Building Capacity for the Scale Up of Evidence-based Programs: Development of the EPISCcenter Training Institute

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Roadmap

- Acronyms
- Evolution of a Prevention and Intervention Support Center
- Overview of the Evidence-based Prevention and Intervention Support Center
- History of Training and Technical Assistance
- Rationale for Training Institute
  - Goals
  - Audiences
  - Types of Training
  - Modalities
- Future Directions
## Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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<tbody>
<tr>
<td>CJAB</td>
<td>Criminal Justice Advisory Boards</td>
<td>JPO</td>
<td>Juvenile Probation Officer</td>
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<tr>
<td>CTC</td>
<td>Communities That Care</td>
<td>SCA</td>
<td>Single County Authorities</td>
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<tr>
<td>DDAP</td>
<td>Department of Drug and Alcohol Programs</td>
<td>SPEP</td>
<td>Standardized Program Evaluation Protocol</td>
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<td>DFC</td>
<td>Drug Free Communities</td>
<td>SPF-SIG</td>
<td>Strategic Prevention Framework-State Incentive Grants</td>
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<tr>
<td>D&amp;I</td>
<td>Dissemination and Implementation</td>
<td>PCCD</td>
<td>Pennsylvania Commission on Crime and Delinquency</td>
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<tr>
<td>EBP</td>
<td>Evidence-based program, practices, policies</td>
<td>TA</td>
<td>Technical Assistance</td>
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<tr>
<td>EPISCO</td>
<td>Evidence-based Prevention and Intervention Support Center</td>
<td>TTA</td>
<td>Training and Technical Assistance</td>
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<tr>
<td>JCJC</td>
<td>Juvenile Court Judges Commission</td>
<td>TOT</td>
<td>Training of Trainer</td>
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Evidence-based Prevention and Intervention Support Center: Evolution

- **1998**
  - PCCD and PRC partner
  - Evaluation of CTC
  - Inform policy
  - VPP Funding

- **1999**
  - EBP Research
  - D&I
  - Sustaining EBPs
  - Models for D&I of EBPs

- **2000**
  - Barriers to effectively scaling EBPS
  - Sufficient fidelity
  - High-quality

- **2001**
  - Minimal TA to providers and schools implementing EBPs
  - Initial run of TA support

- **2001-2007**
  - Scale menu of EBPs
  - >200 replications
  - Outcome evaluations
  - Cost-benefit analysis

- **2007**
  - Policy report
  - Program Impact
  - Return on investment

- **2008**
  - EPISCENTER created
  - Broaden initiatives

- **2008-2016**
  - Gaps analysis
  - Added EBPs to models supported
  - Address EBP scale-up needs
  - Move toward TA efficiency

- **2016-Current**
  - Refining logic model
  - Develop TA process model
  - Training Institute
  - Evaluating TTA
EPISCenter Overview
EPISCenter: Overview and Mission

- State-level intermediary organization and prevention and intervention support system
  - Increasing use of research evidence in decision-making
  - Increase adoption of evidence-based programs, practices and policies

- Foster collaborative partnerships between research, policy and practice audiences
  - Collaborative problem-solving to address the unique needs and challenges faced by each group
  - Strengthen stakeholders use of an evidence-informed, outcome-focused approach to violence, delinquency, and substance use prevention, and recidivism reduction

- Prevention science knowledge translation and exchange
  - Science informed policy and practice
  - Practice informed science

- Proactive training and technical assistance to build capacity
  - High-quality implementation
  - General prevention capacity
  - Valid impact assessment
Partnerships

Bennett Pierce Prevention Research Center, Pennsylvania State University

The Pennsylvania Commission on Crime and Delinquency (PCCD)

The Pennsylvania Department of Human Services’ Offices of Children, Youth and Families (OCYF) and Mental Health and Substance Abuse Services (OMHSAS)

The Pennsylvania Juvenile Court Judges’ Commission (JCJC)

The Pennsylvania Council of Chief Juvenile Probation Officers

The Pennsylvania Department of Drug and Alcohol Programs

The Pennsylvania Department of Education

The Pennsylvania Department of Health

Community Coalitions, Youth Serving Community Agencies, Community and residential juvenile justice service providers
Delinquency Prevention Initiatives and Goals

