Focus on Workforce Development

New Hampshire's Training & Coaching System to Implement the RENEW Transition Intervention

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The Need



Over one in ten youth in the US ability to function and causing them personal distress.

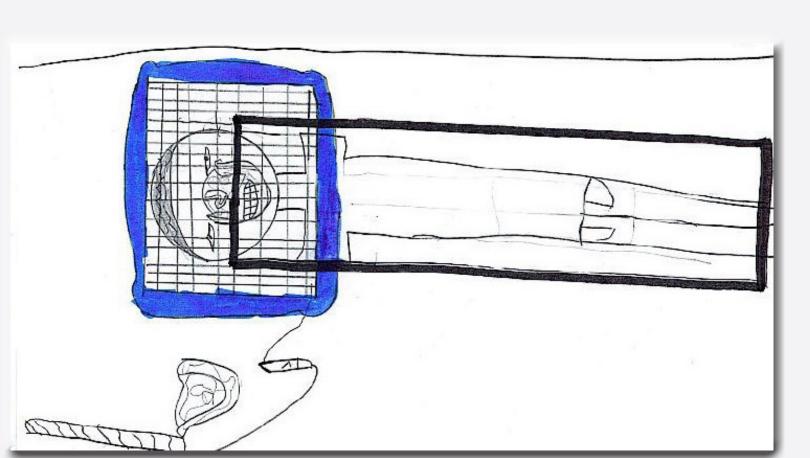
(Merikangas, He, Burstein, et al., 2010; O'Connell, Boat, & Warner, 2009; Williams, Scott, & Aarons, 2018)

Nearly half of these youth drop out of school every year. Compared to graduates, they are more likely to have high rates of:

- substance misuse
- arrest & incarceration
- unemployment
- early pregnancy & parenting

(Cobb, et al., 2013; Davis & Koroloff, 2006; Newman, et al, 2011; Rumberger, 2011)

Right: Detail of a drawing by a child who has experienced traumatic stress. www.nctsn.org



The Intervention: RENEW



RENEW (Rehabilitation, Empowerment, Natural supports, Education and Work), developed by staff at the Institute on Disability at the University of New Hampshire in 1996, has shown positive school-to-career transition outcomes for youth

with EBC. (Hagner, Malloy, Mazzone, & Cormier, 2008; Malloy, Cheney, & Cormier, 1998; Malloy, Sundar, Hagner, Pierias, & Viet, 2010; Malloy, Suter, & Haber, 2014) RENEW is implemented in 80% of NH's community mental health agencies,

10 NH high schools, and in Pennsylvania, Illinois, Wisconsin, New York, North Carolina, Maine, Maryland, and Iowa.

The RENEW Logic Model

Population/ Context

 Youth ages 15-21 w/ emotion ehavioral disorders Poor functioning in school,

home, community

 Youth: Lack of engagement w/ Systems: Lack of coordination

chools, mental health ctrs.

Strategies

Guiding Principles Self-determination
Unconditional care Community inclusion
Flexible funding/ Strengths-based care resources

Outcomes **Desired Outcomes**

 High school graduation Increased post-secondary

 Increased employment Improved functioning at home &

 Reduction in placements & Better utilization of services

What We Learned

Sustained, high-quality implementation requires: Coaches & Facilitators; supportive leadership

