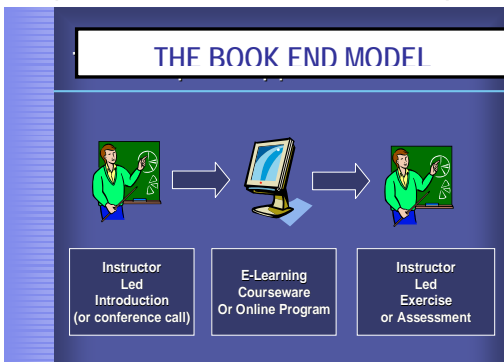


MEET INGRID!

PROCEED Inc.'s Newest, Innovative, and Integrated Learning Program

PROCEED, Inc. – National Center for Training, Support, and Technical Assistance will launch “INGRID” (Infrastructure Needs for Greater Implementation of DEBI), its new Human Resources Certificate Program developed in collaboration with Thomas Edison State College, School of Professional and Continuing Studies, Center for Distance Independent Adult Learning. This exciting and innovative, blended learning program will begin on March 31st in New Brunswick, New Jersey with PROCEED staff, Thomas Edison State College faculty, national PROCEED consultants and its inaugural class of nearly 25 participants representing various places throughout the United States.

INGRID is a Human Resource Certificate Program for middle level management staff of organizations implementing effective behavioral interventions (EBIs) within their HIV prevention programs. This 10 session course will consist of 50 hours of coursework spanning across a 9 week period. The uniqueness of this first ever Capacity Building Assistance curriculum stems from INGRID's core design. It is a blended, learning program predicated on the Book End Model, which utilizes a combination of live, face-to-face instruction as well as e-learning, online course. The e-learning, online course component of INGRID will provide program participants with the flexibility to complete course sessions according to their personal schedules; allow them to interact with other fellow participants at any time; ensure accessibility to course instructors; and, most of all, enable the participants to pace themselves in an independent manner comfortably suited to their learning style. Furthermore, the advantages of INGRID's integrative learning approach derive from its innovation, immense impact, scalability (can be expanded to meet future needs), and high instructional value.



INGRID emphasizes staff development along with recruitment and retention protocols as a means of supporting the implementation and efficacy of EBIs. The INGRID program will focus on theories, concepts, practice, and application of human resource strategies related to HIV prevention. Edison State College faculty and members of NCTSTA's National Consultant Pool will spearhead the curriculum-based learning process.

The INGRID program was developed by PROCEED, Inc. in response to the identified needs of program directors and managers throughout the U.S. responsible for providing HIV prevention and care. The program features the following:

- 50 hrs. of flexible coursework with a 9-week duration (online self-paced & face-to-face instruction)
- Onsite opening & closing sessions offered in New Brunswick, NJ
- 5 CEU's (towards college credit or professional continuing education)
- A certificate from an accredited NJ state college
- Use of Blackboard e-learning courseware

INGRID coursework topics include the following;

- Human Resource Theory and Practice
- Personnel Management in Nonprofit Organizations
- Program Supervision & Management
- DEBI Overview from a Human Resource Perspective
- Staff Development, Assessment, and Design
- Staff Productivity and Performance
- Adult Learning Theory and Practice
- **Cultural Competence for DEBI Adaptation**
- Team Building
- Case Study and Human Resources Development
- Group Facilitation

If you are interested in applying for the next INGRID class, please contact Jeff Blanchard or Brenda Cruz at PROCEED, Inc. – NCTSTA by calling 1-888-4PROCEED for more information as well as to learn about the program application requirements.

In addition, stay tuned for more on PROCEED, Inc. – National Center for Training, Support and Technical Assistance's blended learning programs such as webcasts, on-line self-directed courses, and e-learning institutes and resources.

Submitted by Brenda Cruz, Manager, Training Services & Special Events