



OAS | More rights
for more people

**INTER-AMERICAN DRUG ABUSE
CONTROL COMMISSION
CICAD**

Secretariat for Multidimensional Security

SIXTIETH REGULAR SESSION
November 2-4, 2016
Nassau, The Bahamas

OEA/Ser.L/XIV.2.60
CICAD/doc.2265/16
3 November, 2016
Original: English

**Multi-Sectorial Coordination and Policy for Regional Professionalization of Prevention and
Treatment Service Providers – The Caribbean Experience**

Multi-Sectorial Coordination and Policy for Regional Professionalization of Prevention and Treatment Service Providers – The Caribbean Experience

Esther Best

Manager of the National Drug Council of Trinidad and
Tobago, and

Chair of the Regional Advisory Council of PROCCER



Organization of
American States



PROCCER in the Caribbean

- Introduced to the Caribbean Member States in 2011
- First PROCCER initiative to take a regional approach to ensure harmonization of human resources throughout the region
- Ensured engagement at the Political, Policy and Operational level
 - First meeting included CARICOM – Thereby ensuring that the Regional Organ with responsibility for oversight of programmes for Member States was involved from inception
 - National Drug Commissions - Government Officials with responsibility for Drug Policy
 - Treatment Providers – Both Government and Civil Society
 - Tertiary and Other Educational institutions – University of the West Indies and St. George's University
- Agreement on the formation of an Advisory Council to guide the implementation of the project

PROCCER-Caribbean is funded by the Bureau of International Narcotics and Law Enforcement Affairs (INL) of the U.S. Department of State, and the Anti-Crime Capacity Building Program (ACCBP) of Foreign Affairs and International Trade Canada

The Advisory Council 2011-2016



Organization of
American States

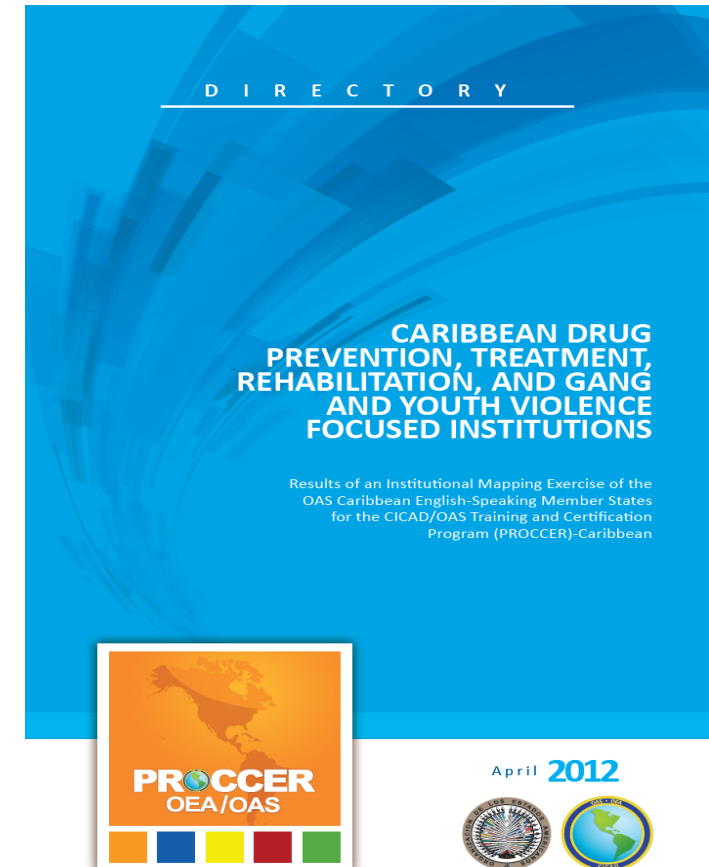
- Convened in July 2011 and set out the mechanism for implementation
- Adapted the PROCCER Treatment Curriculum *and guided the* development of the PROCCER Prevention Curriculum for the Caribbean context
- Agreement with UWI to provide certification through the Department of Psychiatry, Mona Campus
- Agreement with St. Georges University to provide evaluation of the project
- Training of Trainers for National Teams of Trainers was held in 2013, 2014 and 2015 .
- In-country training of prevention professionals and treatment service providers began in 2013 and was completed in 2016

Process of Implementation



Organization of
American States

- Diagnostic Mapping 2012
 - Identification of all institutions focused on drug prevention, treatment, rehabilitation, and gang and youth violence throughout the region provided by PROCCER Point Persons in each country
 - Provision of information for the institutional and human resource assessment exercise to be undertaken in 2013,
- Output : Directory of Caribbean Drug Prevention, Treatment, and Rehabilitation, and Gang and Violence Focused Institutions.



