

Training as Strategy: Unlocking the Power of NYPRTA

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Meet the Presenters

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&

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In Unity Alliance



**The Alliance
for Rights
and Recovery**

Advocate | Educate | Innovate | Celebrate

THE COLLECTIVE VOICE FOR ADDICTION & MENTAL HEALTH IN NY

IN **U** **UNITY**
ALLIANCE

Learning Objectives

- Understand the benefits of investing in staff development at this moment in time in New York State
- Learn how to prioritize training in dynamic and uncertain social and agency climates
- Gain insight into the connection between training in PSR and participant outcomes, specifically as it relates to NYPRTA

What Does Training Mean for You and Your Team ?

This is a safe
space to share
anything that
comes up for you



Barriers and Challenges to Training Staff

Time

Bandwidth

Burnout

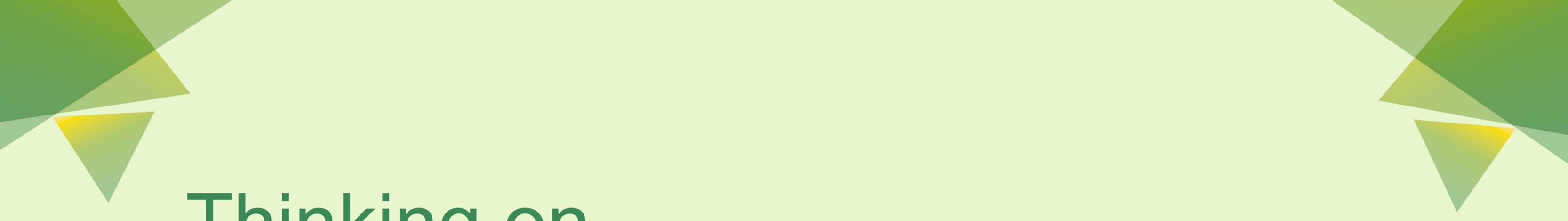
Structure of Training

Time of Training

Opportunity to Apply
Skills

Little Exposure to PSR

Engagement

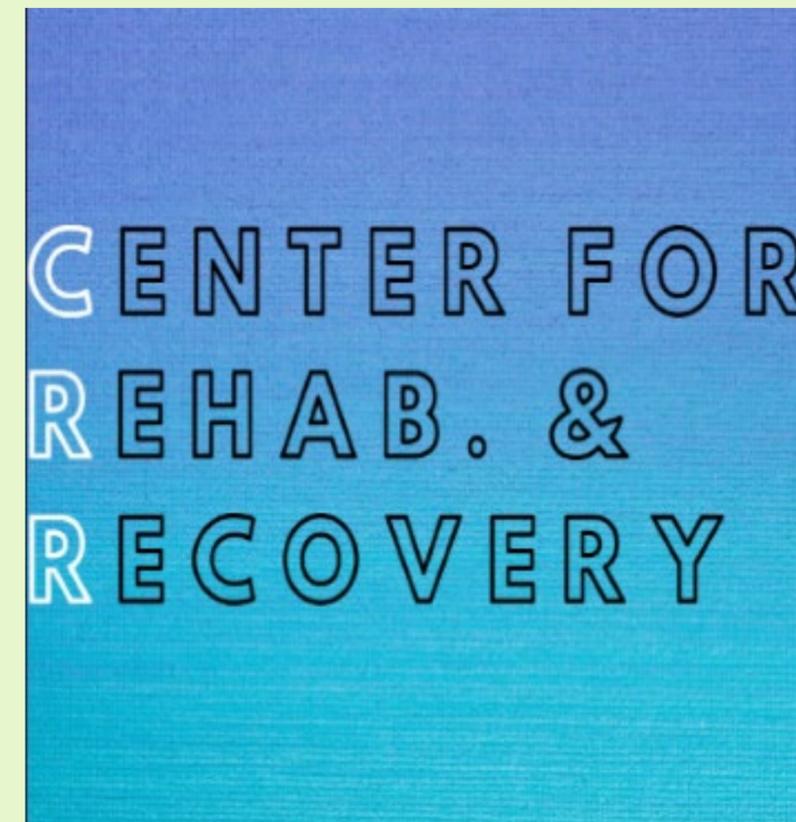


Thinking on Our Feet

Most training tends to come from jumping into the work. The problem is that the culture of the program shapes folks and that may be long standing but perhaps misinformed.

