

Overview of the ATTC Network

Focus: Workforce Development



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SSDP VII Conference
August 21, 2008
Mary Beth Johnson, MSW



ATTC Purpose

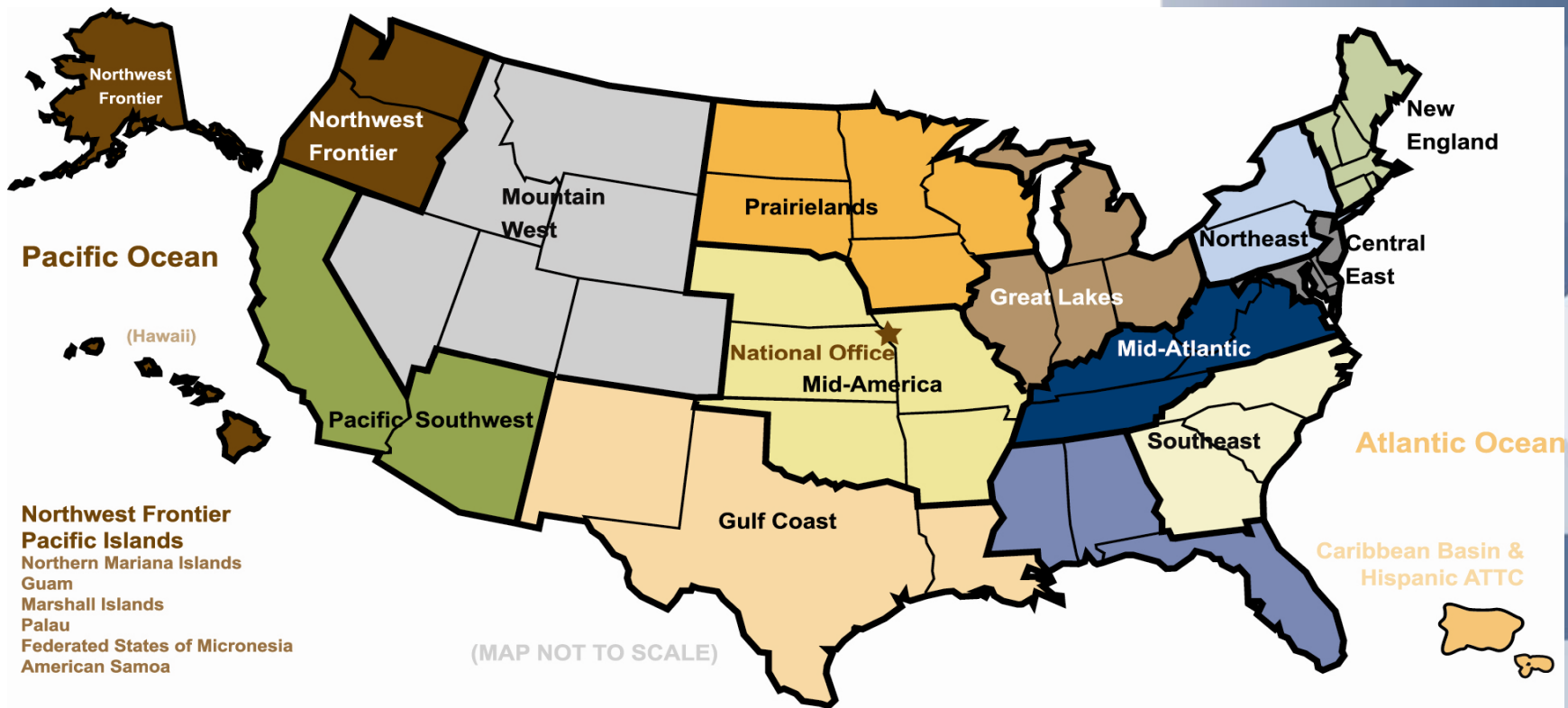
- Raise awareness of evidence-based and promising treatment and recovery service practices,
- Build skills to prepare the workforce to deliver state-of-the-art addictions treatment and recovery services
- Change practice by incorporating these new skills into everyday use for the purpose of improving addictions treatment and recovery outcomes.