Implementation Cont'd



Organization of
American States

- Institutional and Human Resource Profile and Training Needs Assessment - 2013
 - Organisations with no training or development plans – Cost cited as major factor
 - 52% Secondary Diploma or less
 - 20% 2 year College or Technical degree
 - 15% Bachelors or higher
 - Significant amount of volunteers
 - Many Social Workers with little or no training in Substance use Treatment
 - Little training in Family Therapy
 - Need for improvement in administrative and Planning skills

- Few treatment services available for females
- Multiple services offered – No comprehensive delivery
- Treatment programmes lack cohesive delivery of the combination of health and social services needed
- Urgent need for training in the following areas:
 - Managing Resistance to treatment, and changing behaviour
 - Conflict Resolution
 - Family Systems and Drug Use
 - Relapse Prevention
 - Prevention Principles
 - Family Prevention
- Lack of contact with “High Risk Groups”
ie: Incarcerated Adults; Detained Adolescents, Out of School Youth and Sex Workers

Preparation of Human Resources



Organization of
American States

- In early 2012 an Evaluation Task Force Meeting and Assessment Training Workshop for the Advisory Council Members and PROCCER Point Persons
- In December 2012, a Prevention Task Force meeting to develop the protocols and competencies for the PROCCER Prevention Curriculum
- The PROCCER Treatment Curriculum was adapted for the Caribbean training needs
- The PROCCER Prevention Curriculum was completed.
- February 2013, Demand Reduction/CICAD hosted a Pilot Training of Trainers Workshop for the National Core Teams of Prevention and the National Core Teams of Treatment Trainers
- Presentation to the CARICOM meeting of the Council of Human and Social Development (COHSOD)
- 2013 - University of West Indies (UWI) Mona, Jamaica finalized the PROCCER Regional Certification Mechanism
 - UWI developed the pre and post-tests
 - The final examination, including the written and the practical component, and
 - standardized criteria for certification - attendance rates and passing grades for coursework and final examination.
- 2014 - St. George's University developed the PROCCER Training Monitoring and Evaluation Mechanism for the monitoring and evaluation of trainers and training methodology.
- 2014, Demand Reduction hosted a second Training of Trainers Workshop for 11 OAS Caribbean Member States

Information on Trainers



Organization of
American States

Number of Trainers by Programme and Country

| Country | Prevention Trainers | Treatment Trainers | Total |
|-------------------|---------------------|--------------------|-------|
| Antigua | 5 | 3 | 8 |
| Barbados | 7 | 3 | 10 |
| Dominica | 3 | 0 | 3 |
| Grenada | 5 | 0 | 5 |
| Guyana | 3 | 0 | 3 |
| St. Kitts/Nevis | 2 | 3 | 5 |
| St. Lucia | 0 | 0 | 0 |
| St. Vincent | 3 | 3 | 6 |
| Suriname | 1 | 3 | 5 |
| Trinidad & Tobago | 2 | 5 | 7 |
| Total | 31 | 20 | 51 |

Educational Background of Trainers

82% of Trainers had Tertiary Level Education

14% had some Tertiary at the Level of Associates Degree

4% had a High School Level Education

Content of the PROCCER Treatment and Prevention Programmes



Organization of
American States

PROCCER Treatment Modules

- Module 1 – Understanding Drug Misuse: A trans-Disciplinary Perspective
- Module 2 – Professional ethics and Education for the parent, family and the community
- Module 3 - Clinical Evaluation and coordinating Services
- Module 4 – Treatment Plans
- Module 5 – Counseling Skills

PROCCER Prevention Modules

- Module 1- Minimum quality standards for a drug abuse prevention programme
- Module 2 -Initial Assessment
- Module 3 - Models of intervention and planning for drug abuse prevention
- Module 4 - Communicating strategies and outcomes of drug abuse prevention programmes
- Module 5 - Outcome evaluation of drug abuse prevention programmes

Member States Implementing PROCER



Organization of
American States

- Nine States implemented the PROCER Model
 - All implemented Prevention Training
 - Six (6) implemented Treatment Training

| Country | Prevention Training | Treatment Training |
|-------------------|---------------------|--------------------|
| Antigua | Yes | Yes |
| Barbados | Yes | Yes |
| Dominica | Yes | No |
| Grenada | Yes | No |
| Guyana | Yes | No |
| St. Kitts/Nevis | Yes | Yes |
| St. Lucia | No | No |
| St. Vincent | Yes | Yes |
| Suriname | Yes | Yes |
| Trinidad & Tobago | Yes | Yes |

