

Specified Staff Training Using A Generic Approach

*20th June 2006
Radisson Hotel, Tallinn, Estonia*

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Delight Training

- *training provision areas* -

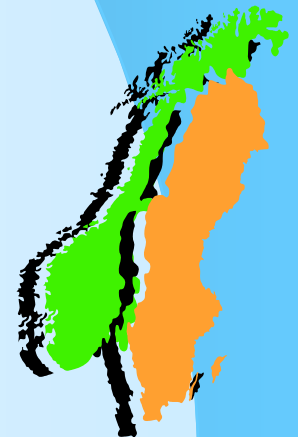
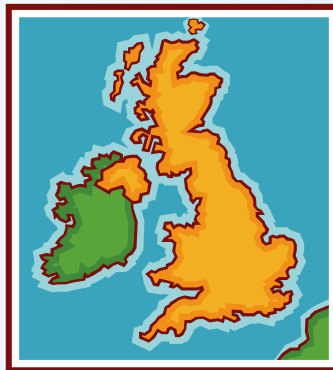
● Customers

- ◆ Prison Services
- ◆ Probation Services
- ◆ Drug and alcohol agencies
- ◆ Secure mental health
- ◆ CAFCASS
- ◆ Health service
- ◆ Housing agencies
- ◆ DSPD
- ◆ Serco/Premier etc



● Training

- ◆ Generic skills
- ◆ Behavioural change focused
- ◆ Programmes
- ◆ Consultancy
- ◆ Trainer Training



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Training Provision

- structured programmes -

- **PSST** – Problem Solving Skills Training (offence focused)
- **TF** – Think First (offence focused problem solving)
- **ASRO/S** – Addressing Substance Related Offending / Secure
- **COVAID** – Control of Violence for Angry Impulsive Drinkers
- **S+T** – Stop and Think (semi-structured problem solving)
- **PRISM** – Programme for Reducing Individual Substance Misuse
- **OTO** – One To One
- **STAR** – Stop Think Act and Reflect

facilitators/tutors

programme managers

treatment managers

case managers

trainers

et al

report writers



Specified Staff Training

- *example of training TASK needs* -

● ASRO/S (Substance Use and Offending)

- ◆ Programme manual (20 specified sessions)
- ◆ Materials manual (paper and electronic)
- ◆ Theory manual
- ◆ Practice Guidelines manual
- ◆ Selection manual
- ◆ Management manual if needed
- ◆ Supplementary materials



