



# Prevention Workforce Mentoring in New Hampshire



NH Prevention Workforce  
Mentoring Program  
An Initiative of the Prevention Certification Board of NH

# Agenda

- **Background**
- **Program Purpose and Goals**
- **Cohort Activities**
  - **Minefield (Mentor Pair Activity)**
  - **Discussion of Prevention Workforce**
- **Envisioning the Future**
- **Discussion/Q&A**



# Background

- History
  - Identified Gap in Support of Prevention Professionals
  - Assistance with CPS Process
  - Workforce Recruitment and Retention



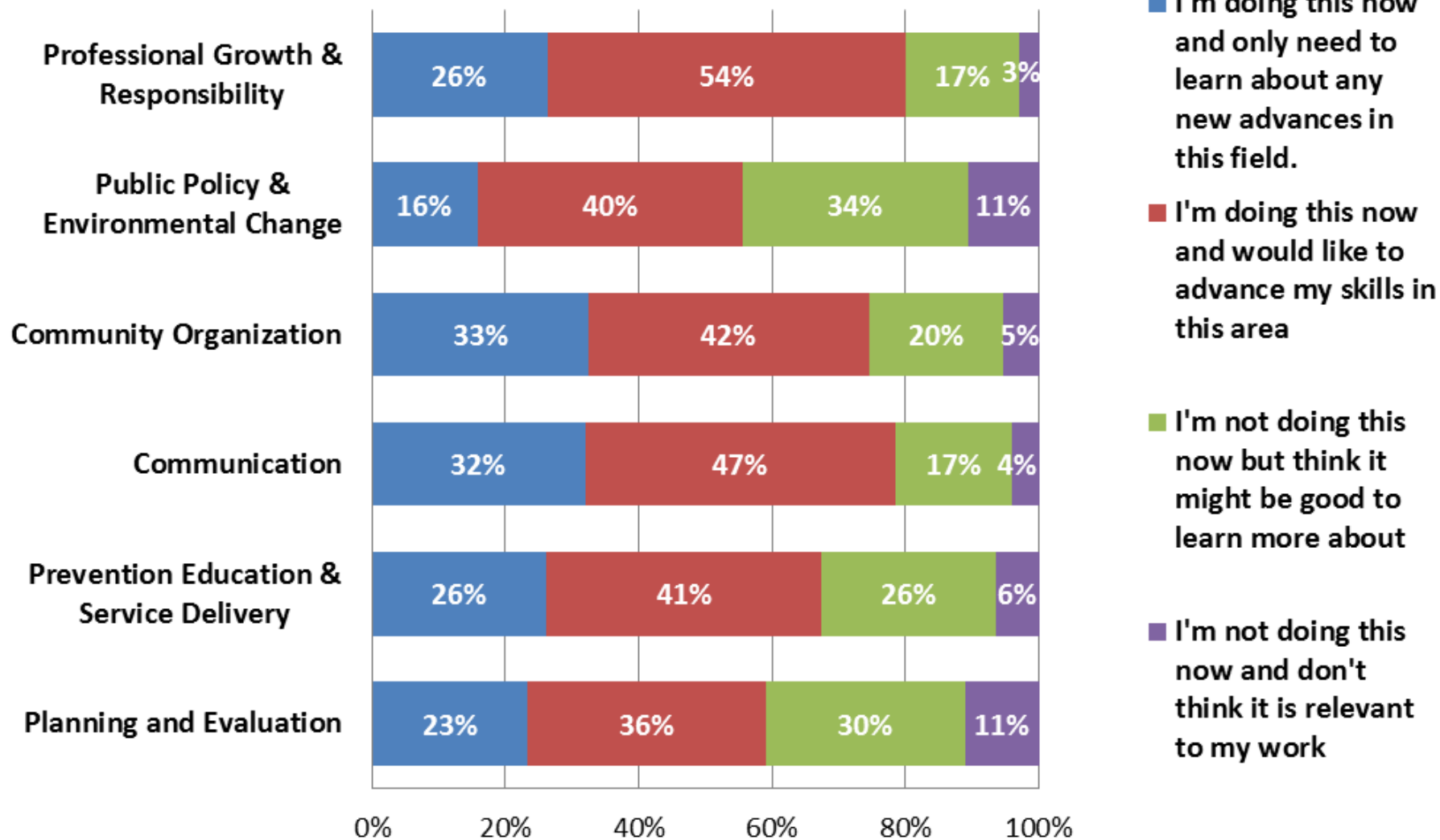
# Workforce Needs Assessment

- Initial Assessment
  - Conducted formal assessment of NH's Prevention workforce
- Identified a high level of interest in:
  - Training in prevention performance domains
  - Technical skills



