



Building Prevention-Ready Communities and the Prevention Workforce

NPN Conference
August 24, 2021

Welcome & Opening Remarks

- Alicia Hughes, MA, CPP | HCA/DBHR, CBO and Grant Development Supervisor
- Clara Hill, MPH | WSU, Research Coordinator, Human Development, IMPACT Lab
- Isaac Derline, CHES | HCA/DBHR, Prevention System Manager Apprentice, Cohort 5 Fellow

Objectives

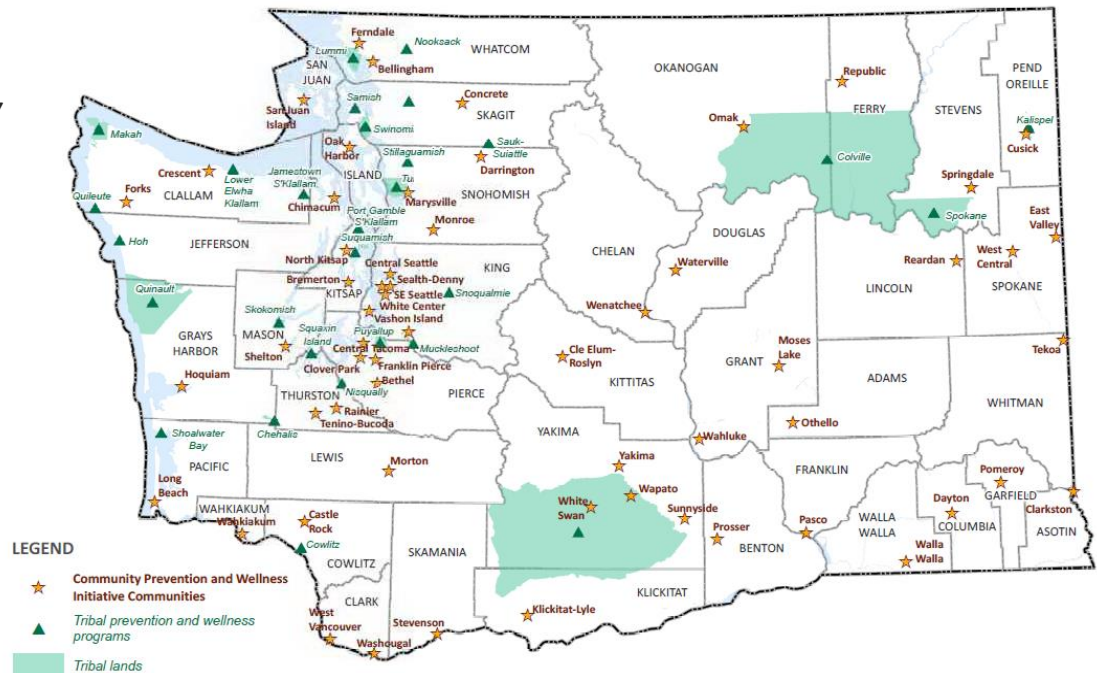
- Understand how coalition leaders and prevention professionals at local and state levels can impact workforce development in their state.
- Appreciate how and why workforce development is a critical component to improving the health and well-being of our local communities.
- Learn about the implementation of the WSU-DBHR Fellowship Program and how it has built capacity for high-risk communities to build prevention services.
- Discuss successes of the WSU-DBHR Fellowship Program, and how this program continues to contribute to prevention efforts in Washington State.

