CGPA National Training and Education Committee

Report prepared by Terry Simonik & Jackie Kinley

June 2011

Terms of Reference

COMMITTEE PROFILE: the committee should represent the sector by including members representing regional training programs across Canada. The committee should also reflect the multidisciplinary nature of the association and to the extent possible have members from the following fields: nursing, social work, psychology, psychiatry and OT.

RESPONSIBILITIES OF MEMBERS – Regular attendance at NTC meetings. Consult and communicate with regional members as needed to meet aims.

- Participation on main or sub committees as needed to meet aims.
- Occasional minute taking as per rotation.

RESPONSIBILITIES OF CHAIR/S- The chair/s will prepare and circulate the agenda and minutes for the meeting. Chair the meeting and distribute schedule for minute taking. Be central contact person/s for all members of the conmmittee.

ACCOUNTABILITIES- The NTC will be accountable to the CGPA Membership and Council. Recommendations and Currcula developed by the NTC will be presented to the Training Advisory Committee for review. Final approval of recommendations remains with CGPA council.

STRUCTURE AND MEETINGS

- The NTC will meet as needed to meet the committees aims.
- Meetings will be held at mutually agreed upon times . These meetings will be conducted by teleconference and all expenses incurred by these teleconferences will be the responsibility of the CGPA national council.

Multidisciplinary Working Group

- Susan Farrow – Toronto- Occupational Therapy
- Joan Dianne Smith – Winnipeg- Social Work
- Colleen Wilkie – Vancouver- Psychology
- Anne Mahoney – Calgary- Psychology

- Co Chairs: Jackie Kinley – Halifax- Psychiatry
  Terry Simonik- Toronto - Nursing

Consulting Team / Advisory Committee

- Anne Oakley – Toronto
- Jo Ann Hammond Meiers- Edmonton
- Pam Wener – Winnipeg
- Dawn McBride – Lethbridge
- Linda Goddard- Calgary
- Allan Sheps – Toronto
- Lois Goodman – Prince George

Seven teleconference Meetings held on:

- February 4
- February 11
- February 18
- March 11
- April 1
- April 15
- May 6

Vision of National Training Program

An expanded awareness of the interconnectedness of all human beings and the shared recognition of the essential role healthy relationships play in securing our collective mental, spiritual and physical well being.

DEFINING KEY ELEMENTS

VISION

- •Be the primary resource for **expertise** and **education** on group therapy and processes
- •Create **public awareness** about the merits of group therapy and processes *(needs to be measurable)*
- •Connect group therapists in an environment to expand their **network**

MISSION

- •Provide **education** and **training** for students and professionals in group therapy and processes
- •Encourage **research** in group therapy and processes
- •Set **national standards** for quality in training, practice and research
- •Support the emergence and growth of **localized communities** of practice with a focus on group therapy and/or counseling
- •Provide opportunities for **networking** across the country for those interested in group therapy and process and practice
- •Educate about the **value** of group therapy and processes

GOALS

- •Create an **accessible and inclusive environment** and act as a **central** communication source providing:
- •Educational and networking **conferences** pertaining to group therapy and processes
- •Continuing education and nationally-based **training programs** for group therapy and processes
- •**Networking** and communication forums for open discussions on group therapy and processes
- •An **online hub** for resources and discussions on current practices in group therapy and processes
- •A **bridge** to universities, residencies, health centers, and hospitals to educate about the **value** of group therapy and processes approaches

- **Vision: We work to create public awareness about the merits of group therapy and processes in Canada, and become the primary resource for expertise, education and networking in the field.**
- **Mission: To provide Canada-wide accessible expertise, education and networking resources to students and professionals interested in group therapy and processes.**
- **Goals: Create an open environment and act as a central communication source providing:**

1. **Educational training programs and networking conferences pertaining to group therapy and processes.**
2. **Networking, mentorship and communication forums for open discussions on group therapy and processes.**
3. **An online hub for resources and discussions on current practices in group therapy and processes.**
4. **A bridge to universities, residencies, health centres and hospitals to educate about the value of group therapy and processes.**

5 years out –“ ideal scenario”

