

ATTACHMENT 1:

NOW IS THE TIME (NITT) – MINORITY FELLOWSHIP PROGRAM (MFP)

FELLOW INTERVIEW

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Now is The Time - Minority Fellowship Program-Youth (NITT-MFP-Y) and Minority Fellowship Program-Addiction Counselors (NITT-MFP- AC) Evaluation Fellow Interview Protocol

General Instructions:

- Read the introductory script to the fellow (purpose, use of information).
- Ask all of the questions if time permits.
- Interviews will be scheduled for 60 minutes.

Introductory Script

The sponsor of the Minority Fellowship Programs for Youth and Addiction Counselors (NITT-MFP-Y and NITT-MFP-AC), the Substance Abuse and Mental Health Services Administration or SAMHSA, has contracted the Annapolis Coalition and RTI International to conduct an evaluation of the NITT-MFP grant programs. These programs are part of the Now is the Time initiative launched by the White House to protect children and communities by reducing gun violence in part by increasing access to mental health services. RTI is the external evaluator for these NITT-MFP programs. As a recent NITT-MFP fellow, your input is essential for determining the effectiveness of these programs and improving them in the future.

Our interview will last about 60 minutes and your participation is voluntary. You may decline to answer a question or discontinue your participation at any time. The information you and others provide will only be reported in aggregate form. Your name will not be shared with SAMHSA, the organization that administered your fellowship, or included in any reports.

We would like to record today's conversation to assist with our notes. Do we have your permission to record?

Do you have any questions before we begin?

A. Program Information

1. Was your fellowship in the MFP-Y or the MFP-AC program?
2. Which organization administered your MFP fellowship program?
3. In which university were you enrolled and what was your degree program?

B. Recruitment

4. How did you learn about the Minority Fellowship Program (MFP)?
5. What interested you about the Program and led you to apply? [Prompts: stipend, mentoring; training in the treatment of children and adolescents; training in the treatment of transition-age youth, cultural competence; (for AC) addiction/substance abuse and recovery; and opportunities to work with individuals from racially and ethnically diverse populations.]

C. Retention

6. Did you complete the MFP?
7. What contributed to you being able (or unable) to complete the MFP?
8. Did you receive a stipend from the MFP? [If “yes”, ask the following]:
 - a. What impact did the stipend have on your ability to participate in the MFP or to continue your training in your graduate program?
 - b. What impact, if any, do you think that receiving the stipend will have on your education or career?

D. Post-program experiences

9. What is your current position?
10. How did your participation in the MFP lead to or prepare you for these supervisory or leadership opportunities?
 - a. Please describe any supervisory or leadership roles that are part of your current position.

11. What plans, if any, do you have to pursue additional training or to pursue a doctoral degree?

E. Program Focus

MFP-Y only

12. What was the location, setting, and client base of your MFP practicum or internship?

- a. Did your MFP practicum involve work with transition-age youth (ages 16-25) on issues related to addiction/substance abuse and recovery?
- b. About how many hours did your practicum require?
- c. If you served clients under supervision as part of your practicum or internship, approximately how many individuals did you serve?

13. Aside from your practicum or internship, what other types of learning opportunities did you receive regarding the provision of services to children, adolescents, and/or transition age youth or in working with individuals from racially and ethnically diverse populations as part of your MFP program? As part of your master's program? [Ask about the following if not mentioned in the initial response: instructional/reading materials; observation of clinical encounters; didactic instruction (classroom or web-based); supervision of clinical experiences; instruction on cultural competence.]

14. Prior to the MFP, what was the nature and level of your *interest* in working with at risk children, adolescents, and transition age youth (ages 16- 25) from racially and ethnically diverse populations?

15. How did your experience as a MFP fellow influence the nature and level of your *interest* in working with at risk children, adolescents, and transition age youth (ages 16- 25) from racially and ethnically diverse populations? (Clarify if either the age range or race/ethnicity were the principal drivers of such interest, if this is not clear).

16. In your current position, do you provide behavioral health services to risk children, adolescents, and transition age youth from racially and ethnically diverse backgrounds? [if no, skip to question 18]

17. Would you be working with at risk children, adolescents, and transition age youth from racially and ethnically diverse backgrounds if you had not participated in the MFP?
18. What impact, if any, did the MFP have on your *ability* to work effectively with at risk children, adolescents, and transition age youth from racially and ethnically diverse backgrounds?
- a. How did the MFP influence your understanding of culturally competent services and your ability to provide them?
 - b. What exposure did you have to the National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (CLAS) standards and how did your understanding of them change, if at all?
19. What impact, if any, did your own racial and ethnic background have on your experience in the MFP?
20. Do you speak any languages, other than English, in which you have at least minimum professional speaking proficiency (i.e., can participate effectively in most formal and informal conversations on practical and professional topics)?
- a. [If yes] What role did your abilities in this language have in your experiences as an MFP fellow or professional activities since?
21. What professional organizations or associations are you a member of?
- a. Do you participate in any specific activities, committees, initiatives, or leadership positions within these organizations or associations?
 - b. [If yes to a] Do any of these activities, committees, initiatives, or leadership positions focus on professional issues related to persons from racially and ethnically diverse backgrounds or on services for children, adolescents, or young adults in transition?

MFP-AC only

12. What was the location, setting, and client base of your MFP practicum or internship?
- a. Did your MFP practicum involve work with transition-age youth (ages 16-25) on issues related to addiction/substance abuse and recovery?

20. Do you speak any languages, other than English, in which you have at least minimum professional speaking proficiency (i.e., can participate effectively in most formal and informal conversations on practical and professional topics)?

a. [If yes] What role did your abilities in this language have in your experiences as an MFP fellow or professional activities since?

21. What professional organizations or associations are you a member of?

a. Do you participate in any specific activities, committees, initiatives, or leadership positions within these organizations or associations?

b. [If yes to a] Do any of these activities, committees, initiatives, or leadership positions focus on professional issues related to young adults in transition or substance abuse and recovery?

F. Program Services

22. If the MFP provided you with a mentor, what role did this individual play in your MFP program and post-program plans?

23. What support did the MFP program offer for finding employment or other opportunities after the program?

24. What influence has this support had in your ability to find employment or pursue other opportunities?

G. Satisfaction

25. How would you describe your overall satisfaction with the MFP?

26. What have been the weaknesses of the MFP program and how could this program be improved?

27. What were the strengths of the MFP?

H. Overall Impact

28. You may have answered this last question, in part, but how would your career or your professional activities be different if you had not participated in the MFP?

I. Final Comments

29. Do you have any other thoughts about the MFP and your experience with the program that you would like to share?