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:

- 100 CPWI sites
- 91 School districts
- 26 Federally Recognized Tribes
- 30 Community-Based Organizations



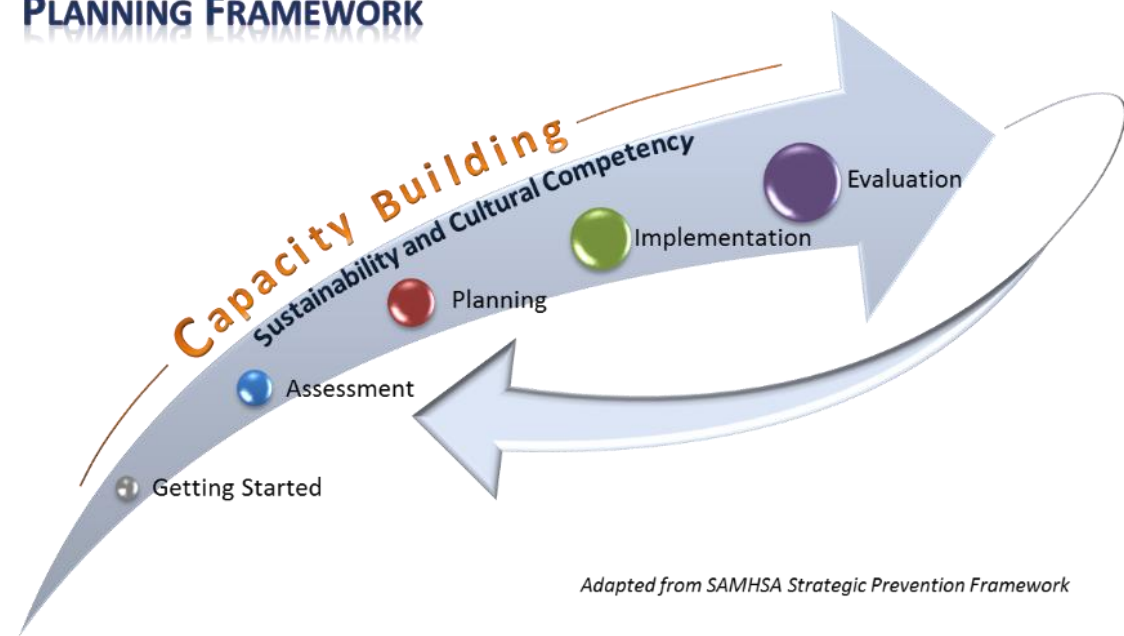
SPF



WA Follows the Strategic Planning Framework (SPF)



DBHR COMMUNITY PREVENTION AND WELLNESS INITIATIVE PLANNING 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 and protective factors
- Prevention/Intervention services in identified schools in coordination with CPWI
- Provides funding, training, and technical assistance

Washington State Workforce Development

Goals:

- Enhance capacity of current prevention practitioners
- Bringing people into the prevention field
- Stay up-to-date on how to best address emerging negative trends
- How to continue to promote equitable access to prevention for all served communities