leam w/ a dedicated ensure fidelity

in training & ongoing support for **Facilitators**

data-driven decision making

RENEW

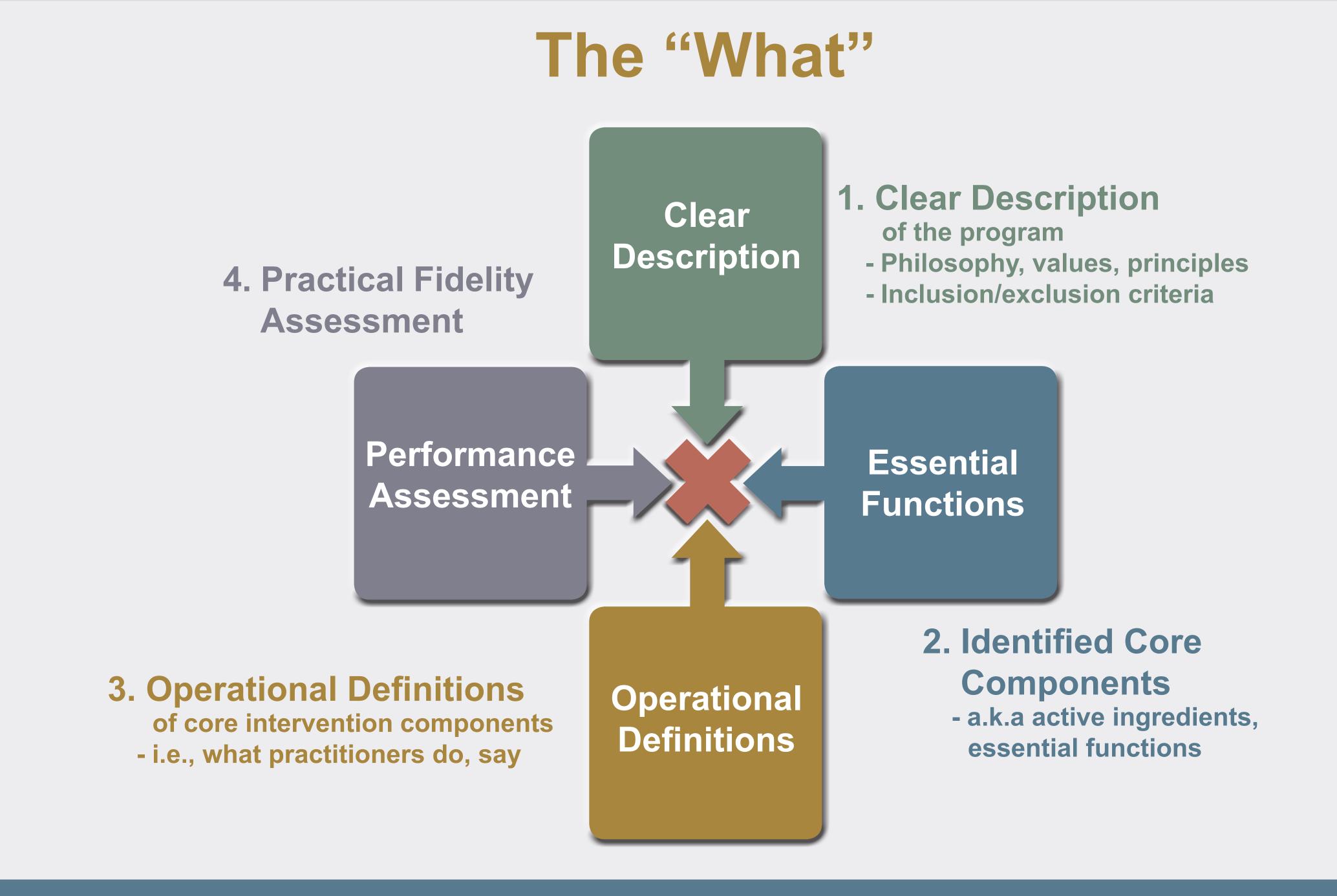
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conduits to outside resources & community

