

Stark County System of Care Expansion Planning Grant
Treatment Subcommittee Minutes
University Center at Kent State University, Stark Campus
9/6/15 3:30-5:00

Facilitator: Sonia Alemagno, Ph.D, Dean, College of Public Health, Kent State University

Note Keeper: Melissa Mirka, Graduate Assistant, College of Public Health, Kent State University

Attendee's: Dr. Michelle Heberling, Stephanie Kutcher, Dr. Anju Mader, Ashley Scott, Kimberly Genis, Peggy Shaffer-King, Olivia Reilly

Today's Discussion: **Training needs**

The committee had previously expressed training issues that are due to staff turnover. We discussed providing greater access to training by videotaping sessions or the possibility of providing training on-demand with online training modules.

The committee talked about "training saturation" and how best to offer needed training. Areas identified for high priority include:

- Electronic Medical Record transition
- DSM-IV to DSM-V transition
- Evidence-based models in Mental Health (programs with fidelity)
- Cognitive Behavioral Therapy (CBT), particularly how agencies can get staff certified
- Dialectical Behavioral Therapy (DBT)
- Increasing understanding around releases of information

There was a concern expressed about how the training is advertised and that there should be a broader distribution of opportunities beyond the website and newsletter.

There was also a discussion about whether "we are training the right people." For example, is there training available and being taken advantage of by medical records staff.

A request was made that training be offered in increments, not only in full day sessions. For example, in 3 hours increments. There was a concern that staff cannot be released for a full day of training. Also, there was a question of whether all training must come with CEUs- can there be training that is just offered online without the CEUs?

The overall conclusion of the discussion is that the Board should consider a formal training needs assessment that would guide the planning of training offerings. Those attending this subcommittee meeting felt that their suggestions might not be representative of the work force needs. This needs assessment would explore what trainings are perceived to be of highest priority and ask questions about how to address training gaps in the context of high staff turnover.