

Connecticut Valley Hospital & Whiting Forensic Hospital

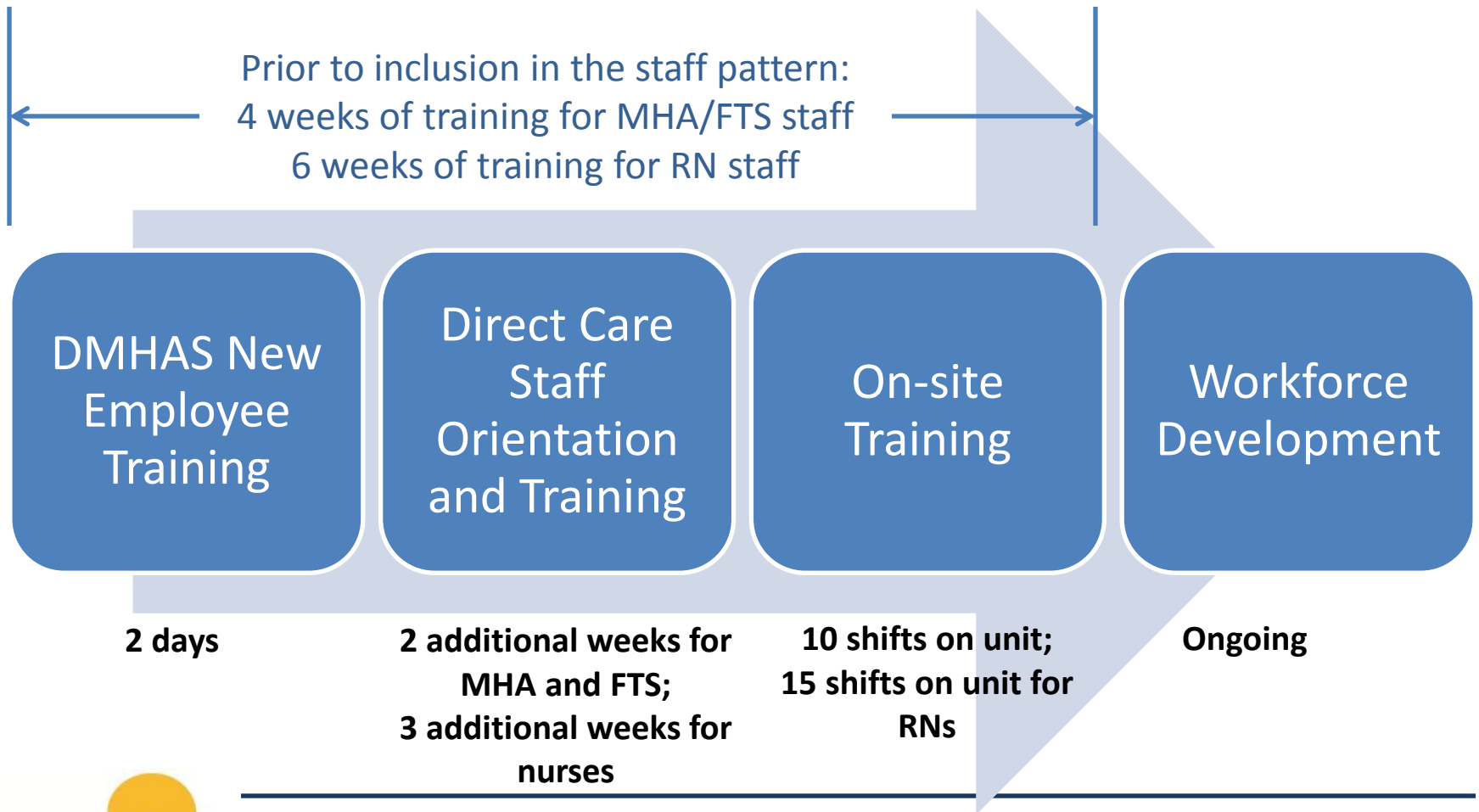
Staff Education and Training

November 21, 2019



Connecticut Department of Mental Health and Addiction Services

CVH/WFH Direct Care Staff Training



Connecticut Department of Mental Health and Addiction Services

DMHAS New Employee Orientation

- Human Resources
 - Completion of Required Forms
 - Policies & Procedures
 - FMLA-Workers Compensation
 - Benefits & Information on Time and Attendance Payroll
 - Diversity Training
 - Labor Relations Policy & Procedures
- Affirmative Action
- Compliance Program
 - Ethics
 - HIPAA and IT Security Training
- Electronic Health Record
- Workforce Development
 - Ergonomic Awareness
 - Hazardous Communication
 - Fire Safety Training
- Workplace Violence Prevention Training
- Recovery and Consumer Affairs
- Multicultural Healthcare Equality
- Employee Assistance Program
- Union Rep (1199 and NP2)



9-Day Direct Care Staff Training

Includes:

- Infection Control
- Patient Panel
- Recovery Support Specialists
- Dysphagia
- Patient Privileges
- Elopement
- Patient Safety in the Community
- Patient Searches
- Admission/Transfer Discharge
- Emergency & Involuntary Meds
- Dental
- Understanding Effects of Psychotropic Meds
- WITS
- Recovery Management System
- Restraint and Seclusion Procedures
- Routine and Special Observations
- Understanding Trauma
- Therapeutic Communication
- Suicidality
- Neuroleptic Malignant Syndrome



Population-Specific Competencies

- Forensics
- Age-specific
 - Young adult
 - Geriatric
- Substance Use Disorders
- Acquired Brain Injuries/Traumatic Brain Injuries



CVH/WFH Direct Staff Orientation and Training

Trainings align with regulatory and accrediting body standards

- Collaborative Safety Strategies (CSS)
 - 3 full days of training
- CPR
- Hospital-Specific Policies and Procedures
- Restraint/Seclusion Procedures
- Routine/Special Observation Procedures



Collaborative Safety Strategies (CSS)

Module 1: Introductions and Overview

Module 2: Creating Safe and Therapeutic Relationships and Environments of Care

Module 3: Risk Management

Module 4: Protective Physical Skills

Module 5: Therapeutic Interventions for Enhancing Safety and Interrupting the Cycle (Communication Strategies)

Module 6: Safety Strategies for Escalating and Crisis Situations

Module 7: Physical Crisis Techniques



DMHAS Learning Management System

- Staff enroll in instructor-led training and complete web-based training on LMS (mandatory and elective)
- Staff assigned mandatory training by facility, job role, etc.
- Staff can view their requirements in LMS
- Compliance Reports are generated by LMS and disseminated to facility stakeholders



Workforce Development

- Focus on Direct Care Training
- Three training catalogs issued annually (Fall, Winter, Spring)
- Instructor-led and Web-based trainings
 - Free for all DMHAS staff and staff of DMHAS-funded programs
 - Continuing Education Credit
- Connecticut Certification Board trainings





Discover
a World of
Education

Welcome to the DMHAS

Learning Management System

The Connecticut Department of Mental Health & Addiction Services



Self-Directed Web-Based Training Focus on Direct Care

Trainings available online via Learning
Management System (LMS)

Accessible 24/7 from anywhere

Ideal for staff on inpatient units



Connecticut Department of Mental Health and Addiction Services

Total Trainings Offered by All DMHAS Facilities

- Instructor-led: 1,844
Completed trainings: 21,654
- Web-based: 327
Completed trainings: 59,384



The End



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