

Navigating Your Prevention Career Roadmap

NPN 2024

Erin Burnett (she/her), PPS, Director
Sarah Harlow (she/her), MA, PS-C, Co-Director

New England Prevention Technology Transfer Center (PTTC)



Land Acknowledgement

The New England PTTC acknowledges that we are all on the traditional lands of native people. In Augusta, Maine, we work from the ancestral lands of the Abenaki People, part of the Wabanaki Confederacy. We have a responsibility to acknowledge our Indigenous connections and the histories of Indigenous land dispossession.

We encourage you to learn more about the stewards of the land you live and work on by working with your native neighbors, and by visiting <https://native-land.ca/>



Funding Information

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At the time of this publication, Miriam E. Delphin-Rittmon, Ph.D, served as Assistant Secretary for Mental Health and Substance Use in the U.S. Department of Health and Human Services and the Administrator of the Substance Abuse and Mental Health Services Administration.

The opinions expressed herein are the view of the presenters and do not reflect the official position of the Department of Health and Human Services (DHHS), SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this document is intended or should be inferred.

Presented NPN 2024

New England Prevention Technology Transfer Center

- The New England PTTC, part of the PTTC network, translates prevention science into trainings and technical assistance products to guide the prevention workforce in adopting and implementing prevention science in their communities.
- Services and products include webinars, online courses, in-person events, learning communities, resource development, and tailored intensive technical assistance.

Administered by:



Partner organizations:



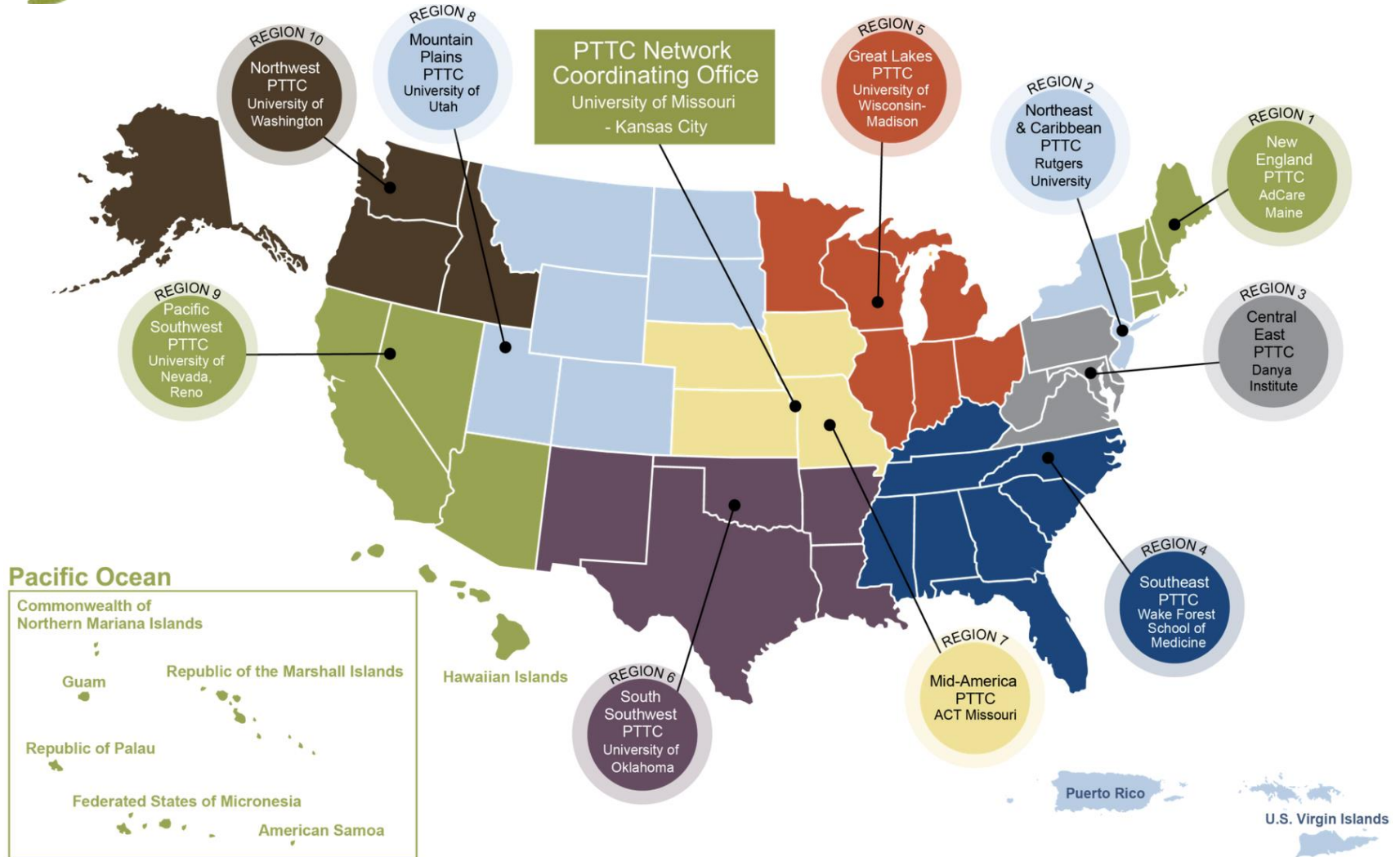
PTTC Regional Map



PTTC

Prevention Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

PTTC Network



The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.