- A learner can get started form anywhere in Canada
- Central infrastructure: coordinator, marketing, Products & materials
- In person elements of training are delivered via local workshops, the conference, or summer institute.
- Continuing Ed and Basic Training options
- Online & Teleconference/skype
- Online forums - web is seen as a “group space”
- Directory of approved therapists, trainers and supervisors is available that learners can connect
- Supervisor Training
- Supervision
- Experiential Opportunities both Process & Institutes
- Program development on sustainability
- Training leads to Certification – available for at different levels - group therapist, group facilitator and supervisor
- Mentorship program – encourages, nurtures, share wisdom & expertise
- 2 Streams - Organizational and Individual
- Strong link with research, grant writing, community of practice
- Funding available –in different forms- scholarships, bursaries, sponsorships
- Partnerships
- Networking /Advocacy for group intervention
- Secure funding from corporations and foundations – i.e. Bell Canada and Canada Post

Mission of National Training Committee

Together with other professionals we will collaboratively develop a national training program that is receptive and responsive to the promote and provide educational services to professionals across the country, and link those practicing group therapy and working with group processes in both clinical and non-clinical settings.

Core Values

- Respect
- Diversity
- Accessibility
- Responsiveness
- Sustainability

Core Beliefs

1. We understand a group to mean more than just a collection of individuals but an entity in and of itself operating from a shared purpose or common intention. This may be task related or a commitment to reflecting on their process for the purpose of personal growth.
2. We recognize the immense value of working in the group format because of the availability of multi perspectives and the synergy created through the activation of therapeutic factors unavailable in the individual context.
3. We acknowledge the relevance and centrality of unconscious processes (both individual and collective) in the life of all groups.
4. We understand that there are external factors that impact on groups and the individuals within them, including but not limited to cultural, sociopolitical, ethnic, and economic factors.
5. We contextualize possible applications of group knowledge as existing on a continuum from:

- Clinical to non-clinical
- Structured to unstructured
- Traditional to non-traditional

6. We recognize the value of group therapy as well as group counseling and non-clinical applications of this knowledge (i.e. clinical practice, training, education, research, social activism and consultancy

Guiding Principles

Canadian Group Psychotherapy Association (CGPA)
National Training and Education Guiding Principles
Draft- April 2010 Revised- February 2011

- ***Preamble***: These guiding principles are intended to reflect the values of CGPA. They consist of a set of statements that are used in setting direction for the CGPA national training program. They will be used to guide the decision-making process when creating and implementing the national training program.

Guiding Principles about the CGPA and the Training and Education Program

- The CGPA is responsible for the quality of the training and education program and must be delivered in accordance with the CGPA Guidelines for Ethical Practice.
- Group therapists and trainees must adhere to their own professional regulations as per their registration.
- All training offerings must be evaluated by the participants and instructors.
- The training program is to be operated on cost recovery model. Exceptions can be made with the permission of the CGPA council.

Guiding Principles (continued)

Guiding Principles about Group Psychotherapy

- Different group psychotherapy and councilling approaches are valuable and there are many issues or factors considered when choosing a group therapy approach such as the client's needs and the therapist's expertise.
- Group therapy spans the entire spectrum, e.g. age, types of approaches, illnesses/disorders and as such training in a broad range of therapies is desirable.

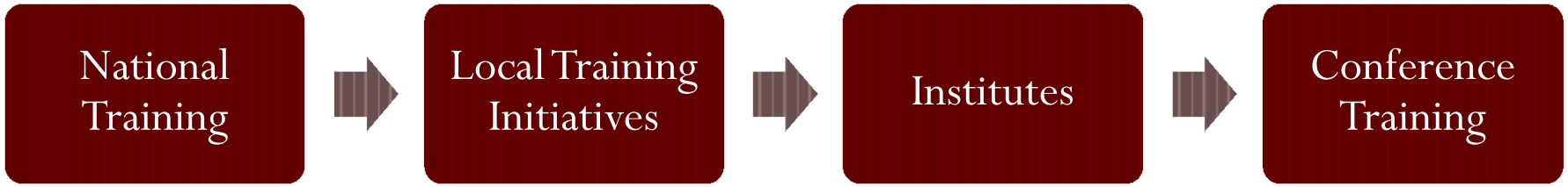
Guiding Principles about Teaching and Learning

- People from a variety of professions, who may be at varying educational levels, are invited to learn about group therapy
- Group therapy learning is developmental in nature, typically beginning with theoretical learning, followed by observational learning, progressing to leading a group and receiving supervision. Experiential learning opportunities, i.e. , process work, occurs at all levels of instruction.

