

DoD Approach to Integrated Primary Prevention



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DoD Overview



The Office of the Secretary of Defense (OSD) is responsible for policy development, planning, resource management and program evaluation for the Department of Defense, which includes three Military Departments, five Military Services, each with active and reserve components:

- Department of Army
 - Army (active duty)
 - Army Reserve
 - Army National Guard
- Department of Navy
 - Navy and Marine Corps (active duty)
 - Navy Reserve
 - Marine Corps Reserve
- Department of Air Force
 - Air Force and Space Force (active duty)
 - Air Force Reserve
 - Air National Guard



Overview



- Discuss the Department of Defense approach and framework for integrated primary prevention
- Describe components of integrated primary prevention and key governance
- Provide overview of the Integrated Primary Prevention Workforce

DoD Prevention Approach



- **Climate Focused**
 - Requires that leaders foster healthy climates to ensure through policy and oversight that the military community has skills to make healthy decisions and develop respectful, inclusive relationships and teams in and outside of the workplace
- **Integrated**
 - Mitigates risk and protective factors for multiple harmful behaviors using shared solutions
- **Comprehensive**
 - Uses a combination of programs (e.g., skills training), policies, and practices (e.g., bystander intervention) to reinforce healthy decision making across settings
- **Data-Driven**
 - Applies public health principles for data-informed decision making to develop, implement, and evaluate prevention activities that provide the maximum benefit for the largest number of people

This figure displays some of the risk and protective factors that have been found to be related to two or more of the harmful behaviors of interest based on previous research. An integrated approach to prevention is especially promising because of these shared risk and protective factors.





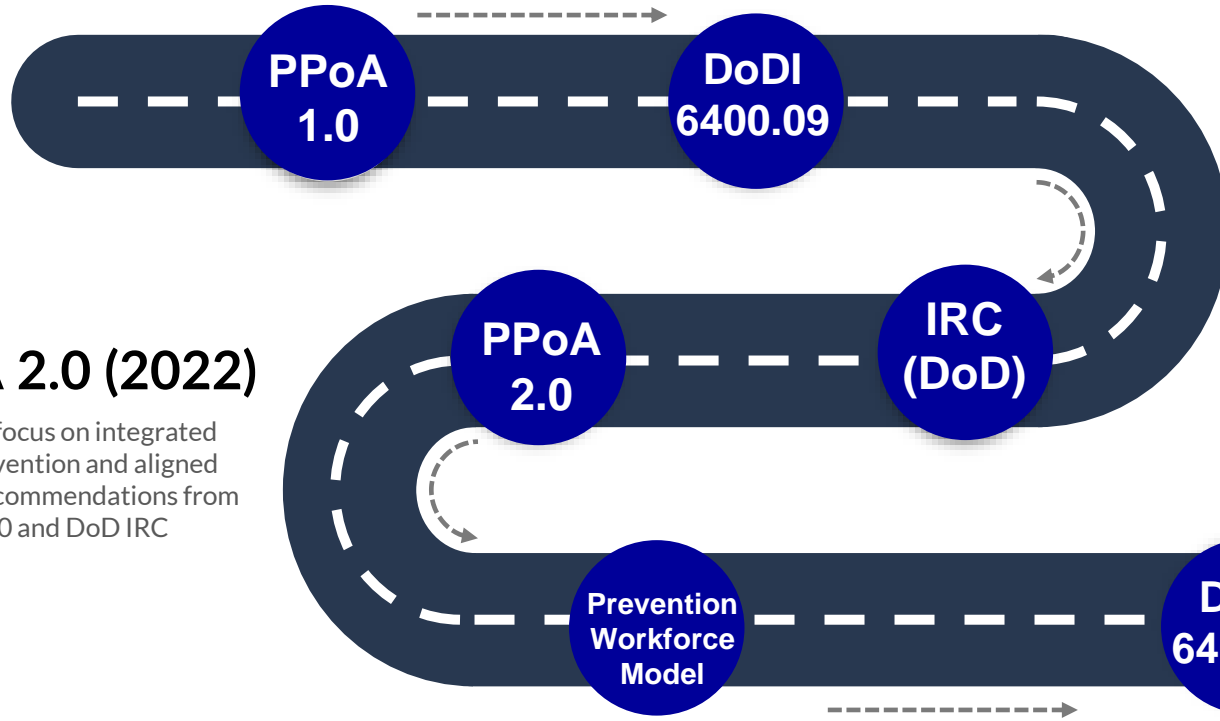
Path to Integrated Prevention

PPoA 1.0 (2019)

Identified a prevention system and prevention process that are necessary for successful prevention efforts – based on the public health approach to prevention

DoDI 6400.09 (2020)

Codified the prevention system and data-informed actions necessary for integrated primary prevention; outlined strategies for integrated primary prevention



DoD IRC (2021)

Independent Review Commission on Sexual Assault in the Military made 82 recommendations in 4 key priority areas, one of which was prevention. Plans of action and milestones developed for recommendations.

