

# The Zoom Interface

The screenshot displays the Zoom Webinar interface with several key components and annotations:

- Header:** "Zoom Webinar" title bar, "You are viewing David Terry's screen", and "View Options" dropdown.
- Main Content:** TTC Technology Transfer Centers logo, "Thank you for joining us today!", and "You will not be on video during today's session".
- Q&A Panel:** A "Question and Answer" window showing a test question: "This is a test question!". It includes buttons for "All questions (1)" and "My questions (1)". Annotations explain that users can switch between questions and use the Q&A feature to ask questions of the host and presenters.
- Chat Panel:** A "Zoom Webinar Chat" window on the right. Annotations explain that the chat feature allows users to talk with others and that the "To" field indicates who will receive the message.
- Bottom Bar:** Includes "Audio Settings" (with a callout to "Click Here to adjust your audio settings"), "Chat", "Raise Hand", "Q&A", "Click here to leave the session", and a "Leave" button.
- Audio Settings Menu:** A "Select a Speaker" menu is open, showing options like "Speakers (Realtek(R) Audio)", "Same as System", "Test Speaker & Microphone...", "Leave Computer Audio", and "Audio Settings...".

**All attendees are muted. Today's session will be recorded.**

# Career Advancement

## Supporting Individuals in Moving Beyond Entry Level Positions

Joni Dolce, MS, CRC

Department of Psychiatric Rehabilitation and  
Counseling Professions

Rutgers School of Health Professions

4/12/23

**Mental Health Technology Transfer Center**  
*Funded by SAMHSA*

**Northeast and Caribbean  
Region 2**

**General Mental  
Health Workforce**

**Provider  
Wellness**

**Youth & Young  
Adult Services**

**School Mental  
Health Workforce**



# Grow Your Knowledge and Skills

Keep up with the latest effective practices, resources, and technologies!

**Subscribe** to receive our mailings.

All activities are free!

<https://bit.ly/3IU0xF4>





# We Want Your Feedback

Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs.

Feedback about this training will assist us in developing future trainings that are relevant to your professional needs. Therefore, your feedback counts!



Northeast and Caribbean (HHS Region 2)

**MHTTC**

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

# Video Recording Information

## *Please Note:*

We will be recording this webinar and posting it to our website along with the presentation slides and any relevant resources.

# Disclaimer

This presentation was prepared for the Northeast and Caribbean Mental Health Technology Transfer Center (MHTTC) under a cooperative agreement from the Substance Abuse and Mental Health Services Administration (SAMHSA). All material appearing in this presentation, except that taken directly from copyrighted sources, is in the public domain and may be reproduced or copied without permission from SAMHSA or the authors. Citation of the source is appreciated. Do not reproduce or distribute this presentation for a fee without specific, written authorization from the Northeast and Caribbean Mental Health Technology Transfer Center (MHTTC). This presentation will be recorded and posted on our website.

At the time of this presentation, Miriam Delphin-Rittmon served as Assistant Secretary for Mental Health and Substance Use at SAMHSA. The opinions expressed herein are the views of the speakers, and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

This work is supported by grant H79SM081783 from the DHHS, SAMHSA.

Disclosure Statement: Presenters have no relevant financial or nonfinancial relationship in the products or services described, reviewed, evaluated, or compared in this presentation.

# Your Interactions With Us

## Question and Answers

- Q & A will occur at the end of the call.
- Type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Note: your question is visible to all participants.

## Chat and Polls

- Throughout the webinar, we will be asking for your input.
- Use the Chat or Poll features in Zoom located on the task bar.
- You can control who can see your chat comments.



A woman with dark, curly hair and a nose ring is looking out a window. The window shows a view of a tall building and some greenery under a blue sky with clouds. The woman is in the foreground, looking towards the right side of the frame.

# 988

SUICIDE  
& CRISIS  
LIFELINE

**For people experiencing:**

- Suicide, mental health, substance use crisis
- Emotional distress
- People concerned about someone in crisis

The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED  
AND HOPEFUL

INCLUSIVE AND  
ACCEPTING OF  
DIVERSE CULTURES,  
GENDERS,  
PERSPECTIVES,  
AND EXPERIENCES

HEALING-CENTERED AND  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS

# Meet Today's Presenter



**Joni Dolce**  
*Rutgers University*  
*Assistant Professor*





# Objectives

---

- Identify different approaches to assist job seekers in moving beyond entry level positions.
- Define and apply strategies to build social capital.
- Describe strategies to assist individuals in advancing in current jobs (e.g., requesting a promotion/salary increase).