What We Have Seen at the CRR's Trainings

Documentation
Golden Thread
IRP's Oh MY!



How Then Do We Embrace Training as an Opportunity?

Recognizing what it looks like now and
making space for learning

Creating the Room:

- Administration
- Program Management
- Folks in the Work

*Can you feel the
Parallel Process Here?*



Professional Development Decisional Tool

Please find a partner, decide who will be the supervisor and who will be the staff person, and complete the handout you received

If you feel comfortable, please speak from your perspective! What are *your* answers to these questions?

We will take roughly ten minutes for this, then come back as a big group to debrief

Debrief

Individualized Training & Development Plan

Program: _____

Name: _____

Role: _____ Start Date: _____

1. What makes you feel successful and competent in your role?	
2. What takes away from your feelings of success and competence in your role?	
3. Do you believe that increased professional development is helpful? If so, what would you like to focus on? If not, why not?	
4. What is important to you in a professional development opportunity?	
5. Are you aware of any opportunities that sound appealing?	
6. What are you currently doing that helps your satisfaction and fulfillment in your role?	
7. What do you want me to know about the way you learn?	

Plan: Over the next six months, I hope to focus on developing my (skill, knowledge, experience) within my role. I will do this in collaboration with my supervisor by:

1. *Attending course:* _____

2. *Reading this book:* _____

3. *Connecting with:* _____

4. *Other:* _____

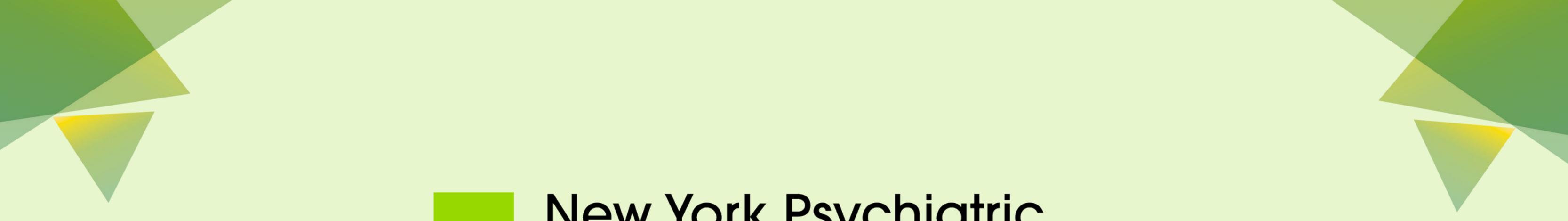
Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

What If I Said There
was a “How” to
Psychiatric
Rehabilitation?

What If I Said it's
backed by OMH and
Free for your Staff?

Recognizing what it
looks like now and
making space for
learning



 **New York Psychiatric**
 **Rehabilitation**
 **Training Academy**
 Funded by NYS Office of Mental Health

A Potential Fit for Your Agency, Programs, and Staff

Background

- Initially a three-year OMH-funded statewide training grant
- Two training cohorts comprised of over 300 outpatient rehab providers (PROS, CORE, CCBHC, etc.)
- Principles and practices of psychiatric rehabilitation taught via a multi-modal learning experience:
 - ❑ Live and recorded webinars
 - ❑ Self-paced learning modules
 - ❑ Regional in-person trainings
 - ❑ Agency-specific consultations
 - ❑ Communities of practice