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The ATTC Network 2007-2012





How the Network Does its Work

National Approach

Respond to SAMHSA

Develop Network Strategic Plan

Form Network Workgroups

Collaborate on Cross-ATTC Projects

Partner with ATTC Advisory Group
and other stakeholders

Promote & Market Network Products

Regional Approach

Respond to SAMHSA

Conduct State Needs Assessments

Develop Work Plans Based on
Needs Assessments

Respond to needs of SSAs & Other
State/Regional Stakeholders

Partner with Regional Advisory
Group

Engage in Cross-ATTC Projects



The ATTC Network Priority Areas

- Workforce Development
- Technology Transfer and Systems Change
- Performance Monitoring and Quality Improvement
- Recovery-Oriented Systems of Care
- Communication and Network Development



Workforce Development Reports

Several recent reports have highlighted the challenges facing the substance use disorders treatment workforce and raised the profile of workforce issues on the national agenda:

- *Crossing the Quality Chasm: A New Health System for the 21st Century*
- *Improving the Quality of Health Care for Mental and Substance-Use Conditions*
- *Strengthening Professional Identity: Challenges of the Addictions Treatment Workforce, A Framework for Discussion*
- *The Action Plan on Behavioral Workforce Development*



Workforce Development Reports – contd.

The recommendations in all these reports are highly consistent and include:

- Adopting National Core Competency Standards
- Creating Career Paths for Different Parts of the Workforce
- Developing, Delivering and Sustaining Leadership and Management Development Initiatives
- Improving Recruitment and Marketing Strategies
- Providing Cross-Training on Addictions for Primary Care and other Professionals
- Supporting Development and Adoption of National Accreditation Standards for Addictions Education Programs
- Supporting Stronger Academic Programs across the Full Range of Higher Educational Institutions
- Identifying and Disseminating Best Practices in Staff Retention



Workforce Development is a Top Priority

For the Addiction Technology Transfer Center (ATTC) Network, workforce development remains a top priority and the recommendations outlined by these reports are very well suited for the ATTC Network.

The Network undertakes a broad range of initiatives in response to emerging needs and issues in the treatment field.

The role of the Network is to improve addiction treatment by strengthening the knowledge, skills and attitudes of substance abuse treatment practitioners and to disseminate the latest science to the treatment community.

We create a multitude of timely products and services relevant to the many disciplines represented by the addiction treatment workforce.



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Find all products, resources and tools at:

ATTCnetwork.org



ATTC Network Web site

Explore

- Regional Centers
- National Programs & Initiatives
- **ATTC Priority Areas**

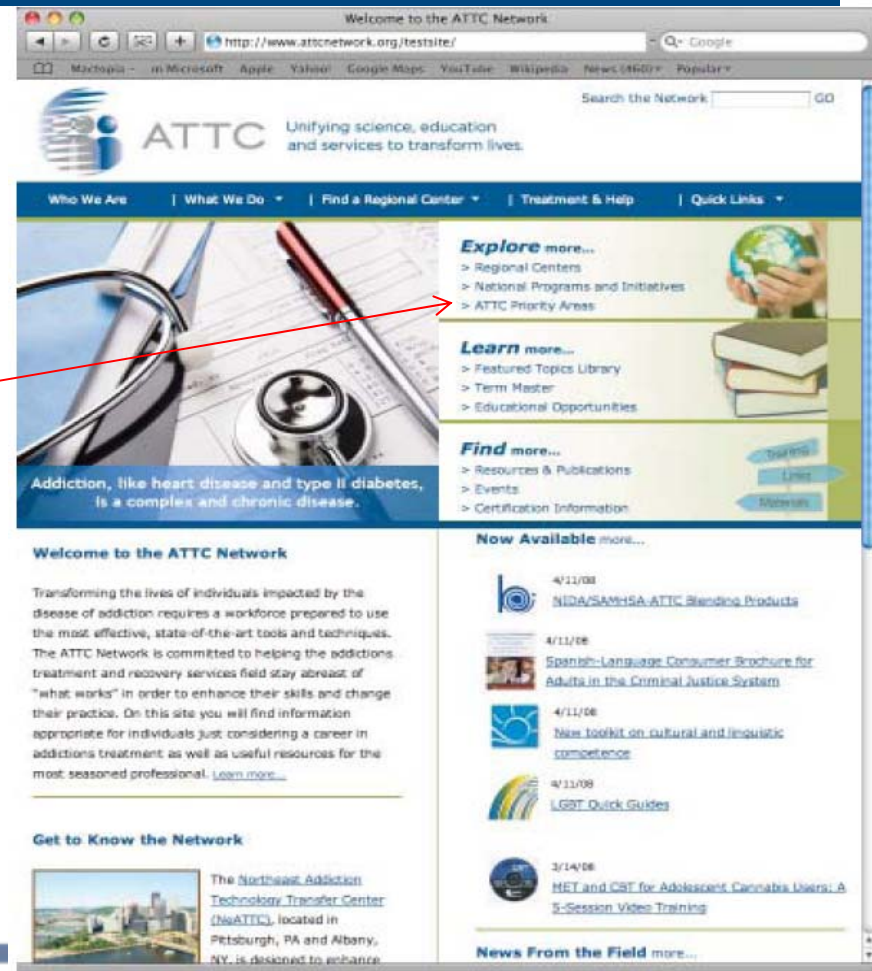
Learn

- Featured Topics Library
- Term Master
- Educational Opportunities

Find

- Resources and Publications
- Events
- Certification Info

Click on





ATTC Priority Areas

Workforce Development

Click on WFD

The Science of Addiction

Technology Transfer



ATTC Regional Workforce Surveys

Search the Network GO

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BETA

Who We Are | What We Do | Find a Regional Center | Treatment & Help | Quick Links

Workforce Home

Overview

- What Is WFD?
 - Recruitment
 - Education
 - Retention
 - Leadership
- Why a Crisis?
- National Efforts
 - SAMHSA
 - Annapolis Coalition
 - Institute of Medicine
 - NAADAC
- ATTC Network Role
 - Professional Development
- Resources
 - Workforce Surveys
 - Online Tools
 - National Reports
 - Organizations
 - Bibliography
- Recruit
- New to the Field
- Grow
- Lead

[Back to Priority Areas](#)
[Back to Explore](#)

ATTC Regional Center Workforce Surveys

The surveys below were conducted by ATTC Regional Centers over a period of time to provide a snapshot of the addictions treatment workforce.

- ATTC of New England ATTC Workforce Survey - covers the states of [Connecticut](#), [Massachusetts](#), [Maine](#), [New Hampshire](#), [Vermont](#), and [Rhode Island](#).
- Caribbean Basin & Hispanic ATTC Survey - covers [Puerto Rico](#) and the [U.S. Virgin Islands](#).
- Central East ATTC Workforce Survey - covers the states of [Delaware](#), [Kentucky](#), [Maryland](#), and [Tennessee](#).
- Gulf Coast ATTC Workforce Survey - covers the states of [Louisiana](#) and [Texas](#).
- Mid-America ATTC Workforce Survey - covers the states of [Arkansas](#), [Missouri](#), and [Oklahoma](#).
- Mountain West ATTC Workforce Survey - covers the state of [Colorado](#).
- Northeast ATTC Workforce Survey - covers the state of [New Jersey](#).
- Northwest Frontier ATTC Workforce Survey - covers the states of [Alaska](#), [Hawaii](#), [Idaho](#), [Oregon](#), and [Washington](#).
- Pacific Southwest ATTC Survey - covers the states of [Arizona](#), [California](#), and [New Mexico](#).
- Southern Coast ATTC Workforce Survey - covers the states of Alabama ([Director](#) and [Agency](#) surveys) and [Florida](#).

ATTC Regional Surveys

Found in the **Overview** section -
Under the **Resources** Heading.

Locate your local workforce
survey here.

Coverage of WFD issues on Web site
is comprehensive.



National Workforce Survey

What is the National Workforce Survey?

- National Workforce Survey of all States
- Survey of Agency Directors listed in the I-SSATs
- Gathers information on the organization and staff
- Sampling methodology to be determined





National Workforce Survey, contd.

Purpose is to understand:

1. What are the demographics of the workforce?
2. What are the anticipated workforce development needs for 2010 – 2015?
3. What are the common strategies & methodologies to prepare, retain and maintain the workforce?



National Workforce Survey, contd.

- All Regional Centers will participate
- Approach will be both qualitative and quantitative
- Electronic survey of agency directors
- Final Report--2012

PFR/ATTC Leadership Institute



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Workforce Home

Overview

Recruit

New to the Field

Grow

Lead

Emerging Leaders

Develop a Plan

Find a Mentor

Professional Development

Resources for Students

Established Leaders

Mentoring

Prepare for Success

Institute

Who Benefits?

