



Integrated Primary Prevention Workforce

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BLUF

NAVADMIN 256/24 establishes the Navy's Integrated Primary Prevention Workforce (IPPW), in accordance with the Department of Defense's (DoD's) directives for primary prevention of self-directed harm and prohibited abusive or harmful acts. The IPPW is a group of skilled civilian professionals working to promote the health of the Navy community. Their primary role is to partner with leaders and command climate subject matter experts to change policies and implement prevention activities throughout the Fleet. Phased hiring began in April 2022 and will complete in FY28.

Who needs to know?

- Triads, Chiefs Mess
- Command Climate Specialists
- Command Resilience Teams
- Active and Reserve Uniformed and Civilian personnel



What you need to know – key points

- IPPW staff will be assigned to Fleets, Type Commands (TYCOMS), Regional Commanders, Installation Commanders, and designated Aircraft Carriers and Large Deck Amphibious Assault Ships.
- The IPPW will advise leaders, Command Climate Specialists (CCS), Command Resilience Teams (CRT), and other prevention stakeholders on policy changes and the implementation of prevention activities throughout the Fleet. IPPW are non-clinical consultants to commands who:
 - Engage local communities to foster change
 - Empower Leaders with data and research
 - Implement prevention activities that optimize healthy habits and life skills
 - Work with Leaders to measure and sustain progress over time
- Leaders will be supported by the IPPW to overcome barriers to readiness and enhance protective factors in their organization.

Sample POD/POW Notes

- Bullets on POD/POW Notes are not needed.

FAQ

Q. What is Integrated Primary Prevention?

A. Integrated Primary Prevention activities focus on risk and protective factors that impact **two** or more harmful behaviors. It includes use of a cohesive, comprehensive approach that promotes unity of effort, avoids unnecessary duplication of effort and reduces training fatigue.

Q. What are some examples of IPP activities?

A. Prevention activities vary depending on unit/command needs and the environment. Prevention activities are selected based on research evidence noting a decrease in targeted risk factors or increase in targeted protective factors that are sustainable over time. Life skill development, problem solving skills, healthy relationship building, modifications to physical and social environments, and financial support systems are some examples of prevention activities at the individual, interpersonal, and organizational levels.

Q. How will IPP impact command climate?

A. Command climate is measured using a variety of data, including administrative records, reports, interview and focus group results, and survey data such as the Defense Organizational Climate Survey (DEOCS). The IPPW will collaborate with leaders to interpret findings from the Command Climate Assessment (CCA) that utilizes these various data sets and incorporate prevention activities to reduce risk factors and enhance protective factors, promoting healthier climates across the Force.



Q. What is the difference between primary prevention personnel and response personnel?

A. Primary prevention personnel are responsible for activities that promote protective factors and reduce risk factors that lead to poor command climate; whereas, response personnel provide support to those impacted by abusive or harmful behaviors, hold perpetrators appropriately accountable, build community awareness, address myths and implement efforts to eliminate victim blaming. Primary prevention personnel do not provide clinical/counseling services.

Q. What will members of the IPPW do day-to-day?

A. The IPPW will provide consultative support to leadership for CCAs and resulting Navy Comprehensive Integrate Primary Prevention (N-CIPP) plans. The IPPW will work in collaboration with CCSs, CRTs, and key prevention stakeholders to support implementation of prevention activities in their areas of responsibility and support ongoing monitoring of data that informs leaders of risk and protective factors to promote healthy climates.

Q. What is the N-CIPP plan?

A. The N-CIPP is developed from information gathered as a part of the CCA and provides the roadmap for units to describe current climate and needs, most at-risk populations, planned research-based prevention activities, and evaluation plans. The N-CIPP plan is comprised of the Executive Summary and POAM combined into a single, PDF document, which are debriefed with the ISIC. N-CIPP plans will rely on data to understand the problem of harmful behaviors, identify needs, and determine which factors should be prioritized for prevention.

Contacts and Resources

- OPNAV N17 IPP
 - OPNAV_IPP.fct@navy.mil
 - <https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/Primary-Prevention/>
- CNIC IPP
 - cnic.ipp.hq@us.navy.mil
 - <https://ffr.cnic.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/INTEGRATED-PRIMARY-PREVENTION/>
- CNRF IPP
 - CNRF_IPP@us.navy.mil
- DOD Prevention Portal
 - <https://www.prevention.mil>