PPoA 2.0 (2022)

Updated to focus on integrated primary prevention and aligned prevention recommendations from PPOA 1.0 and DoD IRC

Prevention Workforce Model (2022)

Outlined roles and responsibilities of a dedicated primary prevention workforce

DoDI 6400.11 (2022)

Codified the roles and responsibilities, training requirements, and expectations of leadership and the dedicated primary prevention workforce



DoD Prevention Framework: Prevention Plan of Action 2.0 (PPOA)



Leadership



Prevention Workforce



Military Community



Collaborative Relationships



Data

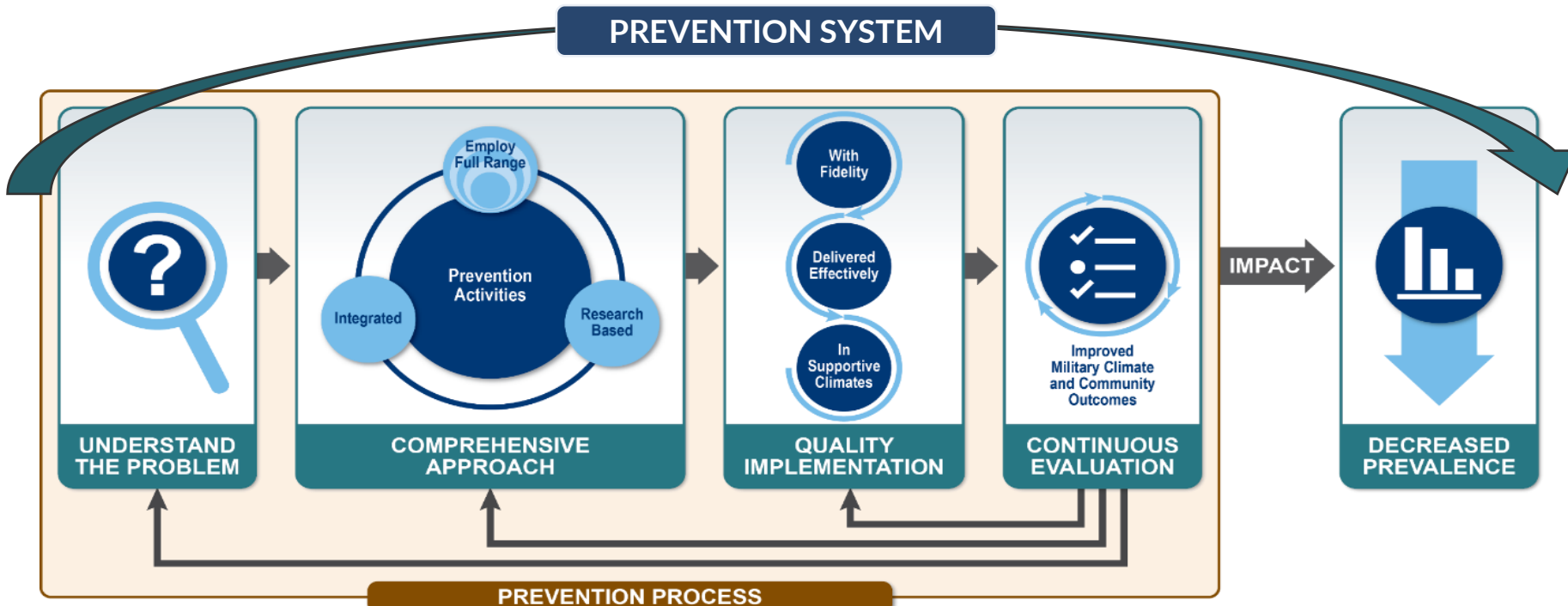


Resources



Policy

PREVENTION SYSTEM

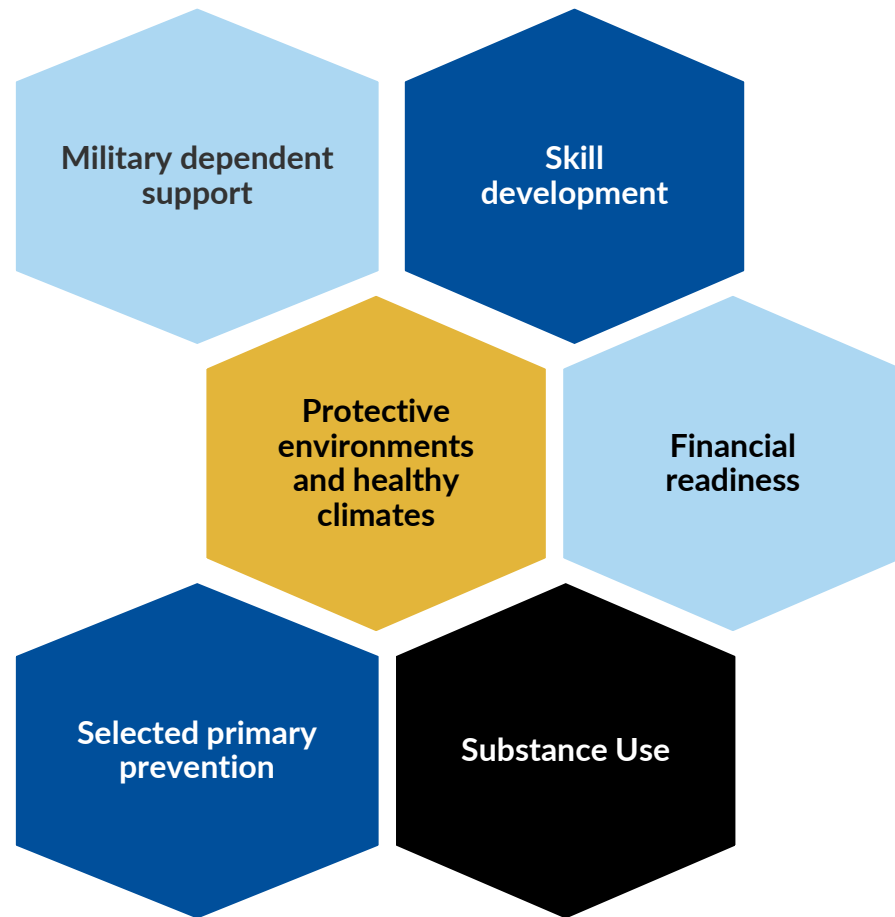


PPOA focuses on data-driven, holistic prevention approaches and the DoD system elements that facilitate their success, measurement, and sustainability



DoDI 6400.09 Elements of Integrated Prevention

- DoD Policy on Integrated Primary Prevention of Self-directed Harm and Prohibited Abuse or Harm (2020)
- Integrated primary prevention focuses on individual, interpersonal, and organizational elements through a holistic approach to address risk and protective factors for self-directed harm and prohibited abusive or harmful acts.



DoDI 6400.11



- DoDI 6400.11: “DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders”
- DoD is creating the IPPW to ensure the success of prevention efforts
- The new IPPW will be staffed with skilled professionals who:
 - Promote the health of their military community
 - Work with leaders to change policies and implement prevention activities



Prevention Workforce Model: Enterprise-Wide Solution