What Will it Offer?

Nomination Criteria

Upcoming Institutes

Hear Success Stories

Profiles

Emerging Leader Profile

Established Leader Profile

View Past Profiles

Leadership Training

Opportunities

[Find an Institute in Your Region](#)

PFR/ATTC Leadership Institute

Agencies, as well as other organizations, are now faced with a shortage of adequately prepared addiction leaders. Directors and senior level personnel, who are providing leadership in community-based addiction treatment agencies, are approaching retirement age, and there have been few educational opportunities to groom successors for these leadership positions. With this challenge in mind, the Addiction Technology Transfer Center (ATTC) Network, in partnership with [SAMHSA/CSAT's Partners for Recovery](#) and the [Graduate School/USDA](#), is very pleased to offer a unique professional development opportunity.



The PFR/ATTC Leadership Institute is an intense leadership preparation program designed to cultivate the development of future addiction leaders. It provides professional development through a combination of evidenced-based training seminars, distance learning, and completion of a project within a six-month timeframe. Each individual partners with a mentor offering expertise vital in facilitating the development of future leaders.

Addiction treatment and recovery services is facing a transition as many current leaders in the profession are retiring.

The ATTC Network is working to support leadership development activities which prepare emerging leaders for leadership roles. The Network also supports mentorship and other transitional activities which prepare and encourage established leaders to pass on their knowledge, skills, and wisdom to the next generation of leaders.

Directory of Addiction Studies (DASP)



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[Home](#) [About Us](#) [Regional Centers](#) [Treatment & Help](#) [Addiction Science Made Easy](#)
[Resources & Publications](#) [News From the Field](#) [Certification Info](#) [Distance Ed](#) [Links](#)

Directory of Addiction Study Programs (DASP)

The Directory of Addiction Study Programs (DASP) is a comprehensive list of institutions offering a certificate, associate, bachelor, master and/or doctoral program in substance use disorders. Also included in this directory are institutions offering a concentration, specialty or minor in the addiction field. For more details about this directory, click [About DASP](#).

For your convenience, DASP offers several search and sorting options. In each category you may choose to view the information, **print** the information, and/or **print mailing labels**. The categories are:

- [Search for All Academic Programs in One or More States](#)
- [Search for Specific Academic Programs in One State](#)
- [Search for Specific Academic Programs in All States](#)
- [Show All Academic Programs in All States](#)

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Addiction Technology Transfer Center National Office

(816) 235-6888 email: nc@attc.org

Funded by the [Center for Substance Abuse Treatment \(CSAT\)](#),
[Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)

www.attcnetwork.org/learn/education/dasp.asp

DASP is a comprehensive list of institutions offering degree programs in substance use disorders. Also included: concentrations, specialties and minors in the addiction.

DASP offers search and sorting options for printing reports and generating mailing labels.



Distance Education

There are a variety of distance education opportunities for addiction treatment and recovery practitioners. Some courses are self-paced and others are instructor-led. Distance programs can be located with ease through:

- AddictionEd.org- a comprehensive catalog of quality online education programs compiled by the ATTC Network.
- [ATTC's Directory of Addiction Study Programs \(DASP\)](#) - listing of institutions offering certified and degreed programs in substance use
- ATTC Regional Center online courses - Soon we will offer a comprehensive list of all the ATTC online courses.
 - AccessEd- the Mid-Atlantic ATTC's Center for Online Courses
 - Online Education Program- New England ATTC's distance education offerings
 - SCATTC Online Learning- the Southern Coast ATTC's e-learning portal



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AddictionEd.org



addictioned.org

learners

Are you looking for addiction-oriented distance education courses?

[enter here](#)

course providers

Are you looking for a free way to market your addiction distance ed program?

[enter here](#)

AddictionEd.org is an international reference catalogue of distance education opportunities in fields relating to addiction. This site was developed by the Addiction Technology Transfer Center (ATTC) Network and is maintained by the ATTC National Office.

Below are just some of the reputable organizations that list their courses on AddictionEd!



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

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There are a variety of distance education opportunities for addiction treatment and recovery practitioners. Some courses are self-paced and others are instructor-led.



The Training Point

The Training Point: An uncommon learning exchange for addictions trainers

A seven week course designed to enhance knowledge and abilities in addiction training.