Multi-Agency Steering Committee
(Justice, Welfare, Education, Health)

Intermediary and State-level Prevention Support System

- Support to Community Prevention Coalitions
- Support Evidence-based Prevention & Intervention Programs
- Improve Quality of Local Innovative Programs and Practices

Broad-scale Dissemination
High Quality Implementation
Valid Impact Assessment
Long-term Sustainability
Cost Efficiency
**Our Work Promotes These Proximal (Short Term) Outcomes:**
- Build capacity to support a menu of EBPs.
- Build capacity among practitioners, policymakers.
- Facilitate communication across systems.
- Continuous quality improvement.
- Capacity for monitoring.

**Our Work Promotes These Intermediate (Mid Term) Outcomes:**
- Wide-scale dissemination of EBPs.
- High quality implementation of EBPs.
- Valid impact assessment.
- Long term sustainability of EBPs.
- Cost efficiency.

**Our Work Promotes This Distal (Long Term) Outcome:**
- Improved youth knowledge, behavior & attitudes.
- Reduced youth risk and violence.
- Reduced recidivism.
- Improved community health.
- Reduced dual system involvement.
History of EPISCenter Training and Technical Assistance (TTA)
Internal Training Capacity

Communities That Care Trainings
- Community Mobilizer
- Data-driven community needs assessment
- Risk-focused strategic prevention planning
- Adopting evidence-based approaches to preventing and reducing delinquency

Evidenced-based Prevention and Intervention Programs Trainings
- Sustainability planning
- Assessing and communicating Impact
- Creative Grant Writing Strategies

Standardized Program Evaluation Protocol (SPEP) Trainings
- SPEP TOT
- Implementation Improvement
- Assessment
Coordinated Training Capacity

Coordinated training for EBPs
- Well utilized
- Available within PA
- Keep costs as low as possible
- Monitor training quality

Model-specific Learning Communities
- Peer to peer support
- Identifying common barriers
- Sharing successes- best practices
## EPISCenter Technical Assistance and Support Framework

### Strategic Plan and Outreach
- Facilitate communication & synergy across systems and sectors
- Strategic partnership development

### Networking
- Build general prevention capacity among practitioners
- Improve high-quality implementation and sustainability

### Training
- Knowledge and Skill building for quality implementation
- Long-term sustainability
- Implementation and Outcomes Monitoring

### Tailored/Direct TA
- Build program-specific capacity
- High-quality implementation
- Monitoring and Evaluation

### Resource Development
- General and specific prevention capacity
- Valid impact assessment
Training and Networking

Total Trainings/Networking Meetings

- FY2011-12: 65
- FY2012-13: 103
- FY2013-14: 109
- FY2014-15: 74
- FY2015-16: 89
Training and Networking

Proactive and Requested Trainings

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<tr>
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<td>32</td>
<td>29</td>
<td>21</td>
<td>28</td>
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Training and Networking Attendance

- FY2011-12: 1183
- FY2012-13: 1661
- FY2013-14: 2476
- FY2014-15: 1417
- FY2015-16: 2129
Training and Networking

Average Number of Attendees Per Training

<table>
<thead>
<tr>
<th>Fiscal Year</th>
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<tbody>
<tr>
<td>FY2011-12</td>
<td>18</td>
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<tr>
<td>FY2012-13</td>
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<tr>
<td>FY2014-15</td>
<td>19</td>
</tr>
<tr>
<td>FY2015-16</td>
<td>24</td>
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</table>
Tailored/Direct TA

Amount of Site-Specific TA Provision by Type (Count)

- Resources
- Networking
- Data Collection
- Fiscal Issues
- Tailored TA
- Other
Resource Development

Number of Resources Developed

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<th>Fiscal Year</th>
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<tr>
<td>FY2011-12</td>
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<tr>
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<td>FY2013-14</td>
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<tr>
<td>FY2014-15</td>
<td>75</td>
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<tr>
<td>FY2015-16</td>
<td>48</td>
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Rationale for Training Institute
Scaling and Broadening Impact of Training and Technical Assistance