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Generic Training Targets

- *structured programmes* -

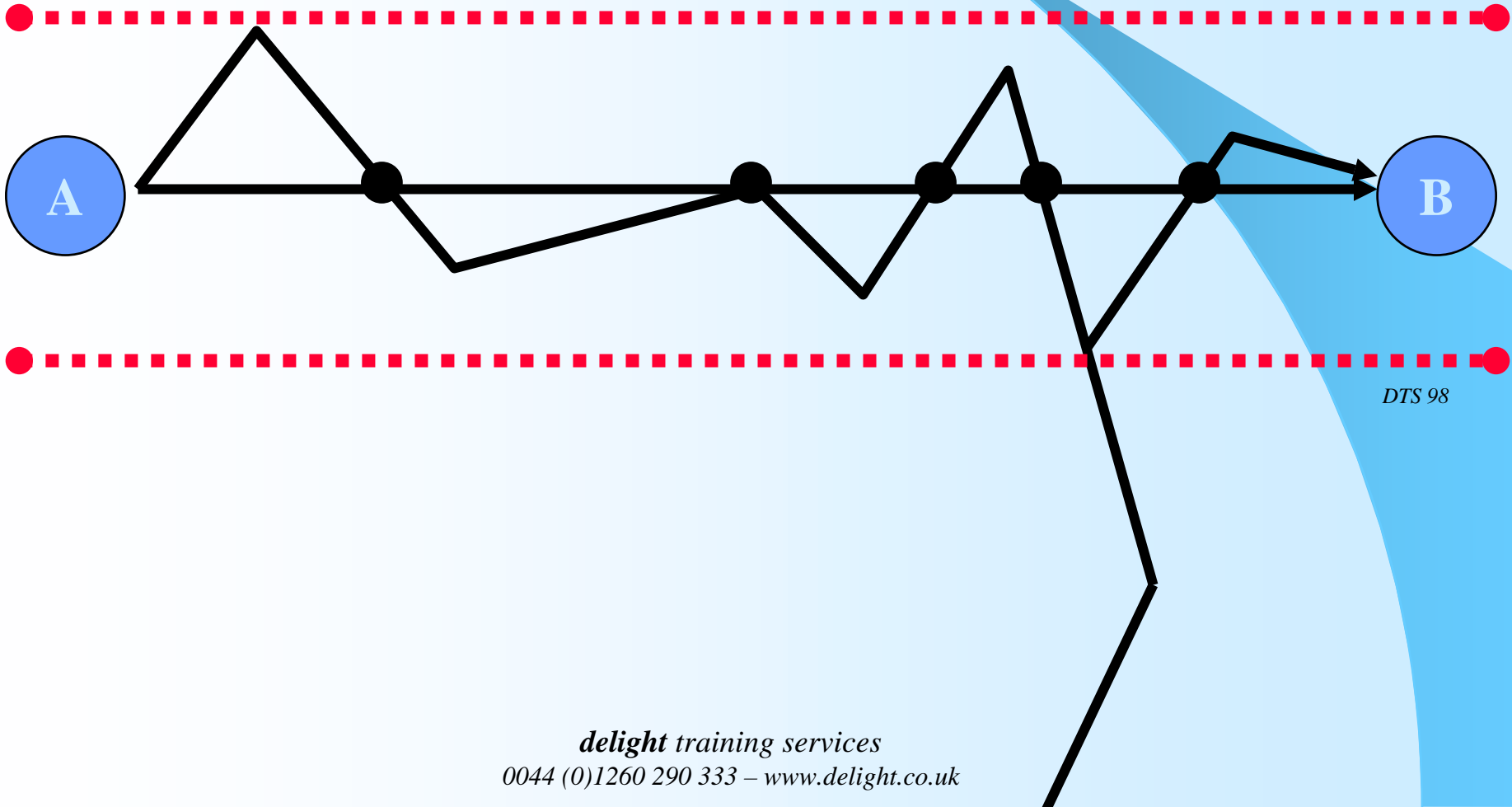
- 1. Problem Solving or Problem Skills Training**
- 2. Programmised work – rigid or ‘consistently flexible’**
- 3. Understanding ‘why’ as well as ‘what’**
- 4. Working with **PROCESS** as well as task**

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“Give a man a fish, and you’ll feed him for a day.

Teach a man to fish, and you’ll feed him for life.”



DTS 98

‘Some Thoughts on Theory’

