
Workforce Development Issues

Integration of “Non-TC” Staff

into a

Therapeutic Community Milieu

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David Stockton, Central Regional Director-Gaudenzia, Inc
Cecilia Velasquez, Regional Director Correctional Services-
Gaudenzia, Inc.

Importance of Staffing

- TC trained leadership
- TC trained recovering staff
- TC trained professionals
- TC trained non-recovery, non professional staff

Staffing

Staff must Develop and Share:

- Belief in System
- Value System Model
- “Walk the walk, not just talk the talk”

Training and Orientation

- ❑ Emersion Training to Develop Knowledge and Understanding of TC Concepts, Principles, Realities, etc.
- ❑ Specific Orientation and Training Plan
- ❑ Orientation at Other TC Facilities
- ❑ Constant Debriefing and Processing by Director and Supervisor

Difference In TC and Non-TC

❑ ENGAGEMENT

- TC-Personal “Buy In” is direct
- Non-TC Personal “Buy In” may be in family member, friend or other life experience (**Individual may need assistance to identify**)

❑ PROFESSIONAL COMMITMENT

- TC-Directly related to personal “buy in”
- Non TC-must make connection between personal and professional “buy in” to gain commitment.

❑ Personnel Management

- For both must have consistent, clear monitoring, supervision and objective feedback

NON-TC STAFF Need:

- To be Included
- To be heard
- To have a personal investment
- To have a Professional investment
- To have consistent appropriate feedback
- To have daily, weekly and then monthly debriefing
- To have input in decision making
- To have a mentor

Four Stages of Staff Professional Development

- Stage One
Entry into field
- Stage Two
Assigned to experienced Staff
- Stage Three
Staff continues working
- Stage Four
Staff matures in Job

Dimensions of Effective Therapeutic Community Practice

- Rational Authority
- Anti-addict/criminal modeling, pro-social and reinforcement
- Concrete problem solving
- Advocacy and brokerage
- Relationship factors

TC Competency Steps

- Come to believe the power of the community to heal is greater than yours
- Become a credible role model of the power of community
- Develop competence with the Therapeutic Community mechanics and skills

Level One

Level Two

Robin Roberts, 1998

TC Competency

First Level –

- Rules
- Roles and Positions
- Structure
- Terminology
- Philosophy
- Phase Expectations
- History of TC
- Rituals and Ceremonies
- Theory

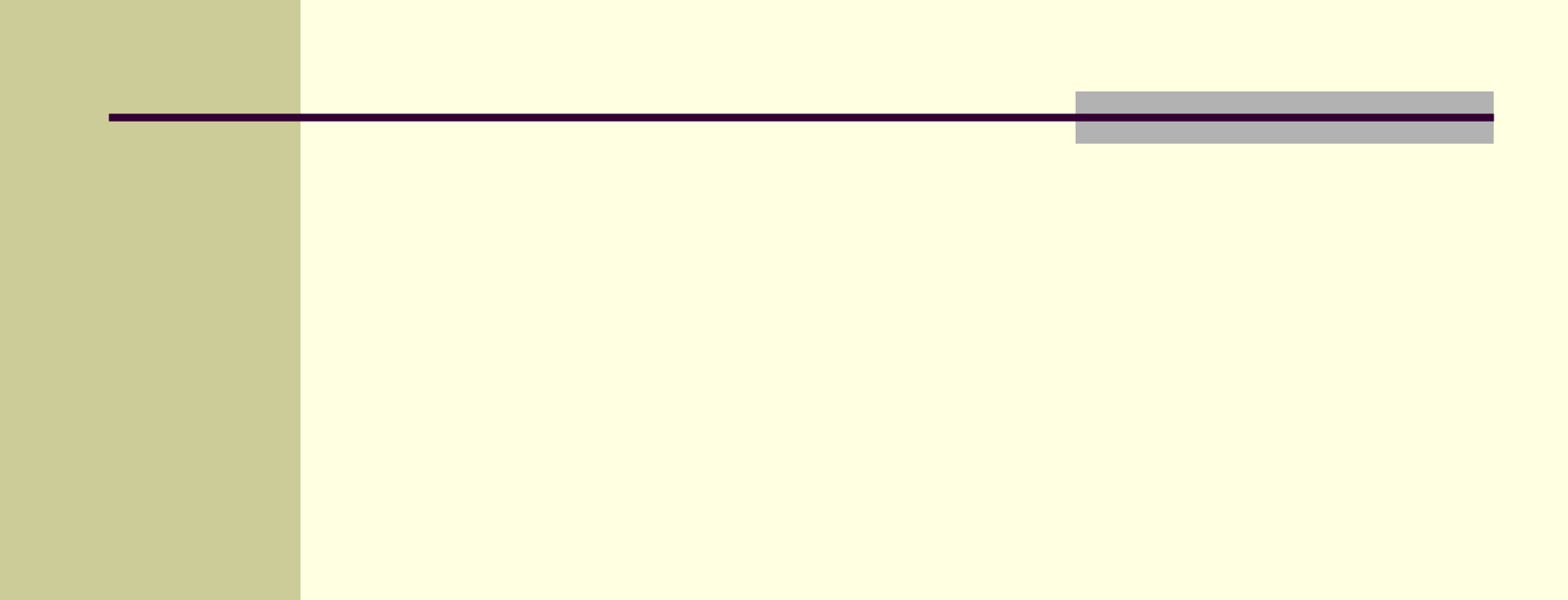
Robin Roberts, 1998

TC Competency

Second Level – Effectiveness in using:

- Structure Board
- Confrontation tools
- Morning and evening meetings
- Awareness tools
- Conflict Resolution tools
- Groups – (Process, Encounter, Static, Seminar...)

Robin Roberts, 1998



DISCUSSION