# Level of Experience in Competencies

N=172

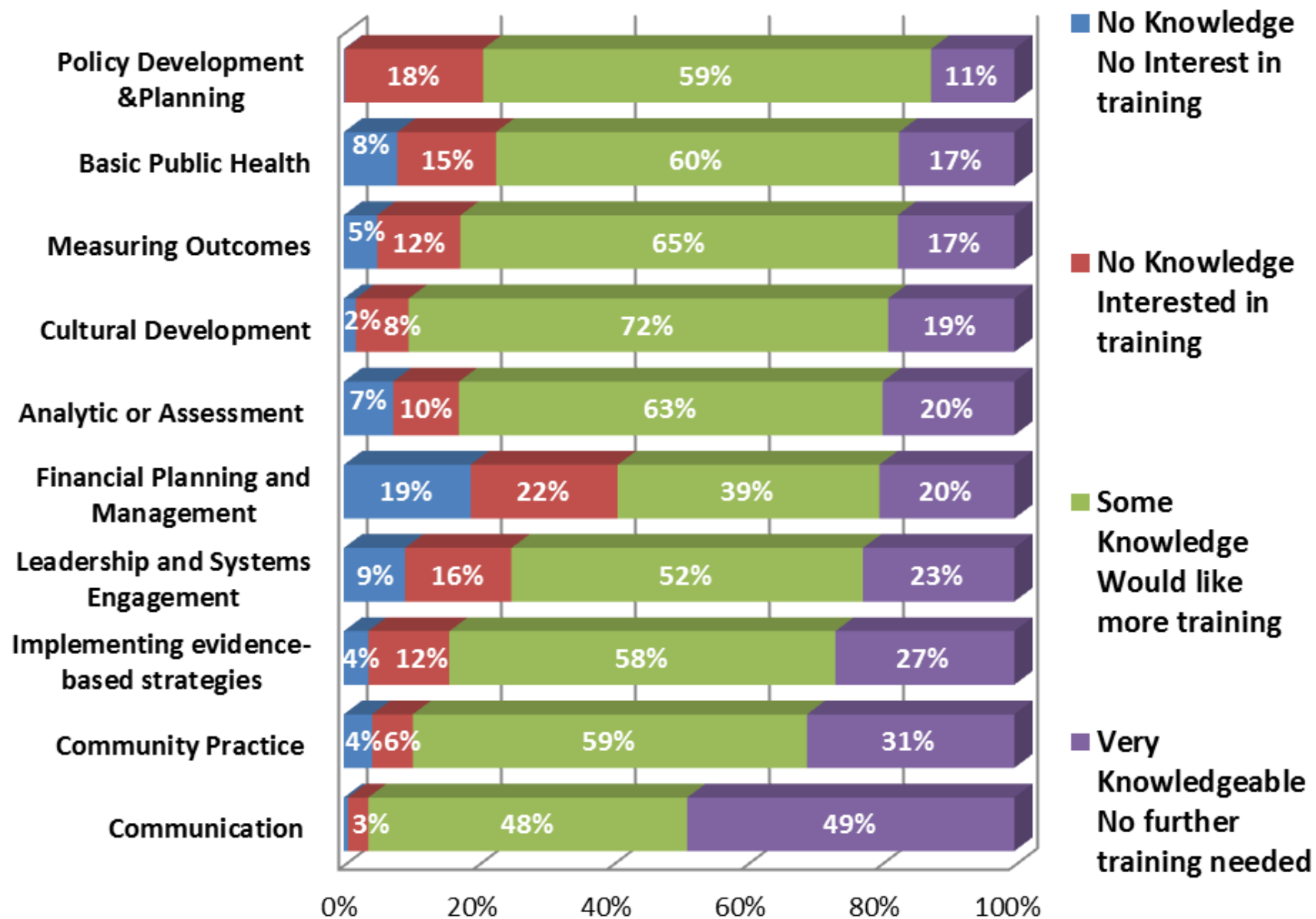


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# Prevention Knowledge by Skill Set

N=166





# Matching Process

- Gathered contact information on potential mentor/mentees from assessment
- Interview process - conducted phone interviews of interested parties
- Matching mentors/mentee pairs
  - Based on interview process







# FRAMING THE EXPERIENCE



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# Program Purpose

*The purpose of the NH Prevention Workforce Mentoring Program is to provide a supportive environment for NH's prevention professionals where both the mentor and mentee can share knowledge and experiences to improve the quality of prevention services and to increase retention in the field.*



# More on Purpose

Provide a formal mentoring opportunity to:

- Develop and enhance skills in prevention performance domains and ethics
- Support leadership and management development
- Knowledge transfer



# Program Goals

- Professional development of prevention specialists in NH
  - Support and enhance professional and certified prevention workforce
- Provide formal one-on-one support
  - Mentor guidance
  - Networking opportunities



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# Expectations for Mentee/Mentors

- Identify needs and set goals
- Develop plan to meet on regular basis
  - Establish a schedule with timeline
  - Meet at minimum of 4-6 hours per month
    - May include Face-to-face, phone, facetime/skype, email conversations
- Complete Activity Log



# Focus

- Should relate to Prevention Performance Domains
  - Planning & Evaluation
  - Prevention Education & Service Delivery
  - Communication
  - Community Organization
  - Public Policy and Environmental Change
  - Professional Growth & Responsibility
  - Ethics



# Initial 1:1 Meeting

- Assessment of mentee needs
  - Discuss the mentees job activities
  - Current knowledge, skills
  - Discuss areas of needs
- Develop a plan and timeline
  - Establish some agreed-upon steps to enhance that area or areas.