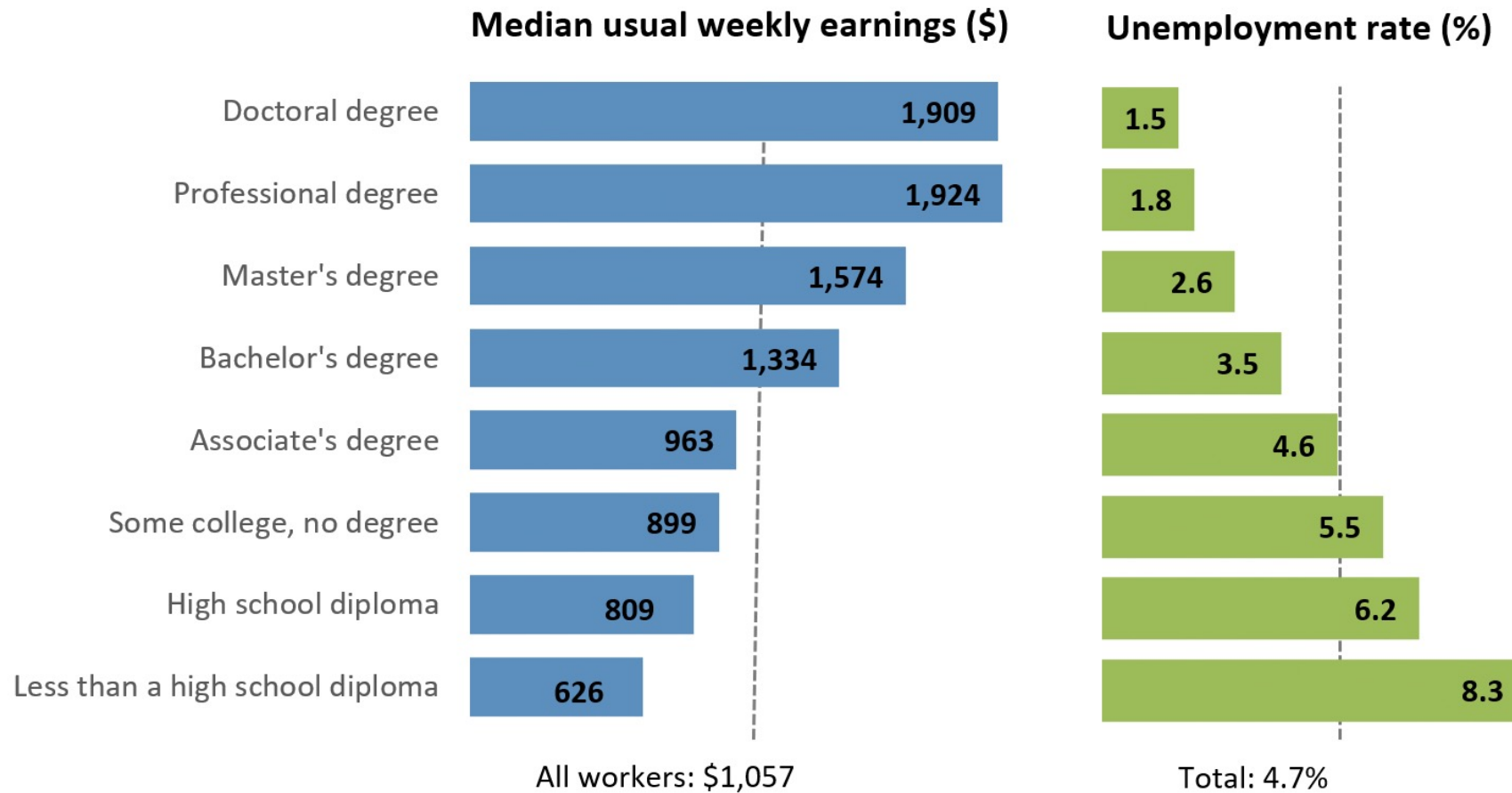


---

What does career advancement mean to you?

Why might someone want to advance in their career?

## Earnings and unemployment rates by educational attainment, 2021



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

Source: U.S. Bureau of Labor Statistics, Current Population Survey.

