

# Moving Towards a Sustainable Prevention Workforce: The Professional Competency Trainings

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Governor's Prevention Advisory Council

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# Agenda

Part I Background

Part II The Framework and Trainings

Part III Rolling Out the Trainings

Part IV Summary and Next Steps

# Part I. Background

Development of Professional Competencies



# Why Professional Competencies?

- Common understanding of prevention foundation; includes multiple theories, strategies and approaches
- Increased accountability on performance
- Potential for federal funding requirements to make this mandatory
- Establishes benchmarks for staff development for knowledge, skills, and abilities
- Increases job security and marketable skills

# Development of Competencies in CA

- 1998, Workforce development included in California Prevention Collaborative (CPC) objectives
- 2006, Continuum of Services System Re-Engineering (COSSR) Task Force issued Phase II report prioritizing workforce development
- 2006-2008, ADP included in their Strategic Plan as a goal
- 2007, CPC and CADPAAC adopted principles endorsing the need for competencies
- 2007, Endorsed by the field during the CPC summit
- 2009, ADP and CARS began developing framework

## *Current*

- Workforce development is a DHCS-SUD priority; a workgroup was established and a report was released June 26, 2013.
- Office of National Drug Control Policy (ONDCP), Substance Abuse and Mental Health Services Administration (SAMHSA), and Health Reform hold workforce development as a high priority.

# Framework for CA Standards

CA Professional Competencies are based on standards developed by highly reputable, nationally recognized organizations. Both offer comprehensive, well established, field vetted standards.

- The International Certification and Reciprocity Consortium (IC&RC)

AND

- The Center for Substance Abuse Prevention (CSAP), Substance Abuse and Mental Health Services Administration (SAMHSA)

# More about IC&RC



Sets international standards for competency-based certification programs through testing and credentialing of addiction professionals.

IC&RC's "Core Competencies" delineate the performance domains, tasks and associated knowledge and/or skills required to perform a job classification.

- 2007: established core competencies and an examination for Prevention Specialists
- May 2013: updated their Prevention Specialist standards by performing a Job Task Analysis

# IC&RC Competencies

## Old Competencies

- Planning and Evaluation
- Education and Skill Development
- Community Organizing
- Public Policy and Environmental Change
- Professional Growth and Responsibility

## New Updated (May, 2013)

- Planning and Evaluation
- Prevention Education and Service Delivery
- Communication (**NEW**)
- Community Organizing
- Public Policy and Environmental Change
- Professional Growth and Responsibility

Also, scope broadened to include aspects of mental, emotional, and behavioral health.

# Healthcare Reform's Influence

“As the federal government calls for increased prevention efforts as a component of national health care reform, IC&RC urges the credentialing of prevention professionals to ensure the highest standard of ethics and professionalism.”

Source: IC&RC “Credentialing of Prevention Professionals Is a Critical Component to Implementing National Health Care Reform,”

# Field Input on CA Framework

- Kick off webinars
- Through CADPAAC Prevention Committee
- Posted information on ADP website
- Disseminated information via ADP Prevention
- Issued electronic feedback survey

# Matrix of Courses (IC&RC and CSAP)

	IC & RC					SPF						
	Domain 1	Domain 2	Domain 3	Domain 4	Domain 5	Step 1	Step 2	Step 3	Step 4	Step 5	Central	Central
<b>FOUNDATIONAL COMPETENCIES</b>												
I. Prevention Theory												
II. Cultural Competence												X
III. Sustainability											X	
IV. Professional Growth & Responsibility					X							
<b>CORE COMPETENCIES</b>												
V. Assessment	X					X						
VI. Capacity: Building Capacity and Community Organizing			X				X					
VII. Planning	X							X				
VIII. Implementation									X			
IX. Evaluation	X									X		
<b>SPECIALIZED COMPETENCIES</b>												
X. Skill Building		X										
XI. Environmental Prevention & Public Policy				X								
XII. Youth Development												
XIII. Screening & Brief Intervention												

