

The Role of Connecticut's Prevention Training and Technical Assistance Collaborative in Building State Prevention Systems

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Purpose of Workforce Development

Fosters prevention partners skill development in:

- Promoting health of individuals and communities

- Performance management

- SPF or other planning/ theoretical models

- Implementation of evidenced-based programs/strategies, culturally relevant approaches, using data and evaluation

Connecticut's Prevention Infrastructure



Training Needs Assessment Process

Conducted annually covering federal, state, local emerging issues, (e.g. SPF, Recovery, Rx misuse, military, etc.)

Tool to obtain feedback on topics of interest, gaps in knowledge, prevention certification, performance domains

User-friendly web-based assessment facilitating greater response

Training Needs Assessment Process

Facilitates the development of training schedule, training catalog, and appropriate presenters

Participants evaluate training, results are used to guide future courses

Statewide training and TA, learning communities, conferences, half and full day courses, no charge, aligned with ICRC

Workforce Development Framework

INPUTS

Prevention Professionals
Other State Agencies

CSAP/SAMHSA
CT Prevention Coalition

Provider Agencies
Other Statewide Coalitions

Prevention Training
Needs Assessment

Provider
Learning
Communities

Prevention
Operating
Standards

Prevention
Certification
Requirements

SERVICES

Knowledge &
Information
Dissemination

Statewide
Prevention
Training

Technical
Assistance &
Capacity Building

RESOURCES

SPFAS
Multicultural
Leadership
Institute
Regional Action
Councils

CT Assets
Network

Prevention Training
Collaborative

CT for Community
Youth Development

CT
Clearinghouse

CT Certification
Board

NECAPT

Governor's
Prevention
Partnership

Workforce Development Resources

Connecticut Assets Network - promotes asset-based strategies to build healthy communities and youth

Connecticut Clearinghouse - resource center offering the latest information on substance abuse, mental health, and a variety of other issues

Multicultural Leadership Institute - promotes culturally proficient ATOD prevention services through training and TA

Governor's Prevention Partnership - comprised of public/private partners serving school/campuses, workplace, and media

Workforce Development Resources

Regional Action Councils - 14 sub-regional councils/coalitions that plan, develop and coordinate behavioral health services

Training Collaborative – Training to enhance preventionists' capacity and status (CPP)

CT Certification Board - certifies prevention professionals and substance abuse counselors

NECAPT - supports the application of science-based prevention programs and strategies

Sampling of Resource Link Functions

Using SPF Steps

Multicultural Leadership Institute

Step 1: Assessment

Ensure cultural inclusiveness in SPF product development and processes

Assist with needs assessment of diverse/underserved populations

Step 2: Capacity Building

Provide training and TA to build community capacity to deliver culturally relevant programs and strategies

Multicultural Leadership Institute

Step 3: Strategic Planning

Assess community level plans of each SPF funded coalition

Prepare written report on strengths and weaknesses with regard to cultural competence and inclusiveness in each targeted community

Multicultural Leadership Institute

Step 4: Implementation

Provide technical assistance and training to coalitions on infusing cultural competence throughout implementation process

Step 5: Evaluation

Develop written procedures for monitoring and evaluating cultural competence

Regional Action Councils

Step 1: Assessment

Identify key informants for Community Readiness/Capacity Survey

Compile community-level data sets and convene Community Needs Assessment Workgroups to interpret data

Develop Sub-Regional Profiles on CT six priority substances

Regional Action Councils

Step 2: Capacity Building

Provide TA to communities in response to needs uncovered by Community Readiness/Capacity Survey

Engage SPF coalition membership of RAC Prevention Committee

Regional Action Councils

Step 3: Strategic Planning

Identify community-level priority substances

Review and provide feedback on community level strategic plans

Governor's Prevention Partnership

Step 1: Assessment

Attend SPF coalition meetings to gauge readiness/capacity

Participate in community SSAC Ad Hoc Readiness/Capacity Subcommittee

Step 2: Capacity Building

Provide ongoing TA to SPF Coalitions

Track sub-recipient improvements in readiness and capacity in conducting SPF

Governor's Prevention Partnership

Step 3: Strategic Planning

Provide TA on development of community strategic plans

Provide TA on identification of effective, data-driven strategies

Provide feedback on community level strategic plans during development process

Governor's Prevention Partnership

Step 4: Implementation

Participate in SPF Learning Communities

Provide individualized TA on grantees regarding implementation of strategies

Provide Model Program training, i.e.,
BASICS

Connecticut Assets Network

Step 1: Assessment

Train communities on asset mapping technology to assess coalition resources

Step 2: Capacity Building

Train communities on asset mapping technology to build and sustain SPF

Connecticut Assets Network

Step 3: Strategic Planning

Develop and provide training and TA on strategic planning technology

Step 4: Implementation

Continue to provide TA on building social capital through asset mapping

Connecticut Clearinghouse

Step 1: Assessment

- Manage online administration of Capacity/Readiness Survey

- Manage SPF listserv

Step 2: Building Capacity

- Manage Learning Community logistics

- Provide capacity building resources

- Disseminate information on training and TA opportunities

Connecticut Clearinghouse

Step 3: Strategic Planning

Publicize community strategic plans after DMHAS approval

Review and provide feedback on community level plans

Step 4: Implementation

Manage Learning Community logistics

Trainings and TA Provided

Needs Assessment

Capacity Building

Strategic Planning

Implementing Environmental Strategies

Evaluation

Using the NOMs for evaluation

Capacity Building - Expanding Cultural Competency and Assets

Implementing Effective Media Campaigns

Lessons Learned

The complexity, breadth and scope of the SPF cannot be underestimated

Assessing readiness at all levels is key to planning and delivering training/TA

Training and TA needs to be methodic, sequential and staged, based on system level (state agencies, resource links, coalitions)

Lessons Learned cont.

Training alone does not work – Follow up technical assistance and monitoring at all levels is needed

Training, coupled with guidance documents, enhances application of SPF framework

Continuous monitoring system-wide is needed to align resources with ongoing SPF implementation

Establishing core functions for all resource links is essential to maximize efficiency, impact, collaboration