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CONTROL COMMISSION
CICAD**

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Caribbean Mapping Results

Presentation of the Results of an Institutional Mapping Exercise and a Human Resource and Training Needs Assessment of Caribbean Prevention-, Treatment-, and Rehabilitation-Focused Institutions



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BACKGROUND

- ❑ In 2011, ES/CICAD conducted a regional mapping exercise to identify key drug demand reduction stakeholder agencies working in drug use prevention, treatment, and rehabilitation in the OAS English-speaking Caribbean member states and performed a regional Institutional and Human Resource Training Needs Assessment to identify specific priority needs across the Region.
- ❑ In 2020, the same exercise was conducted in 14 OAS English-, Dutch-, and French-speaking Caribbean member states. This report shares the results of this updated Institutional and Human Resource Training Needs Assessment (i.e, Needs Assessment).



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Directory of Caribbean Substance Use Prevention, Treatment, and Rehabilitation- Focused Institutions

Results of an Institutional Mapping Exercise
of the OAS Caribbean English-, French-,
and Dutch-Speaking Member States for the
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CARIBBEAN SUBSTANCE USE PREVENTION, TREATMENT, AND REHABILITATION- FOCUSED INSTITUTIONS

Results of an Institutional and Human Resource
Training Needs Assessment of the OAS English-, French-,
and Dutch-Speaking Caribbean Member States





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Antigua and Barbuda

1	Name of Organization Royal Police Force of Antigua and Barbuda
	Acronym of Organization RPFAB
	Full Postal Address Police Headquarters American Road, St. John's, Antigua P.O. Box 132, Antigua
	Org. Telephone Number (268) 562-8417 (268) 764-2302 (268) 462-0125
	Name of Host Organization Office of Youth Intervention Unit
	Name of Contact Person Claudina Nathaniel-Morgan
	Position of Contact Person Inspector
	Contact Person Email Address josemorg291@gmail.com
	Contact Telephone Number (268) 56-28417 (268) 764-2302
	Core or main business of the organization Law Enforcement (Juvenile Justice)

4	Name of Organization Crossroads Centre Antigua
	Full Postal Address Willoughby Bay, St. Phillip, Antigua
	Org. Telephone Number (268) 562-0035
	Org. Website Address https://crossroadsantigua.org
	Name of Contact Person Dr. Jean-Machelle Benn-Dubois, LPC NCC ACS
	Position of Contact Person Director of Admissions and Continuum of Care
	Contact Person Email Address jbenndubois@crossroadsantigua.org
	Contact Telephone Number (268) 562-0035 Ext. 5024
	Core or main business of the organization Substance addiction treatment

5	Name of Organization Family and Social Services Division and Substance-Use Prevention, Assessment and Rehabilitation Center
	Acronym of Organization FSSD/SPARC
	Full Postal Address Family and Social Services Division/ SPARC Nevis Street, St John's, Antigua, Antigua and Barbuda
	Org. Telephone Number (268) 462-4701 (268) 562-6758
	Organization Email feona.charles-richards@ab.gov.ag
	Name of Host Organization Ministry of Social Transformation, Human Resource Development and the Blue Economy

GOAL OF THE ASSESSMENT

- ❑ The information collected from this Needs Assessment is expected to provide an updated census of prevention and treatment programs and baseline information to identify gaps and needs of treatment and prevention institutions in the Caribbean region.

Specifically, the objectives of the Needs Assessment are to:

1. Provide a characterization of prevention and treatment programs in the region;
2. Determine the numbers and types of workers currently in the demand reduction sector and related services;
3. Identify training deficiencies and training needs based on the perception of managers in key stakeholder agencies;
4. Give sector professionals an opportunity to communicate their perspectives about their organizations;
5. Assess the impact of COVID-19 on treatment programs.



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PARTICIPATING COUNTRIES

Antigua and Barbuda

The Bahamas

Barbados

Belize

Dominica

Grenada

Guyana

Haiti

Jamaica

St. Kitts and Nevis

St. Lucia

St. Vincent and the Grenadines

Suriname

Trinidad and Tobago

- Agencies from 14 OAS Caribbean member states participated in this initiative.
- A total of 142 agencies were mapped
- 117 of those agencies were analyzed after data cleaning.



