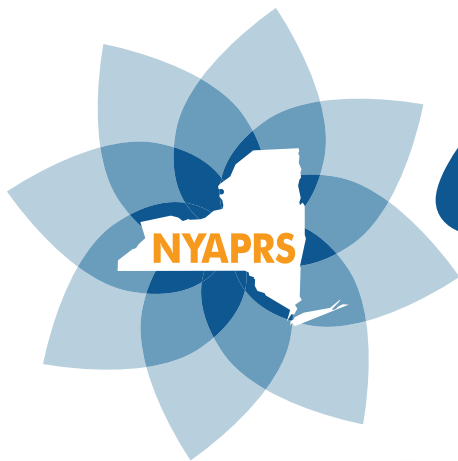




New York Association of Psychiatric Rehabilitation Services



Collective

Recovery • Rehabilitation • Rights



Promoting Effective Service Design and Delivery

that advances people's and program
recovery outcomes

A project of NYAPRS with support from the
New York State Office of Mental Health

Who we are...

The NYAPRS Collective is a team dedicated to increasing organizational and program level systems transformation through intensive, on-site training and technical assistance. The Collective works with agency administrators, program managers and direct care professionals to assist you in implementing recovery focused evidence based practices. We create a learning environment that challenges mindset, strengthens skills and builds a foundation for recovery through the partnering of practitioners and peers. Our training and technical assistance initiatives are offered at your site and are individualized to meet your specific program needs.

Training and Technical Assistance provided on-site at no cost to OMH licensed or funded programs!

If your organization is not covered under our OMH grant, please contact Ruth at ruthcw@nyaprs.org for our competitive rates.

NYAPRS is proud to offer CE hours for Social Work, Mental Health Counseling, CPRP and CRCC.

*inspire
guide*

transform

Statewide Regional Orientations For New Staff!

Do you have new staff and don't have the time or the resources to train them? Through our 'New Hire Orientations', NYAPRS trains all new staff across NYS in regional clusters. These regional events bring staff from various provider organizations together to gain the knowledge and skills in the Foundations of Practice. Topics include introductions to:

- Recovery-Oriented Care
- Person-Centered Care
- Engagement and Strengths-Based Language
- Trauma-Informed Care

If you would like to host a regional event for your new staff as well as other new staff from provider organizations in your region, please contact the Trainer for your region located on our Contact page.

FREE CURRICULA RESOURCES!
available at the
Recovery & Rehabilitation Clearinghouse Website
pros.nyaprs.org

Specialized Technical Assistance

Workforce Training alone is sometimes not enough to increase staff skills and make the changes you are seeking. Our Specialized Technical Assistance helps to support programs by taking the knowledge and skills taught during the training and helping to turn them into competencies. We provide individualized program-level support and guide you through the next-steps in the implementation process that is specific to your program's needs. Each Specialized TA will also provide you with resources and tools to support your implementation efforts.

- **Engagement & Motivation Program Implementation & Support TA**
- **Advanced Directives Program Implementation TA**
- **Recovery-Oriented Program Design & Implementation TA**
- **Trauma-Informed Care Program Implementation TA**
- **Supervision & Leadership Support TA**
- **PROS Strategies: Building SSD and ORS Services TA**



PROS Implementation Technical Assistance

Our PROS TA is designed to maximize your success and show fidelity to the model while maximizing revenue and ensure long-term viability. We will assess strengths and barriers and suggest strategies for a successful transition.

Organizational Change Technical Assistance

Moving towards a recovery focused practice requires many changes for participants, staff, managers and agency executives. The transformation requires organizations to shift their culture and their practices as well. Exploration involves everything from agency mission to policies and procedures. We will work with your team to assure that your organization is well positioned and supported as you move towards recovery based service provision.

Recovery-Oriented Service Provision

NYAPRS staff can assist key management personnel to develop strategies that create a process of transformative culture change. Move your organization to become a fully committed recovery-based service provider, increasing opportunities for participants to grow and recapture valued community roles. Be effective and efficient in providing services that work and that will support your organizations outcomes.