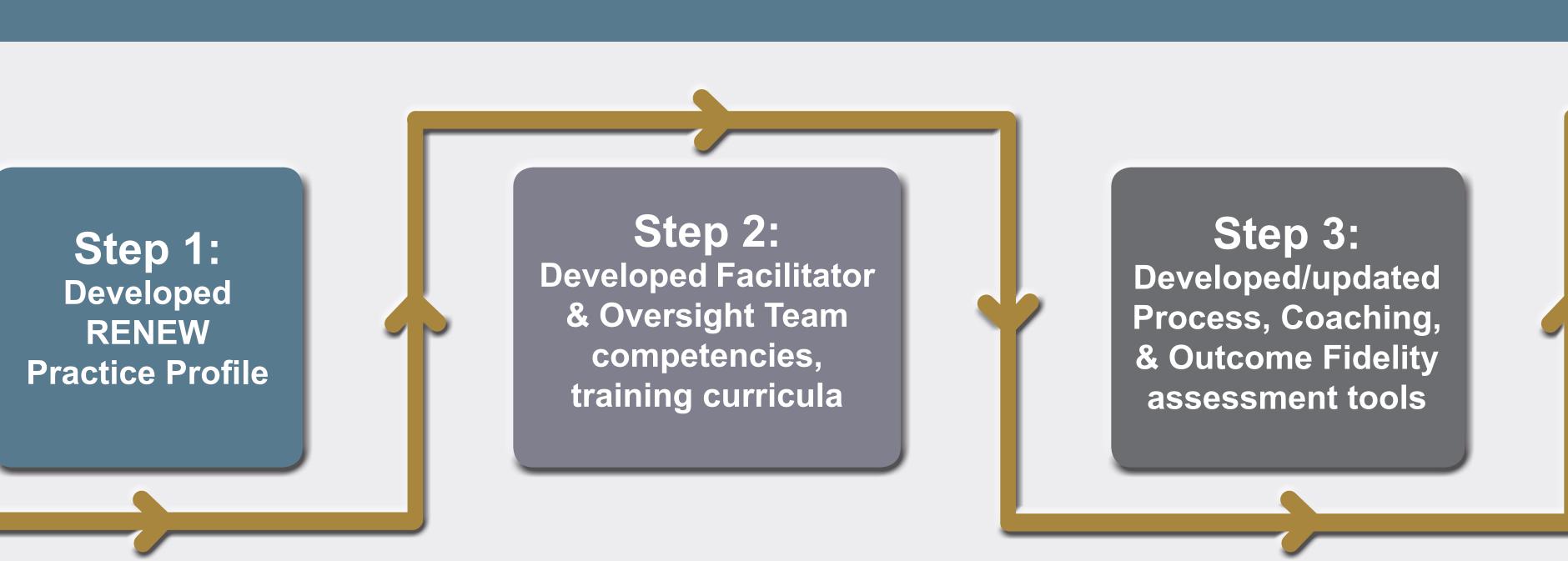
commitment to support implementation

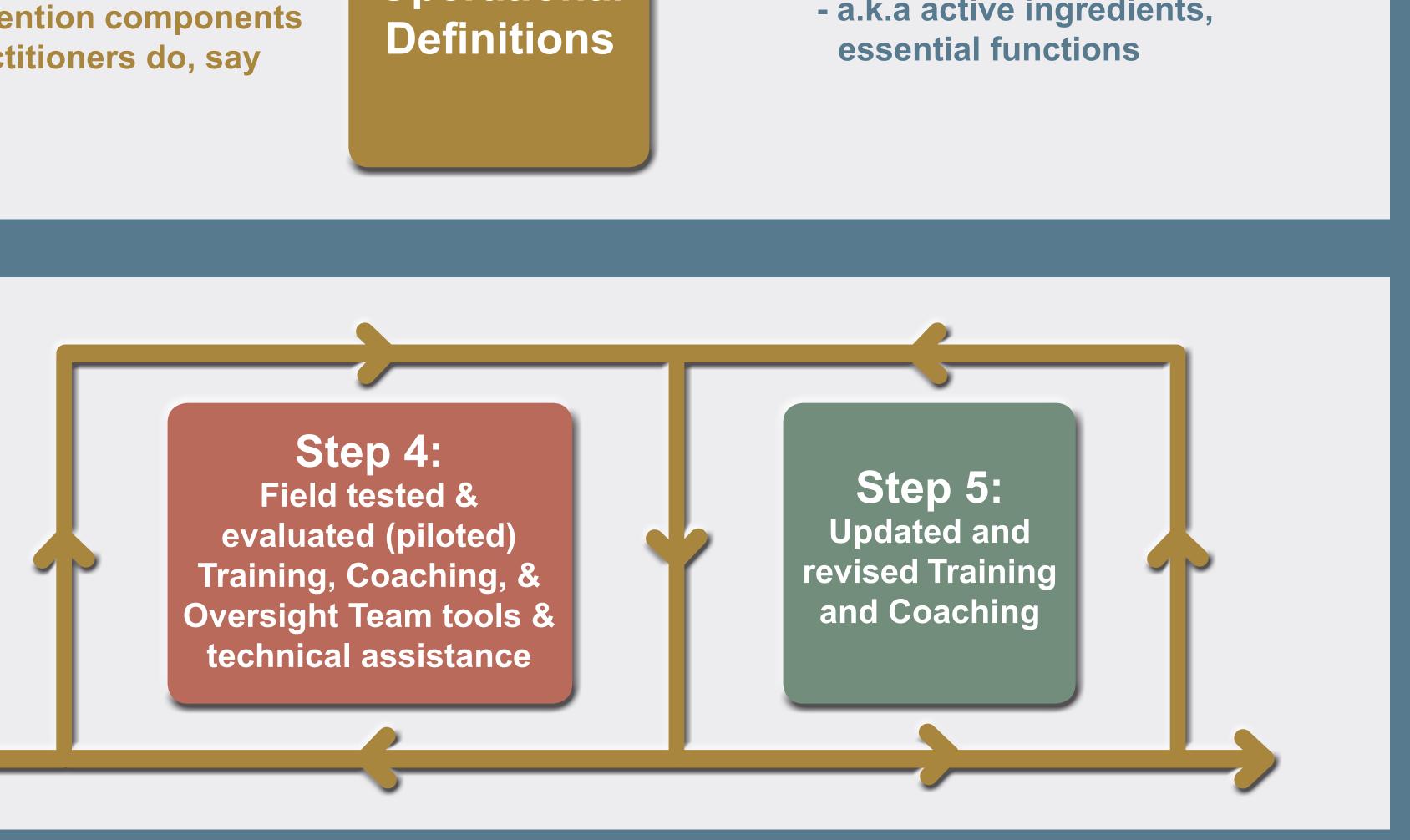
Using Implementation Science to Build an Effective Workforce System

Effective Implementation Reliable Benefits Consistent Uses of Innovations **Fidelity Assessment Systems** Coaching Intervention **Facilitative Training** Administration **Decision Support** Integrated & Selection Data System Leadership Drivers









The Results

