

Introducing Hawai'i SUPD: A Workforce Development and Training Initiative

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Hawai'i Health Workforce Summit
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Agenda

- Intro and Acknowledgements
- State Substance Use Workforce
- Hawai'i SUPD
 - Assessment and evaluation
 - Developing a state workforce training plan
 - Certification and CE training approval processes
 - New and ongoing trainings
- Conclusion and Questions

Objectives

- Understand the context of the state's substance use (SU) workforce
- Oriented to Hawai'i SUPD (Substance Use Professional Development) initiative and its activities
- Identify opportunities to participate in current SU trainings
- Identify opportunities to develop new SU trainings

Acknowledgements

Land and Ancestors

Funding: Department of Health Alcohol and Drug Abuse Division (DOH/ADAD)



Context of SU Workforce in Hawai'i

- How should we be thinking about the SU workforce?
- What do we know?
- What do we want to know?

How we're thinking about SU workforce

1

Certified workforce

E.g., CSAC, CPS, CCJP, CPA, CCS, Peer recovery, etc.

2

Adjacent professionals

Training non-SU professionals to address SU-related needs

3

Future SU professionals

Drawing interest in SU, BH, human service field in HS, CC, etc.

What do we know?

- DOH/ADAD - [2018 Strategic Plan for Workforce Development](#)
- Current Certifications:
 - CSAC - Substance Abuse Counselor
 - CPS - Prevention Specialist
 - CCS - Clinical Supervisor
 - CCJP - Criminal Justice Professional
 - CPA - Program Administrator
- Developing:
 - Certified Peer Recovery Specialist

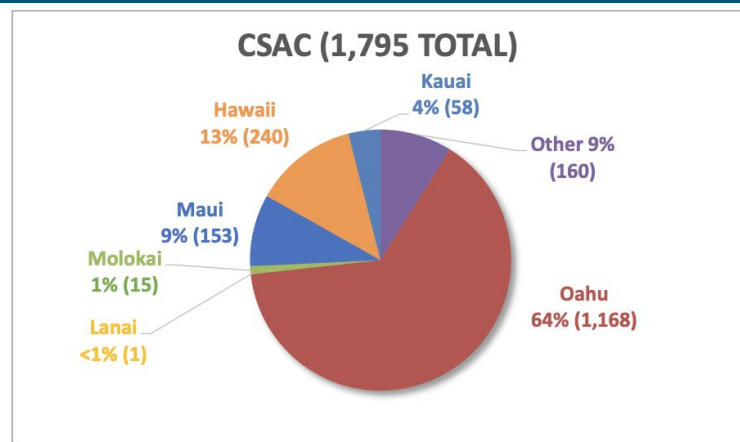


Figure 1: Certified Substance Abuse Counselors in the State of Hawaii

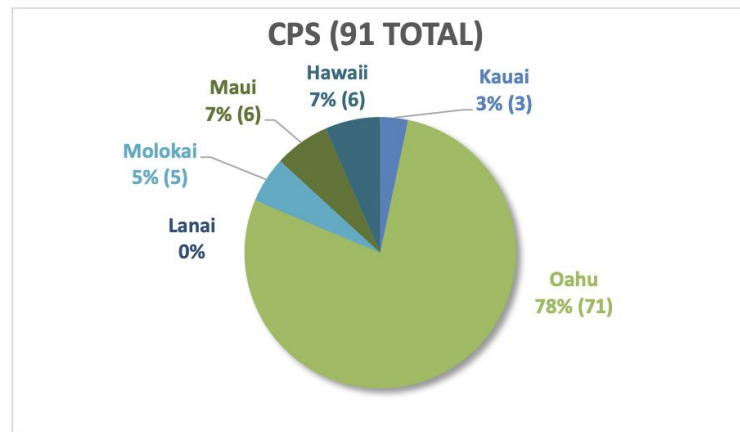


Figure 2: Certified Prevention Specialists in the State of Hawaii

What do we want to know?

- Where is our workforce?
- Do we have enough certified workers?
- Do adjacent professionals understand SU issues?

Introducing Hawai'i SUPD



- Hawai'i SUPD → Substance Use Professional Development
- Department of Health - Alcohol and Drug Abuse Division (DOH/ADAD) workforce development (WFD) contract awarded to UH Mānoa Thompson School of Social Work & Public Health
- Planning began Spring 2022



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SOCIAL WORK & PUBLIC HEALTH

Team Members



Current UH Faculty and Staff

- Cliff Bersamira, PhD, AM - Principal Investigator
- Rebecca Stotzer, MS, MSW, PhD - Co-Principal Investigator
- Meripa Godinet, PhD, MSW - Co-Investigator
- Robin Arndt, MSW, LSW - Co-Investigator
- Mike DeMattos, MSW - Co-Investigator
- Chelsea Cagaoan - Interim Fiscal/Admin Support Specialist
- Ashley Nelson - Graduate Assistant

Hiring Future Staff

- Program Coordinator
- Fiscal/Administrative Support
- 1-2 Trainers/Facilitators
- 2 Graduate Research Assistants
- 2 Student Support Staff

