



Prevention Workforce Development and the Fellowship Program


NPN 2019

Welcome & opening remarks

- Alicia Hughes, MA, CPP | HCA/DBHR, Strategic Development and Policy Supervisor
- Dr. Laura Hill | WSU, Professor and Chair, Human Development, Prevention Science Graduate Faculty



Objectives

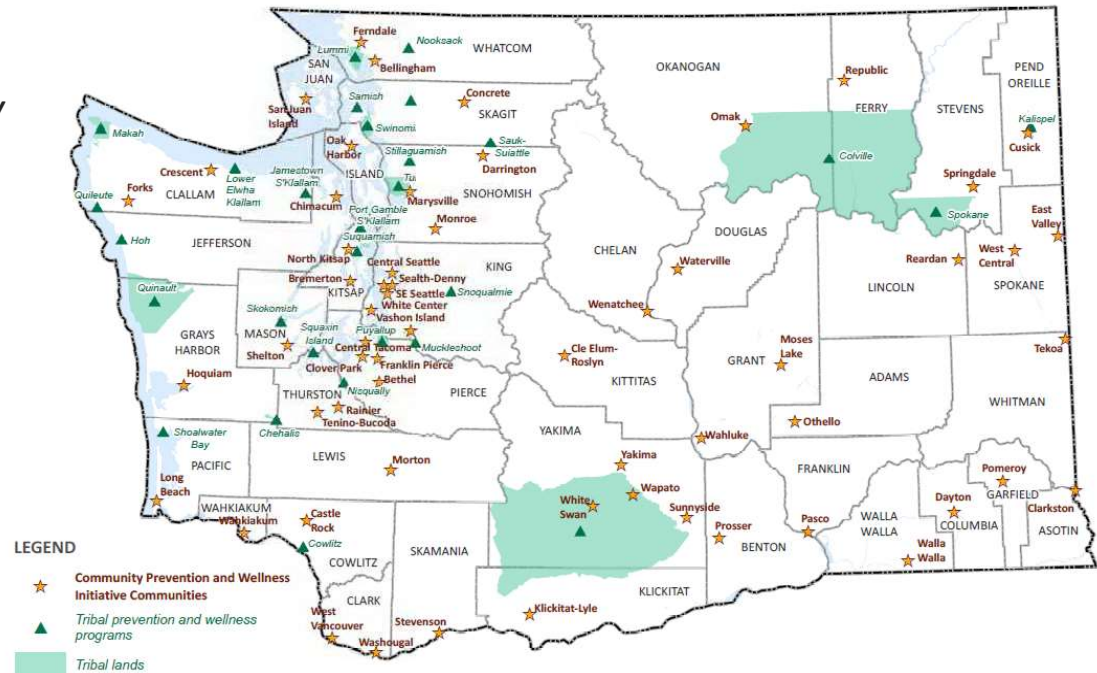
- Appreciate how and why workforce development is a critical component to improving the health and well-being of our local communities.
 - Understand how coalition leaders and prevention professionals at the local and state level can impact workforce development in their state.
 - Learn about the implementation of Washington State Fellowship Program as a way to build capacity for high-risk communities to implement prevention services.
- 

Washington State Prevention Services: Communities & Tribes

Prevention services are focused in communities and Tribes throughout Washington

20,561 youth, family and community members received direct services in CY 2018 through:

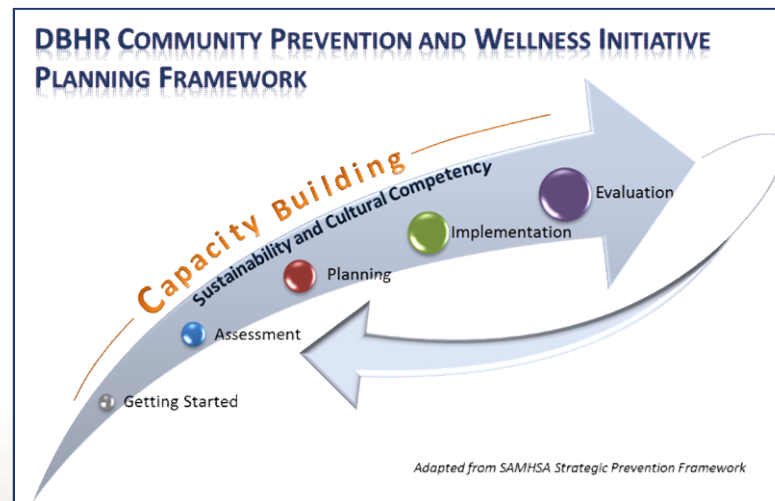
- 82 CPWI sites
- 91 School districts
- 26 Federally Recognized Tribes
- 15 Community-Based Organizations




WA Follows the Strategic Prevention Framework (SPF)



- Prevention delivery system redesign began in July 2009/2010 with the implementation of the Strategic Prevention Framework State Incentive Grant (SPF-SIG) in 2011.
- The SPF-SIG resulted in the Community Prevention and Wellness Initiative (CPWI) Framework.



