

Guideline Questions for Interviewing IPS Trainer Candidates

How have you learned about the evidence-based practice of supported employment for people with serious mental illness?

- Has the candidate accessed material on websites? Looked for more information?

Which IPS principles or fidelity items do you think would be most difficult for agencies to implement? How could a trainer help?

- Does the candidate understand what IPS is about? Is the candidate in agreement with the IPS approach?

What are some of the organizational changes that an agency may make to implement IPS?

- Does the candidate have some understanding of challenges that may exist for agencies implementing the model?

What role should agency leaders play in implementing the evidence-based practice? As a trainer, how would you interact with agency leaders and involve them in program implementation?

- Would the trainer be able to engage leaders and help them understand the critical role that they play? Would the trainer help leaders think of action steps to help the program?

Describe your experience providing employment services to people with disabilities. What was most rewarding? What was most challenging?

- Does the trainer candidate have direct experience as an employment specialist and an employment supervisor? Does the candidate identify common issues for these positions?

Describe your experience providing services to people who have serious mental illnesses.

- Is the person knowledgeable about mental illnesses and mental health treatment services?

As a trainer, how could you address some of the issues that you experienced?

- Does the candidate have good ideas about training, technical assistance and consultation?

How would you work with a program whose employment supervisor wants her staff to run a few groups in the day program?

- Is the candidate familiar with the role of employment specialist? How does the candidate problem solve?

How would you work with a program with few referrals?

- How does this candidate problem solve? Is the person showing signs of being a team player? Is the candidate describing leadership skills?

Please describe how you would train employment staff on job development?

- Does the candidate consider demonstrating employer contacts in the community (versus classroom-style training)? Does the candidate include ideas about mentoring the employment supervisor on job development?

How do most people learn best? What type of training or technical assistance do practitioners need to change the way that they do their work?

- Is the trainer prepared to spend his time working alongside IPS teams (demonstrating new skills and coaching) rather than providing advice?

Describe how familiar you are with Vocational Rehabilitation? How would you develop a relationship?

- Does the trainer candidate understand the partnership of VR? Do the candidate's remarks reflect initiative for developing relationships?

What would be the hardest part for you in starting this position?

- How thoughtful is this individual in considering his/her strengths and weaknesses in relation to the position?

What area would you want to learn more about?

- Is the candidate showing interest in the position?

How would you work with a program that is having difficulty in helping people gain employment?

- Does the person suggest reviewing outcome data? Does the person suggest a step-by-step approach for improving outcomes? Does the person speak to the importance of being at the agency to understand why they are having difficulties achieving outcomes? Does the person convey the key role the trainer has in partnering with the staff/leaders for performance improvement?

Have you ever organized a large meeting? Tell us what you did.

- Does the candidate have organizational skills?

What questions may you have for us?

- Does the trainer candidate show genuine interest in the position and ask good questions to become more informed about the position?

AFTER THE INTERVIEW CONSIDER:

Overall, how well did the candidate:

Show interest in spending time in the community.

Show interest in learning.

Show evidence of being a team player.

Show evidence of knowing the importance of listening.

Show evidence of being a hopeful person.

Did not appear judgmental and use terms or humor that may reflect discrimination.

Use a strengths-based perspective when discussing agency staff and the people they serve.

Express passion/dedication for helping people recover through employment (ability to motivate others).

Describe coaching and mentoring with a team, rather than taking on the role of expert.

Demonstrate ability to help the state/regional team identify and resolve barriers to implementing IPS in the state system.

Show evidence of having organizational and leadership skills.