

RESEARCH SUMMARY

Building Capacity for the National Guard's Prevention Workforce

The National Guard Bureau's Warrior Resilience and Fitness Division (WRF) established an Integrated Primary Prevention Workforce (IPPW) across 54 states and territories. The IPPW aims to prevent suicide, sexual assault, domestic violence, child abuse and other harmful behaviors that can weaken unit cohesion; reduce morale; and divert time, resources and manpower away from mission-critical work. IDA assessed the IPPW's needs and developed resources to build their capacity to plan, implement, and evaluate activities to prevent harmful behavior.

To gain a better understanding of the IPPW's needs, IDA synthesized information from several sources. This included documentation about local-level prevention activities, responses to a poll about training needs and responses to an informal survey about preparedness to perform IPPW responsibilities. Based on this review, IDA identified key capacity-building needs:

- **Prevention planning:** Lack of understanding of prevention strategies; disproportionate focus on training-based strategies (rather than policies and practices) and on targeting general audiences (rather

than high-risk groups). Consequently, these limitations may impair the IPPW's ability to choose the right approaches for local integrated prevention plans.

- **Program design and evaluation:** Challenges specifying program logic and differentiating between process and outcome metrics, outputs and outcomes. Addressing these concerns could improve the quality of program implementation and evaluation.

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- **Communication:** Unclear written communication; perceived lack of preparation to communicate findings by data, which may hinder efforts to secure buy-in from leaders and prevention partners.

To assist WRF with filling gaps in available prevention-related resources and trainings, IDA pursued three lines of effort. First, IDA designed and delivered seven live, two-hour presentations, on topics related to social science research methods and component-specific considerations, to support requirements for the IPPW to maintain formal Department of War [credentials](#). Second, IDA developed the WRF Evaluation Primer and Catalogue of Metrics to provide introductory-level guidance for planning and conducting an evaluation, including survey measures to use in the evaluation of more than 140 prevention-related outcomes. Third, IDA developed the [Prevention Framework](#), which specifies six broad dimensions of activities (psychological, social, financial, ideological, spiritual, nutritional and physical) necessary for a comprehensive approach to prevent harmful behavior.

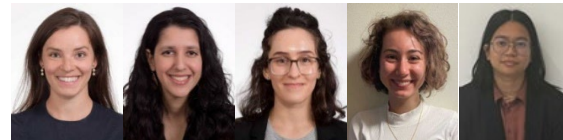
As IPP efforts in the National Guard mature, the IPPW will require continued capacity-building. IDA recommended several approaches WRF can use to address this need:

- Provide additional [Continuing Prevention Education \(CPE\)](#) trainings on data literacy, adapting prevention activities and current prevention evidence.
- Explore more interactive approaches to CPE training, including opportunities to practice

skills and workshop in-progress products, such as logic models and evaluation surveys.

- Provide refresher trainings with more advanced applications of materials in previously covered CPE trainings to reinforce content and support the IPPW's knowledge growth and skills in support of maturing IPP efforts.
- Update trainings on military cultural competency and engaging with leadership to include content on linking prevention activities and evaluation findings to warfighting and readiness.

This summary represents [IDA Product 3004725](#).



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