Overview of the Community Wellness & Prevention Initiative (CPWI)


- A community and school-based model focused on reducing underage use of substances
 - Partnership of state agencies, counties, schools, and prevention coalitions
 - Focuses on high-need communities and priority populations
 - Healthy Youth Survey data to identify risk factors
 - Prevention/Intervention services in identified schools in coordination with CPWI
 - Provides funding, training, and technical assistance
- 

Because of this, CPWI will...

- Have a deeper impact;
- Better measure those impacts; and
- Build support for additional investments in prevention.

Washington State Workforce Development

Goals:

- Enhance capacity of current prevention practitioners at the local and state levels
 - Bringing people into the prevention field
- 

Washington State Workforce Development


Strategies:

- Assessment of workforce development needs
- Training for prevention professionals and providers
- Tools and resources to support professional development
- High school Internship Program
- DBHR-WSU Fellowship Program

Workforce Development Survey

- Biennial assessment survey
- Demographics to understand who providers are
- Workforce development framework to measure competencies: confidence, frequency, and importance

Common Barriers Identified

- How to meet the deliverables of prevention services contracts
 - Not understanding prevention science and frameworks
 - Unable to articulate meaning behind deliverables to communities to gain buy in from stakeholders
- 

Trainings

- Calendar of all upcoming trainings on the Athena Forum
- Coalition Leadership Institute
- WA State Prevention Summit
- Spring Youth Forum
- Technical Trainings
- Trainings as requested
- Prevention Technology Transfer Center (PTTC)



ATHENA

Enter your search

[Home](#)

[Headlines](#)

[Prevention priorities](#)

[Training](#)

[Providers](#)

[Prevention 101](#)

[Who's who](#)

[Home](#) » [Training](#)

Training

[Upcoming training](#)

[CPWI training](#)

[CTC study guides](#)

[OWL E-Learning](#)

Training

[Upcoming trainings](#)

[Post a new training](#)

Keep learning! This multi-agency events calendar is updated on an on-going basis. It includes in-person trainings, a teleconference trainings, as well as webinar training services.

Don't forget, registered Athena Forum users can add their events to the calendar as well.

[Community Prevention and Wellness Initiative \(CPWI\)](#)

These trainings have been developed by DBHR for CPWI coalitions to understand CPWI and to be used in your local need technical assistance with these trainings please contact the DBHR Training team at PRtraining@hca.wa.gov.

Training

Upcoming training

CPWI training

CTC study guides

OWL E-Learning

Training Calendar

July 2019

« Prev Next »

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	1	2	3	4	5	6
7	8 Healthy Youth Survey stakeholder meeting 8:30a	9	10 Minerva Technical Assistance Call (online via GoTo Meeting) 1:00pm to 2:00pm	11 Healthy Youth Survey stakeholder meeting 8:30a	12 Youth Mental Health First Aid Training 8:00am to 5:00pm	13
14 Youth transition summer workshop (All day) CADCA Mid-Year Training Institute 8:07am to 5:07pm	15	16	17	18	19	20
		Webinar: Nothing about us without us: Authentic youth engagement in public health 9:00am to 10:00am QPR Training 10:00am to 12:00pm Webinar: Understanding and Advancing Mental Health Equity for Young Adults 3:00pm to 4:15pm				
21	22 Q & A session on FY19 Tribal Opioid Response Grant 8:00am to 9:00am Webinar: Preventing suicide by promoting social connectedness: Exploring systems approaches and connectedness in communities 12:30pm to 1:30pm	23 Webinar: Northwest Center for Public Health Practice: Comics for health promotion 12:00pm to 1:00pm Words matter: Recommendations for reporting on suicide 1:30pm to 3:00pm	24 Webinar: Implications to enhance services for gender diverse individuals - part 1 9:00am to 10:30am Webinar: Collective impact through collaborative learning 12:00pm to 1:00pm	25 Webinar: Suicide prevention in schools - part 3 9:00am to 10:30am Webinar: Emerging tech: What are the current trends for teens and kids? 11:00am to 12:30pm	26	27