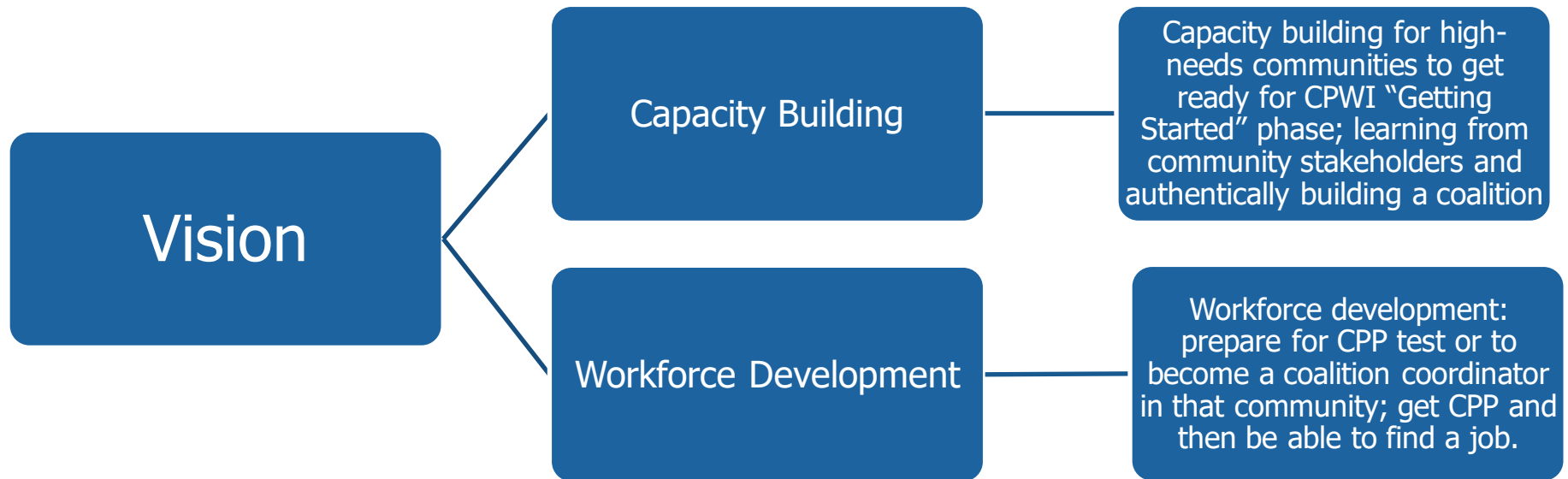
Washington State Workforce Development

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

CPWI Prevention Fellowship

