



## Alameda County Behavioral Health Care Services

### WELLNESS RECOVERY RESILIENCY HUB

### TRAINING PLAN SUMMARY

December 2009

#### OUR MISSION:

The BHCS Wellness Recovery Resiliency Hub seeks to engage the strengths of consumers, family members and providers so that people-in-recovery can live meaningful lives guided by their own choices in their communities. We do this by offering workshops, ongoing classes and events that build wellness-oriented experience, knowledge, skills and practice.

#### OUR METHOD:

- Partner with programs to design a wellness education series tailored to the program's needs. Build on program's strengths to support the practical application of wellness-recovery-resiliency (WRR) oriented knowledge, practices and skills.
- Offer choices. Offer programs several choices of wellness education modules and learning modalities (recovery education dialogues, "what works" focus groups, consensus workshops, action planning workshops, recovery event planning, leadership training for consumers and family members, recovery education seminars).
- Promote learning starting with what is already known and practiced. Start engagements with recovery dialogues that validate the strengths and resources of the program. Model WRR by offering workshops and seminars where there is mutual learning between the Hub Team and the program.. Design workshops that use variety of learning styles.
- Offer learning experiences and curricula that are easily applied in daily work:
  - (i) Design curricula that balance experiential aims with rational aims;
  - (ii) Work with teams of people within the same organization (staff at all levels, consumers, family members);
  - (iii) Address how to integrate WRR into program culture, and
  - (iv) Support teams to share WRR knowledge and skills with colleagues after the Hub has completed its work.
- Promote learning that includes providers, consumers and family members.

#### TRAINING STRATEGY

The Hub Team offers trainings in wellness/recovery knowledge and practice to programs within five categories of strategic partners:

1. Consumer leadership;
2. Family leadership;
3. Clinical providers, administrative staff and managers
4. Consumer-Providers (direct services); and
5. Recovery Education for Consumers.

The section below lists the (i) global training objectives for BHCS programs currently working with the Hub Team and (ii) type of training support being offered to each BHCS program working with the Hub Team.

**1) Consumer Leadership**

Objective: Build Skills Required to Effectively Collaborate with BHCS Programs and Committee

Pool of Consumer Champions Standing Committees: <i>Leadership Training Series</i>
Pool of Consumer Champions Membership: <i>Leadership Training Series</i>

**2) Family Leadership**

Objective: Build staff competencies in how WRR principles and practices apply to family leadership and advocacy.

Family Education Resource Center Staff: <i>Leadership Training</i>
Office of Family Relations: <i>Technical Assistance/Curriculum Development:</i>
Family Education Resource Center: <i>Development of Leadership Training Curriculum for Family Members and Consumers; Technical Assistance to integrate WRR language and strategy into FERC communications (brochures, webpage, outreach to BHCS programs)</i>

**3) Clinical Providers, Administrative Staff and Managers**

Objective: Build on providers’ current WRR knowledge/strengths and increase the application of WRR practices in daily work. Identify opportunities to develop WRR resources for providers, consumers and family members. In collaboration with providers, bring information about strengths and opportunities for systems change to BHCS Executive Administration.

John George Pavilion: <i>Practice Change Workshops/Technical Assistance to WRR Workgroup</i>
Adult Service Teams (CHOICES Program): <i>“What Works” Project/ Recovery Education Series (13 BHCS county and contract programs)</i>
Adult Service Teams (CHOICES Program): <i>Collaborate with Recovery Education Center vendor to develop curriculum and teach within CHOICES’ Regional Learning Collaborative for providers</i>
Adult Service Teams - Year Long Pilots: <i>Recovery Education Series / Technical Assistance:</i>
♦ La Clinica De La Raza: FY 2009-10
♦ Oakland Community Support Center: FY 2009-10
Adult Service Teams – Short Term Projects
♦ Bonita House – Development of Consumer Advisory Board
♦ BACS – Creative Living Centers/”What Works” series
BHCS Housing Office: <i>Technical Assistance/ Curriculum Development: for Operators</i>
BHCS Supplemental Rate Program residential providers: <i>Recovery Dialogue Series</i>

**D. Consumer-Providers (direct services)**

*Objective:* Increase knowledge and skills in WRR practice; ensure consistency of consumer provider trainings across county programs.

Recovery Education Center Vendor for CHOICES Program: <i>Technical Assistance regarding the training of recovery coaches</i>
Consumer-provider Ongoing Recovery Education (C.O.R.E): <i>Training Series for BHCS Consumer Providers and Managers of Consumer Provider Programs</i>

**E. Recovery Education for Consumers**

*Objective:* Increase consumer access to knowledge and skills that can be used each day to support self-determination, resiliency, wellness and recovery. Ensure consistency of recovery education offered across county programs.

Recovery Education Center Vendor for CHOICES program: <i>Technical Assistance to develop wellness education curriculum</i>
Living Intentionally Fully Empowered (L.I.F.E).: <i>Recovery Education Series for Adult Service Team members</i>