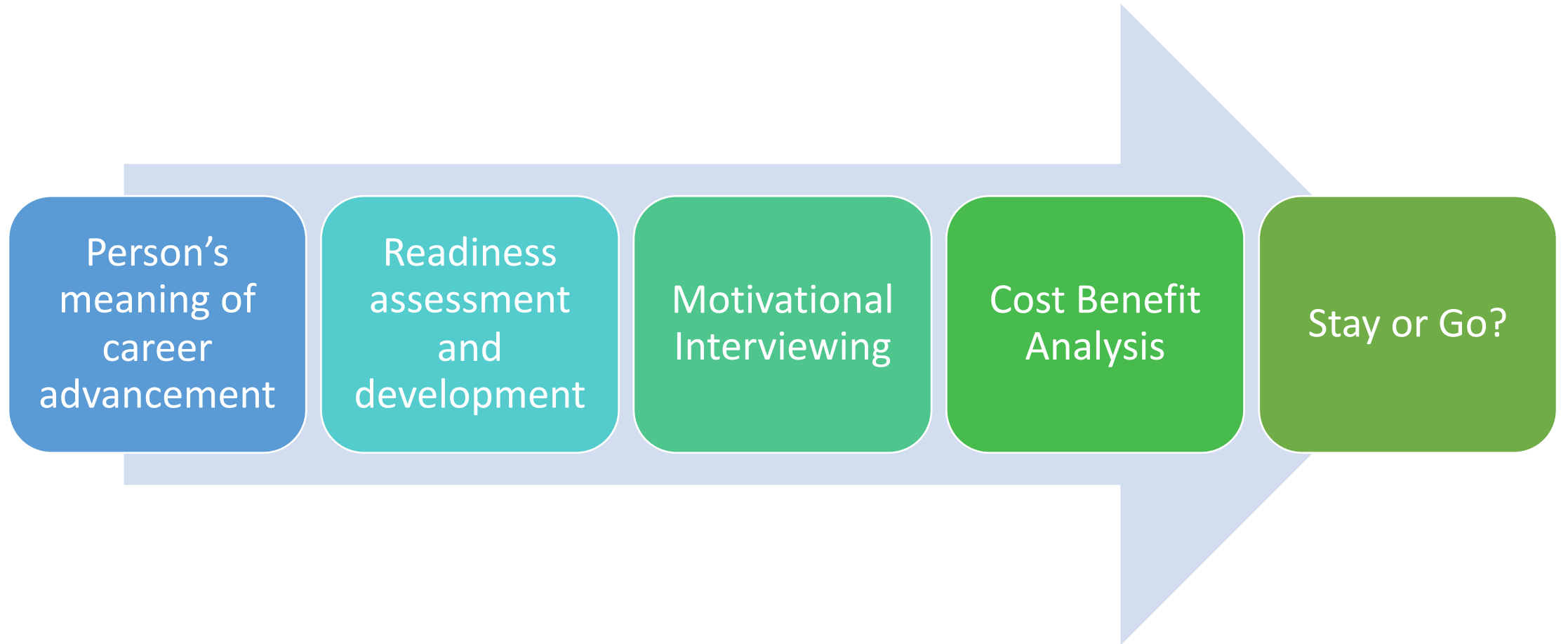


# The Many Faces of Career Advancement

- Lateral—new job same status/pay
- Enrichment—“grow in place”
- Advancement—traditional “climb the ladder”
- Realignment-take a step down
- Relocation



# How can providers facilitate career advancement for individuals receiving services?



# Decision Making Checklist

<b>How can I find out about career opportunities with my current employer?</b>	Talk to someone, look on bulletin boards, look at job postings for this company in paper/ on-line	
<b>Who to talk to?</b>	Supervisor, HR manager, director, co-workers	
<b>Time frame?</b>	Please provide a specific date when you will get this information.	
<b>What jobs are available?</b>	What are the jobs available that match your career interests?	
<b>Is training available?</b>	What training is available? Is tuition reimbursed by company or someone else?	
<b>Next steps?</b>	What do I need to do now?	



# DEVELOPING CAREER ADVANCEMENT SKILLS

Requesting a salary increase

Asking for a promotion/change of  
job within the company

Building Social Capital

Exploring other options outside of  
the current company



# Asking for a Promotion or Change of Job

- Help the person identify the criteria used for promotions

Let's look at our own positions. Name at least three criteria used for promotions within your organizations.

How did you get this information?

- Who did you need to talk to?
- What are the criteria?