# Part II. The Trainings

## Training Framework and Courses



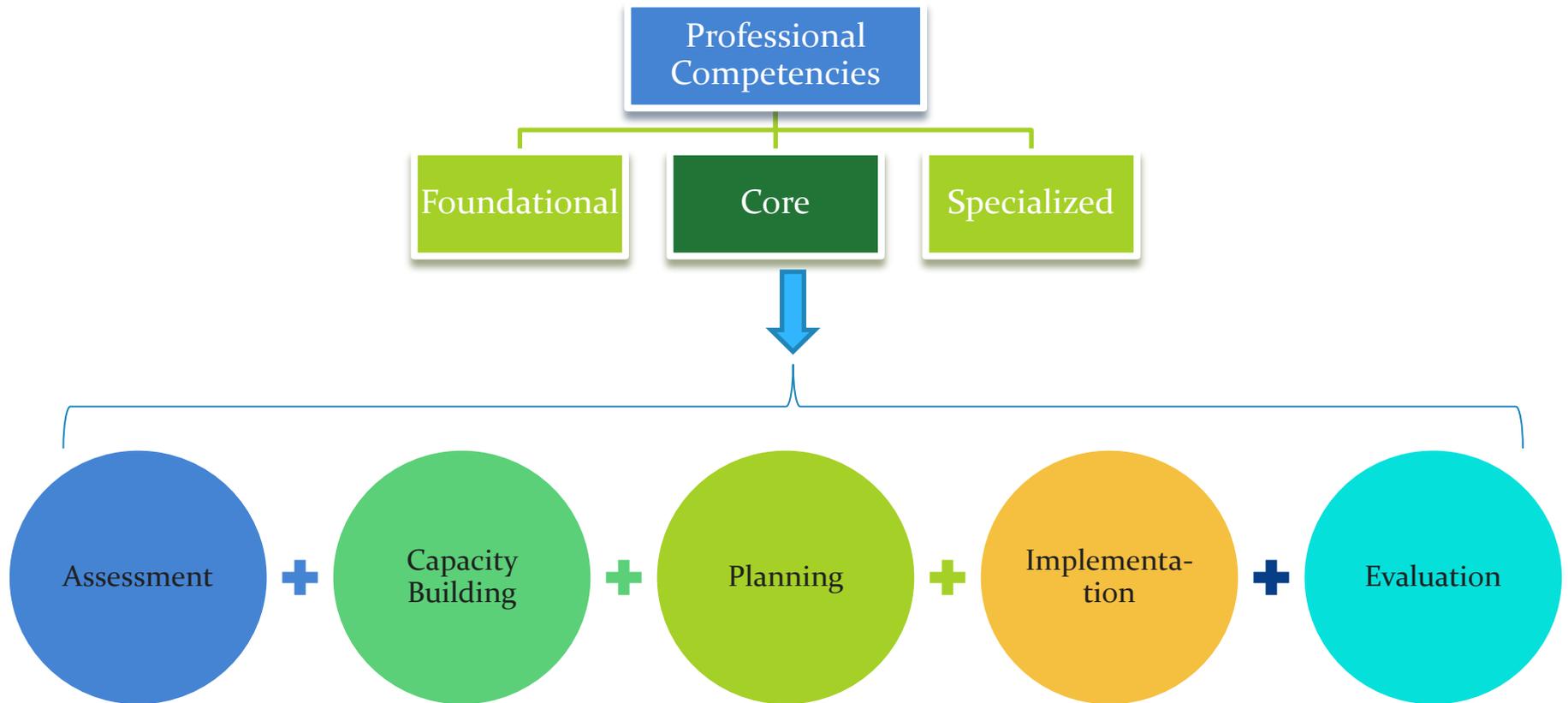
# Review and Input Process

- Solicited interest in reviewing
  - CPI E-Newsletters
  - Targeted electronic invitations
  - CADPAAC announcements
- Identified reviewers
- Invited reviewers for each module
- Offered input through formal review using survey monkey tool, informal written comments, and/or via webinar

