smi

“Everyone was included in the presentation”

Spring 2006 Training Participant

Criminal Backgrounds & Employment

People with legal issues face many barriers when considering employment. This workshop will examine the unique barriers faced by individuals who have legal issues. Participants will identify the skills and knowledge needed by practitioners to successfully assist individuals with legal issues in obtaining and maintaining employment.

- October 10, 2006 Sewell: Gloucester Co. Office of Education 2pm—5pm
November 6, 2006 Lawrenceville: Mercer County Library 2pm—5pm
November 21, 2006 Toms River: St. Barnabas Behavioral Health 2pm—5pm

Section 2: Basic Skills for Prevocational Services

Module S1: Supporting Employment: Readiness Assessment & Development

An important element of successful employment services involves an understanding of a consumer's degree of readiness to work. This session will address the assessment and development of employment readiness. It will include discussion on motivation and vocational maturity as well as activities that promote readiness. Participants will also be provided with an assessment tool that can be used to guide discussions about work values, support needs and other important work-related information necessary to support effective employment decisions.

- September 28, 2006 Sewell: Gloucester County Office of Education 10am—2pm
October 4, 2006 Mays Landing: Atlantic County Library 10am—2pm

Module S2: Setting Employment Goals and Treatment Planning

This training will include an overview of how to identify the factors to consider before writing goals including the concept that goals can and will change over time. Participants will learn to include consumers as an integral part of identifying the information that should be included in the overall rehabilitation goal.

- September 28, 2006 Sewell: Gloucester County Office of Education 3pm—5pm
October 4, 2006 Mays Landing: Atlantic County Library 3pm—5pm

Module S3: Career Planning and Development

Successful career development depends on providers using an individualized approach. This two-part (12 hour) session will explore employment development from a career-oriented perspective in order to assist people in achieving productive job matches. It will include approaches to facilitate the process for people who are determining their values, interest, preferences, and in increasing their knowledge of the work world. Participants will also learn how to access supported education resources and to develop support plans for persons who have chosen a career path. Be sure to register for both parts of this two-part training.

- Part 1: October 17, 2006 Sewell: Gloucester Co. Office of Education 10am—5pm
Part 2: October 24, 2006 Sewell: Gloucester Co. Office of Education 10am—5pm



For individual consumer support on how work affects SSI and SSDI benefits and medical coverage, contact :

NJWINS at 866-946-7465
www.njwins.org

Wonder no longer! Call NJWINS today to discuss how work will impact your benefits! Services are **free**.

Staff Development and Training | Employment Services

Building Skills at

Section 4:

Using PreVocational Services to Promote Employment

Module S7: Promoting Wellness for Employment Success

This training will offer an overview of the six dimensions of wellness with emphasis on the occupational dimension. The training will use the Wellness Recovery Action Plan (WRAP) developed by Mary Ellen Copeland as a method for encouraging wellness and recovery. WRAP is a self-directed recovery tool created by the consumer to pursue his/her path to recovery. Using a strength-based approach, WRAP helps consumers identify self-help skills/tools, uncover inner resources, identify supports, create a vision for on-going recovery, and more.

October 3, 2006 Sewell: Gloucester County Office of Education 10am—1pm

October 12, 2006 Toms River: St. Barnabas Behavioral Health 10am—1pm

October 31, 2006 Lawrenceville: Mercer County Library 10am—1pm

Module S8: Integrating Clinical and PreVocational Services

Research on Supported Employment has demonstrated that a key element in a successful work experience involves the coordination of various mental health services toward supporting an individual's employment goal. This training will identify common goals that clinical and vocational providers share, explore the role of clinical staff in the return-to-work process, and discuss approaches to increase collaboration between employment programs and clinical staff.

October 3, 2006 Sewell: Gloucester County Office of Education 2pm—5pm

October 12, 2006 Toms River: St. Barnabas Behavioral Health 2pm—5pm

October 31, 2006 Lawrenceville: Mercer County Library 2pm—5pm

"I was reminded that inter-disciplinary collaboration is essential to excellent treatment delivery."

