

# DISCOVER

## Pathways Learning and Development (PLAD) Newsletter

### Learning Power

We have a wealth of talent within Pathways, and we are part of a natural learning culture. Currently, we have over 60,000 years of combined formal education in Pathways. This does not include post-secondary education such as associate, bachelor, graduate or doctoral degrees.

Lifelong learning is defined as the "ongoing, voluntary, and self-motivated" pursuit of knowledge for either personal or professional development. As a fully engaged group of lifelong learners, we are focused on successfully achieving and surpassing our recruitment, retention, productivity and revenue goals.

Our mission as a learning and development team is to provide exceptional learning and development opportunities for all employees and value to your lifelong learning experiences at Pathways.

Through our continued partnership with state leaders and other shared services teams, we assess training and development needs to create solutions to enhance and sustain the Pathway's talent and leadership capability. We also add value by bringing new ideas, thought leadership and innovative instructional design best practices to create processes, tools customized content, and learning plans focused on improving knowledge retention overall learning experiences for employees.

*The 5-hour rule* coined by Michael Simmons, states that successful people set aside at least an hour a day or five hours a week) over the life of their entire career for activities classified as deliberate practice or learning.

The three buckets of the 5-hour rule include:

1. **Reading**
2. **Reflecting and thinking**
3. **Rapid experimentation**



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# Relias

Our content library offers a robust online resource available at any time to staff and managers free of charge. Courses provide continuing education credit for licensed professionals including nurses, psychologist, social workers, therapists, and related clinical professionals such as case managers and other direct service staff. Please contact us at [Learning@pathways.com](mailto:Learning@pathways.com) if you have questions about national and state accreditation for specific content.

In addition to compliance training and CEs for clinical staff; Relias offers content for administrative staff, new managers and leaders. The complete catalog also contains content related to employees wellness, management, and leadership fundamentals and workforce skills and development.

**Content descriptions:**

•**Employee Wellness:** This series of courses are designed to help promote employee wellness.

•**Management and Leadership Fundamentals:** This library focuses on important areas of management and leadership, communication and performance management.

•**Workforce Skills and Development:** Training targeted at all employees to improve basic workforce skills and professionalism. The courses in this category address the knowledge and skills necessary for every employee to be successful in the workplace. Topics include computer skills, time management, problem solving and communication in the workplace.

# What's New

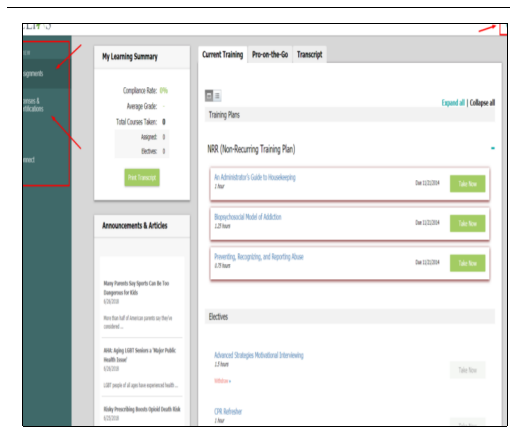
## Secure password

We have recently implemented a more secure Relias login process. Advantages of this change are many. We have increased security for our employees and LMS users by requiring that users use passwords that meet security complexity standards. In addition, users will be able to immediately reset or change their passwords using a "Forgot Password" link and answering security questions.

## Improved User Navigation

Relias has created a new and improved navigation experience. Navigation is now quicker, easier, and more intuitive. Some things that you should know are:

- Tabs have moved from the top of the webpage to the left side panel. The new tabs will include **Assignments, Licenses & Certifications** and **Help**.
- **Assignments** contain everything that was previously on the "My Learning" tab, including current training, learner transcripts, and the "My Learning Summary".
- **Licenses & Certifications** contains any uploaded licenses or certifications that have been entered into the system by an RLMS Supervisor or the learner.
- **Help** contains the link to Relias Connect and the Learner Support Portal, which houses FAQ's and helpful training videos for the learner.



## Wellness

As experts in the behavioral health field, we may often forget about our own care. Here are some ideas to get you excited about taking care of yourself as well as you take care of others:

1. **Be more active** - studies have shown that exercise can counteract and prevent depression, which affects over 40 million adults in the United States every year.
2. **Get more sleep by defining your goals** - A study from Northwestern University Feinberg School of Medicine in Chicago, IL, suggests that people who have a clear life purpose do sleep better at night.
3. **Enjoy a happy diet** - adding more servings of fruits and vegetables to our usual dietary intake could make us feel more motivated and boost our energy levels.
4. **Make friends with the great outdoors**- Higher levels of green space were associated with lower symptoms of anxiety, depression, and stress according to Dr. Kristen Malecki, University of Wisconsin-Madison
5. **Be kind to others and to yourself !**



## Suicide Prevention Awareness

Each year, more than 41,000 individuals die by suicide. Suicidal thoughts, much like mental health conditions, can affect anyone regardless of age, gender, race or economic background. National Mental Illness Awareness Week is held in October. Suicide is often the result of an untreated mental health condition according to NAMI, the National Alliance on Mental Illness.

To learn more about Suicide Prevention, click [HERE](#) to log into Relias Learning Management System and enroll in “**Suicide Risk Factors, Screening, and Assessment and Treatment**” (1-hour module) This course is approved for continuing education credit by ASWB. To receive credit must achieve an 80% score on the post-test and complete the course evaluation.

This course is also part of the Relias Suicide Assessment, Treatment, and Prevention learning path that can also be accessed from the Learning Management System. The program is designed to equip clinical staff with the skills necessary to perform suicide screening and assessment, treatment of suicidal clients, and suicide prevention. (5 modules)

- *Pre-Assessment*
- *Community-Based Suicide Prevention*
- *Suicide Risk Factors, Screening and Assessment*
- *Interventions for Suicide Risk and Postvention for Suicide Loss Survivors*
- *Suicide Risk Assessment using the C-SSRS (POTG)*



## Collaboration Corner

Without our content experts, we would not be able to develop customized training for teams. We would like to thank our wonderful collaborators and module testers. We are truly appreciative of team members who have served as content experts and faculty:

- Jon Morris—***“Virginia Culture and Shared Expectations”***
- Whitney Givens—***“North Carolina Orientation to Who We Are and the Pathways Operational Triad”***
- Catherine Abel and Anna Becker—***“myAvatar Clinical Guide”***
- Will Kim—***“Phishing 101”*** and ***“Two-Factor Authentication”***
- Amanda Galath and Marni Orsbern—***“Productivity and Time Management “***

Our teleclass delivery strategy further leverages this collaboration model allowing us to offer greater learning opportunities to our state teams. We recently launched a new delivery approach, on-demand recordings are now available 72hours after each session. Please contact us at [Learning@pathways.com](mailto:Learning@pathways.com) to access the recent ***“Productivity and Time Management “teleclass.***

### YOUR PLAD TEAM

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