Training Reciprocity

Making it Happen for Those we Serve and Those who Serve!

Kym Juntti – Macomb-Oakland Regional Center (MORC)

Shout out! – What is challenging about training reciprocity?

- Bringing Reciprocity to Michigan

- Purpose and Benefits

- State Training Guidelines Workgroup

- Improving MI Practices

- Curriculum Guidelines

- Curriculum Vetting

- Testing and Training options through IMP

AGENDA

Outcomes

Participants will be able to: 1. Identify three ways to employ training guides to review current training outcomes

Participants will be able to: 2. Recognize three strategies to ensure your training is eligible for reciprocity.

Participants will be able to: 3. Identify four benefits for consistent training structure and describe three effects of weak training practices.

Participants will be able to: 4. Repeat three benefits of utilizing Improving MI Practices as a training resource.

What is Training Reciprocity?

- ▶ Required by MDHHS
- ▶ Enables training provided by one employer to be accepted by another provider
- ▶ Ensures training consistency

Focus of Training Reciprocity

Direct Care Staff

Purpose

- Reciprocity
- Uniformity
- Reduced Cost
- Quality Assurance
- Advocacy

Why Reciprocity?

- Staff Movement
- Staff Shortages
- Cost Duplication
- Delays in Meeting Needs
- Supporting complex needs
- Direct Support Professional Advocacy
- Foundation for Advance Certification

Reciprocity in Michigan

- 2007 Likeminded Training Coordinators got together to form the State Training Guidelines Workgroup (STGW)

- Michigan Health Association of Training (MHAT) concerns

- Works under the auspices of CMHAM

- Statewide Training Quality, Uniformity, and Reciprocity

- Standardization of Content, Administration, and Delivery

- Guided by Best Practices within Training Industry

- Currently supporting PIHP TR group in designing process to meet contract requirements

Elements & Benefits

Elements

- Content uniformity (doesn't mean that you can't add your own stuff)
- Vetting Process for Training Reciprocity & Portability
- Aid for Curriculum Development
- Assessment/Testing Availability (Pending)

Benefits

- Cost management
- Unified outcomes
- Consistent content
- Aid in Curriculum Comparison
- Quality Management
- Workgroup Consultation

The Work Group

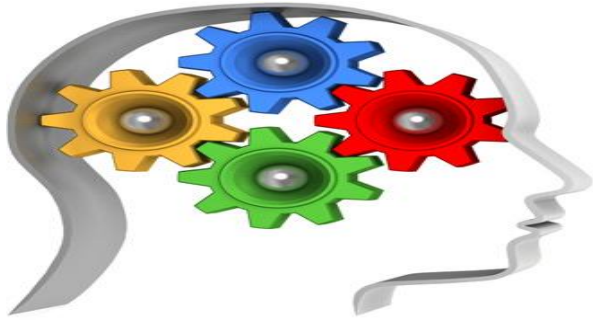- We are one of you

- STGW is a **Work Group** - Participants do the work.

- Relationship with other Entities
  - Michigan Health Association of Training
  - CMH Board Association (CMHA)
  - Improving MI Practice
  - State Reciprocity Workgroup

- Membership: Training Leaders, Curriculum Designers, Adult Learning Experts, Training Delivery Experts, Content Experts, Providers, CMH, PHIP's and Stakeholders (end users and other interested parties).

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- ✓ Hundred's of Free online courses
- ✓ Single-point Transcript system
- ✓ Accessible anywhere

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Curriculum Guidelines

▶ Improving MI Practices

▶ Guideline Structure

▶ Update Frequency

▶ Sample guideline

▶ Follows best practice

Sample Guideline

CMHAM
State Training Guidelines Workgroup
Training/Curriculum Recommendations

The intent of this Training Guideline is for the development and presentation of training content. Curricula based on this guideline will contribute to statewide training quality, uniformity, and reciprocity.

Topic: *Philosophy and Current Trends in Providing Human Services*

Defining Paragraph (Vision, Boundaries, Overall Outcome Statement):

Meeting the challenges of providing mental health services can be a stimulating and rewarding experience for both the provider of services and the individual receiving services. We are striving to enhance the partnership between providers and people receiving services by focusing on empowerment and working "with" people rather than "for", "on", or "leading" them. The ultimate outcomes are enhanced quality of life, increased personal control and independence, and feelings of happiness and belonging. As the system moves forward in its development of person and family-centered principles and strategies, new and innovative approaches continue to be developed and tested that empower and further enhance the lives of persons receiving services. Finally, the goal is to ensure services individuals receive give them the opportunity for independence in making life decisions, full participation in community life, and that their rights are respected.

The purpose of this course is to share information on these new and innovative approaches, therefore the content of this course will be evolving to reflect these changes.

Definitions:
Content – These are a listing of the areas covered in the subject.
Outcomes/Competencies – These are statements about what participants will be able to do as a result of having participated in the course.
Outline – A suggested approach to meeting Outcomes/Competencies.
These three are interrelated, but not necessarily a one-to-one relationship.

Content:

Philosophy:
1. Impact of values, attitudes, and beliefs.

Rev 10/17

- Defining Paragraph
- Content Outline
- Outcomes & Competencies
- Outline/Recommendations
- Trainer Qualifications
- Length of Training
- Format
- Teaching Methods
- Method of Assessment
- Scope of Implementation
- Frequency
- Comments
- References/Legal Authority

Vetting tool

- Determination of Eligibility for Reciprocity
- Accommodating Multiple Models (Live, Online, etc.)
- Vetting Tool Use
- Vetting Tool – Segments
- Handling Unique Issues
- Recognize: Development & Pilot Phase

Where should we begin?

- Decide who you need at the table

- Gather training material, including assessments

- Print off guide(s) from IMP

- Located Vetting tool(s) from IMP

- Complete Vetting

- Provide comprehensive notes including:

  - Who completed the vetting

  - What did not meet the standard

  - Guides included in the training course

  - Plan to update training to meet the recommendation

  - Submit to STGW kym.juntti@morcinc.org

  - Log onto IMP to see if there is vetted training materials available to utilize or contact STGW for help

Vetting: What if…

- ▶ Your training curriculum doesn't meet the guideline?
- ▶ Who in your agency should complete the vetting process?
- ▶ What if you want to develop a new training?
- ▶ Who is reviewing our vetted training for approval?
- ▶ What if your training covers more than one guideline?
- ▶ Who can we reach out to if we need support?

Accepting outside training

- Need training certificate(s) or transcript from organization who conducted training

- Name of course, date of training, length of course, trainer signature, organization name

- Go to IMP and see if their training has been vetted (STGW)

- Testing/Test-Out options:

- If training is current based on guide or internal requirements you can accept at face value

- Can request a test-out option through IMP

- Can utilize your existing internal test-out option

- Can require additional training or re-training if expiration is close or person has not been working in the field for 24 months or longer

Requesting testing through IMP

- Currently working on recommended groupings of guides for some courses

- Currently working on a template form to request testing utilizing multiple guides

- Randomization of a bank of questions

- Need 80% to pass

- If being utilized as a test –out to confirm competencies already trained there is one attempt and then re-training is required

- If being utilized as a tool for initial testing after instruction has been received from you the learner has two testing opportunities to pass, then re-training is required.

- Skill assessments (Health, Medications, Documentation etc. would be tested on in-house)

Final Questions
Did we address your concerns?

Thanks you!

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