



Professional Development Opportunity: Motivational Interviewing

The Syracuse Area HIV/AIDS Technical Assistance Program is proud to announce a new and exciting development opportunity for human services professionals in the Syracuse area. **One goal of this program is to build a local training capacity in motivational interviewing (MI).** The Syracuse Area HIV/AIDS Technical Assistance seeks to form a learning community of professionals to become highly trained in MI methods. To our knowledge, a training capacity in motivational interviewing does not exist within the Syracuse area.

Experts indicate developing this capacity requires an investment in quality training followed by supervised mentoring and support. The proposed program achieves this goal through a mix of basic and advanced level training courses combined with group and individual-level supervision directed at a core group of potential trainers, supervisory level staff, and direct service workers. The trainings and mentoring will be conducted by Kathleen Sciacca, a nationally recognized trainer and MINT (Motivational Interviewing Network of Trainers) member with more than 30 years of clinical experience.

WHAT IS MOTIVATIONAL INTERVIEWING?

As you may know, motivational interviewing (MI) is a client-centered, directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence. Compared with nondirective counseling, it is more focused and goal-directed. The examination and resolution of ambivalence is its central purpose, and the counselor is intentionally directive in pursuing this goal. There are several important elements of the philosophy behind motivational interviewing:

- The client/counselor relationship is client-centered and collaborative.
- Client resistance is minimized so that behavior change may ensue.
- The facilitation of resolving client ambivalence is a central focus.
- MI is client-centered, directive, and strategic.
- MI focuses on clients' sense of self-efficacy.

Evidence suggests that MI is a highly effective method in working with people who are HIV positive and people who are diagnosed with mental health and/or substance abuse disorders.

Brought to you by:

The Syracuse Area HIV/AIDS Technical Assistance Program
A Program of **CNYHSA**
Central New York Health Systems Agency
5700 Commons Park Drive, East Syracuse New York 13057
(315) 472-8099

In partnership with the Onondaga County Department of Mental Health

PROGRAM DESCRIPTION

In developing its program, CNYHSA consulted with national experts regarding the best way to introduce and sustain MI as a community practice. The result of this consultation is a six month program that combines basic and advanced level training courses with group and individual-level practice mentoring or supervision. The program will have three groups: **(1) a core group of professionals that would form the basis for the learning community, (2) a supervisory level staff group, and (3) and an open group for staff practitioners.** The experts consulted stressed the point that attending training courses alone is not sufficient for sustainability and that for motivational interviewing to be truly incorporated into practice, additional mentoring and practice supervision is needed for an extended period of time. They also indicated that organizational commitment was important, that participants should attend all trainings, and that supervisory staff should also have opportunities to be trained in MI supervision.

Participation in the program will be limited to 36 individuals. Participants must attend the entire 3-day basic course to receive certificates of completion. Completion of the basic course is also a prerequisite for participation in the combined Supervisor and Training of Trainers course.

- **Core Group:** Participation in this group requires organizational sponsorship. It is important that the executive leadership of a participant's organization be committed to their participation in all training courses, group and individual level practice mentoring, and learning community activities (e.g. participation as trainers in future community-based MI training programs). Participants should also be able to meet prerequisites for participation in MINT Train-the-Trainer programs. The group will be limited to 5-6 nominated professionals. (Cost \$250)

To nominate an employee for this group, organizations should submit brief letters of interest signed by a senior executive and the employee's resume to: Candace Murray, CNYHSA, 5700 Commons Park Drive, East Syracuse, New York 13057 (cmurray@cnyhsa.com). **Letters and resumes must be received by November 24, 2008. If you have any questions, please call (315) 472-8099.** Nominations need not be limited to individuals with clinical experience, certifications, or professional degrees. Participants, however, should be committed to staying within the Syracuse community and to reinforcing MI skills in their practice and the community at large.

- **Supervisors Group:** This group will be trained in MI basics and receive group-level practice mentoring. In addition they will attend the combined Supervisor and Training of Trainers course. The combined course will prepare them to provide supervision as well as to orient staff at their facility in some of the core principles and strategies of motivational interviewing. It is anticipated that there will be 5-15 openings for this level of training. (Cost \$150)
- **Open Group:** This group will be trained in MI basics and receive group-level practice mentoring. It is anticipated that there will be 15-25 openings for this level of training. (Cost \$100)

For all participants, it is important that their organization be committed to their full participation in all trainings and related supervision sessions. It is also desirable that the organization's values be consistent with MI principles and that participants be highly motivated, receptive to learning, and committed to reinforcing MI skills in their practice. CNYHSA also believes that every organization should have at least one person with supervisory responsibilities participate in the core or supervisors group.

Proposed Program Outline and Timetable

Activity/Format	Time Frame/Duration	Target Audience
Basic Practice Course Training Program	December 8-10, 2008 3 days	All – Session is prerequisite for participation in other program activities
Supervised Practice Development Group Sessions	January 13, 2009 1 day (2 sessions)	Session 1: Open & Supervisors Groups Session 2. Core Group
Supervised Practice Development Individual Telephone Sessions	January-April, 2009 4 sessions	Core Group
Training of Trainers/Supervisor Course Training Program	March 17-19, 2009 3 days	Core & Supervisors Groups
Supervised Practice Development Optional Problem Solving Group Session	March 17-18, 2009 2 evenings	All
Supervised Practice Development Group Session	April 21, 2009 1 day	Core & Supervisors Groups

ABOUT THE TRAINER

Kathleen Sciacca, M.A., is a national motivational interviewing consultant, lecturer, and workshop leader. She has been a member of the MINT since 1995 and was trained by Stephen Rollnick and William Miller, the pioneering developers of MI and founders of MINT. Ms. Sciacca has developed training programs for professionals in the mental health, substance abuse, criminal justice, HIV, and homeless service arenas. Her MI teaching approach combines theory and practice and focuses on client readiness, stages of change, reflective listening, engagement and resistance, sustaining motivation for change, adaptations for different interventions, treatment planning, and program development.

Ms. Sciacca has also been a forerunner in the development of treatment methods and comprehensive services for Mental Illness, Drug Addiction, and Alcoholism (MIDAA). She has worked on treatment interventions and services for dual and multiple disorders since 1984. Her programs have been replicated across New York State, Alaska, Delaware, Georgia, Tennessee, North Carolina, Louisiana, Connecticut, Michigan, Minnesota, and at the local level by counties, cities, and agencies across the country and internationally.

She is former Director of the statewide MICA Training Site for Program and Staff Development for the NYS Office of Mental Health (1984-1992). She has guest lectured in colleges and universities. Her *MIDAA Service Manual* is used in several states. She has written numerous articles and book chapters and produced a training video entitled *Integrated Treatment for MIDAA*. She assisted the expert panel that developed SAMHSA's consensus report on best practice guidelines for co-occurring psychiatric and substance disorders and authored the report's curriculum addendum (1998). Since 2006, she has been a member of the expert panel for the RAND study on models of care for co-occurring disorders. Ms. Sciacca also provides didactic and skill building courses in "best practices" for integrated treatment of those with dual diagnoses and for Cognitive Behavioral Therapy.