Scaling existing training and technical assistance; increasing “reach”
- Build capacity to implement EBP – program-specific capacity
- Improve organizational knowledge for prevention – general prevention capacity
- Support community level infrastructure for prevention planning

Transitioning to “group-level” delivery of TA
- Resources for funding evidence-based practices and programs
- Staff turnover within provider organizations
Organizational Capacity

Build organizational culture for adoption of evidence-based programs, practices and policies

Dedication to evidence-based practice

Complexity of planning and sustaining EBPs

Build an organizational culture that promotes EBP success
Workforce Development

Acquire knowledge and skills for prevention and implementation
- Few mechanisms for professionals to acquire certification
- Limited availability of coursework/training opportunities for providers

Provide in depth training for specific skill sets
- Time efficient
- Focus on particular tracks
- Site-specific
Opening Access

Broadening our reach – ready supply of expertise matched with unmet demands for training/TA

- Other TA providers
- Non PCCD Grantees
- Policy Makers
- Researchers

Partnering with other TA providers and training

- Shared network of expertise
- Increased training and technical assistance provision
Replication

EPISC Center model
- “Center of Excellence”
- Effective scale-up
- Measurement of TA process

Fidelity to TA model
- TA framework and process
- What works
- Evaluation of training

TTA Evaluation
- Training Evaluations
- TA Satisfaction
- Program Impact
Technical Assistance to Providers Funded by PCCD

![Graph showing the trend of Technical Assistance to Providers Funded by PCCD from 2007 to 2017. The graph plots the number of TOTAL EBPs and EBPs ADDED over the years.]
Training Institute Goals

“Group-level” training/technical assistance

Training efficiency

Resource distribution

Increase reach of TA provision within PA and beyond
Training Institute Phases

Phase I
- Standardizing TTA
- Consolidating the existing training structures
- Pooling resources
- Sustainable delivery and distribution
- Community level prevention planning

Phase II
- Developing new trainings/content
- Address unmet needs
- Collaborative expertise
- Expand training infrastructure
Benefits to Attendees

Advanced knowledge and skillset
- Skill development/enhancement, refresher, current
- Additional skill set

Return on investment - certification and professional legitimacy
- Improved quality of services

Convenient workforce development

Increased competitiveness in job market
Targeted goals

Program-specific capacity for implementation
General capacity for implementation
Valid impact assessment
Fostering connectedness among communities of practice
Community Needs Assessment & Prevention Planning
Service & Implementation Improvement (Continuum of Evidence)
Audiences
Audience (Phase I)

Providers
- Program Deliverers (Clinicians, Facilitators, Teachers, Probation Officers)
- Program Managers/Supervisors/Chief JPOs
- Agency Directors
- SCAs

Coalitions/mobilizers
- CTC
- SPF-SIG
- DFC
- CJAB
- Heroin and opioid overdose
- Other models
Audience (Phase II)

**TA Providers**
- Other intermediaries
- Purveyor organizations
- Other university entities/grant-projects
- Parents

**Policy makers**
- School Districts
- County Commissioners
- Chief JPOs
- Judges
- State Policy Makers - state agency level

**Researchers**
- Program developers
- Translational scientists
- Students (Graduate, Undergraduate)
- D&I Scientist
- Prevention Scientists
- Others

**Community Members**
- Youth
Phase I Audience

Phase II Audiences

Primary Activities
- Translation, Synthesis, Analysis
- Strategic Planning & Outreach
- Training
- Resource Development
- Tailored or Direct TA
- Networking

Researchers and Program Developers
- Extended Prevention Synthesis and Translation
- Policy Makers and Funder

Multi-Agency Steering Committee

Community Program Providers
- Prevention Delivery System
Future Directions:

- Content delivery
  - External expertise on additional training content needed
  - External existing training modules to augment training tracks
- Exploring “other models” of TA to inform our framework
- Ensuring capacity after certification
- Certifications/Continuing Education credits for attendees
- Refining process and performance measures
- Measuring TTA impact