

# BHS Internship Pipeline Update

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**San Francisco Health Commission  
Community and Public Health Committee**

**Danyelle Marshall, Justice, Equity, Diversity,  
and Inclusion (JEDI) Deputy Director  
and  
Katy Pacino, Internship Coordinator**



# Overview

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Multi-year glance

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Closer look at 24/25 civil service interns

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23/24 Multicultural Student Stipend Program Highlights

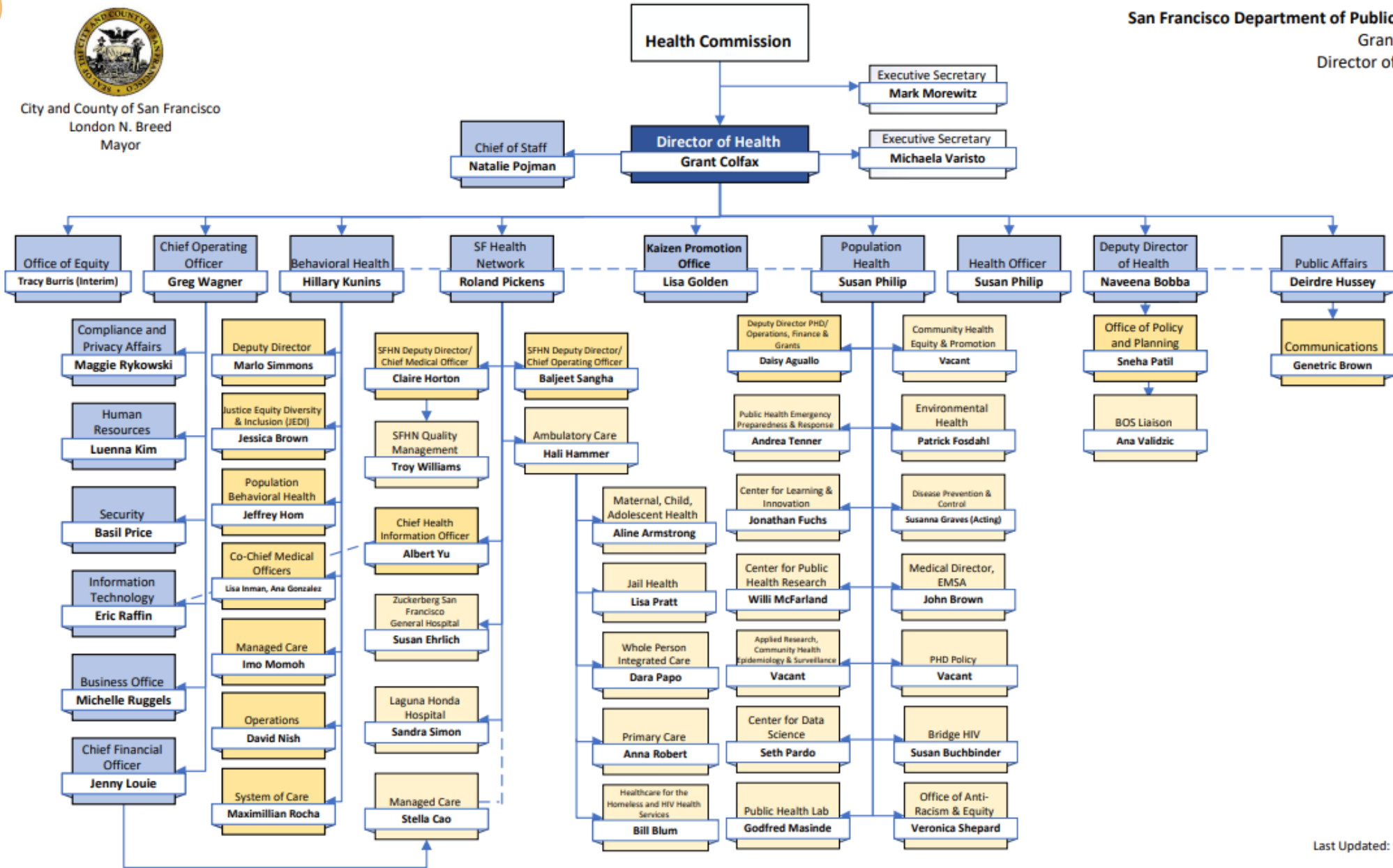
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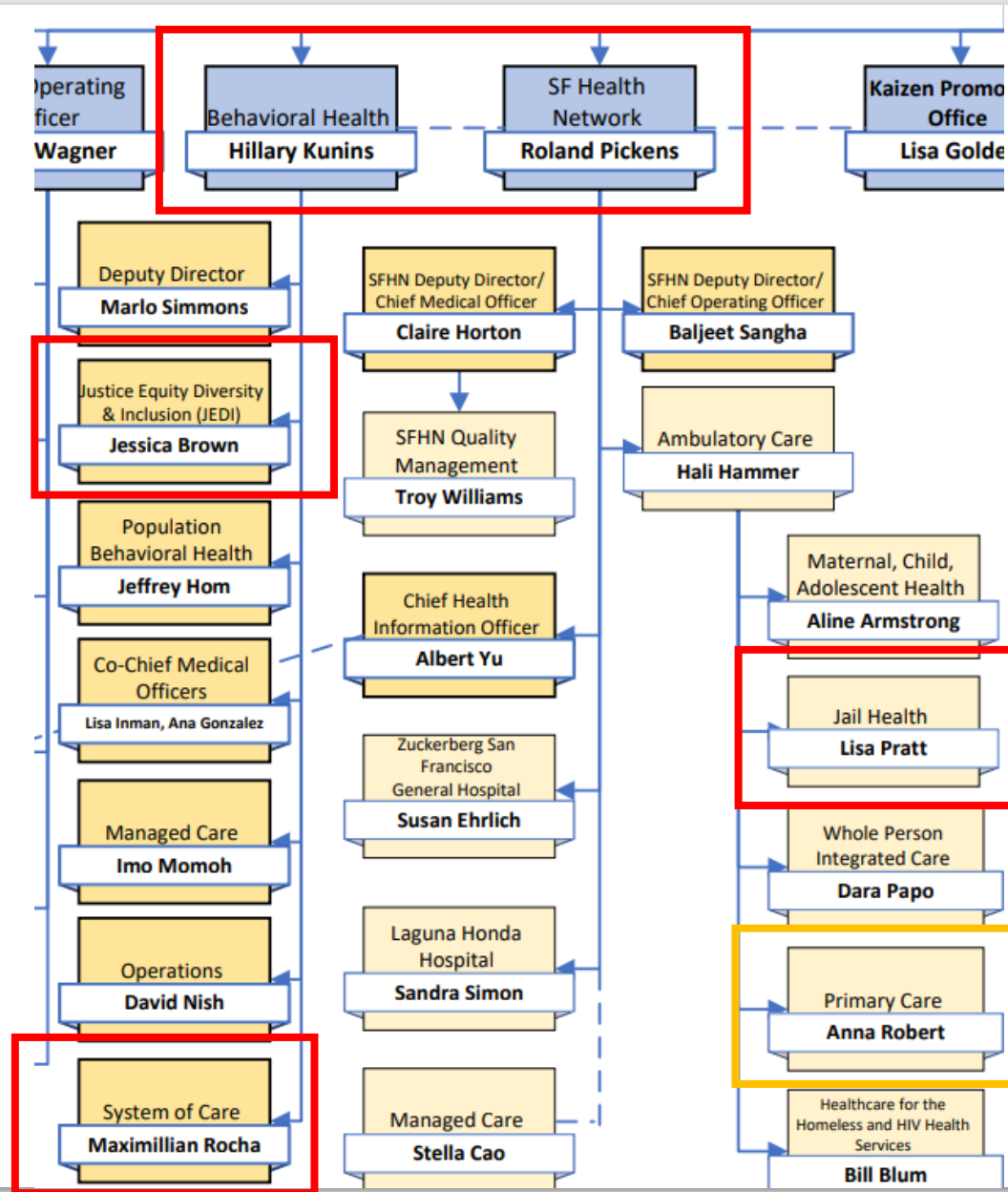
Challenges and Opportunities