Guiding Principles (continued)

- Recognizing the different learning styles of trainees group therapy training is best delivered using a variety of teaching and learning strategies (didactic, self-reflection, experiential, and written). However, experiential learning is a key teaching and learning strategy.
- Training in group therapy can be successfully delivered in an online, face to face and blended format.
- Each training will have a set of core objectives that are documented, housed in a CGPA member access database, and align with the CCPA training program mission
- Faculty/Instructors are experienced group practitioners and/or educators from a variety of professional backgrounds.
- Diversity among the Faculty/Instructors is welcomed and is perceived to enrich the learning opportunity.
- In the true spirit of group, we are committed to working together in a collaborative and constructive manner. We value unique and varied individual perspectives and at the same time we recognize the need to strive for unification and alignment in both the processes within which we engage and the outcomes of our endeavors.
- We recognize the value and importance of individual contributions, and see them as an integral and indivisible part of the greater whole.

Training Components



Strategies

Step 1: **Resources** - *Address Supply*: Establish a national infrastructure that allows for the continuous support and development of both human resources (building capacity of trainers) and educational materials for the delivery of services in group therapy training.

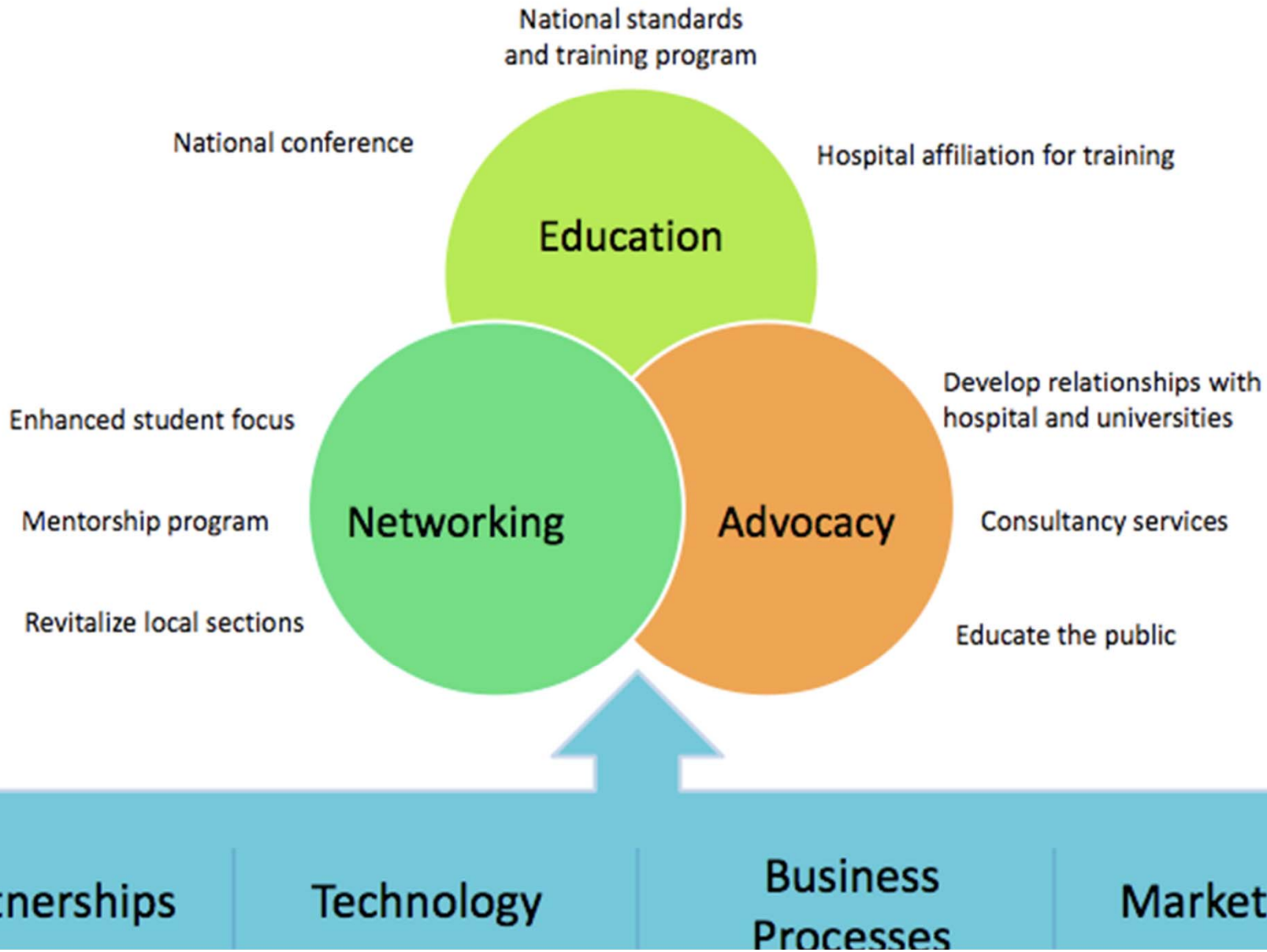
Step 2: **Needs** - *Address Demand*: (current and anticipate future needs)

To explore and develop the growth of, and movement into, new markets.

