Unit 9 Key Concepts

* Each human service professional must participate in annual, bi-annual, and one-time trainings in order to satisfy legal requirements to earn or maintain certifications (individual or agency). There are trainings that individual human service professionals will want to attend to increase job knowledge and skill. There will also be trainings that human service professionals must attend as an obligation to their agency—to continue to receive public money of any kind, agencies must adhere to strict training standards.
* Because agency resources are usually limited, human service professionals are expected to track and plan their own training activities (though agencies will pay for legally mandated training).
* Additionally, most agencies use some form of annual evaluation that is used to gauge employee growth and performance. At some point during the year, professionals write and submit professional goals and plans for meeting/evaluating them.
* Professional activities include taking college classes, attending agency trainings, attending conferences or workshops designed to help human service professionals to strengthen skills, or participating in community coalitions or other advocacy activities.