



Therapeutic Options Training

Focus 5: Safety and Security

VCBR is committed to providing both our clients and employees with a safe and secure work environment. NHO offers the resources and training necessary to reduce or eliminate injuries and health hazards.

- **Trauma-Informed Care Training:** is a model of care acknowledges that the impact of trauma on people's lives can affect a person's neurological, biological, psychological and social development.
- **Therapeutic Options™** is a comprehensive approach to reducing violence and the use of restraint and seclusion in behavioral health care. This positive approaches in supports individuals whose behavior sometimes poses danger to themselves or others. habilitation,

Who We Are

How do we do this?

Engaging learners through traditional and innovative learning practices

Create opportunity for interaction to reinforce instructional material

Helping staff build upon what they already know through structured reflection and

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NEW HIRE ORIENTATION

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NEW HIRE ORIENTATION

*The Virginia Center for
Behavioral Rehabilitation*



On the pathway to excellence

What is New Hire Orientation?

VCBR's Philosophy

VCBR realizes the importance of taking steps to make a great first impression and focusing on how it welcomes new hires. From the time an offer is extended until the day the new hire becomes fully productive, the employee onboarding experience can lay the foundation for long-term success.

The New Hire Orientation Format

New-Hire Orientation is a formal event designed to introduce new employees to the organization's structure, vision, mission and values, review the employee handbook and highlight major policies, complete required employee paperwork, review pertinent administrative procedures and provides mandatory training. VCBR's New Hire Orientation spans six working days.

"Our instructors were very hands on and very helpful. Anytime I had a question or concern, they made sure that they helped me to fully understand"

Focus 1: Benefits

New Hire Orientation give new hires the opportunity to become aware of the great benefits the employment with the Commonwealth of Virginia has to offer.



VCBR Values: visionary, community, bravery, resiliency

Focus 2: Who Are We?

It is important for new hires to have a comprehensive understanding of how VCBR came to be. We examine the events that led to our formation and how vision and mission and values are intertwined into everything that we do.

Focus 3: Who Do we Serve?

It is important for new hires to have a thorough insight of the clients that we serve. We review the mental abnormalities or personality disorders that makes it difficult for them to control their predatory behavior.

Focus 4: How Do We Serve Them?

It is important for new hires to have a comprehensive knowledge of the treatment plan VCBR provides individuals civilly committed as Sexually Violent Predators.