Spring 2006 Training Participant

Introduction to the Wellness Recovery Action Plan (WRAP)

With the growing emphasis in our field on the concept of recovery and recovery-oriented systems of care, there is an increasing demand for clinicians to promote empowerment and illness self-management skills. The Wellness Recovery Action Plan, or WRAP as it is commonly known, is an individualized, self-directed monitoring tool developed by consumers of mental health services to promote empowerment and design plans for maintaining wellness. WRAP is being implemented into mental health programming in numerous places by state and county entities, individual organizations, and mental health consumers themselves. A structured system for monitoring distressing and troubling symptoms or experiences, WRAP helps individuals develop strategies or action plans to deal more effectively with these experiences. In this session providers will be introduced to the underlying principles of mental health recovery, the major components of the Wellness Recovery Action Plan as developed by Mary Ellen Copeland, and use of the WRAP in achieving employment or education goals.

September 12, 2006 Sewell: Gloucester Co. Office of Education 10am—4pm

October 16, 2006 Lawrenceville: Mercer County Library 10am—4pm

Trainings for Employment for Prevocational Services: and Competencies

Choosing, Getting & Keeping a Job

Most people want to work, but resources for choosing, getting, or keeping a job are not always available. Providers can play a key role in helping consumers understand what to expect in the process of seeking, obtaining, and keeping employment. In this workshop, we'll examine how providers can support an individual who has decided to pursue competitive employment choose, get, and keep their job. Community resources to help consumers and providers navigate the employment world will also be identified.

October 26, 2006 Mays Landing: Atlantic County Library 10—4pm

Using the Holland Tool for Self-Directed Job Search

There are numerous assessment tools to help individuals who are interested in seeking employment identify their skills, interests and work preferences. One tool is the Holland Self-Directed Search. This workshop, developed specifically for individuals providing Supported Employment services, will present the Holland Self-Directed Search, review scoring and interpretation methods, and discuss strategies for use with consumers seeking employment opportunities.

November 16, 2006 Mays Landing: Atlantic County Library 10am—1pm

Did You Know...

NJ Workability is a program that allows certain employed people with permanent disabilities whose earnings are too high for them to qualify otherwise for Medicaid coverage to receive full New Jersey Medicaid benefits. In some instances, people who qualify for the program may have to pay a monthly premium of \$25 per month for one person or \$50 per month for a couple.

NJ WorkAbility was created by the federal Ticket to Work/ Work Incentives Improvement Act of 1999 and Chapter 116 of PL2000 of New Jersey.

For more information call the Division of Disability Services toll free at 888-285-3036.

Section 6: Co-Occurring Disorders & Employment

Module P1: Co-Occurring Disorders and Employment (MICA)

Substance abuse is an important issue for serving persons with psychiatric illnesses. This training will explore employment for persons who experience both a mental illness and substance use disorder. The session will identify the differences between substance use, abuse, and addiction and discuss the relationship between mental illness and chemical abuse. Participants will learn how alcohol and drugs interact with psychiatric medications and how to help consumers develop relapse prevention plans to maintain their recovery progress and gain employment.

October 10, 2006 Sewell: Gloucester County Office of Education 10am—1pm

November 6, 2006 Lawrenceville: Mercer County Library 10am—1pm

November 21, 2006 Toms River: St. Barnabas Behavioral Health 10am—1pm

Update on Partial Care Regulations

New Jersey is implementing new regulations for Partial Care services. This session, led by Department of Human Services staff, will offer information on the most recent changes and what providers need to do to comply with the regulations. Participants will have the opportunity to ask questions and find out more about the changes to the Partial Care system in NJ.

November 14, 2006

Toms River: St. Barnabas Behavioral Health

10am—1pm

Did You Know...

The term "*Readiness*" refers to someone's interest in and personal commitment to change; in this case, becoming employed. It is measured by looking at four important readiness factors:

- 1) **Felt Need**
- 2) **Commitment**
- 3) **Self Knowledge and**
- 4) **External Knowledge.**

The assessment of readiness is not meant to determine whether or not someone can work. It is meant to help to determine what information, experiences, resources or supports someone may need in order to choose work.