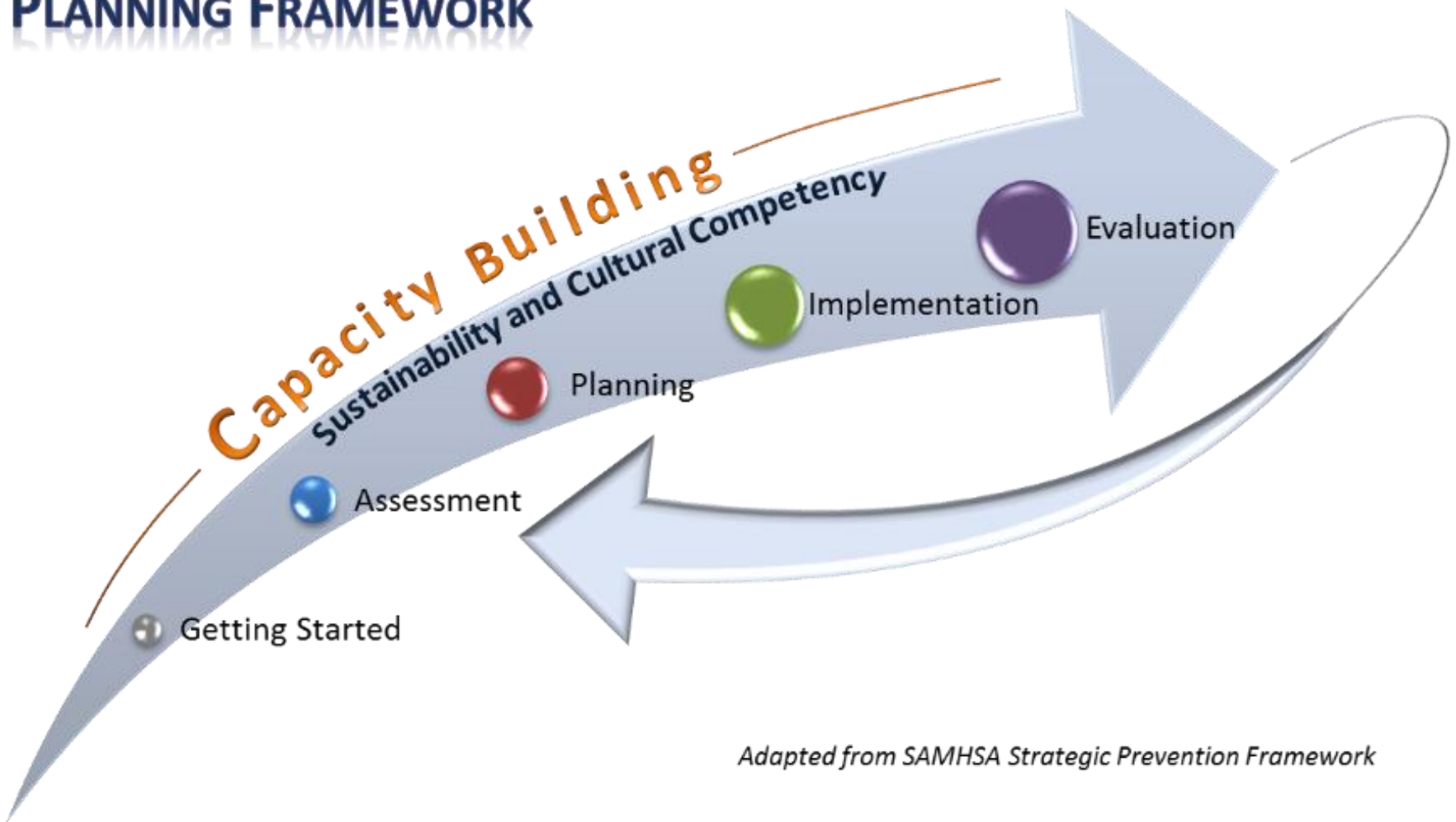
Division of Behavioral Health and Recovery: Alicia Hughes, MA, CPP
Washington State University: Laura Hill, Ph.D.