Training Services

Recovery Series

Recovery-Oriented Program Design

Bring a recovery oriented, person-centered and culturally competent approach to your practice. This training allows you to look at your program culture and stimulate ideas for possible changes to a more recovery focused design.

2.0 CE Hours

Building Recovery Relationships

Let us demonstrate what research has proven: the biggest factor in supporting individuals in the recovery journey is the relationship with someone who believes in them. Learn how to create relationships of mutual respect that emphasize choice and the dignity of risk.

2.0 CE Hours

"Wow! I don't have words to express how amazing this training was. This is the first training that I have been to that was presented to Social Workers in a way that simplifies what Engagement is and how important it is and how it can lead to better outcomes."

Cultural Competency Series

Cultural Competency I: Infusing into Practice

Understand foundational concepts of cultural competence and develop your consciousness about culture. Assure your organization's understanding of and ability to meet Culturally and Linguistically Appropriate Services (CLAS) standards and... much more!

2.0 CE Hours

Cultural Competency II: LGBTQ Awareness

This workshop, our second in our Cultural Competency series, provides education for organizations to become inclusive of and accessible to people of the LGBTQ community. Language and terminology are reviewed along with concerns, needs and expectations of the community.

Ensure competent and thoughtful conduct and accommodations throughout your agency.

1.5 CE Hours

Cultural Competency III - The 'isms' of Inequality

Racism, sexism, ageism. Slurs, harassment, discrimination. It used to be so easy to know when someone was inappropriate with their colleagues, or disrespecting the people they serve. But as we've moved to a more diverse, culturally competent environment, we've seen that these problems have not gone away. They've evolved into a more subtle, but just as damaging practice that can chip away at the morale and quality of our workforce, and damage our ability to effectively work with people we serve. Often, perpetrators of micro-aggression don't even know they're doing anything wrong. Sometimes they do. In this training we examine the face of hostility and discrimination today, and we review ways to understand and address it in our efforts to move beyond Cultural Competence and towards Anti-Racism.

1.5 CE Hours

Management Series

Counteracting Provider Burnout

Compassion Fatigue is an increasing concern in mental health provider organizations. This workshop reviews a variety of issues associated with staff burnout and assists organizations in identifying compassion fatigue and creating strategies to increase staff wellness, reduce burnout and ultimately reduce staff turnover.

2.0 CE Hours

Strength-Based Supervision

Supervision is critical for effective care, staff morale, and organizational outcomes. This training supports supervisors to understand their role, learn the skills for effective supervision, and how to support, guide and motivate their staff.

1.5 CE Hours

"This is one of the better workshops we have had as an agency".

Transforming Your Program: Creating and Sustaining a Recovery Culture Change

Organizational success relies heavily on the success of their supervisors. They are the glue between executive leadership and staff. The Supervisor's role is dynamic with both management and clinical responsibilities and is the backbone of successful culture change. This training will focus on middle managers and how they can use their unique roles to create and sustain a culture of recovery in their programs.

1.5 CE Hours

Developing Effective Staff Through Teambuilding and Collaboration

Working together and collaborating with others is an essential part of providing effective recovery based services to the people that we serve and support. The way in which we demonstrate our teamwork is observed everyday by participants in our programs and services. This training will focus on building effective and collaborative teams, developing ways to strengthen the team and identifying when your team may be in need of additional supports and engagement. Build the foundation of your staff through effective teambuilding and watch the outcomes grow!

2.0 CE Hours



Supervision: Difficult Conversations

As you navigate your many responsibilities as a supervisor, inevitably you will encounter the need for engaging in difficult conversations regarding employee performance and taking corrective action. This training will review eight steps for maximizing the effectiveness of these conversations so that people feel safe and are open to change. We will introduce the Transactional Analysis of communication as an approach to support the supervisor/supervisee relationship through these difficult conversations.

1.5 CE Hours

“Thank you so very much for providing the Counteracting Provider Burnout training. It was not only informative but I really needed the information and the centering! Couldn't have come at a better time.”

Practice Series

Wellness Recovery Action Planning®

Learn about an evidenced-based approach to health, wellness, and healing. WRAP® helps an individual develop inexpensive, simple, and safe self-help strategies to guide daily living and recovery.