This committee is a first step to achieving the mission.

STRATEGIC FRAMEWORK

Endeavour
Volunteer Consulting for Non-Profit



PHASE 2: ENHANCE VALUE

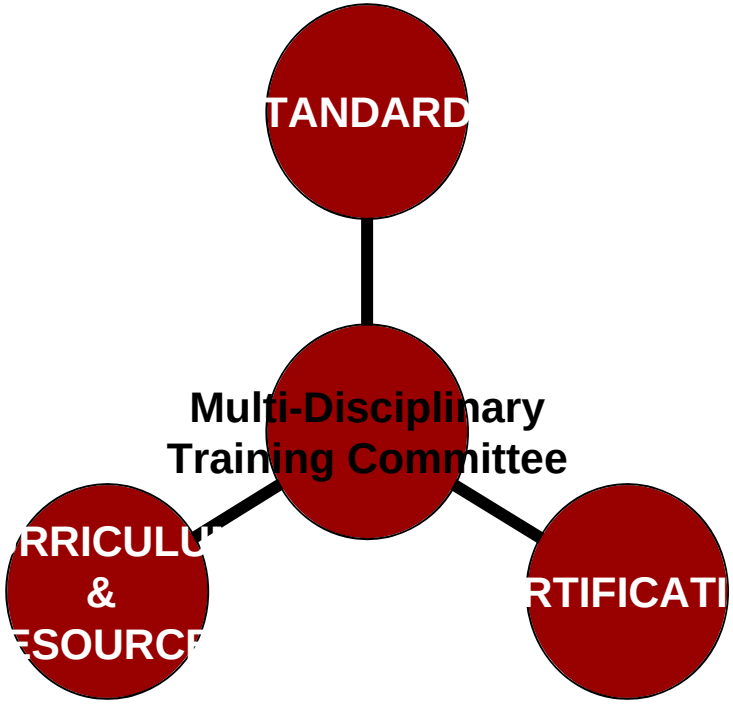
Endeavour
Volunteer Consulting for Non-Profit

Recommendation	Rationale	Benefit
Launch National Training Program	•Program is congruent with CGPA's mission and vision •From survey results, respondents indicated a strong support for national training program	•Support training and education initiatives •Provide networking opportunities
Standards Setting	•It is congruent with CGPA's mission and vision •Standards are already in place, and only need to be updated	•Setting standards are beneficial for quality in training, practice and research •Supports implementation of training program
Institutional Membership Category	•Encourage membership among those who think it might be too expensive	•Allows access to a number of members through recruitment of one organization
Partnerships	•Support CGPA's mission, vision and goals while reducing costs and enhancing value of members •Gain economies of scale	•Enable CGPA to invest in new programs & services •Members would benefit from additional shared resources from partners