Discuss past achievements

## Role play: What to say when meeting with the supervisor

I am interested in being promoted/changing jobs to \_\_\_\_\_ position. I have been successful at \_\_\_\_\_ for \_\_\_\_\_ months/years. I have demonstrated my ability to be innovative as shown by \_\_\_\_\_. I feel my knowledge and skills have been an asset to the company because \_\_\_\_\_. My employee evaluations have consistently stated that I am \_\_\_\_\_.



# Requesting a Salary Increase



Help the person identify and list their achievements



Assist in researching desired salary

<http://www.salary.com>



Coach the individual on ways to deal with potential disappointment



Teach how to negotiate for other non-monetary compensation (time off, tuition reimbursement)

# Building Social Capital

- Developing Social Networks within the organization
- Developing Social Networks outside of the organization



# Within the Organization



Mentors



Formal activities within the workplace



Spending time with co-workers

# Outside of the Organization



Professional  
Associations



Outside  
Mentors



Developing  
Social Skills

# Social Capital Activity



Identify one strategy that you used in your current or past jobs to build social capital.



How did this advance your career?

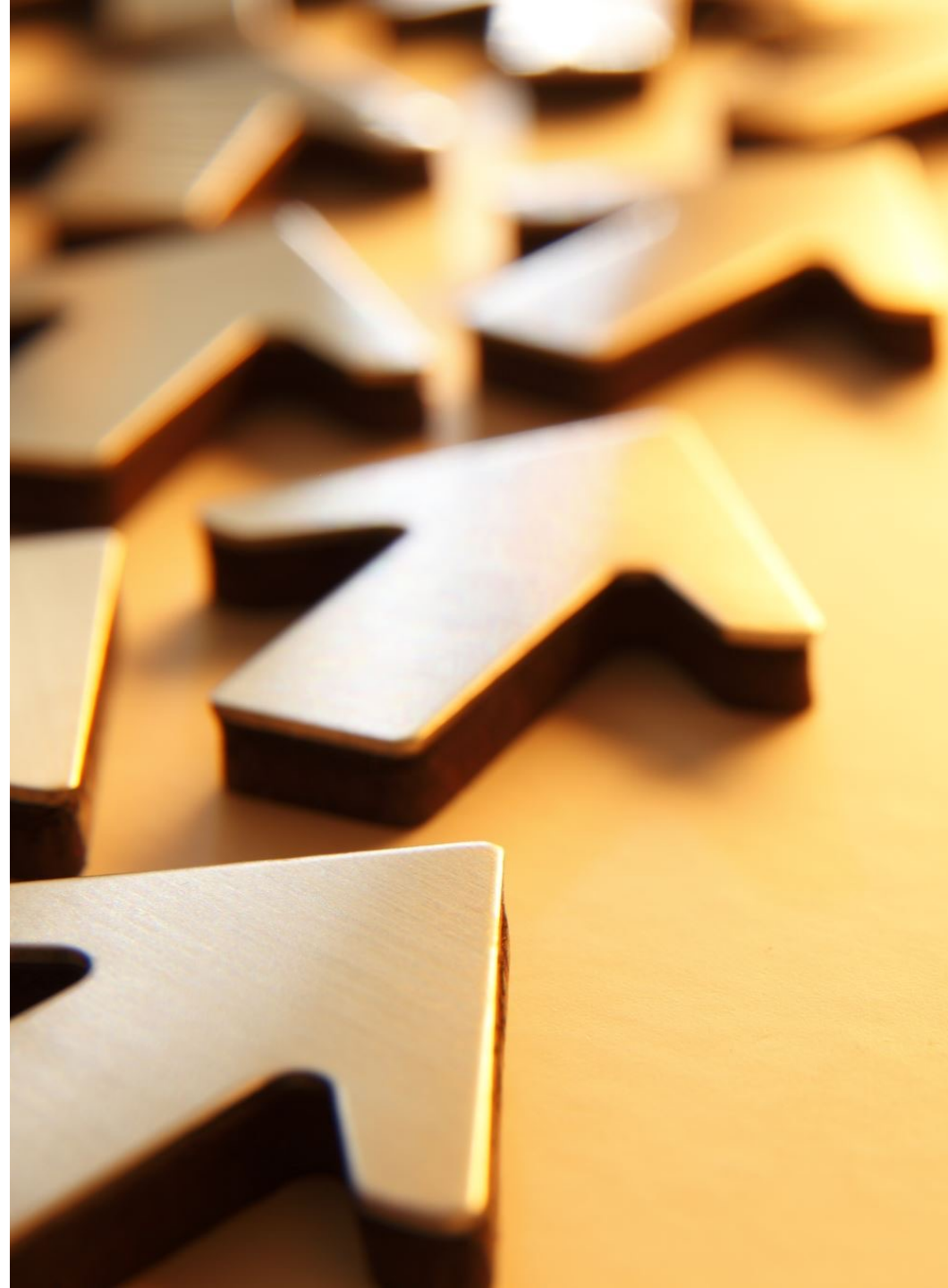
# Moving On: Revisiting Values, Interests, Skills, and Goals The Career Profile

