

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).

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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)