Number of Persons Trained and Certified – 400



Organization of American States

| Treatment Participants | Number Started | Number Completed | % Completing |
|------------------------|----------------|------------------|--------------|
| Barbados | 37 | 37 | 100 |
| Dominica | 18 | 18 | 100 |
| Guyana | 34 | 34 | 100 |
| Grenada | 39 | 37 | 95 |
| Trinidad | 22 | 21 | 95 |
| Antigua | 19 | 17 | 89 |
| St. Kitts | 33 | 28 | 85 |
| Suriname | 25 | 21 | 84 |
| St. Vincent | 24 | 20 | 83 |
| Totals | 251 | 233 | 93 |

| Prevention Participants | Number Started | Number Completed | % Completing |
|-------------------------|----------------|------------------|--------------|
| St. Vincent | 25 | 25 | 100 |
| Antigua | 20 | 20 | 100 |
| Trinidad | 33 | 33 | 100 |
| St. Kitts | 31 | 29 | 94 |
| Suriname | 35 | 32 | 91 |
| Barbados | 31 | 28 | 90 |
| Totals | 175 | 167 | 95 |



Meeting the needs of our Youth



Adolescent Treatment – Specialised Programme



Organization of
American States

Diagnostic Assessment of the region 2012

- There is no specific training for treating adolescents
- Only 50% of facilities provided services to adolescents
- No services available for detained adolescents
- No services available to out of School Youth

Secondary School Survey, 2013-2014



Organization of
American States

- Past Year and Past Month Alcohol Prevalence by Age Group

| Country | Past Year Prevalence | | | Past Month Prevalence | | |
|--------------------------------|----------------------|---------------|------------------|-----------------------|---------------|------------------|
| | 14 years or less | 15 – 16 years | 17 years or more | 14 years or less | 15 – 16 years | 17 years or more |
| Antigua and Barbuda | 41.1 | 59.1 | 80.5 | 23.7 | 38.4 | 56.6 |
| Bahamas | 34.8 | 58.3 | 62.6 | 18.2 | 36.8 | 41.6 |
| Barbados | 39.6 | 69.5 | 78.2 | 19.4 | 41.3 | 51.8 |
| Belize | 33.2 | 49.3 | 59.1 | 18.0 | 33.2 | 44.5 |
| Dominica | 48.8 | 63.2 | 67.5 | 23.7 | 43.9 | 32.3 |
| Grenada | 36.7 | 64.7 | 66.5 | 22.2 | 38.4 | 51.5 |
| Guyana | 20.0 | 39.3 | 46.1 | 11.4 | 17.5 | 28.8 |
| Haiti | 32.6 | 32.7 | 36.5 | 21.3 | 18.2 | 24.8 |
| Jamaica | 30.8 | 51.7 | 55.8 | 16.1 | 28.5 | 28.8 |
| St. Kitts and Nevis | 32.4 | 50.0 | 63.5 | 14.8 | 27.8 | 46.0 |
| St. Lucia | 44.4 | 65.2 | 74.3 | 29.1 | 46.9 | 56.3 |
| St. Vincent and the Grenadines | 44.4 | 65.4 | 72.3 | 33.8 | 52.6 | 61.5 |
| Trinidad and Tobago | 32.5 | 38.1 | 65.8 | 15.5 | 31.9 | 42.2 |
| Average | 36.3 | 54.3 | 63.7 | 20.6 | 35.0 | 43.6 |