Excerpt from "Manual on Activities that Promote Successful Employment"
Integrated Employment Institute

Download this and other free helpful employment services documents at:

www.shrp.umdnj.edu/smi/employment_services/07_employ_products1.htm

What did you like most about this program? "The presenter's personal examples on ways to incorporate the information in different settings."

Wellness & Recovery Transformation

Transforming Your Organization to Wellness & Recovery

November 2, 2006

Sewell: Gloucester County Office of Education

9:30am—3:30pm

Former Governor Codey, the NJ Department of Human Services, the President's Freedom Commission, and others are calling mental health service providers to a vision of wellness and recovery. How do you know if your organization is headed in the right direction? How can leaders help their organizations move toward this vision? What leadership strategies will ensure that consumers not only receive quality recovery-oriented services, but also have positive outcomes for wellness and recovery? This one-day conference for leaders will help you determine what you can do to ensure your organization is moving forward for wellness and recovery.

For more information and to register, contact:

Debbie Rich at 908-889-2430 or richd1@umdnj.edu

CEUs will be available.

A nominal fee to cover CEUs and lunch will apply for this session.

Registration Form

The Integrated Employment Institute in the Department of Psychiatric Rehabilitation within the School of Health Related Professions at the University of Medicine and Dentistry of New Jersey is pleased to offer these training programs designed for people who receive, provide or administer mental health services. There is no fee required for these trainings, however, seating is limited so **pre-registration is required**. Registration is simple. Just telephone, email, or fax us at least two weeks prior to the training you wish to attend. You may register for as many trainings as you wish. If you are unable to attend a training for which you have registered kindly provide two weeks notice or send a substitute.

Fax Completed Form to (908) 889-2432

OR Email to richd1@umdnj.edu

OR Call 908-889-2430 or 800-593-2434

Module F1: Work and Recovery

Time: 9:30am—4:30pm

- September 7, 2006 Sewell: Gloucester Co. Office of Education
- September 14, 2006 Mays Landing: Atlantic County Library
- September 19, 2006 Toms River: St. Barnabas Behavioral Health

Time: 10am—5pm

- September 26, 2006 Lawrenceville: Mercer County Library

Module F2: Entitlements and Work

Time: 1pm—5pm

- September 20, 2006 Sewell: Gloucester Co. Office of Education
- September 21, 2006 Mays Landing: Atlantic County Library
- October 2, 2006 Lawrenceville: Mercer County Library
- October 5, 2006 Toms River: Self Help Center of Ocean

Module S1: Supporting Employment: Readiness Assessment & Development

Time: 10am—2pm

- September 28, 2006 Sewell: Gloucester Co. Office of Education
- October 4, 2006 Mays Landing: Atlantic County Library

Module S2: Setting Employment Goals & Treatment Planning

Time: 3pm—5pm

- September 28, 2006 Sewell: Gloucester Co. Office of Education
- October 4, 2006 Mays Landing: Atlantic County Library

Module S3: Career Planning & Development

Time: 10am—5pm

- October 17, 2006 Part 1 Sewell: Gloucester Co. Office of Education
- October 24, 2006 Part 2 Sewell: Gloucester Co. Office of Education

Module S7: Promoting Wellness for Employment Success

Time: 10am—1pm

- October 3, 2006 Sewell: Gloucester County Office of Education
- October 12, 2006 Toms River: St. Barnabas Behavioral Health
- October 31, 2006 Lawrenceville: Mercer County Library

Module S8: Integrating Clinical and PreVocational Services

Time: 2pm—5pm

- October 3, 2006 Sewell: Gloucester County Office of Education
- October 12, 2006 Toms River: St. Barnabas Behavioral Health
- October 31, 2006 Lawrenceville: Mercer County Library

Module P1: Co-Occurring Disorders and Employment (MICA)

Time: 10am—1pm

- October 10, 2006 Sewell: Gloucester County Office of Education
- November 6, 2006 Lawrenceville: Mercer County Library
- November 21, 2006 Toms River: St. Barnabas Behavioral Health

Update on Partial Care Regulations

Time 10am—1pm

- November 14, 2006 Toms River: St. Barnabas Behavioral Health

Pull Out Form and Complete Both Sides