DBHR – WSU Fellowship Program

- DBHR contracts with university partners to manage logistics of fellowships
- Recruitment through WSU classes and human development section, emails sent out to Universities throughout the state and the prevention workforce network
- DBHR and WSU screen and interview applicants jointly
- WSU faculty meet monthly with Fellows and provide additional learning resources
- Created to help address some barriers identified in Workforce Development

DBHR COMMUNITY PREVENTION AND WELLNESS INITIATIVE PLANNING FRAMEWORK

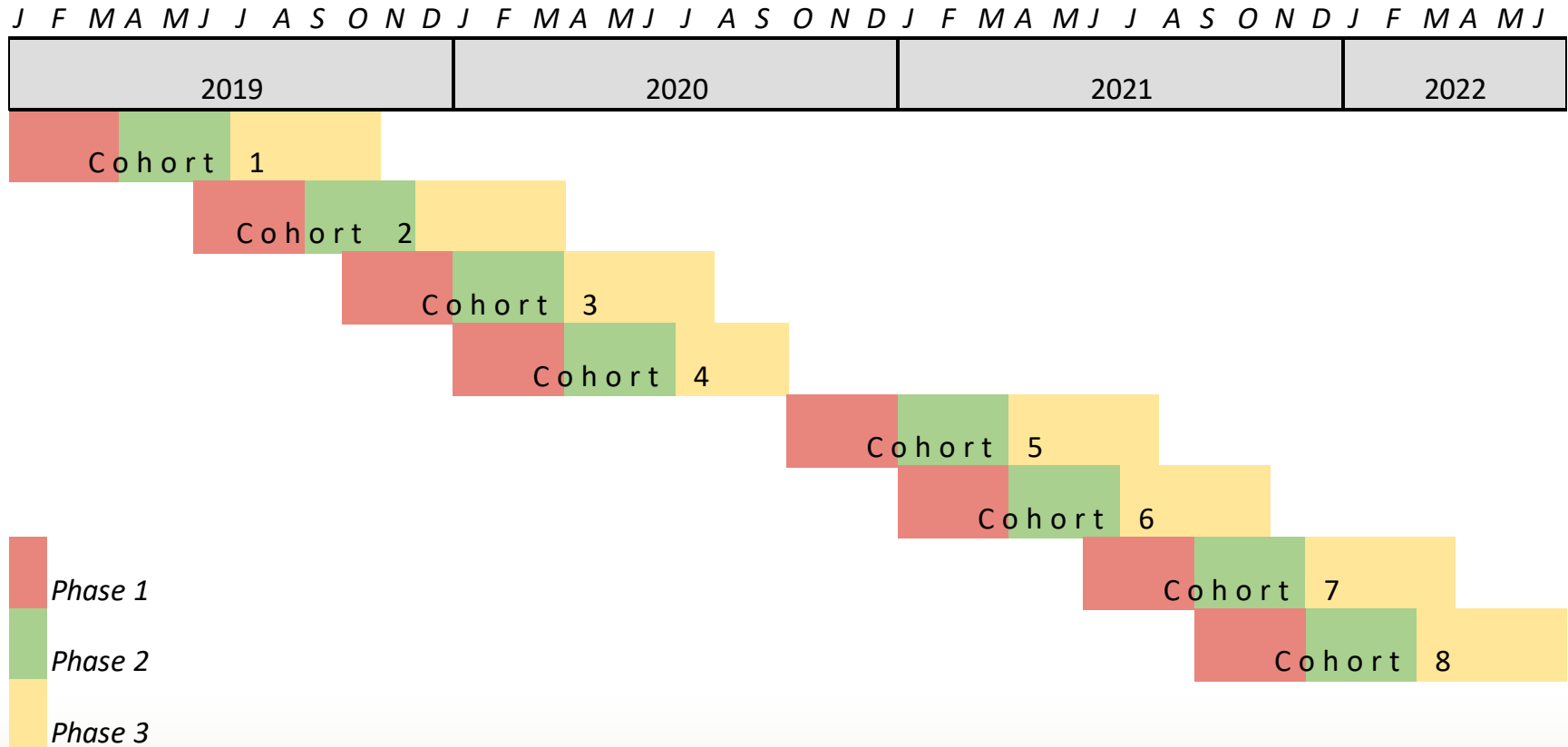


Adapted from SAMHSA Strategic Prevention Framework

Getting Started

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

Program Timeline



Fellowship Growth

- Started with Cohort 1 in January 2019 with three fellows
- From January 2019 to now, there have been a total of 23 fellows
- Cohort 8 to start on September 1st

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.

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 1
3 months

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

Phase 1 Successes

- Comprehensive knowledge of the CPWI system
- Assist in statewide projects and trainings
- Participate in DBHR monthly manager check-in calls with existing communities
- Participate in planning committees for various conferences
- Join internal and external workgroups to understand different parts of the behavioral health system

Phase 2 Objectives

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 2

3 months

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

Phase 2 Successes

- Assist in coalition planning and the implementation of different contract deliverables
 - Key leader events
 - Evidence-based programs
- Support a coalition's efforts to expand programs and trainings that promote cultural competency and equity
- Living in the community of service to understand the local factors of the community and build relationships

Phase 3 Objectives

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, respond to an RFA, career development opportunities in community*

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.