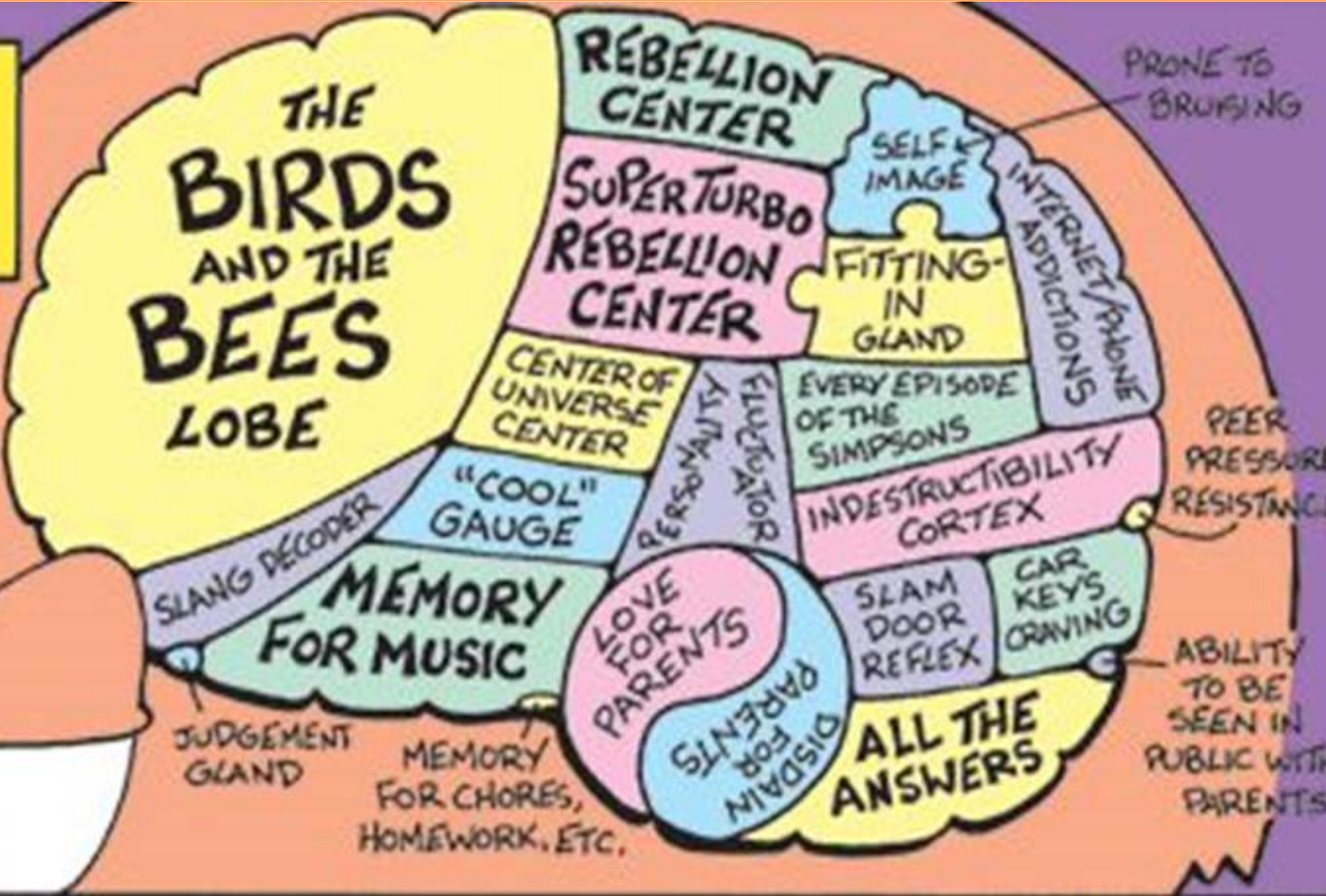
- Past Year and Past Month Marijuana Prevalence by Age Group

| Country | Past Year Prevalence | | | Past Month Prevalence | | |
|--------------------------------|----------------------|---------------|------------------|-----------------------|---------------|------------------|
| | 14 years or less | 15 – 16 years | 17 years or more | 14 years or less | 15 – 16 years | 17 years or more |
| Antigua and Barbuda | 10.5 | 24.4 | 41.8 | 8.5 | 16.1 | 35.1 |
| Bahamas | 4.5 | 11.5 | 11.1 | 2.0 | 6.7 | 6.5 |
| Barbados | 7.9 | 23.2 | 26.9 | 5.5 | 15.6 | 16.3 |
| Belize | 10.4 | 17.6 | 18.3 | 6.4 | 11.4 | 13.5 |
| Dominica | 10.6 | 21.8 | 27.5 | 6.6 | 12.8 | 18.8 |
| Grenada | 7.1 | 14.8 | 14.3 | 4.2 | 8.0 | 8.5 |
| Guyana | 2.9 | 3.2 | 11.2 | 1.5 | 2.2 | 4.9 |
| Haiti | 1.7 | 2.1 | 2.6 | 0.4 | 0.9 | 1.4 |
| Jamaica | 5.4 | 16.5 | 12.2 | 3.1 | 9.0 | 5.5 |
| St. Kitts and Nevis | 7.9 | 20.0 | 23.4 | 6.0 | 12.9 | 18.8 |
| St. Lucia | 10.6 | 19.9 | 25.5 | 6.3 | 11.6 | 18.7 |
| St. Vincent and the Grenadines | 12.3 | 20.8 | 30.4 | 7.2 | 16.3 | 23.0 |
| Trinidad and Tobago | 6.0 | 13.2 | 12.5 | 2.9 | 8.0 | 7.0 |
| Average | 7.5 | 16.1 | 19.8 | 4.7 | 10.1 | 13.7 |