Successes

- 295 CPRP scholarship-eligible learners
- 96 CPRP certifications received
- 887 hours of technical assistance provided



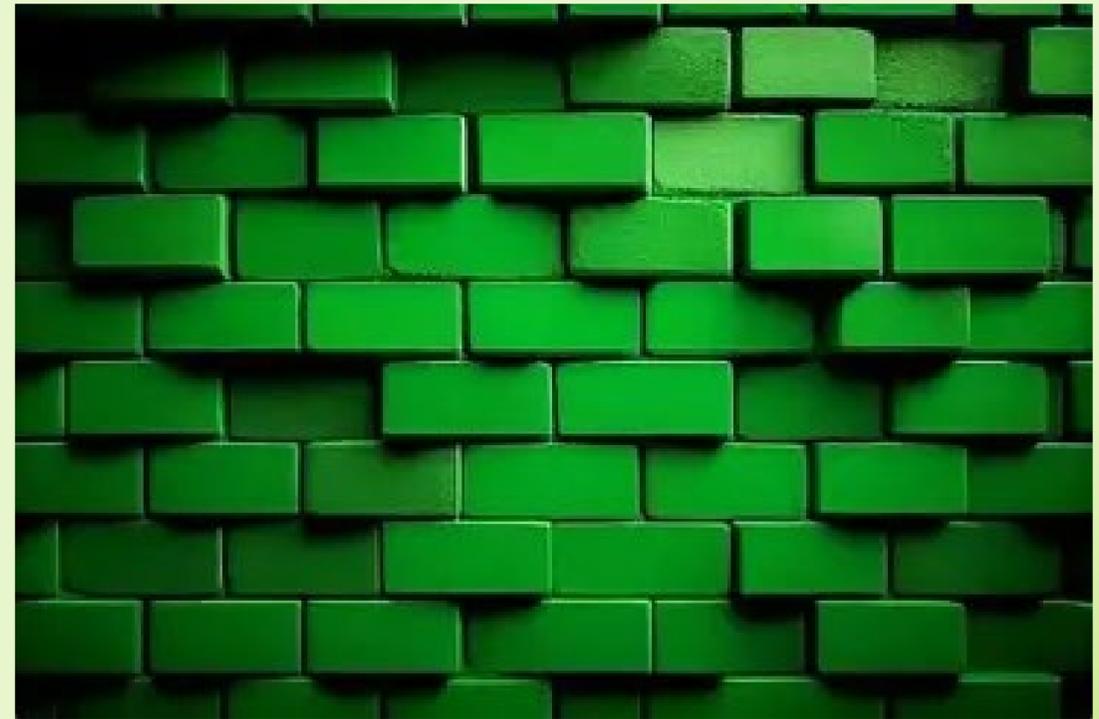
What Our Learners Have Said...

*...The trainers are knowledgeable, and the course overall has been something I look forward to. I originally took the course because so many agencies we work with had questions about whether I would recommend it, and I wasn't comfortable endorsing something I had no familiarity with. **I'm excited to share my experiences now!***

*The in-person trainings helped clarify what was expected and how to put Psychiatric Rehabilitation into practice more organically – **centering the person first in goal-making.***

Challenges

- Attrition
 - ❑ Change of employer
 - ❑ Change of role
 - ❑ Change of program/agency priorities
 - ❑ Change in capacity
- Lack of discrepancy between “what is” and “what could be”
- Model seen as too systematized, regimented



So, What's Changed?

