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Professional Development: Quality Outcomes and Best Practices (Part 2)

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Objectives

Upon completion of this webinar, participants will be able to

1. Define professional development.
2. Describe ethical principles related to professional development.
3. Identify strategies for best practices and quality outcomes for individuals

Defining Professional Development

"Process of improving and increasing capabilities of staff through access to education and training opportunities in the workplace, through outside organization, or through watching others perform the job.

Professional development helps build and maintain morale of staff members, and is thought to attract higher quality staff to an organization."

Retrieved from: http://www.businessdictionary.com/definition/professional-development.html

Further Defining Professional Development

"A wide variety of specialized training, formal education, or advanced professional learning intended to help improve professional knowledge, competence, skill, and effectiveness."

Retrieved from: http://edglossary.org/professional-development/

Ethical Guidelines for Human Service Professionals

- Responsibility to Clients
- Responsibility to the Community and Society
- Responsibility to Colleagues
- Responsibility to the Profession
- Responsibility to Employers
- Responsibility to Self

Adapted from National Organization for Human Services (NOHS) Ethical Guidelines (1996)

APSE Human Principles

- Individuality—lack of grouping
- Choice—exercise control
- Respect—active participation
- Competence—gifts and capacities
- Social inclusion—access to diversity
- Community settings with Minimal Intrusion--minimize restrictions
- Employment—development of options and decisions

Adapted from Association for Professionals in Supported Employment (APSE) Ethical Guidelines (1998)

APSE Principles for Practice

- Career Planning—choices for employment
- Job Development—professional interactions
- Job Acquisition—matching of preferences and skills
- Work Support—holistic support network
- Career Advancement—future goals
- Staff Training—needs of recipients and trainers

Adapted from Association for Professionals in Supported Employment (APSE) Ethical Guidelines (1998)

CRCC Ethical Principles

- Autonomy—right to self-rule
- Beneficence—do good to others
- Nonmaleficience—do no harm
- Fidelity—be faithful
- Justice—be fair
- Veracity—be honest

Adapted from Commission on Rehabilitation Counselor Certification (CRCC) Code of Ethics (2010)

What is Evidence Based Practices

"Integrates research based knowledge into rehabilitation counseling services"

Retrieved from:
Rehabilitation Research and Training Center on Evidence- Based Practices in Vocational Rehabilitation. (2016). *Evidence-Based Practice Counselor Toolkit Vocational Rehabilitation Curriculum For People with Disabilities.* Madison, WI: University of Wisconsin, Madison and University of Wisconsin, Stout.

EBP P promotes ethical practice

- better protecting consumers from harmful services (nonmaleficence)
- improving the efficiency of how scarce resources are used (justice)
- allowing people with disabilities the opportunity to exercise self-determination and informed choice (autonomy)

Retrieved from:
Rehabilitation Research and Training Center on Evidence- Based Practices in Vocational Rehabilitation. (2016). *Evidence-Based Practice Counselor Toolkit Vocational Rehabilitation Curriculum For People with Disabilities.* Madison, WI: University of Wisconsin, Madison and University of Wisconsin, Stout.

Best Practices

- Supported Employment
- Transition Services
- Assistive Technology
- On-the –Job Training
- Demand-Side Employment Strategies
- Benefits Counseling
- Motivational Interviewing
- Customized Employment

Best Practices Continued

- Community Based Work Program
- Working Alliance
- Person Centered Planning
- Soft Skills Training
- Dual Customer Approach
- Job Club
- Family Involvement and Support
- Social Skills Training

Best Practices Continued

- Cognitive Behavioral Training
- Assertive Community Treatment
- Positive Psychology Interventions
- Project Search
- Solution Focused Brief Therapy
- Health Promotions Interventions
- Person Centered Therapy
- Social media
- Tel Rehabilitation

Questions?