# Framework for Professional Competency Trainings

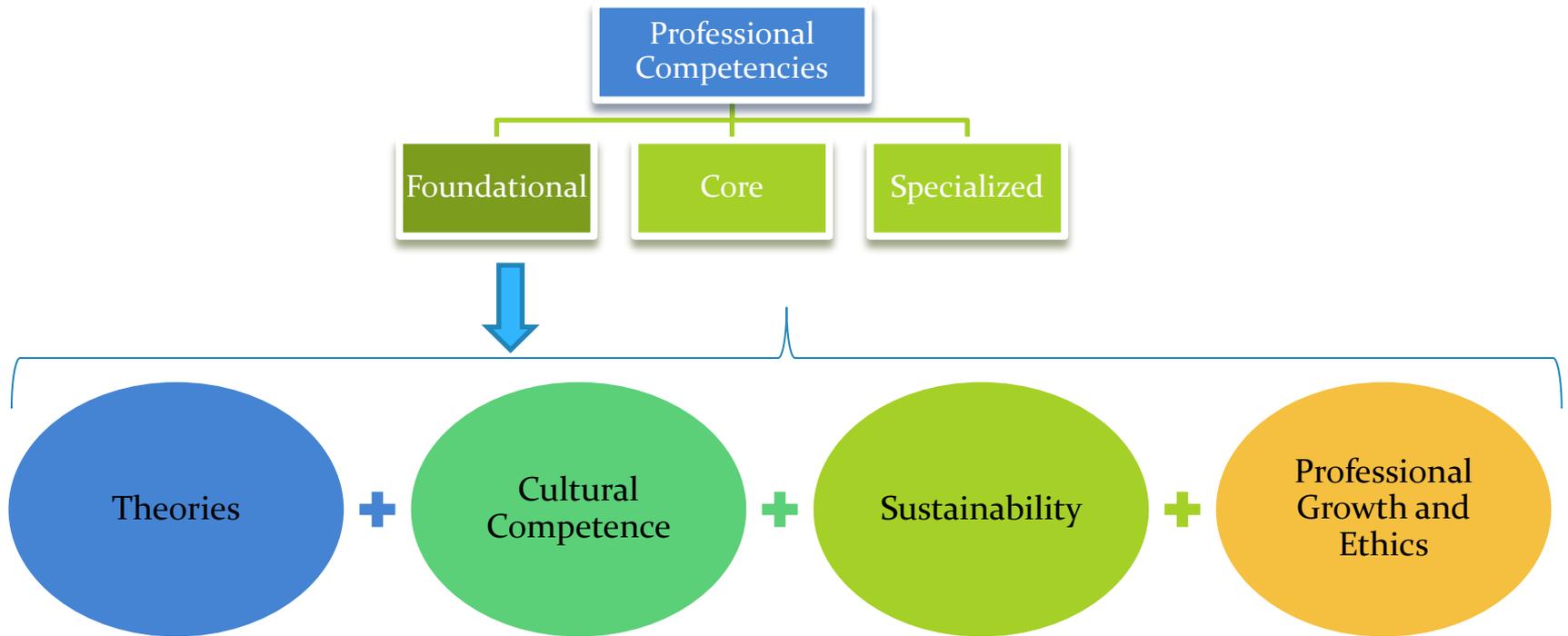


# Core Competencies



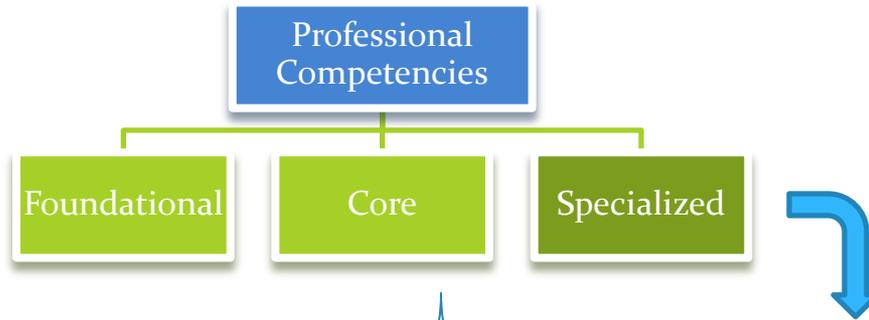
- Consistent with CSAP's SPF Process

# Foundational Competencies



- Themes that are cross-cutting
- Prevention theories and frameworks
- Cultural competence and responsiveness
- Sustainability
- Professional growth, ethics, & responsibility

# Specialized Competencies



- Education and skill building
- Environmental prevention and public policy
- Youth development

*Note: This list is a starting place, more will be added in time*

# Part III. Rolling out the Trainings

What's available now and planned  
for the future



# Ready to Launch

## **Promotion**

- Kick off webinar
- CPI website
- GPAC
- CADPAAC
- Prevention  
Coordinators call



## Professional Competencies in Substance Abuse Prevention



You are not logged in



Home



The **Professional Competencies Online Trainings** are a series of trainings for the substance abuse prevention field.