Tools

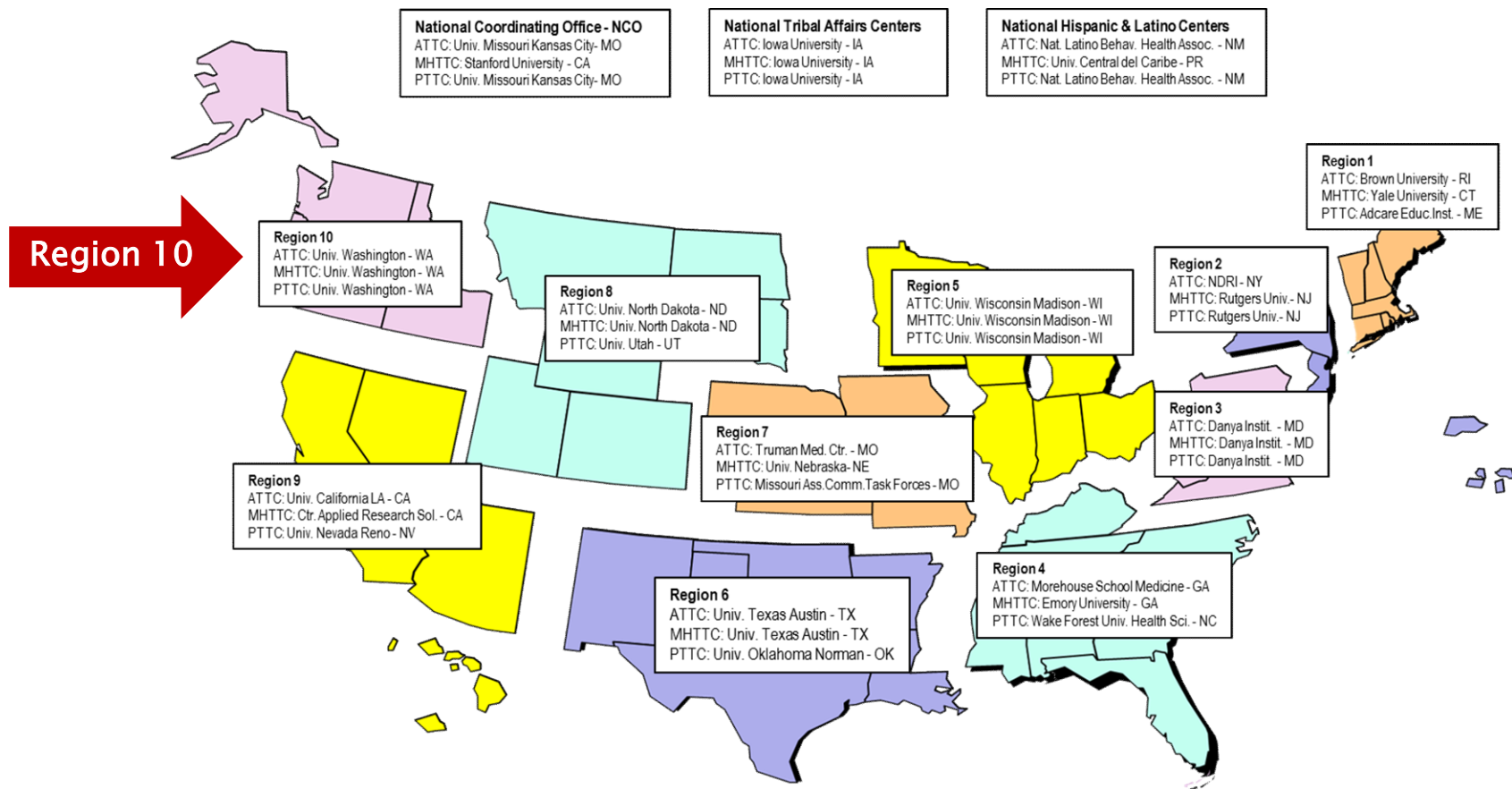
- [Community Coalition Guide](#)
- [Logic Model Template](#)
- [Action Plan Template](#)
- [Strategic Plan Review Checklist](#)
- [Budget Template](#)
- [Community Profile Template](#)
- [Community Risk Profiles](#)
- [Excellence in Prevention Strategy List](#)
- [Workforce Development Survey](#)

Prevention Technology Transfer Center

- Develop and disseminate tools and strategies needed to improve the quality of substance abuse prevention efforts
- Provide training and learning resources to prevention professionals to improve:
 - Understanding and application of prevention science
 - Use of epidemiological data to guide prevention planning
 - Selection and implementation of evidence-based and promising prevention practices

PTTC Audience

- Prevention workforce and practitioners in WA, OR, ID, and AK
- In other words...all of you, your organizations, and your colleagues doing prevention in any and all settings!



