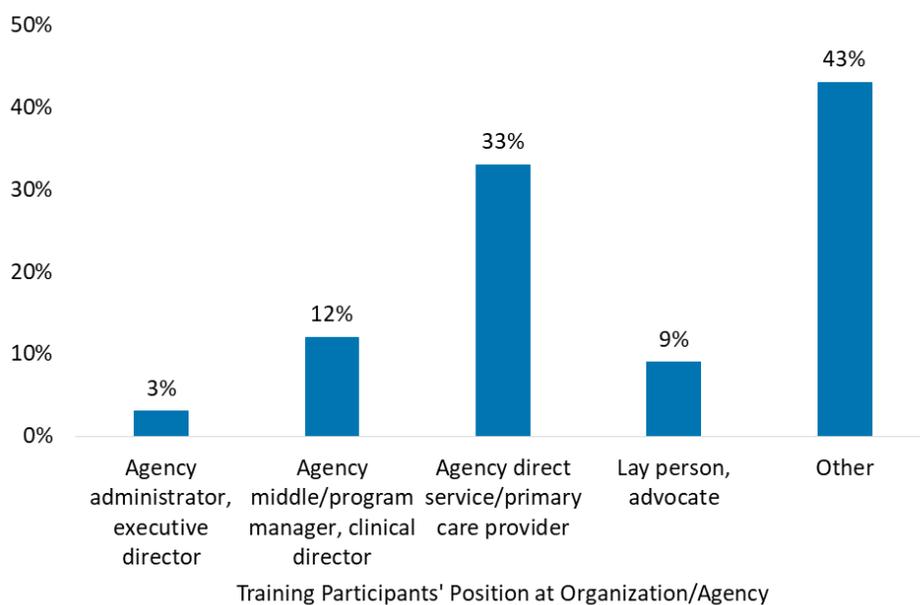




Behavioral Health Initiative for Older Adults and People with Disabilities Training Evaluations Data Summary October 2017 - September 2018

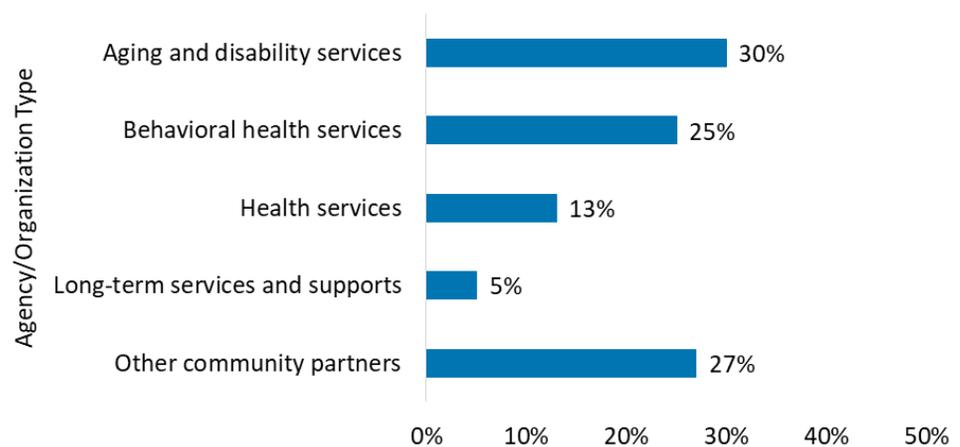
This data brief is based on workforce development training evaluations collected by the Institute on Aging (IOA) at Portland State University (PSU) from individuals who attended one of the 308 workforce development training events conducted, hosted, or planned by a Behavioral Health Specialist between October 2017 and September 2018. The IOA successfully sent electronic evaluation forms to 3,806 participants who included their name and email address on rosters at training events; 1,641 (43%) trainees completed the survey. Data were gathered on training participants' job characteristics, their knowledge about the topic before the training, how much they learned as a result of the training, their confidence in their ability to use the knowledge they gained, and their perceptions of the training, trainer(s), and the training environment.

Responding Training Participants' Characteristics



Respondents were asked to categorize their position (figure to the left). The largest group selected was “other” (43%), followed by direct service or primary care providers (33%). The “other” group included a wide variety of stakeholders, such as case managers, interpreters, peer support staff, academic staff, volunteers, and others.

