

Building a Successful Prevention Workforce Development Initiative

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Prevention
Training
Technical
Assistance
Service
Center

Prevention Training & Technical Assistance Service Center

- Funded by **CT Department of Mental Health & Addiction Services** (SSA) as CT Prevention Workforce Development Initiative
- PTTASC began in July 2015 with the SPF process
- Training and TA for DMHAS funded prevention coalitions
 - Block Grant funded coalitions in 2015 and PFS funded in 2016
- Currently in 4th year of implementation & programming



PTTASC is a
partnership of

- *Cross Sector Consulting, LLP*
 - Fiduciary, development, administration and evaluation
- *CT Association Prevention Professionals (CAPP)*
 - Prevention expertise, training and TA providers
- *Career Team*
 - Learning Management System including website, online workshops, hybrid trainings and learner accounts.



Getting Started:

What's the Prevention Workforce Like in Your State/County?

With a partner, discuss the following questions about the prevention workforce in your state or county:

- What education level does your prevention workforce have?
- Do many prevention workers have the CPS credential your state/county?
- Do you have a young or aging workforce? A diverse/representative workforce?
- Do they utilize the SPF model? If yes, how well do they follow the model?
- What prevention skills do they lack or need to improve?
- What professional development can they access to build necessary skills?

Assessment



- Prevention workforce survey, prevention leadership survey and interviews with long time prevention professionals
- Created TTASC Advisory Board for input
- Collected input from CAPP



Prevention Workforce Survey

(n= 252,
73% paid staff
27% volunteers)

- 59% in field 10+years, 75% for 7+ years.
- 61% graduate degree, 24% bachelor's degree.
- 46% likely to leave job in next 3 years. 80% want to remain in the field.
- 12% had CPS while 88% did not (n=146).
- Most obtain training from non-profits, employer paid or free.
- 89% want statewide conference. 84% want annual regional networking.
- 22% cannot get advice or assistance from a network of professionals.



Top 5 professional development topics to enhance prevention efforts

- Current issues of mental, emotional and behavioral health
- Sustainability and fund development
- Current issues of addiction
- Youth development and resilience
- Program evaluation

Top 4 needs integrating cultural competency into prevention work

- Identifying and resolving barriers to participation in prevention intervention
- Engaging diverse community representation in coalitions
- Identifying culturally-relevant risk and protective factors
- Involving diverse community representation in planning prevention interventions

Prevention Leadership Survey

- 47% say workforce aging and will create gaps, 20% say do not know.
- 73% say salary range a limitation to hire quality applicants.
- 53% applicant pool does NOT reflect racial/ethnic diversity or language of markets. 27% do NOT know.
- 78% say traditional educational pathways do not offer training on prevention competencies. 27% do not know.
- Current training: On the job training, followed by online training, regional and state agencies training
- Cost of training is biggest barrier, followed by training options not aligned with job responsibilities.



Prevention Leadership Survey

Most would value prevention certification, although most currently do not give hiring preferences to CPS

Skill Deficiencies

- Research and writing skill (60%)
- Soft skills: communication (72%) time management (61%) and leadership (44%)

Workforce Development Priorities

- Strategic Planning
- Conducting Needs Assessments
- Sustainability
- Cultural Competence
- Evaluation
- Prevention Theories



Capacity Building



Set training standards using GLP's Dialogue Education for training & technical assistance

Trained 13 experienced prevention professionals in DE (July 2015) and 8 more in June (2017)

- Serve as additional trainers and TA providers
- Enhance the training they provide to their constituents

Expand CAPP Board of Directors and Membership

- Provide a network of professionals and communication channels for additional PD



