



## One:12's Training Program: Cultivation

One:12 has developed a counselor formation process that equips our counselors with excellent skills, the ability to incorporate faith within the counseling process, and discernment for which approach will help the most. As associates join One:12, they begin a two-year training process that syncs with their professional licensure track (LCHMC or LMFT). By the end of this process, counselors will have met the requirements for full licensure as well as the requirements for certification in their chosen specialty (“major”) with One:12. One:12’s training process engages counselors in several ways:

### **On Boarding**

Cultural blending - Reviewing the videos and writeups that capture One:12’s cultural values. Counselors also complete the enneagram and a language of appreciation assessment to help us better understand them within our team.

### **Initiating “Major” Focus**

- Counselors read foundational materials for their major over the first 3 months
- Counselors participate in CEU training for their major within the first 6 months
- Counselors pursue certification in their major area through continued training during the first 2 years of employment

**Theological integration** – reading selections that help counselors incorporate their faith and engage the client’s faith within counseling.

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## **Sight 101 – Team Development – every other Monday at 1:00pm**

- Equipping our team with vision
- Connecting as a team
- Celebrating where our vision is being lived out together
- Communing spiritually
- Sharing administrative info

## **Consultation – Skills Development - Thursdays at 2:00pm**

**Processing Clinical Questions** - We seek to be intentional with our consultation time to cover questions related to our clients and clinical role. We have our counselors fill out questions each week that gives us a snap shot of their case load. It helps our counselors begin to think through these questions on a regular basis. It also helps us to stay connected with them.

(Participation in Sight 101 and Consultation continues throughout the duration of employment at One:12.)

## **Supervision - Tuesdays or Wednesday at 2:00pm**

**Case Presentations** - We have developed case presentation forms to help foster a holistic conceptualization of the client. Counselors will present a “full” case presentation with a video once a month. If a counselor is scheduled more than once in a month, then they can do a “brief” case presentation with a video.

**Corresponding Video** - We use videos that correspond with the case presentation to examine clinical dynamics (e.g. clinical rapport, use of self, transference and counter transference).

An associate will have supervision weekly for the 1<sup>st</sup> year of training. After that, supervision will be in ratio to the number clinical hours the associate needs to complete their direct hours. As our play therapists start, they will get half of their supervision hours onsite and the other half with an offsite Registered Play Therapy Supervisor. Other counselors will begin with onsite supervision and, if desired, can begin to get half of their remaining supervision hours with an offsite supervisor after their first year with us.

**Approach to Counseling** - We have also developed an outline that helps our counselors engage their approach to counseling. After their first three months at One:12, counselors will meet once a month to share and process the work they have done. We aim for a counselor to be finished at or before they are licensed.

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## **Training Process & Compensation**

One:12 fully covers the cost of onsite supervision and counselor development. Additionally, One:12 covers the cost of approved offsite supervision at a rate of up to \$50 per supervision hour until the requirements for full licensure have been met. During the two-year training process, One:12 pays for \$2,500 worth of training for the counselor toward their major (or secondary specialty once major training requirements are met). Associates begin at an associate-level compensation rate, which increases with full licensure and with completion of the first two years. Additionally, once a counselor has completed one year of full licensure with One:12, they become eligible to receive up to \$500 per year toward continuing education.