AGENDA

- Storytelling Introductions
- Prevention Road Maps + Activity
- Onboarding and Orientation Guide
- Credentialing Value
- Identifying Growth Areas: Education, Exposure, Experience + Activity
- Professional Development Grid & Self-Assessment
- Goal Planning + Activity

Share *YOUR* Journey!

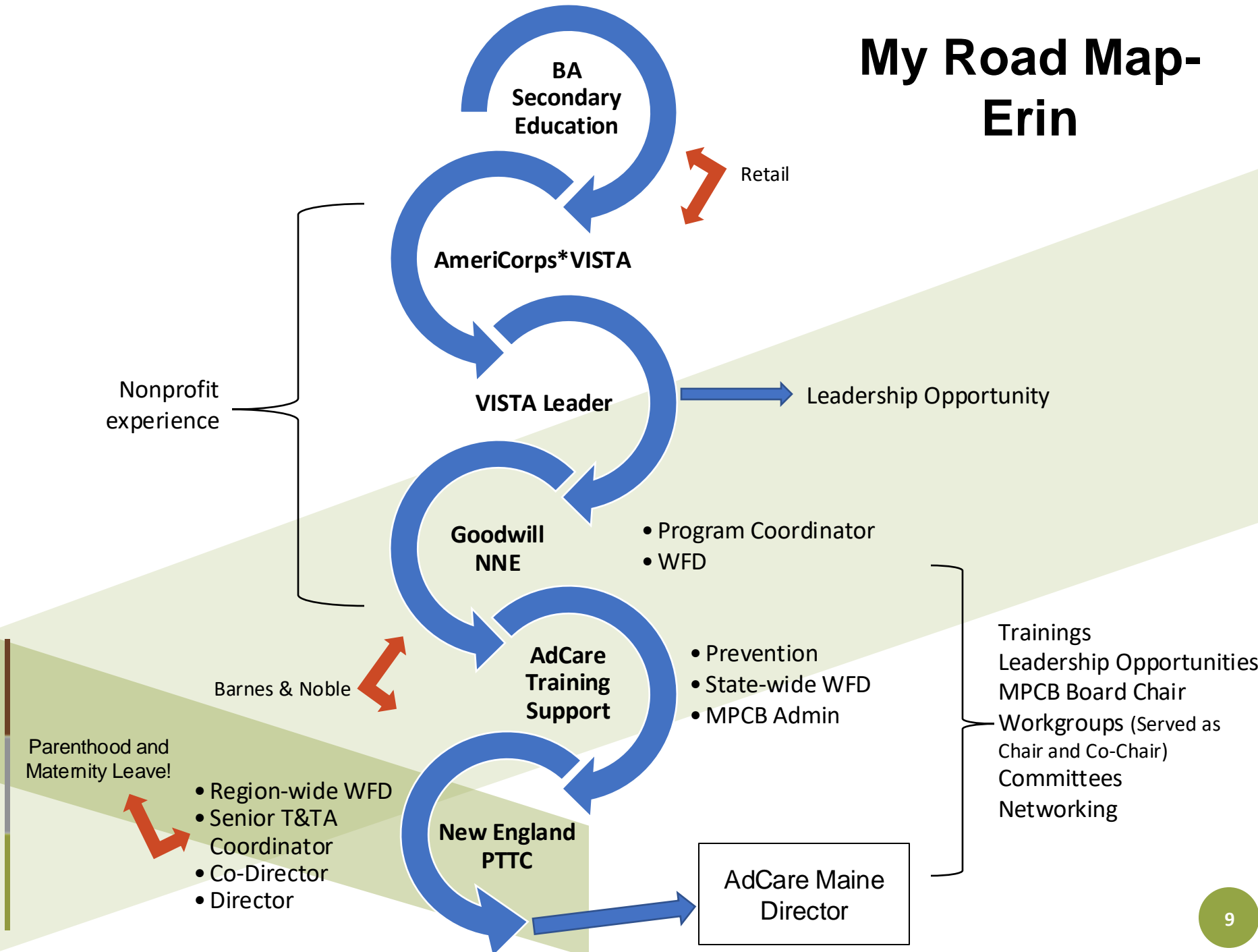
How did you
come/fall into
prevention?

Be real!