- Specific roles, duties, and competencies at each echelon
- Informed by prevention science

Strategic

- **Overarching Responsibilities:**
 - Conduct robust primary prevention research to develop training materials
 - Collect and analyze data on the implementation and evaluation of prevention activities across Military Department, Military Service, DoD, and/or NGB
 - Translate findings into policy and guidance
 - Utilize data to prioritize and gauge prevention efforts and resource needs
 - Determine and connect with resources to meet identified need areas
 - Collaborate with other strategic-level stakeholders
 - Advise strategic-level leadership
- **Roles:** Prevention Director/Program Head, Prevention Researcher, Prevention Policy Analyst

Operational

- **Overarching Responsibilities:**
 - Apply strategic guidance to organizational sphere of influence
 - Provide tools and technical assistance to prevention professionals at the tactical level
 - Utilize data to prioritize and gauge prevention efforts and resource needs
 - Develop and oversee prevention program activities and budgets
 - Collaborate with other operational-level stakeholders
 - Determine and provide for resources to meet identified need areas
 - Advise operational-level leadership
- **Roles:** Prevention Program Manager, Prevention Support

Tactical

- **Overarching Responsibilities:**
 - Collect and analyze data in order to adapt, implement, and evaluate prevention activities
 - Utilize data to prioritize and gauge prevention efforts and resource needs
 - Collaborate with local stakeholders
 - Advise tactical-level leadership
- **Roles:** Prevention Lead, Prevention Specialist, Implementation Support

