

# MHRT/C Competency Survey

## Domain VIII: Vocational Support

**Please read through each set of knowledge competencies on the next few pages. At the end of each set, please rate them using the following scale:**

- 0: Not a Priority - Competency not needed for MHRT/C
- 1: Low Priority - Should have competency within first 3 years of being a MHRT/C
- 2: Medium Priority - Should have competency within first year of employment as a MHRT/C
- 3: High Priority - Needs to have competency when beginning job as a MHRT/C
- 4: Special Priority - This is a priority for those MHRT/Cs who provide specialty services or services to special populations.

**Awareness of:**

0	1	2	3	4
Not a	Low	Medium	High	Special
Priority	Priority	Priority	Priority	Priority

- 1. Current and evolving research regarding evidence-based practices in employment of individuals with psychiatric conditions
- 2. Roles of people involved in the employment support system for consumers with psychiatric disabilities, including vocational rehabilitation counselors, job developers, job coaches, and community work incentives coordinators
- 3. Career development resources, including career exploration and labor market information, available in the community
- 4. Engagement and motivation techniques to assist consumers in pursuing employment
- 5. The importance of ongoing support for successful employment
- 6. Federal and state disability benefits and work incentives
- 7. Critical laws related to employment and disability, e.g., the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Ticket to Work and Work Incentives Improvement Act of

1999, Workforce Innovation and Opportunity Act of 2014, and related amendments

8. Reasonable accommodation and disclosure of disability in the context of mental health and employment

9. Characteristics of evidence-based practice supported employment, e.g., consumer preference, rapid placement, long-term supports, etc.

## Skills

0	1	2	3	4
Not a Priority	Low Priority	Medium Priority	High Priority	Special Priority

10. Develop a comprehensive understanding of vocational resources in Maine

11. Inform the consumer of available vocational resources and make service referrals based on consumer choice.

12. Engage the consumer in meaningful, ongoing conversations about finding work and/or the possibility of work in the future, including job seeking/retention strategies

13. Using Motivational Interviewing techniques, encourage and empower the consumer to make progress along the employment continuum.

14. Collaborate with service providers in the employment support system.

15. Refer consumers to support services that will reduce or eliminate perceived barriers to employment.

16. Support the employed consumer by providing or making referrals to services to ameliorate barriers to continued successful employment, e.g., reasonable accommodations.

17. Recognize that the path to employment is varied and non-linear.

18. Identify and demonstrate an understanding of resources for consumer advocacy related to employment, e.g., Client Assistance Program (CARES, Inc.), self-advocacy, the Disability Rights Center (DRC), Protection and Advocacy for Beneficiaries of Social Security (PABSS)

**If you checked #4, Special Priority, for any of the competencies or skills listed in this section, please indicate which # competency or skill is a special priority and explain why**

**that is.**

#16 - Identifying barriers to success is a key aspect of the CM role. It is not so much to avoid failure as much as it is to validate the complexity of these social situations (work) and their solutions (accommodations)

**Please submit any additional feedback on the competencies in Domain VIII.**

**Prev**

**Done**

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