# Some best practices for all

- Commit
  - to regular meetings and to maintaining relationship
- Listen
  - To each other
  - Ask questions to better understand views/perspectives
- Respect
  - Be respectful of each other's time
- Share
  - Share experiences to help broaden possibilities, aspirations and expectations





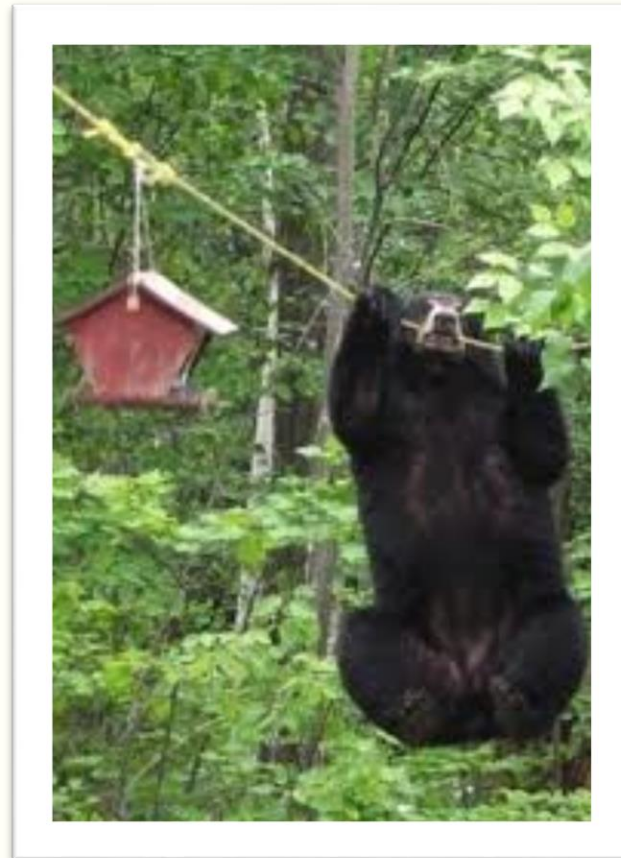
# Mentor/Mentees Activities



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# Minefield



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# Cohort Cross-Sharing Discussion

Strengths	Challenges/gaps
<ul style="list-style-type: none"><li>• <b>Community Collaborations</b><ul style="list-style-type: none"><li>○ Education</li><li>○ Communities</li><li>○ Removal of “turf” issues</li><li>○ Informal Support is good</li></ul></li><li>• <b>Public Health Track- Improving</b><ul style="list-style-type: none"><li>○ More in alignment at all levels (getting better)</li><li>○ True Collaboration</li><li>○ Room for Growth (in a good way)</li><li>○ Better Understanding within the Public Health Network</li></ul></li><li>• <b>More Community engagement</b></li><li>• <b>Wealth of Institutional Knowledge (tap into)</b></li><li>• <b>Mentoring Program</b><ul style="list-style-type: none"><li>○ A positive for prevention professionals</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Different Approaches across Regions<ul style="list-style-type: none"><li>○ (CoC, SMP Differences)</li></ul></li><li>• Connecting</li><li>• Communicating with appropriate partners</li><li>• Workload/Workflow</li><li>• Resources/Funding Challenges</li><li>• Maintaining Engagement*</li><li>• Keeping up with Demand*</li><li>• Managing Expectations*</li><li>• Sustaining the work</li><li>• Big and little parts</li><li>• Retention of Workforce<ul style="list-style-type: none"><li>○ Stability</li></ul></li><li>• Isolation</li><li>• Policy Makers- lack of understanding @ Prevention work</li><li>• Build on what's working</li></ul> <p>*Help new mentees with these areas</p>

# Other Cohort Activities

- Facilitated Lunchtime Cohort Discussion
- “Getting to know you” activities with pairs
  - e.g. leadership personality styles



# Mentor/Mentee Activities

- Breakfast Meetings
- Phone/Virtual
- Meetings at conferences or other regularly scheduled events
- Email check-ins



# Envisioning the Future



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# Moving Forward

## Future Cohort Suggestions/Lesson's Learned

### Guidelines around Scheduling

- Draft Schedule at 1<sup>st</sup> Meeting

### More group time / every other month

- Can meet individually in pairs and groups at same meeting
- Helpful for Progress Tracking

### Proximity to Mentor/Mentee

- TBD - on mentee request/need

### Suggested Topics

- Conflict resolution
- Mentor-only training (conference calls and/or in-person)

# Moving Forward

- Adaptations for next cohort
  - More frequent in-person meetings
    - Every other month
  - 1:1 Interactions at in-person meetings
    - More efficient use of time
  - Increased matching by region
    - Based on mentee interest
  - Bringing in outside trainers
    - Topic selections based on interests of new cohort



# Discussion

- Questions or comments?



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**Thank you for your participation!**

If you have questions, please contact  
**[nhpreventcert@gmail.com](mailto:nhpreventcert@gmail.com)**



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