- 
- Values clarification activities
  - Interest identification
    - Inventories such as the SDS, CEI
  - Identifying and developing skills
  - Revise career goal
  - Occupational Information resources
    - [O\\*NET](#)
    - [Occupational Outlook Handbook](#)



# Putting it all together

- Identify an individual receiving services from your agency who is interested in advancing in their career.
- What barriers are preventing the person from advancing/moving forward?
- Identify three strategies that you learned today to assist this person.
- How would you apply these strategies?
- What additional supports might YOU need to help this person advance in their career?





A chalkboard with the word "QUESTIONS" written in white chalk. The chalkboard is on a wooden surface. To the left, there is a red notebook with a gold braided pattern on the cover and a silver pen. Below the notebook, a pair of glasses is visible. The word "QUESTIONS" is written in a large, slightly irregular, white chalk font.

QUESTIONS

Questions or Comments?



# References

Kulkarni, M. (2012). Social networks and career advancement among individuals with disabilities. *Human Resource Development Review*, 11(2), 138-155.

Lee, K. (n.d.). Six tactics for career development: Get where you want to be. Retrieved from [www.idga.org/articles/klee-career](http://www.idga.org/articles/klee-career)

Lauricella, T., Parsons, J., Schaninger, B., & Weddle, B. (2022). Network effects: How to rebuild social capital and improve corporate performance retrieved from [Building social capital in the workplace | McKinsey](#)

# Evaluation Information

The MHTTC Network is funded through SAMHSA to provide this training. As part of receiving this funding we are required to submit data related to the quality of this event.

At the end of today's training please take a moment to complete a **brief** survey about today's training.



# Toward Wellness and Recovery

## Our Podcast Channel



Check out our latest podcast series!

## Flourishing at Work: A Plan for Helping Professionals

**Search then Subscribe** wherever you get your podcasts!

[Spotify](#) Apple Music [Podbean](#)

## Webinars Recordings

Did you miss a previous webinar  
or just want to watch one again?

**Access all of our recorded webinars!**

The recording of this webinar will be made available in the Northeast and Caribbean Products & Resources Catalog on our website. To view this and all previously recorded webinars that are currently available go to the link below. Check back often as new additions are always being added.



*\*Please allow 14 business days for all recordings to be made available.*

# Certificate of Completion

A Certificate of Completion will automatically be emailed to all online participants within 7 days of webinar broadcast.

# Connect With Us

Phone: (908) 889-2552

Email: [northeastcaribbean@mhttcnetwork.org](mailto:northeastcaribbean@mhttcnetwork.org)

Website: <https://mhttcnetwork.org/centers/northeast-caribbean-mhttc/home>

*Like and follow us on social media!*

Facebook: Northeast & Caribbean MHTTC

Twitter: @necmhttc

LinkedIn: @Northeast and Caribbean MHTTC



Northeast and Caribbean (HHS Region 2)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

**SAMHSA**  
Substance Abuse and Mental Health  
Services Administration



# MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

The purpose of the MHTTC Network is technology transfer - disseminating and implementing evidence-based practices for mental disorders into the field.

Funded by the Substance Abuse and Mental Health Services Administration (SAMHSA), the MHTTC Network includes 10 Regional Centers, a National American Indian and Alaska Native Center, a National Hispanic and Latino Center, and a Network Coordinating Office.

Our collaborative network supports resource development and dissemination, training and technical assistance, and workforce development for the mental health field. We work with systems, organizations, and treatment practitioners involved in the delivery of mental health services to strengthen their capacity to deliver effective evidence-based practices to individuals. Our services cover the full continuum spanning mental illness prevention, treatment, and recovery support.

## CONNECT WITH US



[MHTTCnetwork.org](https://MHTTCnetwork.org)



[Sign-Up for Newsletter](#)



[MHTTC News](#)