Phase 3 Successes

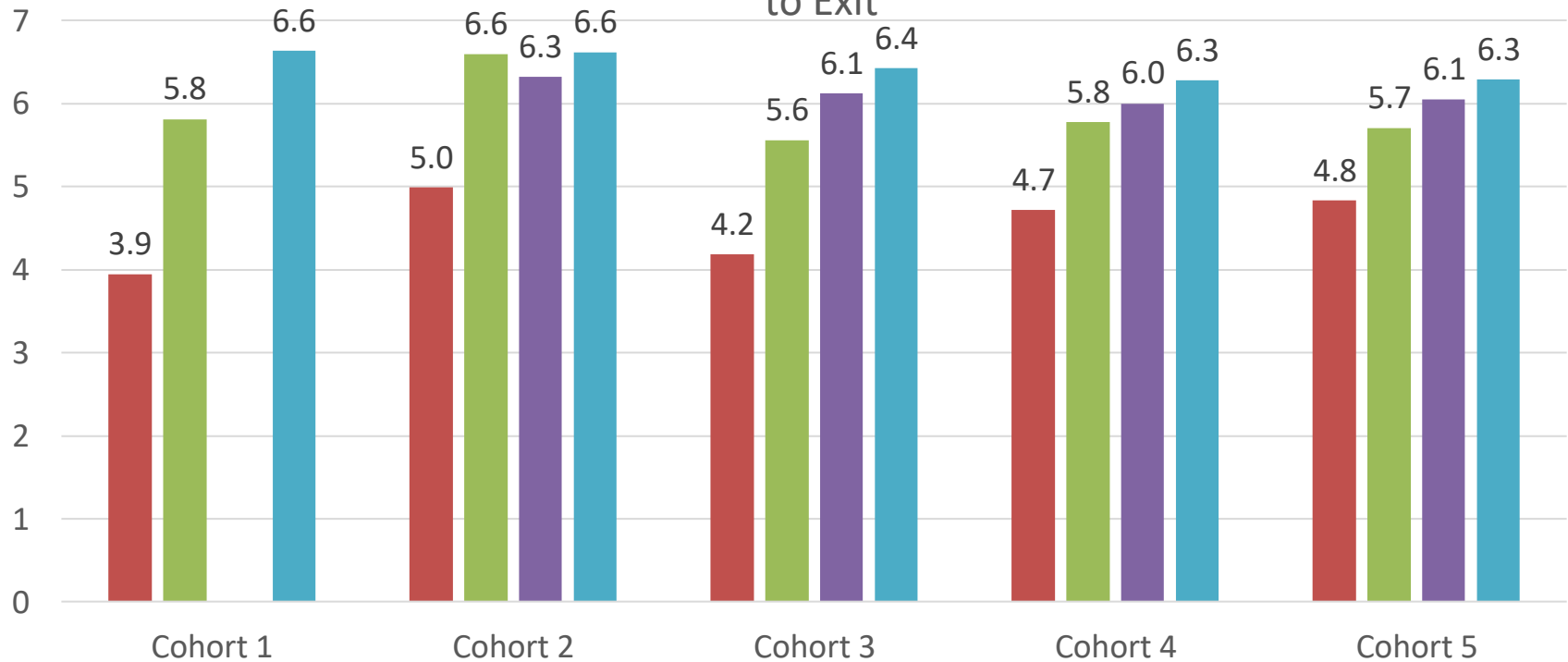
- Supporting development of new CPWI community coalitions
- Increased prevention capacity for SUD in non-CPWI communities
 - Explore other grant opportunities
 - Non-funded coalition work (meetings, advocacy, etc.)
- Some fellows transitioned to apprenticeships/full-time positions on the DBHR team
- Start conversations around cultural competency and equity in communities
- Professional development for fellows

Fellowship Evaluation: Descriptive Data

- Fellows take 4 surveys (baseline; entering P2; entering P3; exit) assessing their confidence in their:
 - Knowledge of prevention at the micro, meso, and macro levels
 - Skills and resources necessary to support coalitions
 - Relevant professional skillsets
- Fellows have shown a steady trajectory of improvement over time in their confidence in these areas
 - Positive trend is consistent across cohorts

