

Workforce Development Department
4101 N. Ravenswood Ave. Chicago, IL 60613

Thresholds offers a diverse educational and professional development menu to its staff and collateral providers through in-person classroom training, web based training and more. Below are descriptions of services we often provide to individuals, groups, and/or agencies. **All services can be tailored to the specific needs of your organization.** If you are interested in pursuing additional information about how Thresholds may be of service to you or your organization, please complete the attached inquiry. Once we receive the inquiry, you may expect a follow-up call from someone in our Workforce Development department to schedule a more in-depth conversation with you about your unique interests and needs. At that time, we will develop a formal proposal including a schedule of fees associated with the below-mentioned potential elements of a customized plan for your organization, along with other important information. Continuing Education Units (CEU's) for certain credentials are available, if desired.

Training: The Workforce Development Department provides staff training on varied topics relating to mental illness, integrated health, substance abuse treatment, ethics, cultural diversity, crisis management, evidence based practices and more. To view a more comprehensive catalogue of training topics please access our website at www.thresholds.org and click on the training tab or we will send you a menu of training topics upon request.

Request a Thresholds speaker: Whether it's an informal talk or formal presentation, Thresholds is committed to providing our diverse communities with clinical information regarding severe and persistent mental illness as well as education about the lived experience of and recovery from psychiatric illnesses.

Consultation and shadowing: Thresholds provides in-person and phone consultation around evidence based practices in mental health recovery. This may entail facilitation of clinical discussions regarding challenging cases, outreach and engagement of persons living with mental illness, in-vivo feedback regarding specific clinical skills and consultation regarding stage-appropriate interventions. Often, an effective method for learning is through hands-on experience. If desired, visitors may shadow staff in the field as they provide services to consumers or, conversely may, themselves, be shadowed by one of our staff.

Visit Thresholds: Thresholds hosts a variety of individuals and groups throughout the year both national and international. These visits may entail a tour of a thresholds site(s), interviews of staff and/or consumers, shadowing, training or a combination of the above.

Attend in-service training at Thresholds: Thresholds provides an array of in-service training throughout the year and encourages participants from outside our organization to register and attend training sessions of their choice. See Thresholds website; www.thresholds.org

Conference Presenter or Panelist: Thresholds has Subject Matter Experts (SME's) and skilled presenters that are requested to participate as panelists or speakers on a variety of behavioral health subjects at local and national conferences, symposiums and meetings throughout the year.

Curriculum Development: Thresholds can assist you in the systematic development and refinement of curricula designed to meet your unique organizational and training needs.

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Workforce Development Fee Rubric

All training fees are subject to change and negotiation. Understanding the limitations of funding in non-profit work, we will work hard to design a training program that fits both your budget and staff development needs.

Fees are also impacted by the following:

- The number of participants.
- The level of research, development and preparation required for a customized training package. Some of our trainings are ready for presentation and are more negotiable in price.
- Travel expenses for each trainer (airfare, hotel, meals, and rental car).
- Unless otherwise noted, fees do not include the cost of any required books or materials identified during the planning of the package.

| Workforce Development Options | Hourly | Half Day | Full Day |
|---|---------------|-----------------|-----------------|
| Training | \$200.00 | \$500.00 | \$1,000 |
| Request a speaker | \$100.00 | \$250.00 | \$500.00 |
| Tour our facilities and meet our staff | \$100.00 | \$250.00 | \$500.00 |
| Direct Observation/Shadowing of our staff | \$200.00 | \$500.00 | \$1,000.00 |
| Conference Presentation | \$200.00 | \$500.00 | \$1,000.00 |
| Conference Breakout Sessions | \$350.00 | \$650.00 | \$1,150.00 |
| Curriculum Development | \$100.00 | | |
| <p><u>Consultation and Shadowing:</u> This staff development option is designed for organizations looking to make substantial changes in staff culture, organizational processes and procedures, staff skills and overall programming. The initial package includes: A) Initial Consultation Meetings to define agency needs and goals. Our trainers investigate and outline the nuances of the organization to ensure the training and development package caters to the unique culture and programs of the agency. B) 1 Full day of Direct Consultation and/or Shadowing with agency employees with in-vivo training, supervision and feedback. C) A full report including follow up recommendations to ensure sustainability of agency staff development goals. (Subsequent days are subject to additional fees.) This initial package starts at: \$3,500.00</p> | | | |