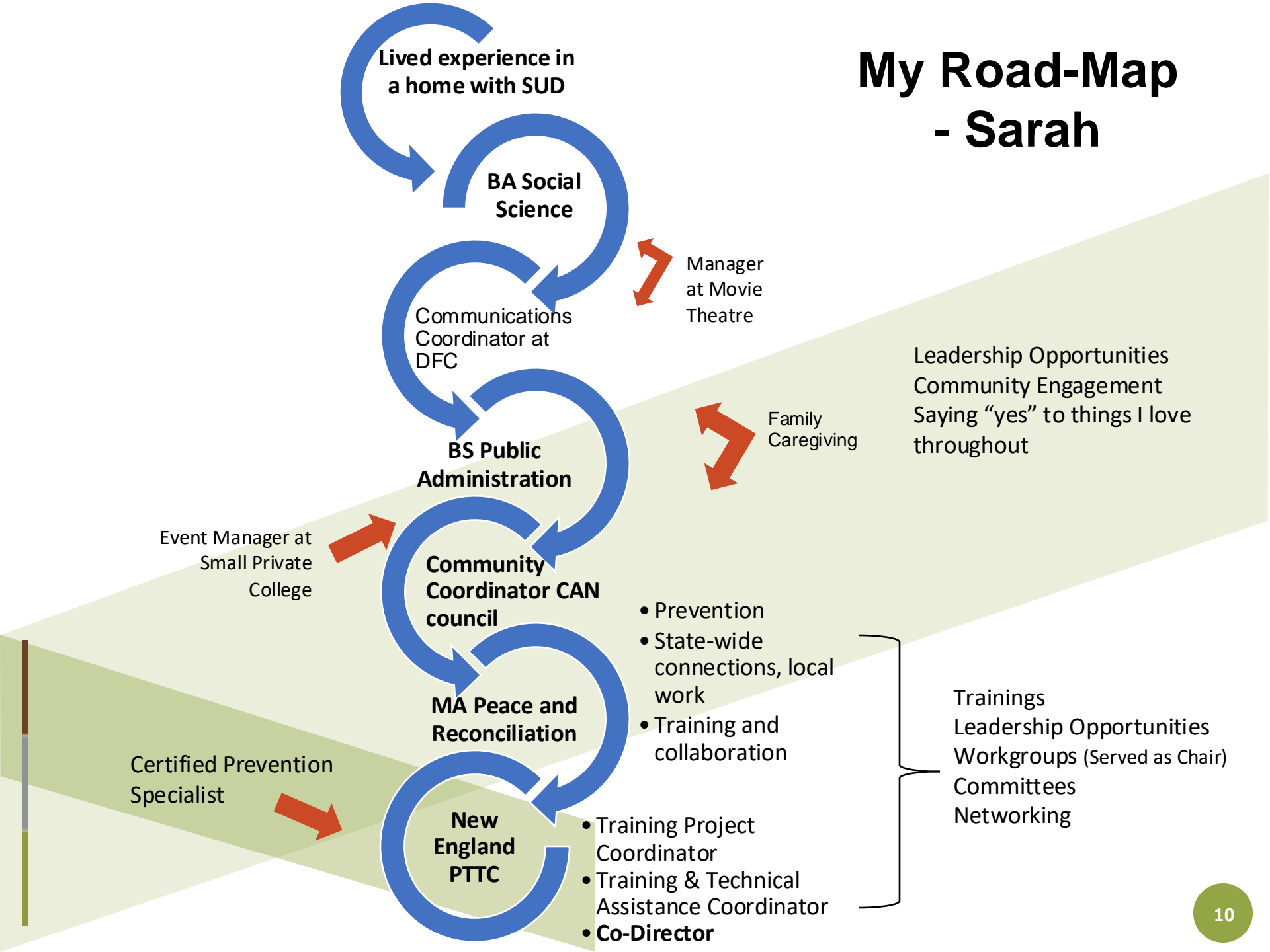


5 minutes

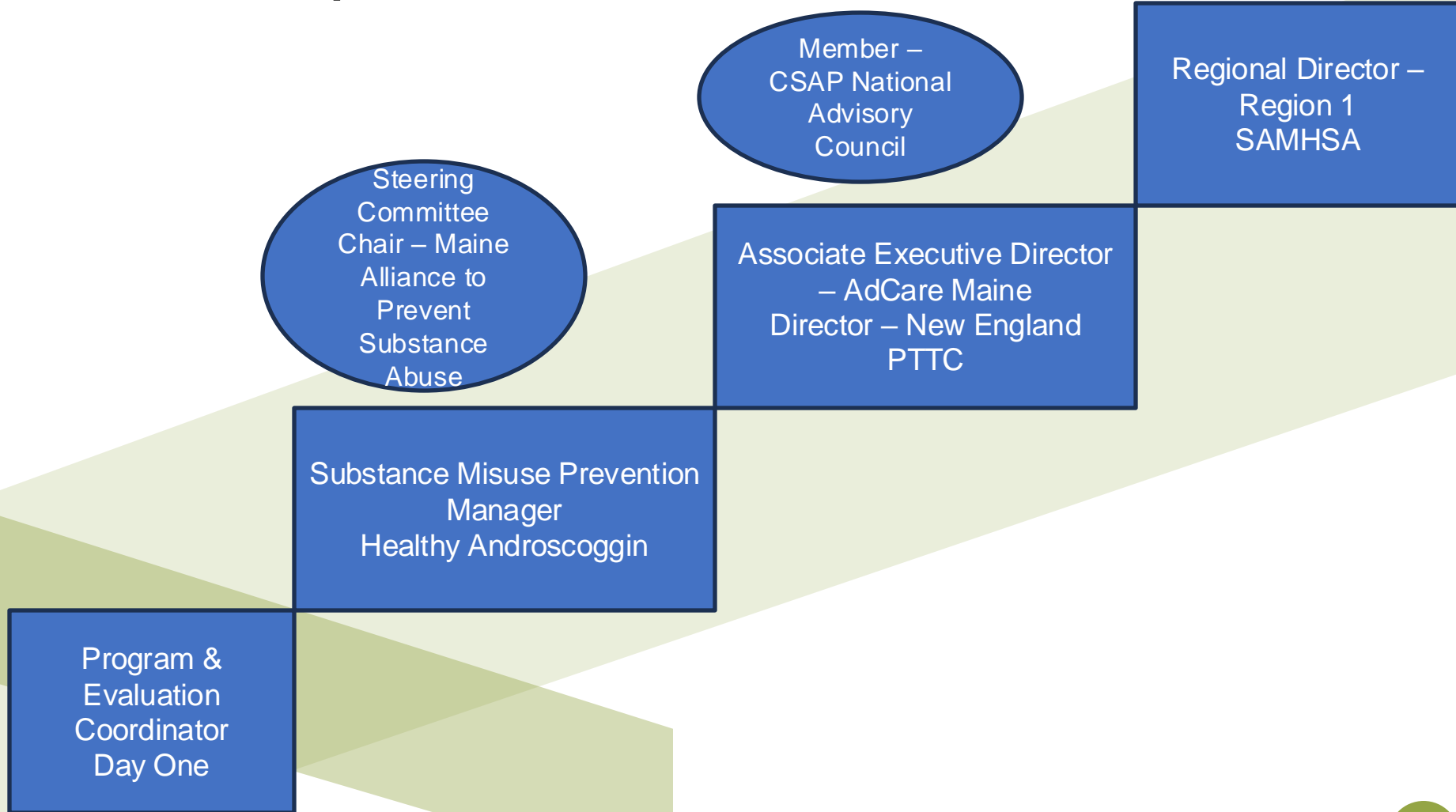
My Road Map- Erin



My Road-Map - Sarah



Scott's Prevention Career Roadmap....so far!



Michael's Prevention Career Roadmap

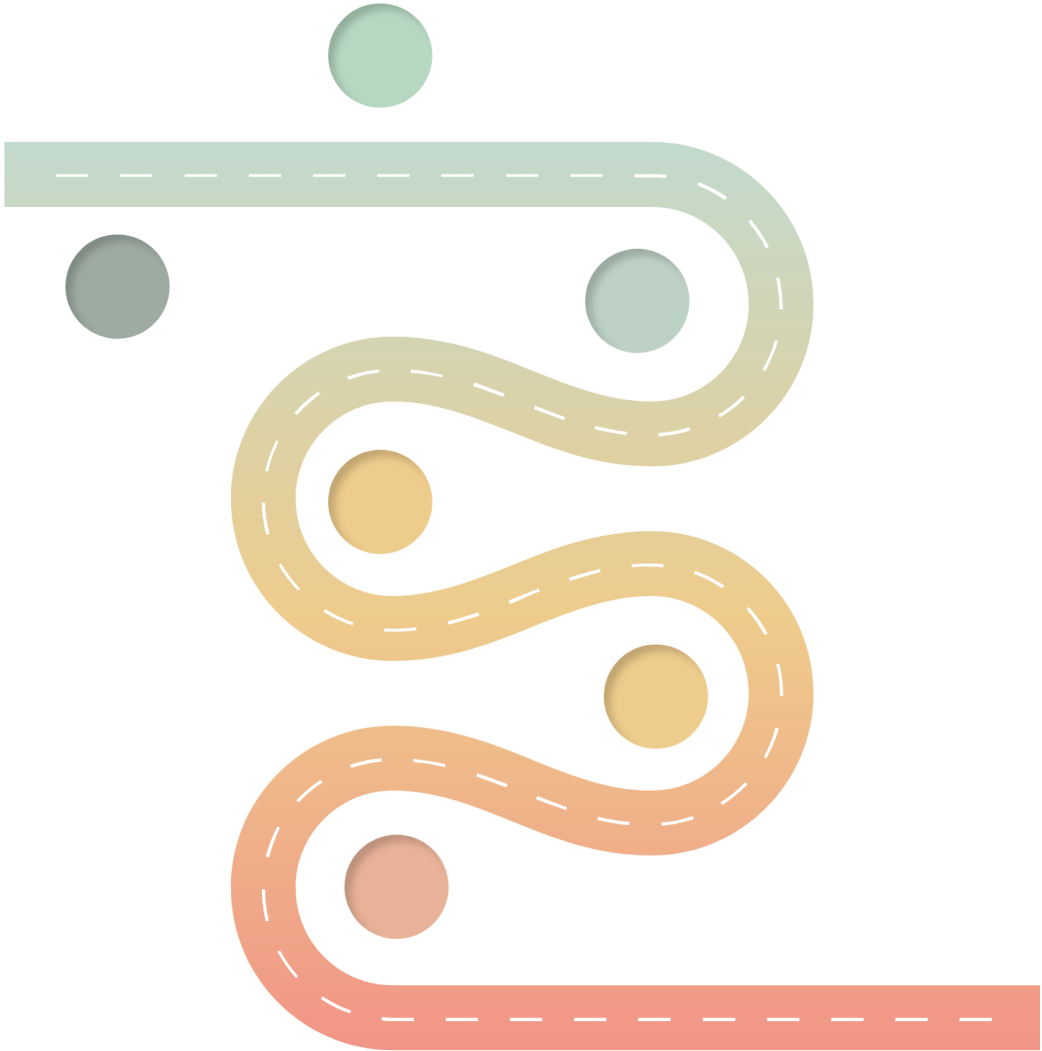
- Prevention Coordinator for the City of New Haven, CT from 2018-2023
 - Served as Chair of New Haven Prevention Council
- Developed an innovative mental health promotion and substance use prevention program that is still being implemented in New Haven Public Schools
- Completed a 2-year policy fellowship at the Substance Abuse & Mental Health Services Administration
- Completed a 3-year National Institute of Drug Abuse Postdoctoral Fellowship in Substance Abuse Prevention at Yale School of Medicine
- Newly-appointed faculty at Yale School of Medicine

Your Turn!