2.0 CE Hours

Motivational Interviewing 101: Tools for Supporting Empowerment and Transformation

Change can be scary! How can we help the people we work with to feel ready to make life changes that will facilitate the achievement of their goals and dreams? In this workshop, participants will learn the philosophy and foundations of the Motivational Interviewing model. Practical tools will be introduced to help people overcome barriers to personal growth and assist in promoting a vibrant recovery.

2.0 CE Hours

Healing Through Mindfulness: Incorporating Mindful Strategies into Practice

While mindfulness has gained widespread attention and popularity for its extensive health benefits, there continues to be much confusion around what it really means and how to “do it!” This workshop will address what mindfulness really is, what the current research has to say about its ability to help people recover from a diverse range of physical, emotional, and psychological challenges, and its potential for achieving overall wellness. In particular, this training will explore the exciting possibilities that mindfulness practice holds for healing from trauma. You will learn how to successfully introduce mindfulness to the people you serve, overcome obstacles to engaging people around this practice, and utilize concrete skills for applying mindfulness in your work

2.0 CE Hours

Integrating Person Centeredness in Day-to-Day Practices

Learn about nationally recognized person-centered approaches and how to implement them in your practice. Develop strong collaborations with those you serve, while better understanding their hopes and needs. Support people to set meaningful goals and offer interventions that are driven by them.

1.5 CE Hours

Recovery Through Person-Centered Planning and Documentation

Documentation can often be the most difficult part of our jobs. This training addresses a theoretical framework around documenting medical necessity in a person-centered way. Participants will be actively engaged in practical exercises to stimulate discussion and gain familiarity with the PROS standards of care and other related resources.

1.5 CE Hours

“Thank you for providing our staff with such relevant and well done trainings. It was a large crowd and you were absolutely great. You are a natural at engaging the crowd and your manner of interacting was welcoming, encouraged participation and was very informative. I am looking forward to having you present again. You really made our Social Work day a success. Thank you very much”

Successful Engagement Practices: Enhancing Skills to Support Motivation & Engagement

Successfully engaging with participants is a critical part of our work as it is critical for their success. Yet, these vital skills are rarely taught. Ever notice that some people have that special 'something' that engages people? This workshop will focus on enhancing provider skills to develop an atmosphere that encourage participant motivation and engagement. You will learn the specific skills needed for successful participant engagement.
2.0 CE Hours

"Training was great! I'm glad the training was on a day that I was present!"

Recovery Through Group Process

Group Work is on the rise. It can facilitate recovery by setting up a safe environment for sharing and it also allows more practitioners and participants to work together. As a result, many practitioners find themselves facilitating groups without adequate Group Work training. This training will provide an in-depth review of Group Work, the history, process and the provider skills necessary to facilitate meaningful groups that assist people in achieving their goals.
2.0 CE Hours

Trauma Informed Care I: Creating Environments that Heal

Learn about adverse childhood experiences and their consequences later in life including the harmful impact on physical and mental health. Explore key features of a trauma sensitive culture you can incorporate to support your program's ongoing development.
1.5 CE Hours

"Venture House has been utilizing NYAPRS trainings for many years with great satisfaction"

Trauma-Informed Care II: Program Implementation

Implementation of trauma-informed practices is attainable. This workshop will review the implementation process to include an organizational self-assessment and the steps to infusing the trauma-informed care practices into your organization.

1.5 CE Hours

Trauma Informed Care Comprehensive

Trauma Informed Care Comprehensive is a 3 hour course that combines the content from both TIC courses in one seamless session.
3.0 CE Hours

"The 'why' makes it all make sense!"

NEW Playing our Part: Shared Decision Making in the Era of Recovery

With the universal acceptance and implementation of recovery-based services, there is a distinct paradigm shift and participants are more actively involved in the decision-making process of their care. We recognize that participants are experts in themselves and as such, have a significant role in making decisions about their care and having choices in order to make informed decisions. Join us for an engaging talk on the shared-decision making process, the concept of "learned helplessness" and the "dignity of choice" in the world of recovery-based services.
2.0 CE

"I laughed, I cried, I learned."