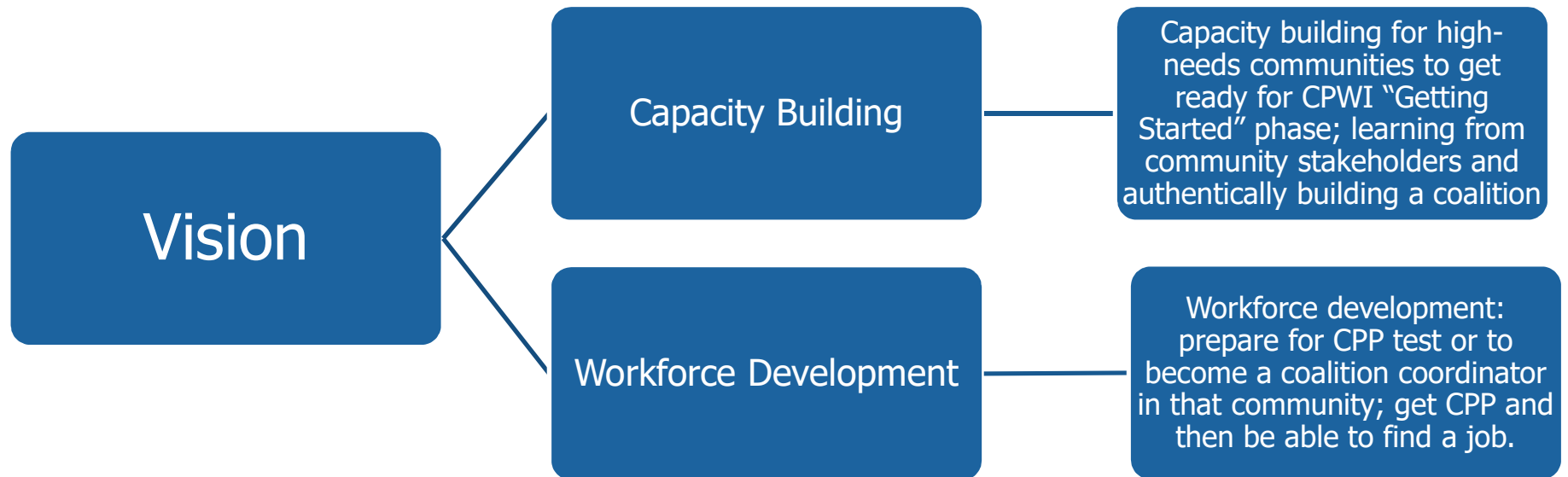
Prevention Technology Transfer Center

- Monthly webinar series
- Skill-building trainings
- Communities of practice
- Conference presentations & workshops
- Trainings of trainers
- Prevention leadership academy
- Fact sheets, guidance documents, & tool kits
- And more!


CPWI Prevention Fellowship

Division of Behavioral Health and Recovery: Alicia Hughes, MA, CPP.

Washington State University: Laura Hill, PhD. & Brittany Cooper, PhD.



DBHR – WSU Fellowship Program

- DBHR contracts with university partners to manage logistics of fellowships
 - Recruitment through university internship preparation classes, social work program, and Athena Forum
 - DBHR and WSU screen and interview applicants jointly
 - WSU faculty meet monthly with Fellows and provide additional learning resources (e.g. program evaluation training modules)
- 

CPWI Prevention Fellowship Structure

Phase 1
3 months

At the DBHR office gaining an understanding of the statewide prevention system and gaining professional development through trainings.