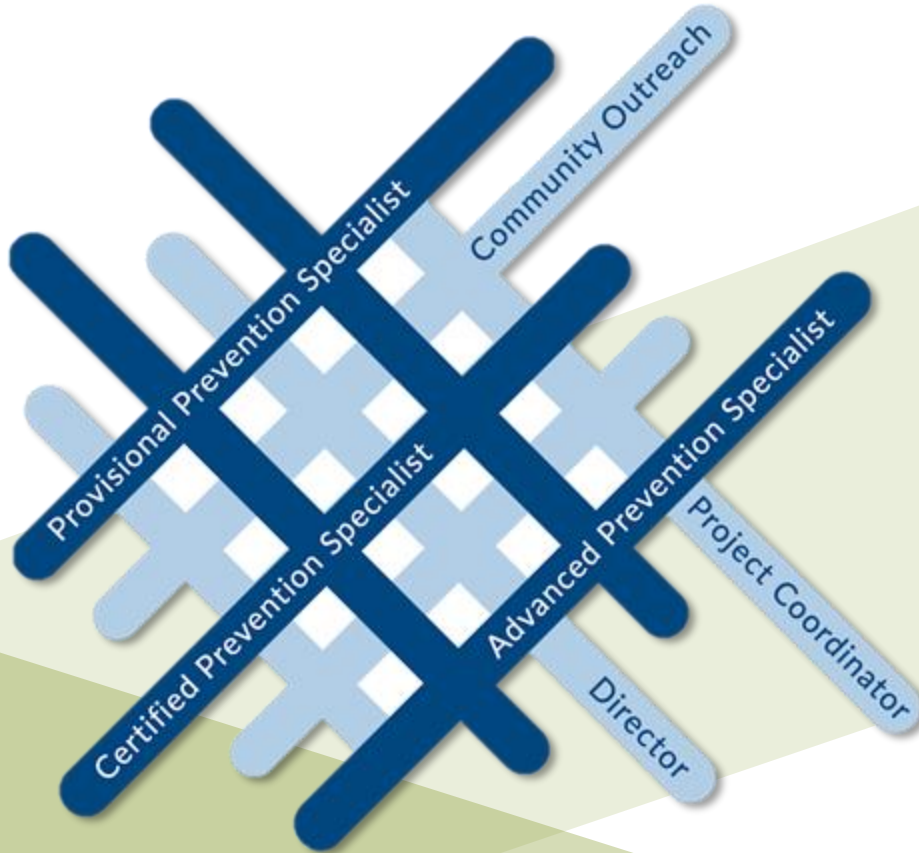
- On the roadmap template you chose, map out your journey in prevention so far!



5 minutes



Career Lattice



A career lattice is a career progression pathway that allows for vertical, horizontal, and diagonal movement.



New England Prevention Specialist

Onboarding and Orientation
Roadmap

2021

Includes clickable links to dozens of foundational prevention focused resources, on topics such as:

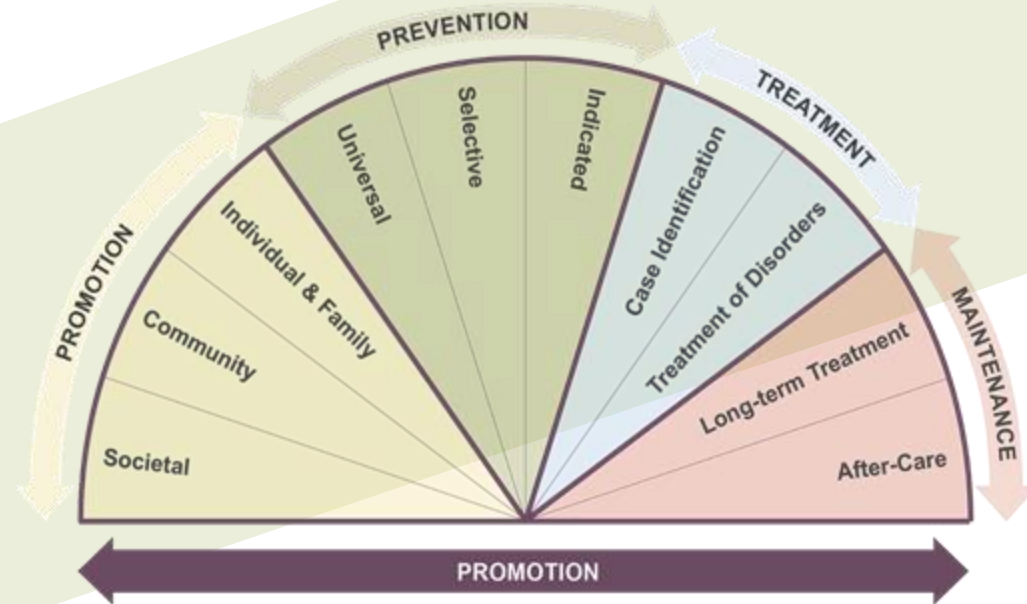
- Upstream metaphor
- Foundational research & approaches of modern prevention
- Systems and partners mapping
- Strategic Prevention Framework (SPF) overview
- Why use evidence-based practices?
- Fidelity
- Soft funded roles
- Prevention Certification by state
- Professional Development
- IC&RC performance domains
- Career development and goal-setting
- Professional development grid
- Critical skills and competencies of prevention professionals
- Historical info/resources
- Many Centers have adapted this regionally



