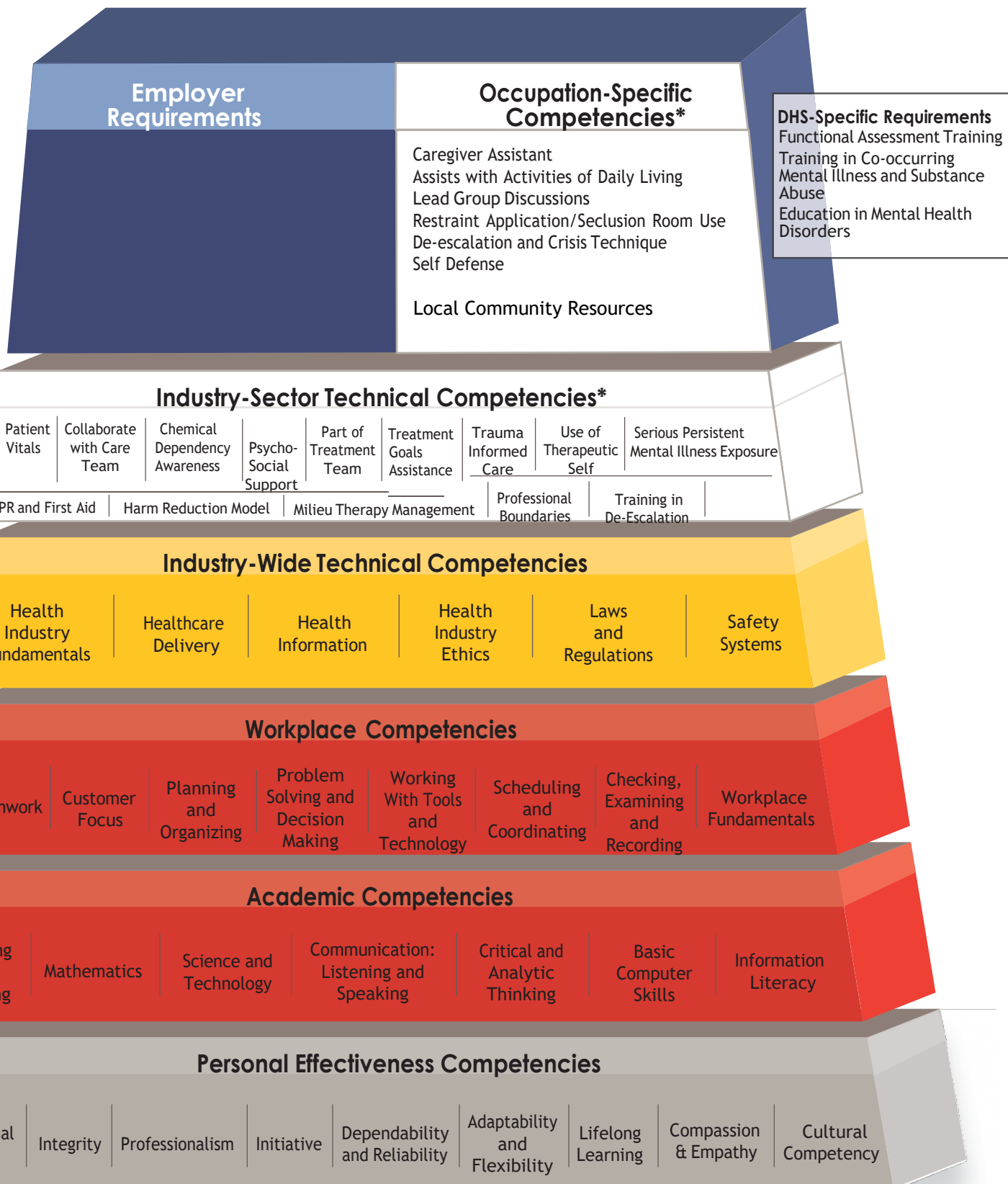


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Psychiatric/Mental Health Technician In-Patient



Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

* Pipeline recommends the Industry-Specific Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.



Competency Model for Psychiatric / Mental Health Technician In-Patient

Psychiatric/Mental Health Technician In-Patient

A cross-trained employee in areas of caring for patients with mental health issues in an in-patient setting.

Industry-Sector Technical Competencies

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **Part of Treatment Team** – Understand how to function as part of a team of careproviders including doctors, nurses, and counselors.
- **Collaborate with Care Team**– Understanding on how to work within a care team environment and effectively collaborate with colleagues for appropriate patient care.
- **Trauma Informed Care** - Knowledge about how trauma impacts the physical, mental, behavioral, social, and spiritual areas for the patient and how to align care with the unique circumstances of the patient.
- **De-Escalation** – Training in how to use various de-escalation techniques when dealing with an agitated patient.
- **Professional Boundaries** - Understand what professional boundaries are and identify poor ones. Learn how to create healthy boundaries from the very beginning of the relationship.
- **Therapeutic Self Use** – Trained in the technique to use oneself in such a way that the technician becomes an effective tool in the evaluation and intervention process.
- **Chemical Dependency Awareness** – Knowledge and experience with patients with chemical dependency and the impact to a patient's mental health.
- **Psycho-Social Support** – Training in the various types of non-therapeutic intervention and how to effectively use them for patients' treatment.
- **Treatment Goals Assistance** – Knowledge of methods the technician can help a patient meet their treatment goals.
- **Serious Persistent Mental Illness Exposure** – Either formal training or informal experience with mental illnesses with complex symptoms requiring ongoing treatment and management and how to work with patients with this type of diagnosis.
- **CPR and First Aid** – Training in First Aid and CPR certification.
- **Harm Reduction Model** – Understanding of the treatment method using client-therapist collaboration that combines substance abuse treatment with psychotherapy.

- **Millieu Therapy Management** – Training in creating an environment in which all aspects of the patient's treatment are considered therapeutic.
- **Patient Vitals** – Training in the proper way to collect and record vital information.

Occupation-Specific Competencies

On-the-Job Training (OJT) is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Caregiver Assistant** – Provide assistance to caregivers as needed with patient treatment.
- **Assists with Activities of Daily Living** – Ability to instruct patient and participate in activities required to manage with day to day living.
- **Lead Group Discussions** – Lead group discussions as part of treatment programs.
- **Restraint Application/Seclusion Room Use** – Able to recognize when to apply necessary restraints on patients and properly use seclusion rooms.
- **Self-Defense** – As needed, demonstrate proper self-defense techniques to protect one's self in volatile situations.
- **De-Escalation and Crisis Technique** – Use various de-escalation and crisis management techniques when dealing with an agitated patient.
- **Local Community Resources** – Awareness of various resources within the community which may provide support to patient and their caregivers.

DHS Specific Requirements

- **Functional Assessment Training** – Show proper assessment techniques to ascertain the purpose or reason for behaviors displayed by individuals with mental health issues.
- **Training in Co-occurring Mental Illness and Substance Abuse** – Use appropriate methods for integrated treatment to address mental and substance use conditions at the same time.
- **Education in Mental Health Disorders** – Demonstrate knowledge of mental health disorders and the manifestation of symptoms in mental health patients.