

To: Personalized Recovery Oriented Services (PROS) Programs
From: NYS Office of Mental Health (OMH)
Date: 2.2.2022
Subject: Training Requirements related to Intensive Rehabilitation in PROS

Background

This memo is intended to describe the updated staff training requirements for Intensive Rehabilitation (IR) Family Psychoeducation / Intensive Family Support (FPE) and Integrated Dual Disorders Treatment (IDDT). These training requirements emphasize the importance of Evidence Based Practices and building staff competencies. This memo replaces training requirements previously described in PROS Clarification #13.

Family Psychoeducation & Family Involvement in PROS

An individual's family of choice and other natural supports can play an important role in supporting their recovery and achievement of life role goals. Family of choice is defined by the PROS participant and includes any natural supports who they identify as important in their life. PROS participants are encouraged to explore and set boundaries for how their family of choice can be helpful in supporting their recovery and goals.

Family of choice and other natural supports may be included in some PROS services if identified on the Individualized Recovery Plan (IRP). The specific components and services that can be delivered to identified collaterals is outlined in 14 NYCRR Part 512 Regulations, and include:

- Community Rehabilitation and Support – Wellness Self-Management,
- IR – Family Psychoeducation / Intensive Family Support,
- Ongoing Rehabilitation and Support, and
- Clinical Treatment – Medication Management, Symptom Monitoring, and Clinical Counseling and Therapy.¹

Identified collaterals may also be helpful in supporting the assessment and individual recovery planning processes. While this memo describes the training requirements for practitioners delivering IR- FPE, it is strongly recommended that all PROS staff complete the trainings described below to promote skill development and ensure competency in this area.

Family Psychoeducation is an approach for partnering with individuals and families to treat serious mental illnesses. FPE practitioners develop a working alliance with individuals and families (collaterals). In family therapy, the family itself is the object of treatment. In the FPE

¹ In accordance with Part 512.5(d), Clinical Counseling and Therapy may include *family counseling or therapy* for the purpose of addressing the emotional, cognitive and behavioral symptoms of a mental health disorder or for engaging, motivating and stabilizing persons with a co-occurring mental health and substance abuse (including alcohol) disorder, and the related effects on role functioning. All collateral contacts, including family counseling or therapy, must be provided for the direct benefit of the individual.

approach, however, practitioners, the individual, and their family work together to support the individual's recovery.

Personalized Recovery Oriented Services (PROS) practitioners providing FPE services should have skills to deliver the following interventions:

- Engagement with family members,
- Education about mental illness and its treatment,
- Information on community resources,
- Guidance on how to manage or cope with difficult behaviors,
- Emotional support and counseling,
- Crisis planning, and
- Problem solving skills training.

Staff Qualifications & Training Requirements for FPE

Practitioners must be Professional Staff or Paraprofessional Staff under the supervision of Professional Staff. Practitioners must complete an OMH-approved training in order to provide Family Psychoeducation/Intensive Family Support. Previously, OMH had partnered with the University of Rochester's Family Institute to offer training for PROS providers on the Consumer Centered Family Consultation (CCFC) model, which was deemed the primary method for meeting this standard. The CCFC training no longer meets the training requirement for IR – FPE.

The IR – FPE training requirement has been revised to allow for a closer alignment with PROS services, a broader focus on engaging natural supports, and improved access to training materials. A new training program has been developed in collaboration with the Center for Practice Innovations (CPI) at the New York State Psychiatric Institute. This document outlines the training requirements for staff delivering PROS Family Psychoeducation/Intensive Family Support

PROS staff who deliver Family Psychoeducation/Intensive Family Support are required to take three trainings available through the CPI Learning Community, an online learning management System:

- Importance of Families – 19 minutes
- Working with Families – 30 minutes
- Working with Family and Natural Supports in Personalized Recovery Oriented Services (PROS) – 35 minutes

These trainings may be found in the [Center for Practice Innovations \(CPI\) Learning Community](#), which is available to PROS programs and staff at no cost. The CPI Learning Community will be used to track completion of these trainings. Provider-specific information (staff, completion dates, etc.) will be available upon request. It is the responsibility of the provider agency to ensure training requirements are met.

Integrated Dual Disorder Treatment in PROS

Integrated Dual Disorder Treatment (IDDT) is an Evidence-Based Practice designed to address mental health and substance use needs simultaneously to assist an individual in overcoming the barriers resulting from the co-occurring disorder. A core principle of this approach is the use of

trained staff who are able to treat both disorders simultaneously using stage-wise interventions, including motivational interviewing and cognitive behavioral approaches.

Effective integrated treatment also involves a strong commitment from the organization and program and support from senior leadership. OMH strongly recommends that all staff and supervisors who work with individuals with co-occurring disorders complete the Integrated Mental Health/ Addiction Treatment Training (IMHATT) Certificate available through CPI.

Staff Qualifications & Staff Training Requirements for IDDT

Practitioners must be Professional Staff or Paraprofessional Staff under the supervision of Professional Staff. Practitioners must complete the OMH-approved training in order to provide IR – IDDT. This training consists of specific modules from the Focus on Integrated Treatment (FIT) curriculum available through CPI.

The required FIT modules include:

- Screening for Substance Use Disorders in Mental Health Treatment Settings (25 min)
- Integrated Assessment for Co-Occurring Substance Use and Mental Health Disorders (30 min)
- Stages of Change and Stages of Treatment (20 min)
- Motivational Interviewing: Engaging (20 min)
- Motivational Interviewing: Evoking: Preparation for Change Part 1: Change Talk (20 min)
- Motivational Interviewing: Evoking: Preparation for Change Part 2: Sustain Talk and Discord (15 min)
- Cognitive Behavioral Therapy: Overview, Tools, and Interventions (25 min)
- Social Skills Training (25 min)
- Practitioner Tools for Treating Tobacco Dependence (45 min)

These trainings may be found in the [Center for Practice Innovations \(CPI\) Learning Community](#), which is available to PROS programs and staff at no cost. The CPI Learning Community will be used to track completion of these trainings. Provider-specific information (staff, completion dates, etc.) will be available upon request. It is the responsibility of the provider agency to ensure training requirements are met.

Effective Date & Timeframes for Training Completion

All PROS programs must have at least one staff person who is trained and able to provide IR – FPE and at least one staff person who is trained and able to provide IR – IDDT. This guidance is effective immediately, with timeframes for training completion described below:

- Staff who have previously completed an OMH-approved training program for FPE, as described in PROS Clarification #13, must complete the required CPI training modules within 6 months of the date of this memo or prior to delivering any IR – FPE services, whichever is later.
- Staff who have previously completed an OMH-approved training program for IDDT, as described in PROS Clarification #13, must complete the required CPI training modules within 6 months of the date of this memo or prior to delivering any IR – IDDT services, whichever is later.

- Staff who have *not* completed an OMH-approved training program for FPE, as described in PROS Clarification #13, must complete the required CPI training modules described herein before delivering any IR – FPE services.
- Staff who have *not* completed an OMH-approved training program for IDDT, as described in PROS Clarification #13, must complete the required CPI training modules described herein before delivering any IR – IDDT services.

Questions

If you have any questions or concerns regarding this memo, please contact your local Field Office and/or the PROS mailbox at PROS@omh.ny.gov.

For CPI Learning Community access or support please contact the CPI Online Assistance Unit:

Phone: (646) 774-8422

Email: cpihelp@nyspi.columbia.edu