The first and last three weeks of the course are held online via the Blackboard Learning System. The middle week of the course is an intensive three-day face-to-face learning exchange. **Throughout all seven weeks, participants focus on the various components that create successful training experiences: the learners, the environment, the materials, and the trainer.** Topics covered include learning and training styles, adult learning principles, facilitation and presentation skills, reflective practice, and transformative learning.

Earn:

40 NAADAC Contact Hours

4 Continuing Education Units





Topical Resources

Search the Network GO

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Who We Are | What We Do ▾ | Find a Regional Center ▾ | Treatment & Help | Quick Links ▾

Featured Topics Library

Featured Topics Library

- Recovery (ROSC)
- Co-occurring Disorders
- Traumatic Stress
- Women and Addiction
- Alcoholism
- Prescription Drug Abuse
- Motivational Interviewing
- Methamphetamine

Term Master

Educational Opportunities

Back to Learn

Featured Topics Library

Sometimes presenting enough information on a topic to adequately present the latest findings from research and practice requires an extensive exploration of that topic from multiple perspectives. The ATTC Network's **Featured Topics Library** does that.

Each topic included here presents abundant background, resources, links, and tools to fortify addictions professionals with fresh ideas and possibly new solutions to old problems.

Topics currently available in this online library explore issues such as prescription drug abuse, recovery oriented systems of care, alcoholism, trauma, women, co-occurring disorders, motivational interviewing, and methamphetamine.

Be sure to check back often as new topics will be added and updated regularly. If there is a topic you would like to see included in the Featured Topic Library, please email us your thoughts at: no@ATTNetwork.org.



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Blending Initiatives

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Science of Addiction Home

- Addiction is a Disease
- Public Health Perspective
- Finding the Science
- Interpreting the Science
- Evidence Based Practices
- Blending Science & Service

Science of Tx CD Set

Events

Buprenorphine Tx

Buprenorphine Detox

Tx Planning MATRS

MIA: STEP

PAMI

Related Resources

Meet the Researchers Research Frontier Tools, References & Resources

Back to Priority Areas

Back to Explore



NIDA/SAMHSA Blending Initiative*

blending initiative
NIDA • SAMHSA

To Blend:

- a. combine into an integrated whole
- b. Produce a harmonious effect

Harnessing the skills, resources, and knowledge of two federal agencies to facilitate moving important scientific findings into mainstream addiction treatment practice is the goal of the [NIDA/SAMHSA Blending Initiative](#). Developed in 2001 by the [National Institute on Drug Abuse \(NIDA\)](#) and the Substance Abuse and Mental Health Services Administration's (SAMHSA) [Center for Substance Abuse Treatment](#), this project is designed to meld science and practice together to improve substance use disorder treatment and accelerate the dissemination of research-based drug abuse treatment findings into community-based practice.

The NIDA/SAMHSA Blending Initiative encompasses three components:

- **Regional Blending Conferences:** All [NIDA Blending Conferences](#) are uniquely designed to enhance bidirectional communication between researchers, clinical practitioners, and policy-makers regarding innovative scientific findings about drug abuse and addiction; and have been strategically convened in different geographic regions of the country.
- **State Agency Partnerships:** NIDA works closely with federal and state policy-makers to help identify strategies to accelerate the adoption of science-based practices.
- **Blending Teams:** Based on recently tested NIDA research, the Blending Teams design user-friendly tools or "products" that are introduced to treatment providers to facilitate the adoption of science-based interventions in their communities at nearly the same time that research results are published in peer-reviewed journals. Blending Teams are composed of members from SAMHSA-CSAT's Addiction Technology Transfer Center (ATTC) Network, NIDA researchers, and community treatment providers participating in NIDA's [CTN](#)

Blending Initiatives Teams:

1. Buprenorphine Treatment
2. Short-term Opioid Withdrawal Using Buprenorphine
3. Treatment Planning M.A.T.R.S.
4. Motivational Interviewing Assessment: Supervisory Tools for Enhancing Proficiency (MIA:STEP)
5. Promoting Awareness of Motivational Incentives (PAMI)

www.atcnetwork.org/explore/priorityareas/science/blendinginitiative/index.asp



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Resources for Professional Growth

Tools for Managers and Clinical Supervisors

Includes:

- Tips for Supervising
 - Self Care information
 - Performance Domains
- And more!

