

RHODE ISLAND'S ADVANCED PREVENTION TRAINING FOR SUPERVISORS

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TRAINING OBJECTIVES

- Identify at least 2 ways of diversifying the prevention workforce
- Identify at least 2 ways of building and/or sustaining the prevention workforce
- Write 1 SMART goal I have related to my role as a supervisor







TIPS FOR DIVERSIFYING YOUR WORKFORCE

- Promote your dedication to diversity
- Rethink the language in your job descriptions
- Rethink your hiring process
- Diversify your candidate pools
- Educate employees and leadership on Inclusion, Diversity and Unconscious Bias
- Create a culture of inclusivity
- Consider hiring a diversity expert
- Accommodate a wider scope of religious and cultural holidays
- Provide internships and scholarships
- Modernize company policies regarding flexible work
- Hire through referrals
- Study your exit interviews

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OTHER CONSIDERATIONS ON DIVERSIFYING THE PREVENTION FIELD

PREVENTION BOARD



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UNIVERSITY INVOLVEMENT



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"41% ARE CURRENTLY LOOKING OR PLAN TO LOOK FOR A NEW ROLE IN THE SECOND HALF OF 2022" — ROBERT HALF'S JOB OPTIMISM SURVEY 2022



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EMPLOYEE RETENTION STRATEGIES

- Onboarding and Orientation
- Mentorship programs
- Employee compensation
- Perks
- Wellness offerings
- Communication
- Continuous feedback on performance
- Training and development
- Work-life balance
- Flexible work arrangements
- Effective change management



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LEADERSHIP SMART GOALS



Five horizontal lines for writing SMART goals.

IMPROVE EMPLOYEE RETENTION

"I will improve employee retention rates by 30% this calendar year by offering workers flexibility, keeping benefits current, and rewarding employees for their efforts."



Five horizontal lines for writing employee retention goals.

BUILD INTERNAL TALENT

"I will build internal talent in order to have resources readily available as business needs change."

I will do this by maintaining and cultivating my team's skills by ensuring each employee completes four professional development seminars or projects as they see fit each year. This will prepare the team to be ready to accept more responsibility as needs arise."



Five horizontal lines for writing internal talent goals.

BUILD STRONGER PERSONAL CONNECTIONS

"Starting next week, I will make it a habit to learn something new about each of my employees by having a brief conversation with each one at least once throughout the week and asking questions such as the spouse's name and the number of children.

I will make notes to myself and try to use this information regularly in conversations to let the employee know I see them as human being. First, and employees second. I will have one personal conversation with each employee each week."



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THANK YOU

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