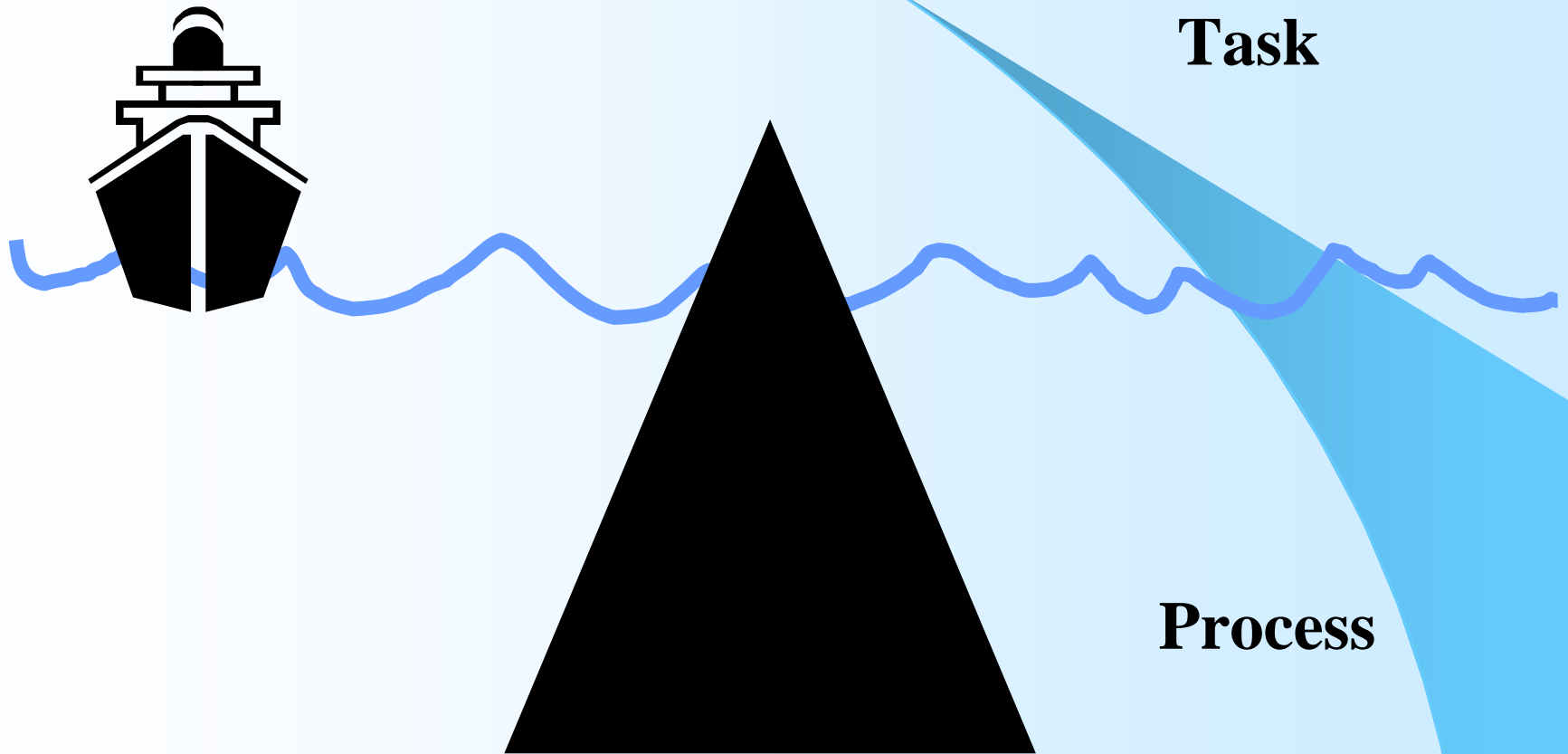
“There’s nothing more practical than a good theory”

“All models are wrong but some models are useful”

Purpose in Programme Training:

- **Understanding the rationale**
- **Affirming the approach**
- **Providing direction**





Specified Staff Training

- *example of training TASK needs* -

● COVAID (Violence and Alcohol)

- ◆ Programme manual (12 specified sessions)
- ◆ Materials manual (paper and electronic)
- ◆ Theory manual
- ◆ Selection manual
- ◆ Management manual if needed
- ◆ Supplementary materials
- ◆ Research/Audit materials



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COVAID Facilitator Training

Wrexham 19th – 30th June 2006

- learning outcomes -

By the end of this training participants will have:

- **theoretical principles**
- **motivational interviewing**
- **groupwork**
- **programme content**
- **practised delivery**
- **implementation**

COVAID Facilitator Training

Wrexham 19th – 30th June 2006

- programme -

- **two weeks**
- **highly experienced trainers**
- **input and practice based**
- **programme materials covered**
- **core process areas covered**
- **competency assessed**
- **facilitation skills feedback**
- **programme skills feedback**
- **post implementation consultancy**

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Training Provision

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Prison Staff Training:

- ◆ **Available internationally**
- ◆ **Include all programme materials**
- ◆ **Include pre and post training consultancy**
- ◆ **Variety of training programme lengths to suit need**

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