

Prevention workforce development

Overview

The Health Care Authority's Division of Behavioral Health and Recovery (DBHR) has contributed to expanding the reach and impact of prevention services in throughout the state. DBHR provides opportunities for new and current prevention providers to continue their education, as well as opportunities for high school and college students to train into prevention via our Fellowship and Internship programs. DBHR allows prevention professionals to earn their Certified Prevention Professional (CPP) to continue to elevate the field of prevention in the continuum of behavioral health services.

Fellowship/apprenticeship program

In January 2019, DBHR welcomed the first cohort of the Prevention Fellows. The program is supported by the Substance Abuse and Mental Health Services Administration (SAMHSA) and implemented in partnership with Washington State University (WSU). The ten-month Fellowship/Apprenticeship Program works to expand the field of substance use disorder prevention and build capacity in communities that could benefit from prevention services. The Fellowship emerged out of a vision to build capacity for high-need communities to get ready for the Community Prevention and Wellness Initiative (CPWI) "Getting Started" phase, built out of the Strategic Prevention Framework, and the vision to develop the prevention workforce.

Goals of the fellows

- Develop knowledge of prevention science and best practices by participating in statewide prevention trainings
- Gain experience in strategic planning, program design, implementation, and contract and program management
- Assist the state with policy and programmatic development
- Provide technical assistance to high-need communities

As of November 2021, 26 Fellows have entered the program, with 17 completing.. DBHR has created a functioning prevention workforce pipeline from the Fellowship program, with Fellows taking on full-time behavioral health/prevention positions with HCA's DBHR. We are currently supporting our seventh and eight Cohorts of Fellows, that began in June 2021 and September 2021, respectively. The start of the next cohort is pending award of new federal funds.


One Fellow reflects on the program:

"I value the fellowship experience for teaching me the importance of community engagement and using data to understand community perspectives, the need for health equity and cultural competency in supporting individuals, youth, and families, and the value of strategic planning in maintaining a sustainable coalition." – Rachel Oliver, Cohort 4 Fellow, now with the Idaho Office of Drug Policy

During phase one, we learn the theoretical how and why of prevention. During phase two we learn how prevention plays out in the dynamics of a Washington community... [and] phase three presented a wonderful opportunity to learn a new community, meet dedicated leaders, and support new prevention efforts...From the superintendent, student assistance professional, principals, and substance use providers, the community leaders in Selah were committed to changing the trajectory of youth's lives. Spending time with these leaders reinvigorated my passion for community organization and program delivery. While prevention is powerful, it is nothing without people behind it. – Ridge Bynum, Cohort 5

High School internship program

The High School internship program is a work-based learning program. It is a training placement program for high school students. The program places students into professional work environments to supplement academic knowledge, provide exposure and experience within specific career pathways, and increases cooperation between businesses and



schools. The program aims to integrate tactile learning with structured worksite experience under representative of the school and the workplace to provide students with necessary skills for the 21st century economy.

This program is beneficial in the workforce experience it gives to participants, as well as gives them a look at some possible career options in the field. (Unfortunately, this program has been on pause due to the COVID-19 pandemic).

Prevention Coalition internship

The Prevention Internship is a high school summer internship sponsored by the Washington State Department of Health and facilitated by the [Area Health Education Center in Eastern Washington](#). The program placed students within Community Prevention and Wellness Initiative (CPWI) community coalitions. This internship provided students with an opportunity to explore behavioral health careers in prevention while supporting their local community.

The internship targets students who are under-represented in healthcare professions, from rural communities, from low-income families, and first-generation college-bound are given an opportunity to learn about prevention work first-hand. In the year 2021 there were 13 CPWI participating locations. Looking ahead the program aims to expand the internship across all 100 CPWI locations statewide.

Certification

Certification of prevention professionals in the field of substance use disorder-related behavioral health is the fastest growing certification in the field. DBHR supports the certification of prevention professionals through our partnership with the Prevention Specialist Certification Board of Washington (PSCBW). As a member board of the International Certification & Reciprocity Consortium, PSCBW upholds the ethical standards of the prevention field by providing professional peer review credentialing in Washington State as follows:

- Associate Prevention Professional (APP): an entry level certification for students and professionals new to the field;

- Certified Prevention Professional (CPP): a credential for experienced and education professionals who demonstrate a thorough understanding of prevention.

DBHR supports the professional development of the field by providing certification of Continuing Education Hours (CEH's) to attendees of conference trainings and webinar's, which can be utilized in obtaining the above certifications.

Trainings

DBHR provides conference training and online learning resources to prevention professionals in order to improve their understanding of prevention science and to engage the next generation of prevention professionals. These recurring trainings include:


- CPWI Coordinator Orientation and Leadership Institute
- Substance Abuse Prevention Skills Training
- Communities that Care Trainings
- [Spring Youth Forum](#)
- [Opioid Summit](#)
- [WA State Prevention Summit](#)
- [General Prevention Trainings](#)
- Community Anti-Drug Coalitions of America (CADCA) Boot Camp
- *Additional trainings available via [The Athena Forum](#)*

Budget

The Fellowship Program is supported through the State Opioid Response grant at approximately \$350,000 per year; the High School Internship Program is funded through the Substance Abuse Block Grant at \$21,000 per year; and prevention trainings and conferences are supported through state and federal discretionary grants at approximately \$350,000 per year.

Partners

University of Washington Social Development Research Group, Washington State University, University of Reno, community coalitions, prevention professionals around Washington State, Eastern



Washington Area Health Education Centers, and the
Prevention Technology Transfer Center (PTTC).

Oversight

Internal: Division of Behavioral Health and Recovery

External: Substance Abuse and Mental Health
Services Administration/ Center for Substance Abuse
Prevention, Washington State University

For more information

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Websites:

<https://www.theathenaforum.org/fellowship>

<https://www.theathenaforum.org/training>