

Prevention Fellowship Program Pre-Post Competencies and Skill Development Expectations

The Prevention Fellowship program will promote the Strategic Prevention Framework (SPF) as the overarching vehicle for planning, development, and delivery of prevention services. Through the fellowship program, participants will enhance their knowledge, skills, and competencies in all components of the SPF. Upon completion of the prevention fellowship program, participants are expected to become stewards of effective prevention practices in the future.

While promoting the SPF for planning, development, and delivery of prevention services, prevention fellows will be exposed to a myriad of activities specific to prevention. These areas include:

- Substance abuse prevention across the life span;
- Community prevention planning and service delivery at the State and community level, including coalition building;
- Data, evaluation, and alcohol and drug epidemiology;
- Environmental prevention strategies, systems change and service delivery; and
- Social marketing as it relates to prevention.

The Center for Substance Abuse Prevention (CSAP) promotes a comprehensive prevention system approach that includes community involvement and partnership among all sectors of society. This approach promotes and enhances SAMHSA activities to achieve the following goals: Assure services availability, meet unmet and emerging needs, and bridge the gap between knowledge and practice. CSAP's mission is to decrease substance use and abuse by bringing effective prevention to every community.

Participants will possess the following incoming competencies and skills:

- Minimum Level of Education - High School Diploma or G.E.D.
- Ability to communicate effectively, i.e. possess strong oral and written communication skills.
- Good interpersonal skills.
- Ability to work independently and on a collaborative team in various professional environments.
- Basic computer skills.
- Exposure to and/or experience in the Prevention Field a plus.
- Background in, or experience with, qualitative and quantitative analysis a plus.

As Prevention Fellows, participants are expected to develop skills and competencies related to the SPF. Specifically, Prevention Fellowship participants will be able to:

General

- Understand the SPF as a mechanism for planning, development and delivery of prevention services at the state, community and program levels.
- Apply SPF as a mechanism for planning, development and delivery of prevention services at the state, community and program levels.

Step 1 – Needs Assessment

- Identify needed data elements and sources of data for completing an assessment of problems and resources at State, community, and program levels.
- Assemble culturally competent groups of experts and stakeholders to analyze and interpret data.
- Identify problem areas, service gaps, stages of community readiness and capacity of organizations to address problems.
- Develop knowledge of long term, on-going procedures to collect data to define problems in a specific geographic area such as a community, district, and neighborhood.
- Understand the roles of culture, race, ethnicity, and gender as they relate to assessment strategies and needs of populations.
- Identify and apply assessment strategies appropriate for different cultures, races, ethnicities and genders.

Step 2 – Mobilization

- Understand community mobilization from fiscal, human, and material resources perspective and how to use culturally appropriate strategies.
- Create new fiscal, material, and human resources ensuring cultural representation (e.g., gender, age, language, disability).
- Implement a mechanism for providing continuing training and education to promote cultural competence, readiness, leadership and evaluation.
- Acquire fiscal resources to maintain and modify effective prevention systems.

- Develop capacity for data driven decision making to improve prevention systems.
- Identify and acquire fiscal resources to sustain effective prevention services.

Step 3 – Planning

- Create evaluation plans and identify specific indicators of success.
- Develop skill and understanding of strategic, data-driven comprehensive prevention plans.
- Develop skill in the implementation of standard procedures for specifying goals, objectives and performance targets for prevention programming and service delivery.
- Develop knowledge of standard procedures for identifying and selecting appropriate evidence-based programs, policies and practices.
- Develop skill in meeting planning and strategy development for effective prevention programming.
- Understand prevention program and system evaluations and their importance in the planning and development stages.
- Identify necessary program adaptations for defined populations and community environment.
- Understand change theory associated with the populations receiving prevention services and its role in service delivery strategy.

Step 4 – Implementation

- Outline a delivery strategy.
- Develop skill in the implementation of prevention action plans and in monitoring progress.
- Identify and acquire materials and resources necessary to implement prevention policies, plans, and programs.
- Use evaluation information for prevention service delivery.
- Recognize when to consult and collaborate with a professional evaluator.

- Understand technical assistance needs and develop skill in providing TA during implementation of prevention plan.

Step 5 – Evaluation

- Use data collection methods that are culturally responsive and appropriate.
- Collect, analyze, interpret and report process data.
- Collect, analyze, interpret and report outcome data.
- Use evaluation results for program improvement and sustainability, including project management and prevention intervention implementation.
- Use evaluation information to interpret the effectiveness, efficiency, and utility of SPF implementation.
- Use evaluation information to report progress and justify funding.
- Develop recommendations for improving and sustaining project management and procedures and intervention implementation.
- Produce process and outcome reports in various formats to funders, stakeholders and other appropriate audiences.