Onboarding and Orientation Roadmap 2021

Things to Note:

1. This guide was meant to be updated, for example, Vermont now has CPS certification!
2. Key trainings now include Prevention Core Competencies Training.
3. Language update: Spectrum of Mental, Emotional, and Behavioral Interventions (also known as the “continuum of care”).
4. This guide can be adapted for your region.





The Onboarding and Orientation Roadmap introduces:



A SEVEN-PART SERIES

Each video focuses on a Prevention Performance Domain.

Prevention Domain Video Series

If you are new to the field of prevention, or starting a new role within the field, these videos will help you understand the science and practice of prevention specialists.

Prevention Domain Video Series



IC&RC Prevention Specialist Certification

“A Credential for Your Career
& Your Community”



IC&RC

The Value of Credentialing

- Quality care requires a competent workforce that is well trained, educated, and skilled in providing appropriate services.
- Certification ensures that services are provided in an appropriate and ethical manner.
- The CPS certification has reciprocity with all other member certifying bodies of the IC&RC (International Certification & Reciprocity Consortium) that offer this credential.

IC&RC Prevention Specialist Certification

Interactive Map



Professional Development

Your plan



Identify Growth Areas

- **Education:** What classes, training, books, articles, webinars, and other formal educational resources can help you build knowledge?
- **Exposure:** Find people who already have the skills or knowledge that you're trying to gain and learn them from. This could be through mentoring, informational interviews, or tapping into your network of close contacts or loose connections.
- **Experience:** Put yourself in positions or situations where you can gain experience in your development areas.¹



Education Opportunities

(think outside the box)

- PREVENTION ETHICS
- ADVANCED ETHICS
- SPF Application for Prevention Success Training (SAPST)
- PREVENTION CORE COMPETENCIES

Foundational Trainings

- PREVENTION ETHICS: This course explores the six principles of the Prevention Code of Ethics and introduces a decision-making process to help practitioners apply this code to a variety of ethical dilemmas.
- ADVANCED ETHICS: In-depth exploration of the role of ethics in prevention work; applying the Prevention Think Tank's Code of Ethics' six key principles to more complex ethical situations.
- SAPST: Introduces the fundamentals of substance misuse prevention based on current knowledge and practice in the field.
- PREVENTION CORE COMPETENCIES: Covers the foundations of substance use prevention science for **early and mid-career prevention professionals**. Utilizes evidence-based strategies for adult learning; and builds upon and complements existing workforce training curricula/resources.

Education

As identified in the **CANDIDATE GUIDE** for the IC&RC Prevention Specialist Examination:

Assessment and Capacity

- Stages of Community Readiness
- Community demographics (e.g., culture, geography, health disparities)
- Risk and Protective Factors
- Conducting a Needs Assessment
- Capacity building strategies (e.g., community engagement, training, leadership development, financial resources, sustainability, coalition building)

Education

Planning, Implementation and Evaluation

- Logic Models
- IOM Continuum of Care
- Public Health Approach,
- Evidence-based prevention strategy selection (e.g., universal, selective, indicated, environmental strategies)
- Health promotion strategies
- Program fidelity and adaptation
- Problem prioritization (i.e., magnitude, trend, severity, changeability)
- Sustainability planning
- Cultural competence and relevance
- Behavioral health equity and disparities
- Evaluation for short-term and long-term outcomes (e.g., strategies, programs)

Education

Professional Foundations

- Prevention Think Tank
- Code of Ethics
- Socioecological model
- Public policy and environmental changes
- Positive youth development and leadership skills
- Substance Misuse
- Drug identification, classification, and trends
- Science of addiction
- Psychosocial effects
- Communication
- Marketing strategies
- Media strategies (e.g., social marketing, media literacy, media advocacy)
- Group facilitation techniques
- What else do you need for *YOUR* roadmap?



Exposure Opportunities

(think outside the box)

- Volunteer positions
- Board member
- Committees
- Workgroups
- Networking
- Presenting
- Postering
- Tabling
- Others?



Experience Opportunities

(think outside the box)

- Mentorship
- Volunteer positions
- Board member
- Fellowships
- Committees
- Workgroups
- Conference planning
- Networking
- Grant reviewer
- Others?

A stylized graphic on the left side of the slide. It features a central map of New England in a dark grey color, showing the outlines of the states. This map is set against a background of green and white circular and curved shapes that resemble a globe or a network of connections. The overall design is clean and modern.