Fellowship Evaluation: Descriptive Data

Cohorts 1-5: Change in Knowledge Confidence Scores from Baseline to Exit

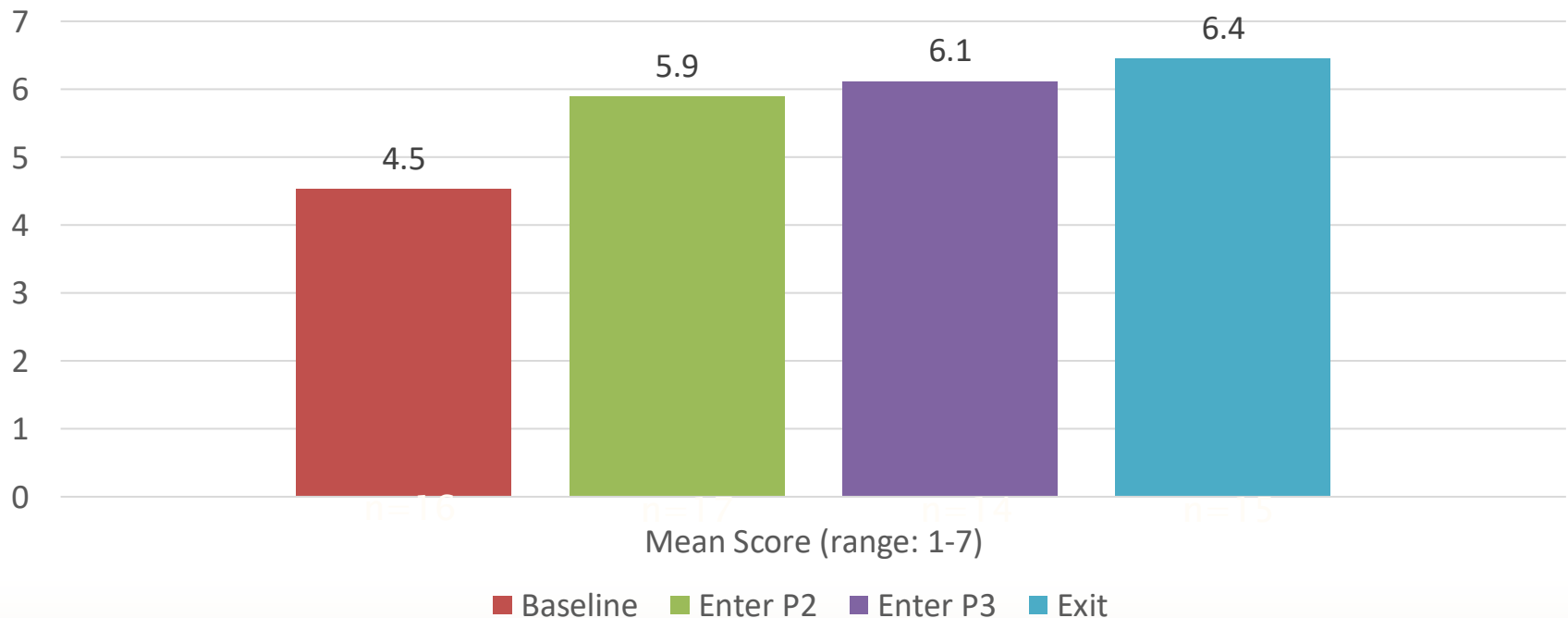


Mean Score (range: 1-7)

■ Baseline ■ Enter P2 ■ Enter P3 ■ Exit

Fellowship Evaluation: Descriptive Data

Cohorts 1-5: Change in Knowledge Confidence Scores from Baseline to Exit



Fellowship Evaluation: Qualitative Data

- Fellows submit written reflections upon completion
- **Challenges**
 - Phase 3; COVID-19; change of structure in P2/P3; discomfort; overwhelm; sustainability concerns
- **Rewards**
 - Relationship-building; career progress; personal growth; mentorship; new skills; cultural humility

Improvements

- Refocusing Phase 3 goals
 - New CPWI communities only every couple years
 - How to make the most impact in a community
- Return to in-person format due to COVID-19

Current Fellows: Cohort 6



Ridge
Bynum

- Vancouver, WA
- Psychology



Jacqueline
Penner

- Sunnyvale, CA
- Global Leadership



Alexis
Schmierer

- Odessa, WA
- Human Development

Current Fellows: Cohort 7



Angel
Cheung

- Fairwood, WA
- Public Health
- Biochemistry



Gilda
Yruretagoyena

- Puyallup, WA
- Early Childhood Education



Cesar
Zatarain Jr.

- Marysville, WA
- Human Development, Adolescence Studies Certificate

Questions?



Resources

[The Athena Forum: Fellowship Program Page](#)

[WSU Human Development Fellowship Webpage](#)



[SAMHSA Website](#)