All the courses in the series are designed to enhance professional competencies for substance abuse prevention work. They will appeal to those new to the field and those already working in the field who may benefit from a refresher. Also, these trainings are designed for individuals from related fields that interface with substance abuse issues. The intention is to cross-train and extend substance abuse prevention knowledge to fields such as public health, mental health, law enforcement and public policy.



To begin, create a new account or login with your user name and password and click the course title below.

### Course categories

#### Core Competencies (5)

### Navigation

Home

▶ Courses

### Login

Username

adp

Password

 Remember username

Login

Create new account

Lost password?

### Requirements

- » Computer Specialist
- » Adobe Flash Player

[\(Download a free copy\)](#)

# Login

**Step #1:** Access the courses. Go to: [CPI website](#)

**Step #2:** Register then login with your username and password

Professional Competencies in Substance Abuse Prevention

You are not logged in. (Login)

Home

The Professional Competencies Online Trainings are a series of trainings for the substance abuse prevention field. All the courses in the series are designed to enhance professional competencies for substance abuse prevention work. They will appeal to those new to the field and those already working in the field who may benefit from a refresher. Also, these trainings are designed for individuals from related fields that interface with substance abuse issues. The intention is to cross-train and extend substance abuse prevention knowledge to fields such as public health, mental health, law enforcement and public policy.

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Course categories

Core Competencies (5)

Search courses:  Go

Community Prevention Initiative

Navigation

Home

Courses

Login

Username  
adp

Password

Remember username

Login

Create new account

Lost password?

Requirements

- Computer Speakers
- Adobe Flash Player (Download a free copy)

**Step #3:** Select the course you want to view.

- You will be presented with a list of courses you are registered in, choose one.
- After you click the course name you will be redirected to the course home page.

Professional Competencies in Substance Abuse Prevention

You are logged in as ADP Reviewer (Logout)

Home

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Search courses:  Go

Community Prevention Initiative

Navigation

Home

- My profile
- My courses

Requirements

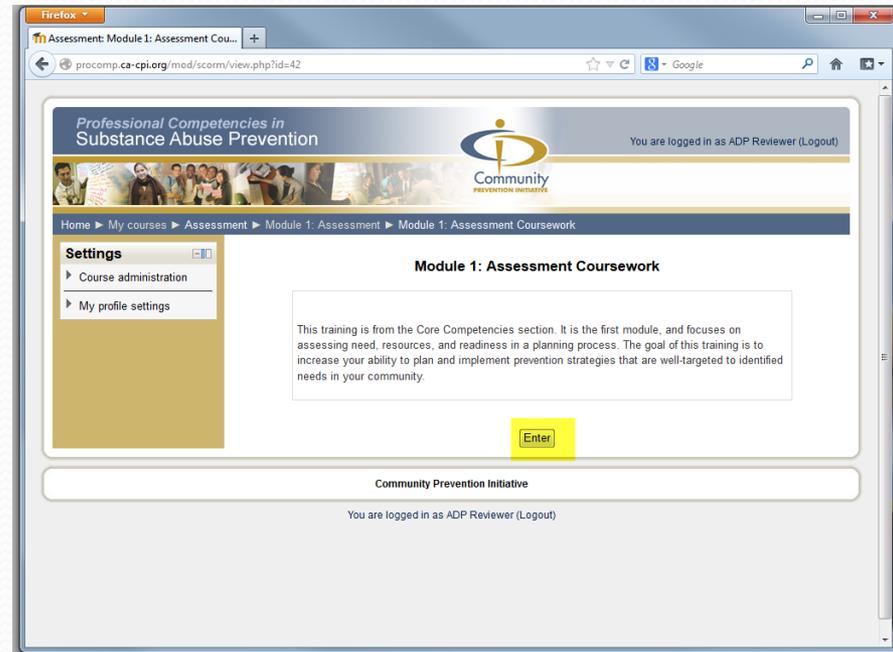
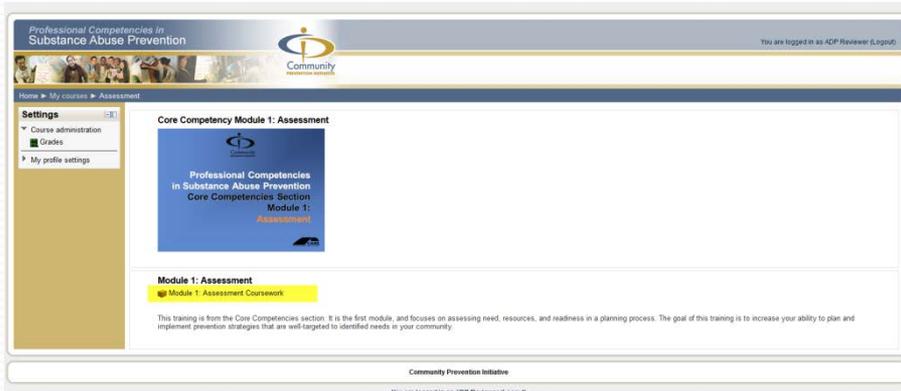
- Computer Speakers
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Settings