New England PTTC Examples

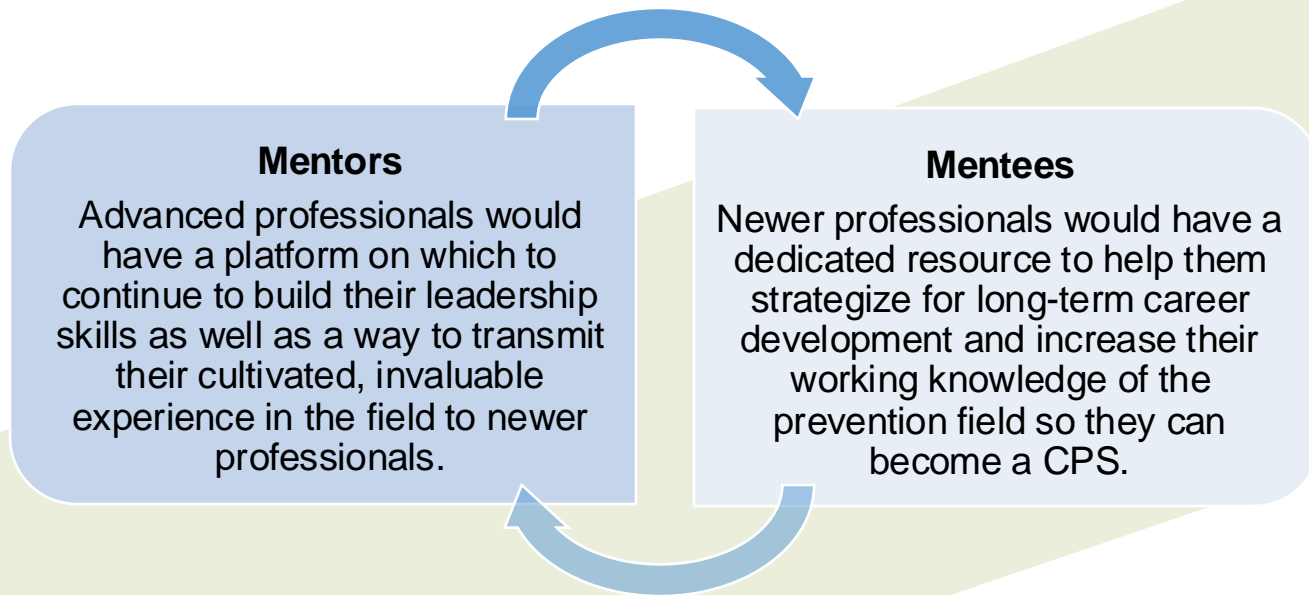
Mentorship Program

RAD Fellowship Program

Project ECHO

Internship Opportunities

New England PTTC Prevention Mentorship Program



Goal: Increase prevention workforce retention and the quality of a prevention workforce that is educated, qualified, culturally competent, diverse, and growing.



Mentorship Program Alum!

Research & Design (RAD) Fellowship

- New Priority Area identified each year
- \$10,000
- Designed for advanced prevention specialists
- Fellows contribute new, relevant and innovative research on the priority area and an accompanying tool or product

2024 Research & Design Prevention Fellowship Products

Workforce Development: Recruiting, Training, Retaining Diverse Professionals across the Career Lattice

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LGBTQIA+ Hiring Practices
in the Prevention Workforce

Tools for a working meeting
a cooperative card game for two or more players

PTTC's DEI Toolkit
A Toolkit for DEI
Enriching of Most Diverse Approach or Multidimensional Engagement in the Field of Prevention
A Design Guide

My First Year in Prevention:
A Guide to Learning the Field

Disarming Microaggressions & Macroaggressions
to Promote a Culture of Inclusive Prevention Practice

Centering Cultural & Linguistic Equity in Behavioral Health:
A Guide to Promoting Cultural & Linguistic Equity in Behavioral Health

SCAN ME →

Scan this QR code to learn more and download the products.

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New England PTTC Project ECHO[®]

- Project ECHO (Extension for Community Health Outcomes)
- Evidence-based distance learning method in which a group of faculty experts meets regularly with a participant cohort to engage in case-based discussion and learning.
- 9-month program
- Each session includes a brief expert-led educational segment and an extended participant-led case discussion.

Past ECHO topics have included:

- **Advancing Management and Leadership Skills**
- **Prevention in the Era of Commercial Cannabis (x2)**



What's *YOUR* Next Big Move?

Prevention Specialist Self-Assessment Survey

This self-assessment is designed to assess your competencies in the six IC&RC Prevention Performance Domains and the respective associated tasks of each domain to manage your professional development. This tool can help you identify the areas in which you might need to focus your professional development goals related to the skills and knowledge a certified prevention specialist must have in order to be certified in the field of prevention.

After today's session, we encourage you to take the assessment. Your results will be emailed to you!