A majority of participants reported working for an aging and disability services organization (30%), followed by behavioral health services (25%). A smaller share reported working for health services (13%) or long-term services and supports organizations (5%). About one quarter



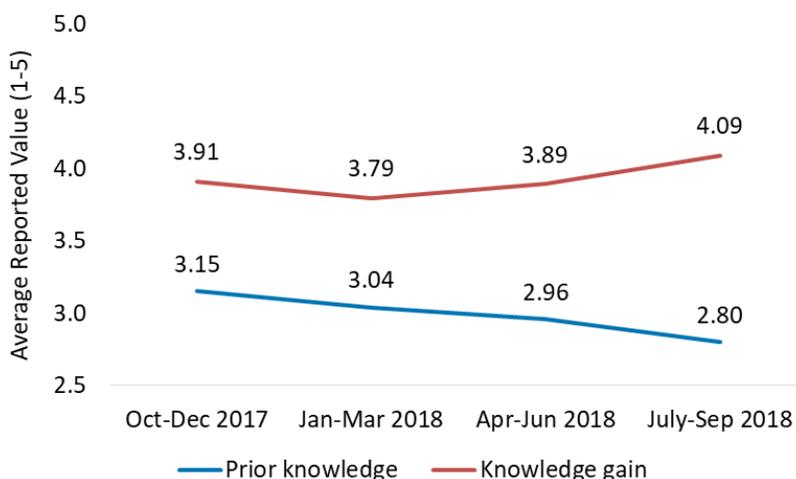
of respondents (27%) reported working for other types of agencies, including but not limited to housing and property management firms, various government agencies, universities, correctional institutions, law enforcement, faith organizations, and advocacy groups.

Knowledge Gains

Knowledge before attending training and knowledge gained as a result of training

About one-third (31%) of respondents reported having little or no knowledge of the training topic prior to the training (not shown in a figure) event, while sixty-nine percent of respondents reported having at least a moderate amount of knowledge before the training. Trainings provided valuable information, according to the training participants: seventy-three percent of respondents reported having learned a good or great deal, and another 20 percent reported they learned a moderate amount (not shown in a figure).

The figure to the right shows changes in mean scores over time for reported knowledge prior to training and perceived knowledge gains as a result of training. Reported knowledge prior to training has declined significantly over four quarters. This significant change may be attributable to increasing content complexity of trainings and increasing reach of trainings to people with higher training needs. On the other hand, perceived knowledge gains as a result of training



has increased slightly but significantly over time. Our analysis revealed that this finding is mostly due to workforce events increasingly serving trainees with higher training needs.

Confidence in ability to use the knowledge gained

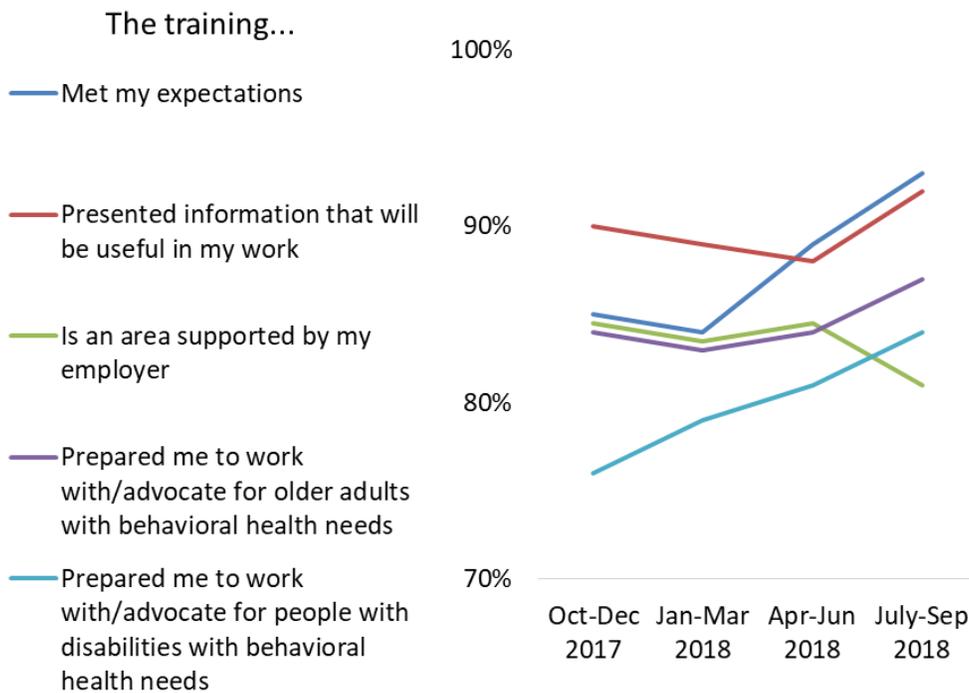
An important workforce development objective is for training participants to be able to use their knowledge gains in their work. To gauge this, we asked participants how confident they were that they would be able to do so (not shown in a figure). A majority (83%) reported being pretty or extremely confident that they would be able to use the knowledge they gained in their work. Only a small portion (5%) reported being slightly or not confident at all.

