

# ODADAS / ODMH WORKFORCE DEVELOPMENT DEFINITIONS

WORD	DEFINITION
<b>Certified Peer Support Specialist:</b>	Individuals who have progressed in their own recovery from alcohol or other drug abuse or mental disorder who are willing to self-identify as a peer and use their experiences to provide recovery-oriented services and support to others with mental illness or chemical dependency in a service delivery setting; may also be referred to as Peer Recovery Support Specialist (P-RSS). Certified through the Ohio Empowerment Coalition
<b>Continuing Education:</b>	An approved or accredited planned learning activity that builds upon a pre-licensure or pre-certification education program and enables a licensee or certificate holder to acquire or improve knowledge or skills that promote professional or technical development to enhance the licensee's or certificate holders contribution to quality health care and pursuit of professional career goals (per OAC 4723-14-01 (C)) or instruction offered for state classification specifications that are required for employment in the employee's present classification or licensure, and are not automatically considered position or agency related
<b>Cultural Competence:</b>	A continuous learning process that builds knowledge, awareness, skills and capacity to identify, understand and respect the unique beliefs, values, customs, languages, abilities and traditions of all Ohioans in order to develop policies to promote effective programs and services
<b>E-based Academy:</b>	The learning management system administered by ODADAS to provide and track continuing education programs for community providers
<b>External:</b>	Programming provided for or by agencies external to ODMH or ODADAS
<b>In Service:</b>	Activities provided to meet specific expectations of the job or to promote understanding of, and compliance with, institutional or agency policies and procedures (per OAC 4723-14-01 (C)).
<b>Internal:</b>	Programming provided for and/or by ODMH or ODADAS employees
<b>Joint-Sponsorship:</b>	Sponsorship of a CME or CE activity by one accredited/authorized provider and one non-accredited/non-authorized organization
<b>Non-Prescriber:</b>	One who cannot prescribe (see prescriber)
<b>Paraprofessional:</b>	A person who typically performs some of the duties of a professional or a technician in a support role, which usually requires less formal training and/or experience normally required for a professional or technical status
<b>Partnership:</b>	A cooperative relationship between people or groups who agree to share responsibility for achieving some specific goal

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<b>Prescriber:</b>	One who gives directions, either orally or in writing, for the preparation and administration of a remedy to be used in the treatment of a disease.
<b>Professional Development:</b>	Instruction offered that is not required for the employee's current position, but is related to the development of skills or knowledge which may enhance an employee's ability to perform current or future jobs
<b>Professional:</b>	Person formally certified/licensed by a professional body or belonging to a specific profession by virtue of having completed a required course of study and/or practice. And whose competence can usually be measured against an established set of standards/ scope of practice.
<b>Recovery:</b>	A personal process of overcoming the negative impact of a psychiatric disability, despite its continued presence
<b>Recovery Coach:</b>	An individual who provides strengths-based support for persons with addictions or in recovery from alcohol, other drugs, codependency, or other addictive behaviors
<b>Recovery Oriented Services:</b>	Those in which consumers actively participate in selecting services and developing treatment plans while working toward recovery
<b>Scope of Practice:</b>	Terminology used by national and state/provincial licensing boards for various professions that defines the procedures, actions, and processes that are permitted for the licensed individual. The scope of practice is limited to that which the law allows for specific education and experience, and specific demonstrated competency
<b>Stigma:</b>	Stereotypes associated with mental illness that hinder and/or negatively impact the recovery process.
<b>Training of Trainers:</b>	Programs designed to introduce new and experienced trainers to fresh methods for creating and managing effective training programs
<b>Training:</b>	Providing knowledge and skill to improve performance in current job. It is not necessarily required for his or her current position, but could be required by supervisor for employment purposes.
<b>Trauma Informed Care:</b>	Care that is grounded in and directed by the thorough understanding of the neurological, biological, psychological and social effects of trauma and violence on humans and is informed by knowledge of the prevalence of these experiences in persons who receive mental health services

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<b>Workforce Development:</b>	Activities, policies and programs designed to stimulate the growth of the workforce and develop talent and career pathways in a way that ensures a viable workforce that can deliver the service needs of today and the future
<b>Workforce Planning:</b>	Systematic identification and analysis of what an organization is going to need in terms of the size, type, and quality of workforce to achieve its objectives
<b>Workforce Re-Entry:</b>	The process of re-entering the workforce after a time of being out of the workforce.
<b>Workforce Retention:</b>	Policies and practices designed to meet the diverse needs of employees and create an environment that encourages employees to remain employed.