- **Addressing Capacity**

- Introduction of virtual and in-person tracks
- More individualized support

- **Addressing Attrition**

- Tapping into intrinsic motivation for training
- Connecting training goals to work satisfaction

- **Addressing Curriculum**

- New and improved learning modules
- More intensive, practice-focused in-person trainings
- Revamped communities of practice

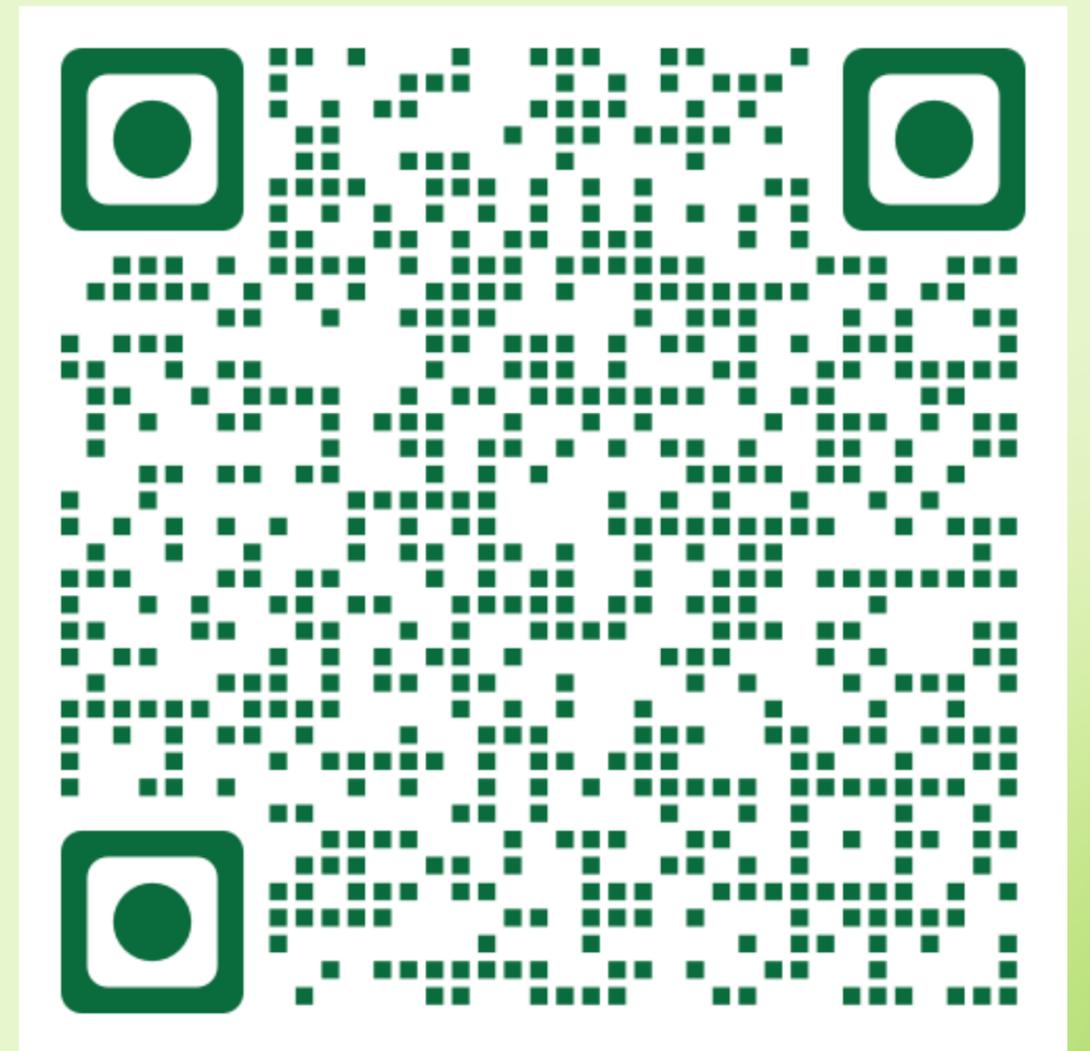


How to Get Connected

Cohort Three registration is now open!

Visit: **psychrehabacademy.org** or scan the QR code

Email me:
kirkcj@rightsandrecovery.org



What Can You Take With You?

What Can You Leave In This Room?





THANK YOU!

SIGN OUT