Participants' Perceptions of Trainings

We asked several questions about the training, the trainer(s), and the environment in which the training took place. A majority (93%) reported that the training met their expectations. Similarly, a majority (92%) reported that the training provided information that would be useful in their work.

It is important for workforce events to have the support of employers as this support may help address barriers to training (such as through co-sponsorship, providing release time, contributing space). Most participants (81%) reported that the training topic was in an area supported by their employer.

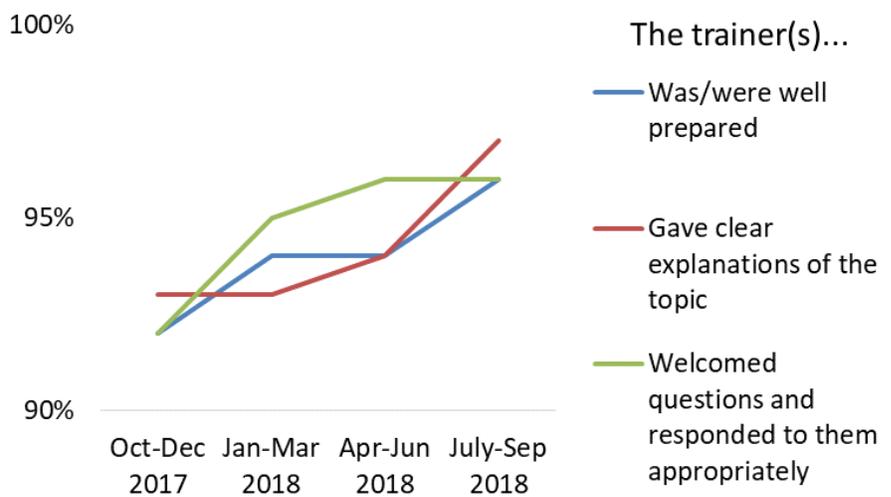
Finally, because older adults and people with disabilities who have behavioral health needs are the focus of this Initiative, it is important that the training topics are relevant to these two groups. A majority of training participants reported that the training prepared them to work with or advocate for these two populations (87% and 84%, respectively).



The figure to the left shows the change in percent of respondents who somewhat or strongly agreed with these five evaluation items over time. Respondents are increasingly reporting that trainings meet their expectations and preparing them to work with and/or advocate for people with disabilities who have behavioral health needs.

Participants' Perceptions of Trainers and Training Environments

Almost all training participants perceived the trainer(s) to be prepared, knowledgeable and responsive to their questions. As of last quarter (July-Sep 2018), the vast majority (96%) somewhat or strongly agreed that trainers were well prepared. Similarly, 97 percent of participants reported that the trainer(s) gave clear explanations of the training topic, and 96 percent somewhat or strongly agreed that the trainer(s) welcomed questions and responded to them appropriately.



As the figure above shows, there was a positive change in respondents' evaluation of trainings based on all three items over time.

Finally, training participants were mostly satisfied with the environment in which the trainings took place. As of last quarter (July-Sep 2018), a majority of participants (90%) somewhat or strongly agreed that the time allotted for the training was sufficient. Ninety-three percent reported that the meeting room and facilities were adequate and comfortable, and 96 percent reported that the training took place at a location that worked well for them. There was significant improvement over time in respondents' perceptions of the environment in which the trainings took place (analysis not shown).