Cognitive-Behavioral Interventions for Employment (CBI-EMP) is designed for criminal and juvenile involved individuals who are moderate to high need in the area of employment. The curriculum integrates cognitive-behavioral interventions with more traditional employment approaches. The program teaches individuals how to identify and manage high risk situations related to obtaining and maintaining employment. Heavy emphasis is placed on skill building activities to assist with cognitive, social, emotional, and coping skill development for the work environment. Using a modified closed group format with multiple entry points, the curriculum is designed to allow for flexibility across various service settings and intervention lengths. This curriculum was developed in partnership with MDRC. The University of Cincinnati (UC) serves as the sole owner and proprietor of the copyright in the CBI-EMP manual and training program.

OVERVIEW

Components of the 31-session curriculum include the following:

Module 1: Motivational Enhancement – *Getting Them Ready for Work*
Module 2: Cognitive Restructuring – *Thinking Right about Work*
Module 3: Social Skills/Emotional Regulation Skills – *Skills for Work*
Module 4: Problem Solving – *Working through Challenges at Work*
Module 5: Success Planning – *Being Successful at Work*

FACILITATOR TRAINING

The facilitator training is a three day sessions for a maximum of 18 trainees, and is outlined below:

Day 1:   Overview of the Curriculum, Sessions 1 – 6 description/demonstrations/teach backs
Day 2:   Sessions 7 - 21 description/demonstrations/teach backs
Day 3:   Sessions 22 – 29 description/demonstrations/teach backs, Implementation discussion

Our goal is to provide a high-fidelity program. UCCI curricula and interventions are free to use! Our mission is to research, develop, disseminate and implement evidence-based practices in corrections. As such, we've worked with the university to offer this program at no "per-participant" fee. While copyrighted property of the University of Cincinnati, training materials received in our training events include permission to photocopy resources needed to facilitate interventions. Once trained facilitators have conducted at least two full rounds of the curriculum, they may be eligible to participate in a training-of-trainers' program to build agency sustainability of the program.

CONTACT

For more information about CBI-EMP, please contact UCCI Program Director Jennifer Scott at Jennifer.Scott@uc.edu or visit our website at www.uc.edu/corrections.

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SESSIONS

Module 1: Motivational Enhancement
- Introducing Cognitive-Behavioral Interventions for Obtaining and Maintaining Employment
- Weighing the Costs and Benefits
- Clarifying Values
- Setting a Goal

Module 2: Cognitive Restructuring
- Behavior is a Choice
- Recognizing Risky Situation
- Changing Risky Thinking
- Replacing Risky Thinking
- Replacing Risky Thinking (Graduated Practice)
- Replacing Risky Thinking (Graduated Practice)

Module 3: Social Skills/Emotional Regulation Skills
- Controlling Your Emotions Learning Self-Control
- Using Self-Control
- Dealing with Someone Else's Anger
- Dealing with Rejection/Failure
- Asking Permission
- Giving Feedback
- Answering a Complaint
- Dealing with an Accusation
- Setting a Goal

Module 4: Problem Solving
- Introduction to Problem Solving
- Identifying Your Problem and Goal
- Brainstorming Options
- Planning and Trying Your Solution

Module 5: Success Planning
- Developing a Plan
- Getting to the Source
- Reinventing My Life
- Staying on Track
- Responding to a Roadblock
- Rehearsing My Plan
- Presenting My Plan

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