- My profile settings

# Login *cont.*

**Step #3** Continued: On the course home page, click on “Module #: Title Coursework” to open the course page.



**Step #4:** View the course. Click the “Enter” button to begin the course.

**Step #5:** Exit the course:

- When you are finished watching the course, click the “Exit” button, then the “Exit Now” button to close the page.
- Finally, click the “Exit activity” button to return you to the course home page.

# Core Competency Modules

- Five online course modules are offered:
  - Assessment
  - Capacity Building
  - Planning
  - Implementation
  - Evaluation

**Follows the Strategic Prevention Framework from CSAP**

# Core Competencies Online



Community  
PREVENTION INITIATIVE

## Professional Competencies in Substance Abuse Prevention

### Core Competencies Section, Module 1: **Assessment**



CARS  
CENTER FOR APPLIED RESEARCH SOLUTIONS

[EMT media](#)

#### Data Driven Planning

Based on consumption and consequence patterns of use



1. Document the nature and extent of consumption and consequences
2. Then look at contributing factors

#### Considerations

- Community use of alcohol and other drug consequence data in the past
- Availability and utility of data
- Availability of data on contributing factors
- The impact of community readiness on prevention planning and interventions

#### Consumption

##### Data Sources

- Surveys
- CHKS
- CBS
- CHS
- Locally Collected
- AOD Screening Tools

##### Types of Measures

- Ever/Lifetime Use
- Age of Onset
- 30 Day Use
- Single rates

#### Consumption Patterns

- Overall Consumption
- Acute, heavy consumption
- Consumption in risky situations
- Consumption by high risk groups

#### Contributing Factors



#### Community Factors



#### Family factors

- Family history of substance abuse
- Poor family management
- Parental substance use
- Favorable attitudes toward substance use
- Family conflict

# Future Trainings

- The Core Competency on-site trainings will be piloted this summer in Contra Costa and Riverside Counties
  - By Fall 2013, the on-site trainings will be available upon request
- Foundational Competency online courses are currently under development
  - Prevention Theories and Framework and Cultural Competency will be the first ready for field review

# Field Input on Future Modules

- Electronic review
- Discussion and feedback during webinars



# Next Steps

- Continue course roll out via online, onsite, and webinar formats
- Explore other existing training opportunities (e.g. CSAP)
- Identify ways to further integrate ACA readiness components and cross-system approaches
- Coordinate with DHCS-SUD Prevention and field workforce efforts
- Survey the field and integrate results

# How Can GPAC Be Involved?

- Review and provide feedback to curriculum
- Provide input regarding training priorities and critical capacity building areas
- Provide direction regarding cross-discipline prevention competencies
- Promote training opportunities within your systems

# Part IV.

# Summary and Questions

What are your questions and comments?



# Professional Competencies: [www.procomp.ca-cpi.org](http://www.procomp.ca-cpi.org)

For More Information:

[CPI Website](#)

Center for Applied Research Solutions (CARS)

1-877-568-4227