Planning



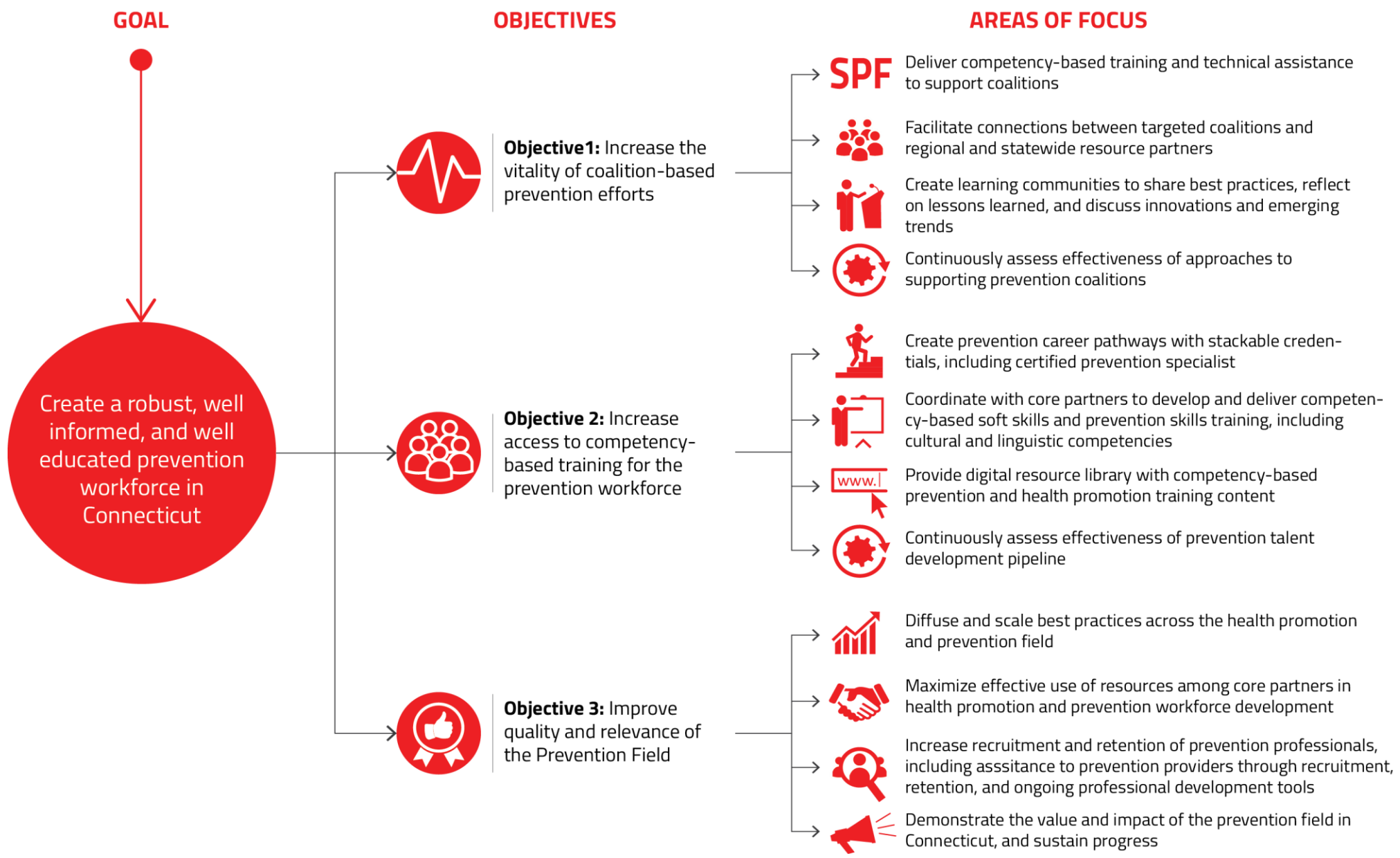
Created Strategic Plan

- Using Needs Assessment results and addressing Capacity needs

Adapt every year based on input from

- Training participants
- Funded coalitions
- Advisory Board
- CT Department of Mental Health & Addiction Services





Implementation



Key Focus areas

- Training & TA products that meet needs of CT prevention workforce (including coalition volunteers)
- CPS training and support
- Professional networking and education through CAPP member meetings
- Collaboration with Regional Organizations to support networking sessions



Goal:

Create a robust, well informed, educated prevention workforce in Connecticut

Objective 1: Increase the vitality of coalition-based prevention efforts

Objective 2: Increase access to competency based training for the prevention workforce

Objective 3: Improve the quality and relevance of the prevention field

Objective 1: Increase the vitality of coalition-based prevention efforts

- Trainings to assist block grant funded and PFS funded coalitions to implement SPF and evidence based prevention strategies
- Onsite TA to funded coalitions to assist with implementation & evaluation
- Training and TA to all coalitions and prevention workers in CT
- Collaborate with regional agencies to offer regional networking
- Creating new TA self-assessment tools to evaluate coalition growth and identify areas needing support
- Creating ***Coalition Coordinator Tool Box*** on website: sample coalition info-briefs, volunteer “job descriptions”, etc.

Objective 2: Increase access to competency based training for the prevention workforce

- Expand number of prevention trainings each year based on coalitions input and participant feedback. Align with prevention competencies.
- Conduct Dialogue Education trainings for experienced prevention professionals to expand trainers and enhance their work.
- Create online Learning Management System for training participants to create a training account and track their progress
<https://preventiontrainingcenter.org>
- Develop hybrid online trainings that coalition coordinators can lead with coalition members – SPF, Logic Models, Sustainability, Opioids

Objective 3: Improve the quality and relevance of the prevention field

CT Association of Prevention Professions (CAPP)

- Monthly membership meetings with speakers (CEUs) and networking.
- Communication: monthly newsletters, website, social media.
- Prevention advocacy hub - trainings and advocacy efforts.

Prevention Certification (CPS)

- Fast track process for long-time prevention professionals.
- Application assistance and exam preparation workshops.
- Increased number of CPS with fast track (from 19 to 50).

Annual Statewide Prevention Conference

Objective 3: Improve the quality and relevance of the prevention field

National Prevention Week

- CT NPW State Planning Committee
 - 2017 Conference
 - 2018 State Capitol Health Fair, Video PSA Contest, Hartford Yard Goats Baseball Game
- New ***Using NPW to Engage Coalition Members*** training to engage more coalitions in NPW

Prevention Recruitment Tool Box

- Prevention coordinator job description, recruitment process, interview protocol.
- On website.

Evaluation



Continuous evaluation

- Feedback from training participants
- Assess funded coalitions for growth & develop individualized improvement plans
- CAPP, Advisory Board and DMHAS



What are your State/County's Prevention Workforce Development Needs?

*Using the worksheet provided to
consider two prevention workforce needs:*

- Most important prevention workforce development need(s) in your state/county
- Most changeable workforce development practice, policy, etc that you can make
- What resources would you need for each of these?
- What action steps can you put in place for the most important prevention workforce development need and the most changeable workforce development need?

Prevention
Workforce
Discussion,
Sharing,
Networking

Group Discussion

- What workforce development issues, ideas and/or solutions would you like to share?
- What workforce development questions do you have for PTTASC or other workshop participants?
- Other comments, etc.?

Thank you for participating in this
workshop!

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