

June 2012

Prevention Credentialing Services

Oklahoma Drug and Alcohol Professional Counselor Association



Oklahoma Drug and Alcohol
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The Future of Prevention
Workshop March 2012

Training
Credentialing
Policy

Enhancement of State
Workforce and Policy Development

PURPOSE

The future of prevention is uncertain in the fast changing environment around Public Health and Health care services driven by new legislation on the Federal level. Though the changes are not clearly outlined, Oklahoma needs to be proactive in preparing, equipping and possibly defining the future of Prevention Services in our state.

The Credentialing Workgroup focused on key components of Substance Abuse Prevention and strategies that will advance the professional development of the prevention workforce in the state of Oklahoma.

The main areas that were specifically highlighted by the workgroup were: Training, Credentialing, and Policy, as well as enhancing State workforce and policy development. The exchange of new concepts, methods and innovative ideas were discussed based on experience and research from our Prevention Specialist and Resource Prevention Coordinators.

The suggestions and ideas formulated by the workgroup are meant to be building blocks to equipping and preparing Oklahoma for the future. The workgroup's compilation of information will provide steps to enhance, strengthen, and grow the field of prevention in Oklahoma.



FUTURE OF PREVENTION WORKSHOP

OUTCOME

- Monitor the impact of operational and structural changes on health care systems that impact prevention services;
- Addressing new ways of billing; cost reimbursement vs. fee for service, in order to adapt to new funding sources
- Expansion of covered services
- The importance of certification; discussing APS (Associate Prevention Specialist) CPS (Certified Prevention Specialist)
- Creating a Supervisory Level of Prevention; to strengthen and grow the prevention field
- Inform and engage policy makers the importance of Prevention in the community
- Sustainability; discussing ways to help coalitions develop practices and infrastructures that will be sustained
- Funding for APS/CPS Certification
- Provide more non-mandated training
- Guidelines and ethical restrictions
- Where do you want to go with your coalition
- Get youth council involved
- Push for mandated certification
- Data of benefits
- Marketing 101 for counselors-Legislation, Substance Abuse/Mental Health Professionals

** The implementation of change always brings diverse reaction from those that are directly affected. While we recognized the importance of moving the field of Prevention forward to adapt to the changing environment; the implementation must be a collaboration of ideas from Prevention Specialists and entities that are directly related to the field. The conscious effort to those who do not adapt to change and to those who may be resistors to change will have an influencing factor on how the process is implemented. The overall response from those who attended the workshop is positive; many are excited and feel the timing is appropriate. **



TRAINING

The feedback and suggestions for training was broken down into the following categories:

Testing-

ODAPCA will create and offer a workshop for those who will be taking the Written Prevention Test- a 3 hour workshop to offer insight and strategies of studying for the test.

Educating-

How to advocate to legislators- the importance of educating our lawmakers and representatives on how Prevention affects the community- Develop a workshop on the basics of advocating.

Educating the community- Develop a plan to educate the community on the positive outcomes of Prevention and the affects of strong coalitions in the community.

Educating Substance Abuse(SA)/Mental Health Professionals(MH)- Developing a plan to educate the other professionals (SA/MH) on the importance of Prevention and how it relates directly to their field and population. Squash the pre-conception and myths of Prevention by building relationships. Develop and present workshop(s) at Conferences to promote the field of Prevention.

Continuing Education-

Innovative Training/Education- Cutting edge training and education in the field of Prevention. Seek out Presenters that offer the latest information in Prevention. (A consensus that the current workshops are outdated and repetitive)

** Training and Development is very important for the advancement of the field of Prevention. The development of educating our Prevention Specialists, Legislators, Community, and other Professionals will build a foundation that will promote and sustain the Prevention field. **



CREENTIALING/POLICY

The continued push toward Credentialing is very important to the field of Prevention. It will ensure that all Prevention Specialists will share a common understanding of best practices, as well as, ensuring that professionals will have the education, knowledge and competence needed to perform their work. It will also require Prevention Specialists to take regular continuing education courses to keep them up to date on trends and developments in the field.

Credentialing and Policy need to go hand in hand to prepare the field of Prevention for the future. There are two basic ways to promote credentialing: 1) by mandate and 2) a monetary value for holding a credential. In order for the Field of Prevention to stay current with the changing environment, the following steps should be taken into consideration for Credentialing/Policy:

- Continued push to mandate Credentials in order to work in the field of Prevention
- Continue talks with SAMHSA to help mandate or push the requirement of Drug Free Communities to be Certified
- Marketing-Educate the community that the field of Prevention can be a career choice
- Develop a long term strategy to raise the level of the Prevention Credentialing by setting additional standards to the profession
- Develop a Pay Scale/Career ladder for-Volunteer, Associate Prevention Specialist, Certified Prevention Specialist, Advanced Prevention Specialist
- Look at Fee for Service vs. Cost Reimbursement
- Talk to local colleges and universities to educate them on the field of Prevention-see what is being offered in the career lines of Prevention
- ODAPCA has recognized many Certified Prevention Specialists have let their credential lapse-will offer a “one time” offer to re-instate their credential
- Statewide Campaign- educate the state on the available employment in the Prevention field
- ODAPCA will offer to re-establish the Strategic Planning Retreat-to help build unity, communication, and consistency with RPC’s.



ENHANCEMENT OF STATE WORKFORCE AND POLICY DEVELOPMENT

The building of relationships with the state/tribal workforce is a very difficult task, but can be accomplished if we get a better understanding on how tribal sovereignty works. Once you understand the difference between how Tribal Governments differ from local State and Federal Governments, you can begin to build effective relationships with tribal government officials, local administrators, and staff.

The workgroup recognized the Cherokee Nation as a leader and forerunner in supporting credentialing, training, and policy development. The Cherokee Nation does encourage all their employees working in the field of Prevention to become certified or begin working toward their certification. As each tribe has different requirements, mindsets, and beliefs, it will take some time to accomplish Policy and Workforce development.

The workgroup recommends the following to help bridge the gap:

- Develop a Committee to work with the Cherokee Nation
- Build relationships with the Cherokee Nation that will help educate the committee
- Monitor and evaluate their processes
- Educate or be educated on Policy and workforce development
- Use Cherokee Nation as a Pilot Program.

The workgroup feels very positive that enhancing Tribal Policy and workforce development can be accomplished through careful strategic planning and goals that are achievable.





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