Team Members



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Hawai'i SUPD Activities

- Assess statewide substance use (SU) professional WFD needs
- Develop a WFD state plan
- Develop and provide training opportunities for SU professionals
- Develop a Hawai'i SUPD website

Hawai'i SUPD Activities

1. **Assess statewide substance use (SU) professional WFD need**
 2. **Develop a WFD state plan**
 3. **Develop and provide training opportunities for SU professionals**
 4. **Develop a Hawai'i SUPD website with WFD training and certification resources**
- *Feedback on all activities from newly convened **Hawai'i SUPD Advisory Board***

Assess statewide substance use (SU) professional WFD needs

- **Analyze existing data and data collection** through survey, interviews, focus groups (2022-2023)
- RQs:
 - What is the current state of the SU workforce?
 - What is the current state of SU workforce development?
 - What are the current SU workforce needs?
 - What is the community readiness for addressing SU issues in the state?
- Feedback at all steps from new **WFD advisory board** we will convene

Develop/implement/evaluate a WFD state plan

- Data collection will culminate in new WFD state plan (aim for 2023 plan)
- State plan to focus cumulatively on SU prevention, treatment, and recovery
- Emphasis on importance on cultural grounding and competence
- Feedback at all steps (data collection/interpretation, plan implementation/evaluation) from **WFD advisory board**

Develop training opportunities for SU professionals

- Work with ADAD/QAI to continue to provide trainings/conference opportunities
- More training opportunities, more trainings based on provider feedback, more accessible trainings
- In-person, online/virtual, “live” and asynchronous training opportunities

Develop a Hawai'i SUPD website

- Web-based resources specifically on WFD, training opportunities/registration, certification
- Plans underway to update certification/renewal process (adapting continuing education processes UHM Thompson School developed for social work professionals)
 - Electronically tracking clinical and CE hours, etc.
 - Goal to reduce communication time in process

Convene Hawai'i SUPD Advisory Board

- Feedback on all activities



Developing Hawai'i SUPD's Approach



Justifying our work



Guiding Values and Principles

- **Innovation**

- Being on leading edge
- Room to explore what's being developed/trained

- **Culturally and Community Informed**

- Some practitioners perceive trainings as not applying to their clients/community
- Teach trainers to access their cultural histories and legacies

- **Sustainability**

- **Outreach**, far-reaching; training and soliciting trainers from far-reaching areas of Hawai'i
 - Nourish and rely on pool of expertise in Hawai'i
- **Ongoing training**, to strengthen and improve the workforce

Identifying Extant Trainings and Training Gaps

- Trainings sponsored by ADAD
- Trainings by agencies (in-house, ADAD approved)
- Trainings by agencies (open to others, ADAD approved)
- Analysis of content areas and dimensions (knowledge, values, and skills)
- Review of trainings occurring on the national and international level
 - Leading-edge trainings
 - Best practice trainings
 - Culturally grounded trainings
 - Goodness of fit between emanating source and needs of Hawaii practitioners and consumers
- Identification of training gaps

Training Curriculum: Prevention, Intervention, Recovery/Aftercare

- Required Trainings
 - Trainings needed to maintain certification, accreditation, etc.
- Foundational Trainings
 - Not “basic” training, but foundational training upon which advanced trainings are constructed
 - Focus is on knowledge, values and skills needed to provide quality training
 - Seasoned practitioners need foundational refreshers
- Advanced Trainings
 - Designed specifically for seasoned practitioners to advance knowledge, values, and skills
- Innovative Trainings
 - Every best practice started as an alternative practice
 - Trainings will focus on leading edge training that may not yet be “mainstream”
 - Cultural grounded trainings

Identification, Recruitment, and Development of Trainers

- Identify trainers from across the State
 - Tapping into local expertise
 - For successful community engagement
 - Recognizing successful work with unique populations of our Island home
 - By state, county, & community
 - Enhancing trust between community and providers
- Recruit local trainers interested in service to broader SUDs community
- Developing trainers (TOT) from across the State
 - Assure sustainability at all four levels of training (required, foundational, advanced, & innovative)
 - Identify potential trainers through their participation in sponsored trainings
- Traits of trainers
 - Diverse
 - Advanced skills
 - Recognized achievement
 - Flexibility (time)

Training of Trainers

- Selecting and creating content and material
- Understanding the adult learner
- Training to maximize engagement and participant activity
 - Promote reflective practice, critical thinking, skill acquisition
- Development of presentation skills
- Training techniques
- Session design and unfolding (organization)
 - Presentation of content
 - Participant engagement with content
 - New discoveries from participants
 - Evaluation of acquisition

Building a Curriculum

Curricula for:

- Prevention/Intervention
- Treatment
- Recovery/Aftercare

Training variety:

- Required Trainings
- Foundational Trainings
- Advanced Trainings
- Innovative Trainings

Next steps and Q&A

Next Steps

- Hiring our expanded team
- Convene WFD advisory board
- Reaching out to providers and workforce for assessment and input

Contact Information

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