NEW Understanding Loneliness & Social Isolation: Impacts on People and Society at Large in a Connected World

As understanding of the Social Determinants of Health and Mental Health builds, it becomes critical to focus our attention on how health and mental health is largely influenced by social factors. While having meaningful relationships is vital to human beings' ability to thrive, emerging data is uncovering an epidemic of loneliness throughout society. As awareness around social isolation and loneliness increases, we are learning about the impacts on society at large as well as individuals with behavioral health issues. To address this issue and assist people on their recovery journey, we must begin examining the multitude of impacts of loneliness in order to help people develop meaningful connections that heal.

1.5 CE

"As a large organization, we collaborate with NYAPRS to provide our workforce trainings! Larry has provided over 25+ trainings and staff describe him as professional, interactive, informative and relatable. We appreciate NYAPRS!"

NEW Safety for All: Strategies for Verbal De-escalation

Confrontation can be harmful to both participant's and staff. This workshop will offer tools to anticipate, de-escalate, process and avoid confrontation in the delivery of mental health services. Verbal de-escalation is a valuable and sought-after topic as providers seek to avoid intense situations by using anticipatory techniques and strategies. In this interactive presentation we will use actual case studies to hone our work awareness, learn to anticipate difficult and intense situations, learn to verbally diffuse and assist in managing intense emotions, process every circumstance to improve future situations and plan effective ways to avoid unnecessary confrontation in the workplace.
3.0 CE

"We cannot say enough good things about the NYAPRS trainings! MHANC have been utilizing NYAPRS for staff training for more than five years. Larry is an excellent speaker and facilitates terrific presentations!"

Employment Series

Creating a Culture of Employment and Economic Self-Sufficiency

Increasing empowerment and independence is the backbone of quality mental health services. Research shows a direct correlation between employment and recovery. Employment is an attainable life-role goal and community mental health providers can support clients to attain it by creating a culture that supports and nurtures it. This workshop will assist providers in creating a culture of employment that increases employment outcomes and supports people to realize their goals.
2.0 CE Hours

"We had our 2nd Collective training at our agency yesterday and I spent the entire 2 hours thinking that I had to email you, with a cc to Harvey to tell you! Keep up the great work!"

Debunking Benefit Myths: Your Way Back to Employment

One of the most basic reasons why people with mental health issues don't return to work is the concern that they will lose their benefits. This training will set the record straight. Thousands of individuals are going back to work and either keeping or replacing their benefits. This fact filled training can help you get people back toward employment.

Using Social Capital to Improve Outcomes

Social capital works! This workshop will focus on the concept of social capital and its effectiveness in helping people gain employment. Learn how to deploy this powerful tool to help improve employment outcomes.

Creative Solutions to Overcoming Employment Barriers

Often times we find ourselves working with people with significant barriers to employment – a felony, lack of education, and poor work history are just a few examples. People's employment success depends more on their ability to learn how to be their own Career Developer than for staff to do that for them. In this workshop you will learn strategies for helping people find work because the people that get jobs are the people that know the most about getting hired.

Engagement Strategies for PROS: How to Build your SSD and ORS Services

Many PROS agencies are struggling with the idea of structured skill development and how to engage participants in ORS Services. This training will illustrate how to set-up a strong structured skill development component that will be a pathway to better employment outcomes. The training will also offer engagement strategies to "beef up" your ORS.

Other Training Topics Available:

- **Recovery: Looking Through the Recovery Lens**
2.0 CE Hours
- **Practice: Building Partnerships Through Advanced Directives**
1.5 CE Hours
- **Practice: Holistic Approaches to Managing Intense Emotions**
2.0 CE Hours
- **Employment: Making Employment Work**
- **Employment: Multiple Pathways to Employment**
- **Employment: Engaging Job Seekers with Significant Barriers**

If you are interested in a specific topic that you do not see here, please contact Ruth at ruthcw@nyaprs.org and we'll work to build your training.



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STAFF TRAINING
TECHNICAL ASSISTANCE
PROGRAM DEVELOPMENT AND REDESIGN
EFFECTIVE AND EFFICIENT SERVICE DELIVERY
SUPPORTING SUCCESSFUL INDIVIDUAL AND PROGRAM OUTCOMES



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