

## **IDPH AmeriCorps Substance Abuse Prevention Program Core Competencies**

The Iowa Department of Public Health (IDPH), Division of Behavioral Health, Bureau of Substance Abuse will support 30 AmeriCorps members (15 full time and 15 half time) who will provide education to Iowa community members on substance abuse, particularly opioid and prescription drug abuse; build capacity of organizations who need to broaden understanding of opioid and prescription drug abuse; and form coalitions and partners to address the growing crisis. At the end of the first program year, AmeriCorps members will increase community education, knowledge, and awareness on prescription drug and opioid abuse and enhance program capacity and sustainability of substance abuse prevention programs, mentoring programs, and recovery community organizations. In addition, AmeriCorps members will recruit 300 volunteers who will be engaged in 1100 hours of service.

1. **Public Health:** All members will leave with a basic understanding of what the field of public health is, who is involved, what it does, as well as the factors that influence the health of communities and individuals. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings, member service activities, and participation in IDPH AmeriCorps Substance Abuse Prevention Program member committees, AmeriCorps members will:
  - Increase knowledge about how public health is part of a larger inter-related system of organizations that influence health populations at local, national, and global levels;
  - Increase knowledge of public health careers; and
  - Increase knowledge about the programs and services provided by public health organizations to improve the health of a community.
  
2. **Opioid and Prescription Drug Misuse/Substance Abuse Prevention:** The state of Iowa has seen significant increases in the misuse of opioids and prescription drugs across the state, even in rural communities. AmeriCorps members will address the knowledge barrier related to substance use, particularly with opioid and prescription drug abuse, through multiple education efforts. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings, member service activities, and participation in IDPH AmeriCorps Substance Abuse Prevention Program member committees, AmeriCorps members will:
  - Increase knowledge and skills about how to provide Opioid and Prescription Drug Misuse/Substance Abuse Prevention strategies and healthy alternatives to individuals and communities;
  - Increase knowledge and skills about how to collaborate with community partners to improve health issues in the community (e.g. participates in coalitions, shares data and information, connects people to resources);
  - Increase knowledge and skills about how to educate community members and medical and pharmacy personnel about Opioid use and Prescription Drug misuse and substance abuse in the community through presentations, trainings, brochures, fliers, and other materials and resources.

3. **Capacity Building:** Members will play a key role in assisting with the capacity building and sustainability planning in the agencies where they serve, as many agencies have uncertainty around developing capacity and sustainability which keep them from being able to successfully develop and expand services to the communities they are serving. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings and member service activities AmeriCorps members will:
  - Increase knowledge and skills about sustainability planning and all related components and the impact it has on agencies;
  - Increase knowledge and skills about volunteer recruitment, management, and effective volunteer management practices;
  - Increase knowledge about the importance of evaluations for improving policies, programs, and services; and
  - Increase skills needed to gather information for evaluating policies, programs, and services (e.g. outputs, outcomes, processes, procedures).
  
4. **Professional Development:** IDPH AmeriCorps Substance Abuse Prevention Program is invested in members' professional development. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings, member service activities, participation in IDPH AmeriCorps Substance Abuse Prevention Program committees, and performance reviews, AmeriCorps members will:
  - Increase knowledge and skills about how to negotiate and advocate for oneself;
  - Increase knowledge and skills about how to manage and resolve conflict in a respectful and positive way;
  - Increase knowledge and skills about how to organize activities/events (e.g. training days, service days, reflection activities, group communications, projects at site, and service projects that respond to community needs);
  - Increase knowledge and skills about how to work cooperatively as a team member; and
  - Increase understanding of one's values, beliefs, and motivations related to education and career interests.
  
5. **Communication:** Strong communication skills are key to providing effective community education and increasing access to preventive services and resources, as well as developing strong partnerships and internal teams needed to successfully carry out opioid and prescription drug misuse work. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings, member service activities, participation in IDPH AmeriCorps Substance Abuse Prevention Program committees, and IDPH AmeriCorps communication requirements, AmeriCorps members will:
  - Increase knowledge and skills about how to communicate opioid and prescription drug misuse/substance abuse prevention to influence behavior and improve health based on the community and community members' needs and understanding;
  - Increase knowledge and skills about how to accept and use critical feedback effectively; and
  - Increase knowledge and skills on how to communicate effectively in writing and orally in a professional strength-based manner.

6. **Civic Engagement:** IDPH AmeriCorps Substance Abuse Prevention Program's goal is to develop compassionate community leaders. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings, member service activities, and member led service projects AmeriCorps members will:
  - Increase understanding and value of service; volunteerism, and other civic activities; and
  - Increase knowledge and understanding of assessing community needs in regards to public health prevention.
  
7. **AmeriCorps Pride:** AmeriCorps identity and branding is an integral piece of national service. Through the IDPH AmeriCorps Substance Abuse Prevention Program in-service trainings, IDPH AmeriCorps Substance Abuse Prevention Program AmeriCorps branding requirements, and participation in AmeriCorps activities, AmeriCorps members will:
  - Increase knowledge and understanding about the Corporation for National and Community Service (CNCS) and the Iowa Commission on Volunteer Services (ICVS);
  - Increase knowledge of AmeriCorps programs across the state of Iowa and connect with members serving in different programs;
  - Increase knowledge of resources available to AmeriCorps Members; and
  - Increase knowledge of the AmeriCorps Alums program in their area.