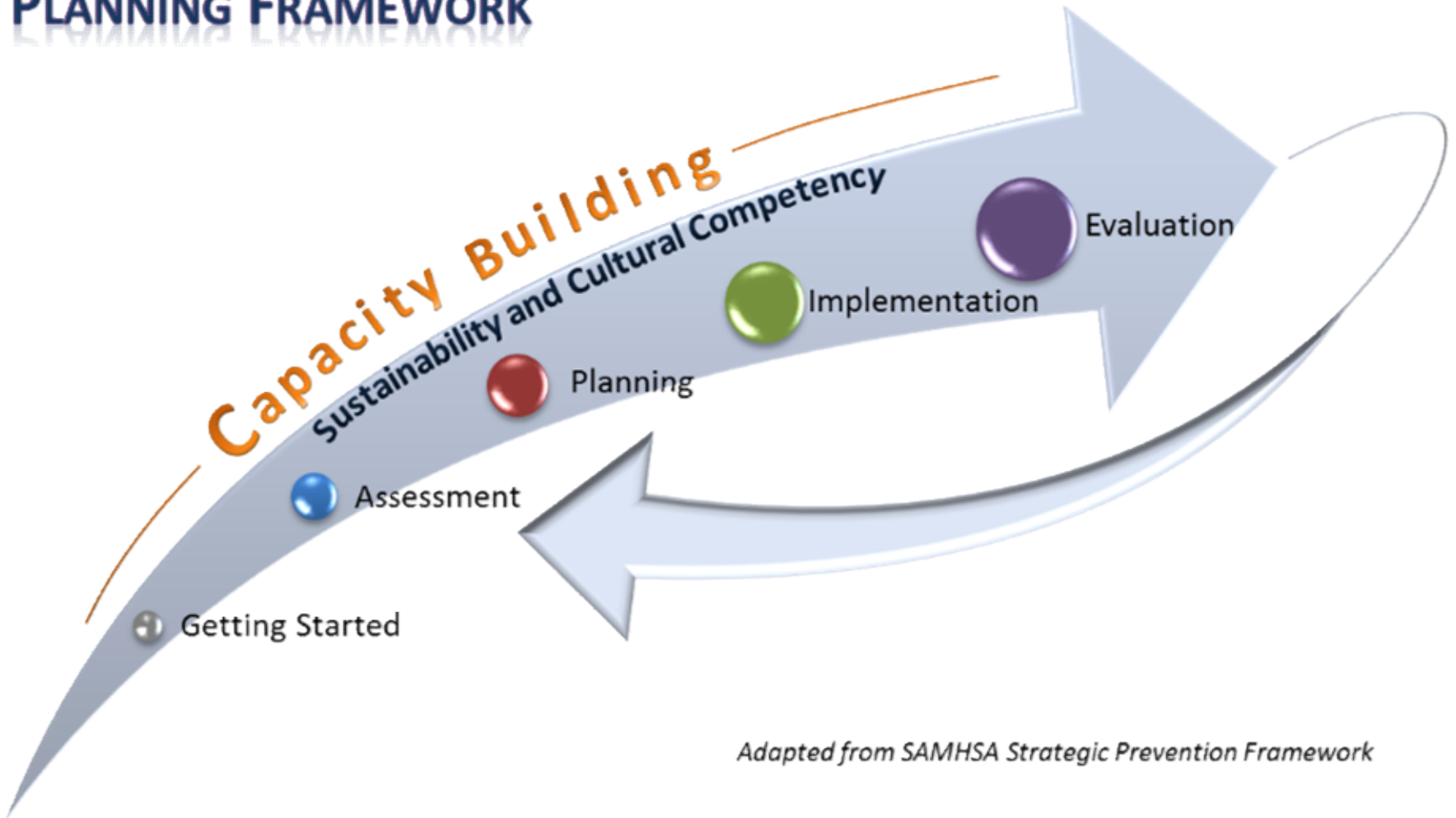
Phase 2
3 months

In an existing CPWI community, mentoring under an existing CPWI coordinator and assisting the coalition as appropriate.

Phase 3
4 months

Placed in a high-need community with building a coalition, gathering key leaders, and beginning the "Getting Started" phase of the CPWI model.

DBHR COMMUNITY PREVENTION AND WELLNESS INITIATIVE PLANNING FRAMEWORK



Adapted from SAMHSA Strategic Prevention Framework

Getting Started

- Function as the liaison among the coalition members, DBHR and other state partners, and with the community.
- Participate in CPWI learning community meetings, monthly DBHR check-in meetings, and required training.
- Help recruit and retain membership on the coalition and support from local key stakeholders/leaders.
- CPWI Prevention Planning Framework, Action Plan, Needs Assessment and Strategic Planning, Budget
- Align and integrate community organization's work with the goals and strategies of the coalition
- Coordinate community outreach efforts (i.e., presentations, newsletter, volunteer recruitment, etc.).