Workforce Foundational Training



- 1,700+ personnel trained to date
- DoD SPARX Knowledge is designed to:
 - Increase the capacity of the prevention workforce in the public health approach to prevention
 - Provide foundational knowledge necessary to select, adapt, support, implement, and evaluate prevention activities, which are necessary for preventing self-harm and prohibited abusive and harmful acts
 - Be delivered with a mix of didactic lessons, large group discussion, small group exercises, and polling
- Part 1: asynchronous virtual training; consists of 2 courses, 4 hours total
- Part 2: synchronous virtual training; consists of 6 modules and 18 lessons, focuses on knowledge application and skill development to support the prevention process and system, 60 hours total

DoD Credentialing Program for Prevention Personnel (D-CPPP)



Level 2 Prevention Support	Initial Credential	<ul style="list-style-type: none"> DoD SPARX Knowledge Training Parts 1 and 2
	Renewal	<ul style="list-style-type: none"> No continuing education requirement Eligible to renew the credential every 2 years
Level 3 Prevention Specialist	Initial Credential	<ul style="list-style-type: none"> DoD SPARX Knowledge Training Parts 1 and 2
	Annual Renewal	<ul style="list-style-type: none"> 20 hours of continuing prevention education annually
Level 4 Prevention Lead - or - Primary Prevention Research Coordinator (PPRC)	Initial Credential	<ul style="list-style-type: none"> DoD SPARX Knowledge Training Parts 1 and 2
	Annual Renewal	<ul style="list-style-type: none"> 30 hours of continuing prevention education annually
Level 5 Prevention Program Manager	Initial Credential	<ul style="list-style-type: none"> DoD SPARX Knowledge Training Parts 1 and 2 Experience in military setting (as determined by the hiring authority)
	Annual Renewal	<ul style="list-style-type: none"> 30 hours of continuing prevention education annually

Continuing Prevention Education



- Training requirements are specified in DoDI 6400.11, Paragraph 3.7.c. and 3.7.d.
- Relevant continuing prevention education credits may include coursework on a variety of prevention-related topics.
- Applicants must complete the continuing prevention education after the initial credentialing application or renewal application has been approved, and prior to the last quarter before the annual expiration.



Conclusion

- The Department is pursuing a holistic approach of integrated primary prevention aimed at preventing harmful and violent behaviors in the military community.
- As articulated in the original PPOA, prevention requires a robust prevention system and prevention process.
- PPOA 2.0 builds on the original PPOA to address integrated primary prevention, a holistic approach to addressing risk and protective factors across multiple harmful behaviors.
- DoD is creating the IPPW to ensure the success of prevention efforts along with training, credentialing, and continuing prevention education.



Back-Up



Distinctions between Response and Prevention

Focus	Response	Prevention
Goal	<ul style="list-style-type: none"> ▪ Provide support to those impacted by harmful behaviors ▪ Hold perpetrators of harmful behaviors appropriately accountable ▪ Build community awareness ▪ Correct myths and stop victim blaming 	<ul style="list-style-type: none"> ▪ Implement policies, programs, and practices that promote protective factors and reduce risk factors among individuals, in their relationships, and within organizations ▪ Prevent experiences of harm
Target Audience	<ul style="list-style-type: none"> ▪ Those who experience harm ▪ Friends and family members of those who experience harm 	<ul style="list-style-type: none"> ▪ Everyone ▪ Groups at increased risk of experiencing harm
Workforce Skill Sets	<ul style="list-style-type: none"> ▪ Advocacy (e.g., medical, policy, legal) ▪ Creating and improving systems for response and recovery ▪ Trauma-informed response ▪ Coordinated community response ▪ Providing supportive services (e.g., counseling, case management, medical care) 	<ul style="list-style-type: none"> ▪ Communications (e.g., public speaking, social marketing) ▪ Identify contributing factors ▪ Access, interpret and use data to inform prevention action ▪ Select and integrate research-based prevention activities that can address the problem comprehensively ▪ Implement prevention program, practice and policy with quality ▪ Evaluate prevention activities for return on investment

Daily Activities of the IPPW



The Integrated Primary Prevention Workforce works with leaders to build healthy climates and create environments free from abuse and harm.

Engaging the Community

- ▶ Increasing buy-in and visibility of prevention efforts across military communities
- ▶ Integrating activities of different program personnel
- ▶ Sharing data and resources



Real change
requires the whole community

Empowering Leaders with Data and Research

- ▶ Interpreting data to understand local needs
- ▶ Briefing leaders on data results and implications
- ▶ Helping leaders develop effective prevention plans



Real change
is data driven

Implementing Prevention Activities

- ▶ Working with leaders to shape and optimize local policies, programs, or practices
- ▶ Helping Service members build healthy habits and life skills



Real change
means implementing what works

Sustaining Progress Over Time

- ▶ Measuring impact of prevention activities
- ▶ Working with leaders to change or stop ineffective policies, programs, or practices



Real change
takes time and commitment