Data from the Inter-American Observatory on Drugs (OID), CICAD



ANATOMY OF A TEENAGER'S BRAIN



www.offthemark.com
KIDLINE FEATURE STAND ©2009 MARK PARISI
MARK PARISI

PROCCER-Adolescents Curriculum



Organization of
American States

- The PROCCER-Adolescent Task Force of 7 Caribbean Experts in various fields connected to drug use, counselling and adolescent issues, met at CICAD to review the content of the PROCCER Specialized Adolescent Treatment Training Curriculum for treatment service providers working with high risk adolescents
- Feedback was provided on the 5 modules of the PROCCER-Adolescent curriculum developed by CICAD and a subject-matter expert
- There was agreement that a sixth module – Voices of Adolescents– would be developed by holding a series of focus groups in Jamaica for consultation with adolescents
- Additionally, a Training of Trainers was held for the members of the Task Force, plus 2 PROCCER Treatment trainers who also serve as the Jamaican national-level PROCCER-Adolescent trainers

These activities were funded by the Anti-Crime Capacity Building Program (ACCBP) of Foreign Affairs and International Trade Canada



Content of the programme



Organization of
American States

Module 1: Adolescent Development

**Module 2 : Trauma and Trauma Informed Care*

**Module 3 Gangs*

Module 4: Screening and Assessing Adolescents

Module 5: Adolescents in Conflict With The Law

Module 6: Adolescent Drug Treatment

Module 7: Family Interventions

Module 8: Voices of Adolescents

** These Modules were recently added*

PROCCER Adolescent Training



Organization of
American States

- Pilot training conducted for Jamaican service providers in January / February 2015
- Feedback incorporated to the existing content
- Sensitisation to the Executive of the Caribbean Association of Psychologist
- Training conducted in Bangkok, Thailand, July 2015 at the **International Society of Substance Use Prevention and Treatment Professionals**
- Pilot training conducted in Tobago, for Trinidad and Tobago service providers, in September 2015
- Additional areas for improvement noted, and communicated to CICAD
- Sensitisation on the content delivered to School Social Workers of the Ministry of Education, December 2015
- Sensitisation delivered to workers in children's homes and juvenile detention facilities January 2016
- Miscellaneous opportunities to present at different meetings



Pilot - Jamaica

- The PROCCER-Adolescent curriculum was piloted in Jamaica with funding from ACCBP-Canada
- A total of 46 treatment service providers were trained:
 - 20 in Montego Bay
 - 26 in Kingston

Recommendations from the Pilot

- The programme should be submitted to UWI for certification under the umbrella of the existing PROCCER-Caribbean Regional Certification Mechanism
- Specialized training should continue to be offered to reach a wider cross-section of persons in the region providing treatment services to high risk adolescents
- Incorporate participant observations on content and methodology
 - Develop two additional modules:
 - 1) Prevention, 2) PROCCER-Caribbean Treatment Curriculum Review
 - The training should be delivered in a residential format to avoid scheduling issues for professionals working in the field



Pilot – Trinidad and Tobago



Organization of
American States

- Twenty Eight (28) participants representing 18 agencies divided evenly between Trinidad and Tobago.
- The profile identified was: *Service providers who work directly with adolescents, have a first degree in the social sciences and are willing to participate in this training.*
- Delivered for the first time in a residential setting – Over 5 days
- Recommendations:
 - Amendments to some content
 - Certification is needed
 - Development of a peer training module
 - Need for review of content



Final Thought



Organization of
American States

**Your children are not your children.
They are the sons and daughters of Life's longing for itself. You are the bows from
which your children
as living arrows are sent forth.
The archer sees the mark upon the path of the infinite,
and He bends you with His might
that His arrows may go swift and far.
Let your bending in the archer's hand be for gladness;
For even as He loves the arrow that flies, so He loves also the bow that is stable.**

Kahlil Gibran – The Prophet





Organization of
American States



THANK YOU