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TRAINING NEEDS ASSESSMENT

Priority Treatment Needs

- Conflict resolution
- Ethical and professional responsibilities of human resources in drug treatment
- Post-treatment plans: reinsertion to society and the workplace
- Information for the family and community
- Relapse prevention
- Management of resistance to treatment and changing behavior
- Family systems in the context of drug use and abuse
- Design of treatment plans for drug abuse/dependency
- Counseling and coordinating services / case referral
- Clinical evaluation
- Case management
- Assessments (brief, in depth, ongoing)
- Counseling techniques: individual, group, family
- Treatment for patients with dual diagnosis
- Treatment models: outpatient and residential



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Perception of Training Needs for Prevention-related concepts – Priority Prevention Training Needs

The subject areas identified with the most urgent needs (about 30% or more of the agencies indicating an urgent need for training were:

- Community prevention / community risk and protective factors;
- Drug prevention program quality standards;
- Evidence-based program design;
- Family prevention or family risk and protective factors;
- Monitoring and evaluation;
- Primary prevention;
- School-based prevention or school risk and protective factors;
- Staff development;
- Sustainability and funding / writing proposals.



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WHAT CAN WE CONCLUDE? WHAT CAN WE TAKE AWAY?

- ❑ Prevention and treatment services are offered in each country by at least one agency.
- ❑ All countries possess the capacity to offer prevention and treatment services.
- ❑ Not many agencies indicated having a training and development plan for staff
- ❑ The most predominant barrier to training was “no monetary incentive to further training” or “other cost-related barriers.” Moreover, a notably high proportion of agencies indicated “geographic barriers or no local opportunity for training” as factors that limit training.
- ❑ More than four in ten agencies provided either assessment, treatment, or rehabilitation services. Reinsertion services were offered by a slightly lower number of agencies



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WHAT CAN WE CONCLUDE? WHAT CAN WE TAKE AWAY?

- ❑ Outpatient services were offered in all but two countries by at least 37 agencies, while community care services were offered in all but one country by at least 31 agencies.
- ❑ The treatment services gaps were in relation to intensive outpatient services, which were offered by only eight agencies across eight countries (one agency per country), and residential treatment services, which were offered in 11 countries but by only 20 agencies total.
- ❑ The five main therapeutic strategies for client treatment/management were offered by many agencies, with psychotherapy being the predominant strategy, followed by directed therapy and the 12-step program.



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WHAT CAN WE CONCLUDE? WHAT CAN WE TAKE AWAY?

- ❑ Agencies were involved in many activities that were geared toward adequate management of their clients, such as clinical evaluation, treatment of physical or psychological illnesses, counseling, harm reduction, and referral to social services or primary health care services.
- ❑ Drug treatment services offered by the agencies covered a wide cross-section of the population—adults (both male and female), children, dual diagnosed clients, people with mental or physical disabilities, the homeless, the LGBTQ community, and patients referred by order of the courts.
- ❑ Drug treatment training and certification within the last 12 months prior to the survey was not widespread; only 16 agencies (18%) responded yes



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WHAT CAN WE CONCLUDE? WHAT CAN WE TAKE AWAY?

- ❑ The 15 subject areas identified for urgent treatment-related training include such areas as conflict resolution, ethical and professional responsibilities of human resources in drug treatment, relapse prevention, family systems in the context of drug use and abuse, and design of treatment plans for drug abuse or dependency.
- ❑ The subject areas with the most urgent need for prevention-related training included monitoring and evaluation, primary prevention, community prevention, evidence-based program design, and staff development



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RECOMMENDATIONS

- ❑ Encourage agencies to develop training and development plans and to identify suitable staff for training opportunities.
- ❑ With the new exposure to online training platforms due to the experiences during the COVID-19 pandemic, it should not be difficult to engage agencies in online training. Future training should seek to utilize and maximize these opportunities.
- ❑ Based on the training and prevention needs identified as “urgent” or “needed but not urgently,” efforts can be directed at developing targeted modular training (introductory or certification level) for online delivery that will seek to increase the exposure of critical staff members to various treatment and prevention concepts.
- ❑ Support efforts being made by numerous agencies in the region to implement prevention programs as well as provide assessment, treatment, and rehabilitation services.



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COORDINATION TEAM AND SUPPORTERS

General Coordination – OAS/CICAD Team

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