Working Groups

Simonik, Wilkie,

Shepps, JHM, Goddard



Kinley, Mahoney,

Feinstein, Smith

Simonik, Farrow,
Wener, Goodman

Working Groups

Standards

Chairs- Colleen Wilkie, Terry Simonik

Allan Sheps, JoAnn Hammond Meiers , Linda Goddard

Curriculum and Resources

Chairs - Jackie Kinley, Anne Mahoney

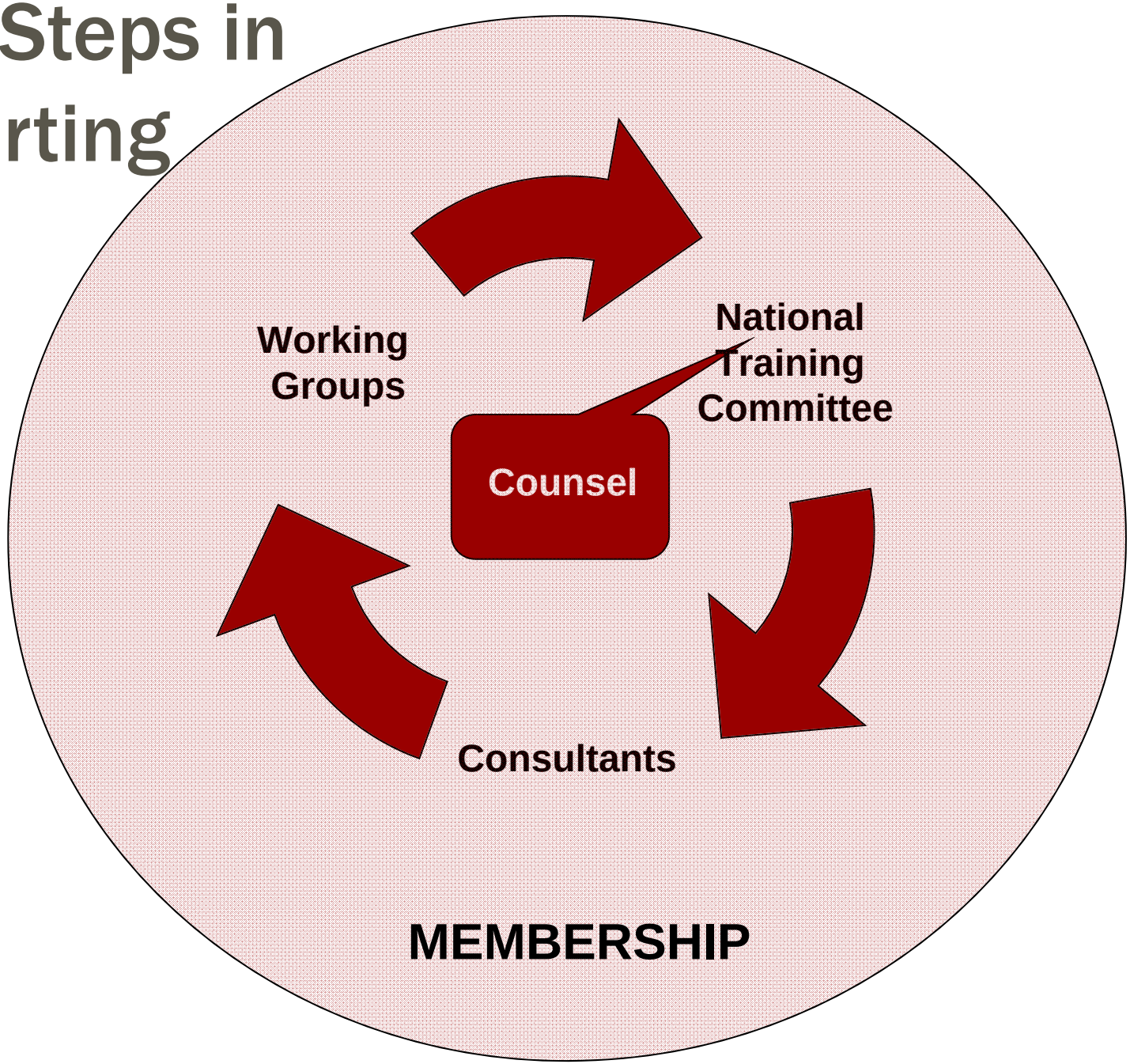
Karen Feinstein, Joan Dianne Smith

Certification

Chairs- Terry Simonik, Susan Farrow

Pam Wener, Lois Goodman

Next Steps in Reporting



Terms of Reference for NTC Working Groups

WORKING GROUP PROFILE - The working groups will include members of the national training and education committee as well as members of the training and education committee advisory group. The working groups should also reflect the multidisciplinary nature of the association.

RESPONSIBILITIES OF MEMBERS – Regular attendance at working group meetings which will be scheduled weekly by teleconference commencing in September and continuing as needed until the final recommendations are delivered to the central training and education committee where they will be reviewed and coordinated with the other working group reports for presentation to the council in November. Occasional minute taking as per rotation.

RESPONSIBILITIES OF CHAIR/S- The chair/s will prepare and circulate the agenda and minutes for the meeting. Chair the meetings and distribute schedule for minute taking. Be central contact person/s for all members of the committee.

ACCOUNTABILITIES- The working groups will make recommendations and have accountability to the central National Training and Education committee who are in turn accountable to the CGPA Membership and Council. Final approval of all recommendations remains with CGPA council.

STRUCTURE AND MEETINGS- The working groups will meet weekly by teleconference beginning in September with the aim of submitting final recommendations to the central training committee by the end of October.. Co chairs for the working groups will report back to the central Training and Education Committee with a progress report on their work at the midway point in their process

Meetings will be scheduled at mutually agreed upon times . These meetings will be conducted by teleconference and all expenses incurred by these teleconferences will be the responsibility of the CGPA national council.