<https://forms.gle/BeQ7U6W5AvdpzLJ46>

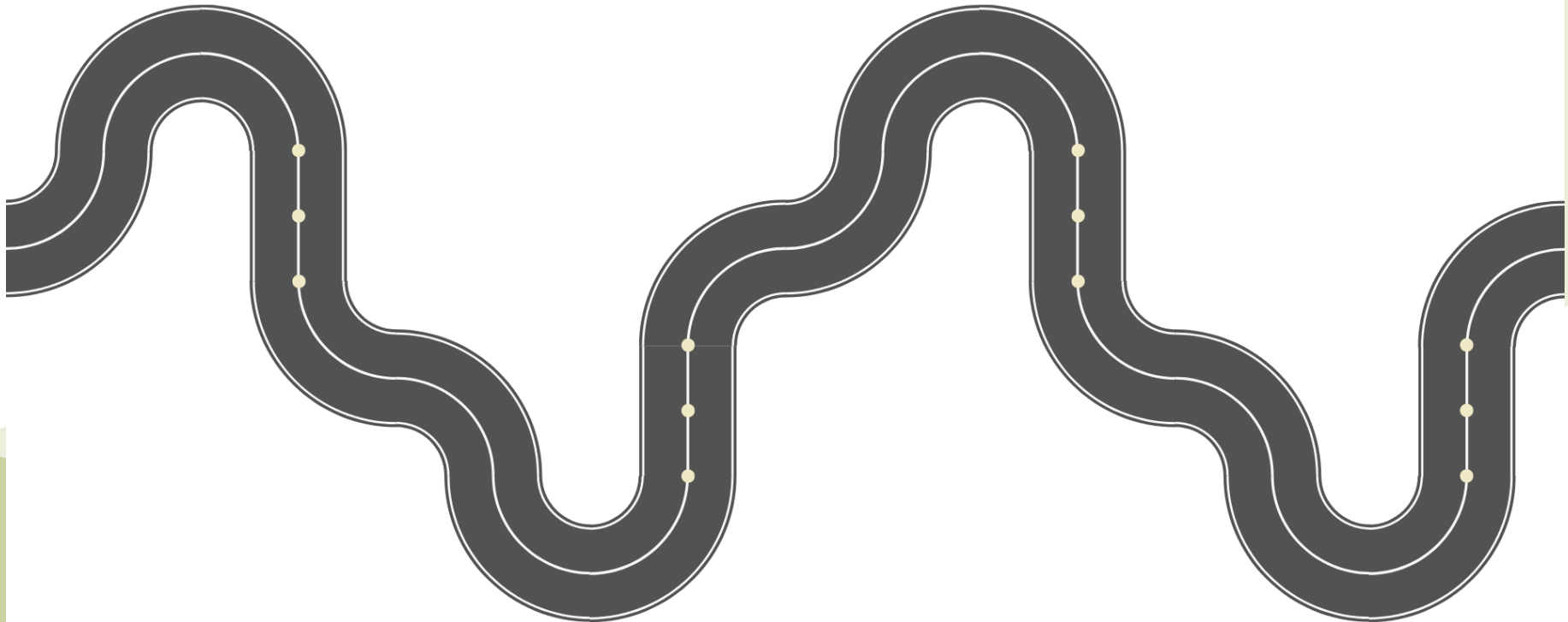
Professional Development Grid Activity

On the back of your roadmap, write out one short-term, intermediate, and long-term goal for your prevention career.

Duration	Focus Area	Goals	Action Steps
Short-term (Within next 6 months)	Certification	Goal 1 Become provisionally certified	1. Complete application
			2. Submit application
			3. Submit payment
		Goal 2	1.
			2.
			3.

Pull out your map...

MY PREVENTION CAREER ROADMAP



New England (HHS Region 1)

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5 minutes

Before you hit the road...



Call Out



One resource you included in your roadmap that you plan to use after this training to help you reach your prevention career goals.

**In
Your
Words...**

*Prevention:
Share - what
is your spark?*





Questions?





Thank You!

If you have questions or comments, please don't hesitate to contact:

Erin Burnett

eburnett@adcareme.org

Sarah Harlow, MA, PS-C

sharlow@adcareme.org



RESOURCES



Around the PTTC Network

- [Prevention Learning Portal \(Great Lakes PTTC\)](#): designed to provide substance misuse prevention practitioners in the Great Lakes region with easy access to high quality, accurate information to assist them in planning, implementing, and evaluating their prevention efforts.
- [Beginning Your Journey: Essential Resources for New Prevention Practitioners \(Great Lakes PTTC\)](#): created to assist new substance misuse prevention practitioners in finding prevention resources to broaden their understanding of the prevention field. The resources compiled within this guide include links to the source content.
- [BOLD Fellowship](#): The Building Our Leadership and Diversity (BOLD) Prevention Fellowship Program (PFP) is focused on increasing the number of prevention scientists working within Black/African American communities and building their capacity to identify and chronicle programs, practices, and policies proven effective in reducing substance misuse risk factors and consequences and promoting mental health and protective factors or assets in Black/African American communities.

Prevention Career Road Map: Career Guidance & Growth Resources

*Prevention Domain
Video Series*

What do
Prevention
Specialists do?

*Prevention Specialist
Guide*

Onboarding
& Orientation
Roadmap

*Guidance of
Newer Professionals*

Mentorship
Program

*Guidance &
Training*

Management
Services

Outcome Reports

Impact of
Prevention
Career Services

Fellow Stories

Developing
Products for the
New England
Region

Certification



IC&RC Certification
Requirements
for Prevention
Specialists

*Regional &
National Resources*

Professional Direction
Resources for the
Prevention Field

New England States

Enhancing
the Prevention
Workforce

References

¹ **Lattice.** (2022). *5 Steps for Creating a Successful Individual Development Plan.* <https://lattice.com/library/5-steps-for-creating-a-successful-individual-development-plan>

Slide 8 Image. (2024): <https://imgflip.com/memetemplate/386207097/Picture-it-Sicily-1912>

Slides 23, 24, 29, 30, 40, 45. Images generated by Canva Magic Media. 2024.