Program Timeline

Cohort 1,
Jan-Oct '19

Phase 1
Jan.–Mar.

Phase 2
Apr.–Jun.

Phase 3
Jul.–Oct.

Cohort 2,
Jun '19-Mar '20

Phase 1
Jun.–Aug.

Phase 2
Sept.–Nov.

Phase 3
Dec.–Mar.

Cohort 3,
Oct '19-Jul '20

Phase 1
Oct.–Dec.

Phase 2
Jan.–Mar.

Phase 3
Apr.–Jul.

Cohort 4,
Jan-Sep '20

Phase 1
Jan.–Mar.

Phase 2
Apr.–Jun.

Phase 3
Jul.–Sep.

Phase 1 Objectives

3 months in Olympia at HCA/DHBR

- 1. Learn the mission & approach of HCA/DBHR*

Phase 1 Objectives

3 months in Olympia at HCA/DHBR

- 1. Learn the mission & approach of HCA/DBHR*
- 2. Gain understanding of WA State prevention services*

Phase 1 Objectives

3 months in Olympia at HCA/DHBR

- 1. Learn the mission & approach of HCA/DBHR*
- 2. Gain understanding of WA State prevention services*
- 3. Learn skills to be effective in working with staff and clients*

Phase 1 Objectives

3 months in Olympia at HCA/DHBR

- 1. Learn the mission & approach of HCA/DBHR*
- 2. Gain understanding of WA State prevention services*
- 3. Learn skills to be effective in working with staff and clients*
- 4. Develop professional network and materials for pursuing a career in this field*

Phase 2 Objectives

3 months mentoring in CPWI community

- 1. Learn the mission & approach of CPWI coalition*

Phase 2 Objectives

3 months mentoring in CPWI community

- 1. Learn the mission & approach of CPWI coalition*
- 2. Gain hands-on experience with the delivery of prevention services*

Phase 2 Objectives

3 months mentoring in CPWI community

- 1. Learn the mission & approach of CPWI coalition*
- 2. Gain hands-on experience with the delivery of prevention services*
- 3. Learn skills to be effective in working with community partners*

Phase 2 Objectives

3 months mentoring in CPWI community

- 1. Learn the mission & approach of CPWI coalition*
- 2. Gain hands-on experience with the delivery of prevention services*
- 3. Learn skills to be effective in working with community partners*
- 4. Develop professional network within community*

Phase 3 Objectives

4 months developing prevention services in new community

- 1. Develop a future coalition and identify key leaders*

Phase 3 Objectives

4 months developing prevention services in new community

- 1. Develop a future coalition and identify key leaders*
- 2. Experience community programming implementation*

Phase 3 Objectives

4 months developing prevention services in new community

- 1. Develop a future coalition and identify key leaders*
- 2. Experience community programming implementation*
- 3. Engage community partners in the conversation about prevention*

Phase 3 Objectives

4 months developing prevention services in new community

- 1. Develop a future coalition and identify key leaders*
- 2. Experience community programming implementation*
- 3. Engage community partners in the conversation about prevention*
- 4. Gain professional skills, such as Certified Prevention Professional credential, respond to an RFA, career development opportunities in community*

Fellowship Cohort 1



Destiny Eversull

- Seattle, WA
- Human Development & Women, Gender, and Sexuality Studies



Kersten Tano

- Ewa Beach, HI
- Pre-Nursing & Human Development



*Alejandra Padilla

- Grandview, WA
- Psychology & Human Development

Fellowship Cohort 2



Mari Irvan

- Tri-cities, WA
- Human Development & Psychology



Tori McDermott Hale

- Maple Valley, WA
- Human Development & Psychology



Endalkachew Abebaw

- Renton, WA
- Human Development, Adolescence Studies Certificate

Fellowship Cohort 3



Emma Neller

- Ellensburg, WA
- Public Health – Global Health



Sazi Wald

- Olympia, WA
- Social Work



Krista Timm

- Lakewood, WA
- Human Development



Sophia Hilsen

- Normandy Park, WA
- Human Development

Questions?



Resources

Athena Forum – Fellowship Program

<http://www.TheAthenaForum.org/Fellowship>

SAMHSA Website

<https://www.samhsa.gov/>

