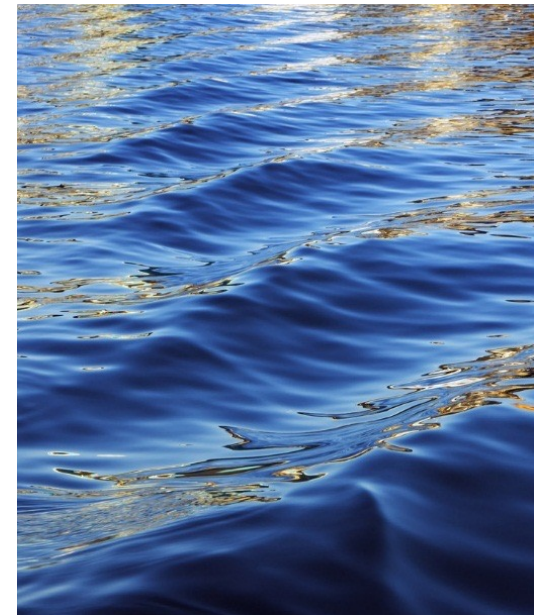




IPS Training & Technical Assistance

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Overview



Key areas for training and technical assistance



Four tips for effective training



How IPS principles can guide training and TA approach

Key Areas for Training and TA

Effective Training and TA for IPS Programs

- **Comprehensive Training for IPS Staff**
 - Foundational Training, Skills Development, Person-Centered Approaches, Integration with Mental Health Services
- **Opportunities for Ongoing Professional Development**
 - Continuous Learning Opportunities, Advanced Training, Peer Learning and Support

Technical Assistance and Support

- **On-site and Remote Support**
 - Coaching and Supervision, Remote Consultation, Problem-Solving Support
- **IPS Fidelity Reviews**
 - Regular Assessments, Feedback and Action Plans, and Benchmarks

Measuring, Reporting and Sharing Outcomes

- **Data Collection and Analysis**, Performance Improvement, Sharing & Learning from Data



Important: We Learn by Doing



- Join team meetings
- Have guest speakers with lived experience
- Go into community
- Actively build relationships **in person**

Four Tips for Effective Training - ASEE

A:

Action
Creates
Change

S:

Start with
Strengths

E:

Everyone is
Involved

E:

Enjoy the
Process

ASEE: Action, Strengths, Everyone, Enjoy

ACTION **Non-Satis Scire (To Know is Not Enough)**

- **Action Creates Change:** Knowledge alone doesn't develop skills—action does. Or you can think of the Nike slogan: Just Do It!
- **Engage Emotionally:** Move beyond slides and handouts. Use activities that make people laugh, cry, and actively participate. These moments create lasting memories.
- **Practice and Community Engagement:** Regularly practice skills in real-world settings. Trainers should join clinical meetings and community activities to model and reinforce employment-focused strategies.

STRENGTHS **Start with Strengths**

- **Celebrate Successes:** Identify and celebrate what's already working well in your state and agencies.
- **Build on What Works:** Use these successes as a foundation to address areas needing improvement and guide next steps.

EVERYONE **Involve Everyone**

- **Collaborate Widely:** Include all key partners in training efforts. More involvement makes the work easier and more effective.
- **Interactive Engagement:** Use tools like Zoom chat, breakouts, role plays, vignettes (even better when they are real situations) and current data outcomes to identify and engage essential participants.

ENJOY **Enjoy the Process**

- **Ongoing Support:** Remember, training and technical assistance are never done. Continuous, evolving support is key to long-term success and growth.

How IPS Principles Align with Training Principles

- 1. Focus on Competitive Work**
- 2. Zero Exclusion**
- 3. Integration of Employment and Mental Health**
- 4. Attention to Personal Preferences**
- 5. Personalized Benefits Counseling**
- 6. Rapid Job Search**
- 7. Employer Engagement**
- 8. Time-Unlimited Follow-along Supports**

- 1. Creating a Culture of Work**
 - Emphasize the importance of competitive employment to overall well-being, embedding the goal of work throughout the agency and state initiatives.
- 2. Inclusive Training Access**
 - Offer training to all agency staff, state leadership, advocacy organizations, employer groups, Vocational Rehabilitation, Dept of Labor, educational organizations, etc., and ensure everyone can learn and contribute.
- 3. Integration of employment and mental health (Integrated Learning Approaches)**
 - Promote interdisciplinary learning, integrating employment and mental health service principles, including partners outside traditional employment arena
- 4. Participant-Centered Training and TA**
 - Focus on understanding and respecting current strengths & needs of audience, tailor technical support to individual needs, dynamic, unique, and creative approaches to leaning, and on-site support or state-level support
- 5. Customized Funding Approaches**
 - Discuss and strategize the funding approaches for IPS implementation, expansion, and sustainability, develop policies and strengthen partnerships
- 6. Accelerated Skill Development**
 - On-site, in the community, and active technical assistance is provided quickly in tandem with training. Emphasize practical, hands-on approaches.
- 7. Consistent Relationship Building with Partners**
 - Work with staff to build & maintain employer relationships strategically, develop process for engaging clinical and leadership staff, and community partner collaborations.
- 8. Time-Unlimited Follow-along Supports (Ongoing and Adaptive Training Support)**
 - Ensure continuous, tailored training and support for staff, adapting to their individual growth.

Thank You!