City and County of San Francisco  
London N. Breed  
Mayor

San Francisco Department of Public Health  
Grant Colfax  
Director of Health







Academic/Fiscal Year		
2022 – 2023	2023 – 2024	2024 – 2025
<ul style="list-style-type: none"> <li>○ 23 Civil Service interns/trainees completed placements at 12 Behavioral Health Services (BHS) sites</li> </ul>	<ul style="list-style-type: none"> <li>○ 18 Civil Service interns/trainees completed placements at 10 sites</li> </ul>	<ul style="list-style-type: none"> <li>○ 26 Civil Service interns/trainees working at 19 sites               <ul style="list-style-type: none"> <li>○ 22 are with BHS + 4 with Primary Care Behavioral Health (PCBH)</li> </ul> </li> </ul>
Academic Partnerships		
<ul style="list-style-type: none"> <li>○ 2 new schools/programs added</li> <li>○ 1 new undergraduate placement</li> </ul>	<ul style="list-style-type: none"> <li>○ Growing demand for online schools</li> </ul>	<ul style="list-style-type: none"> <li>○ 1 new school/program added</li> </ul>
Multicultural Student Stipend Program (MSSP)		
<ul style="list-style-type: none"> <li>○ Budget expanded to \$150K</li> <li>○ 60 stipend awardees:               <ul style="list-style-type: none"> <li>○ 9 BHS Civil Service</li> <li>○ 5 DPH Civil Service</li> <li>○ 46 Community Based Organizations (CBOs)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Budget \$100k</li> <li>○ 42 stipend awardees:               <ul style="list-style-type: none"> <li>○ 14 BHS Civil Service</li> <li>○ 25 DPH Civil Service</li> <li>○ 3 CBOs</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Budget \$100k</li> <li>○ Application cycle open and closes November 1<sup>st</sup></li> </ul>



# 2024-2025 BHS Interns

## 22 student interns placed across 15 civil service sites

1. Permanent Housing Advanced Clinical Services (PHACS - Office of Coordinated Care)
2. Bridge and Engagement Services Care Management Team (BEST CM - Office of Coordinated Care)
3. Bridge and Engagement Services (BEST) Neighborhood (Office of Coordinated Care)
4. Shelter Behavioral Health (Office of Coordinated Care)
5. Chinatown North Beach Mental Health
6. Foster Care Mental Health
7. Comprehensive Crisis Services
8. Sunset Mental Health
9. Family Mosaic Project
10. Jail Behavioral Health
11. Mission Mental Health
12. African American Alternatives (Mission Mental Health)
13. OMI Family Center
14. San Francisco Fully Integrated Recovery Services Team (SF FIRST - South of Market Mental Health)
15. Justice, Equity, Diversity, and Inclusion (JEDI)
  - Booker T Washington



# 2024-2025 BHS Interns

## Degree Breakdown

- 4 Master of Marriage and Family Therapist
  - University of San Francisco, Alliant International, San Francisco State University
- 1 Master Counseling
  - San Francisco State University
- 3 Doctorate in Psychology
  - University of San Francisco, The Wright Institute
- 14 Master of Social Work
  - Cal State East Bay, San Francisco State University, Columbia University, San Jose State University, Alliant International



# 2024-2025 BHS Interns

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## Employment Based Placements

Last year's cohort included a growing number of civil service employees going back to school to pursue graduate clinical degrees to advance in their careers within our system. This year we are seeing even more growth.

- 1 Health Worker 3 at San Francisco State's Master of Social Work program on track to becoming a 2930 Behavioral Health Clinician
- 1 Court Clerk II at Alliant International Master of Marriage and Family Therapy Program on track to becoming 2930 Behavioral Health Clinician





# 2024-2025 BHS Interns cont.

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- 1 Community Police Services Aide for San Francisco Police Department at University of San Francisco's Master of Marriage and Family Therapy Program on track to becoming a 2930 Behavioral Health Clinician
- DPH RAMS Peer Counselor at San Francisco State's Master of Social Work program on track to becoming a 2930 Behavioral Health Clinician



# Multicultural Student Stipend Program (MSSP)

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Established in 1988

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Total funds for FY 24/25 are about \$100k

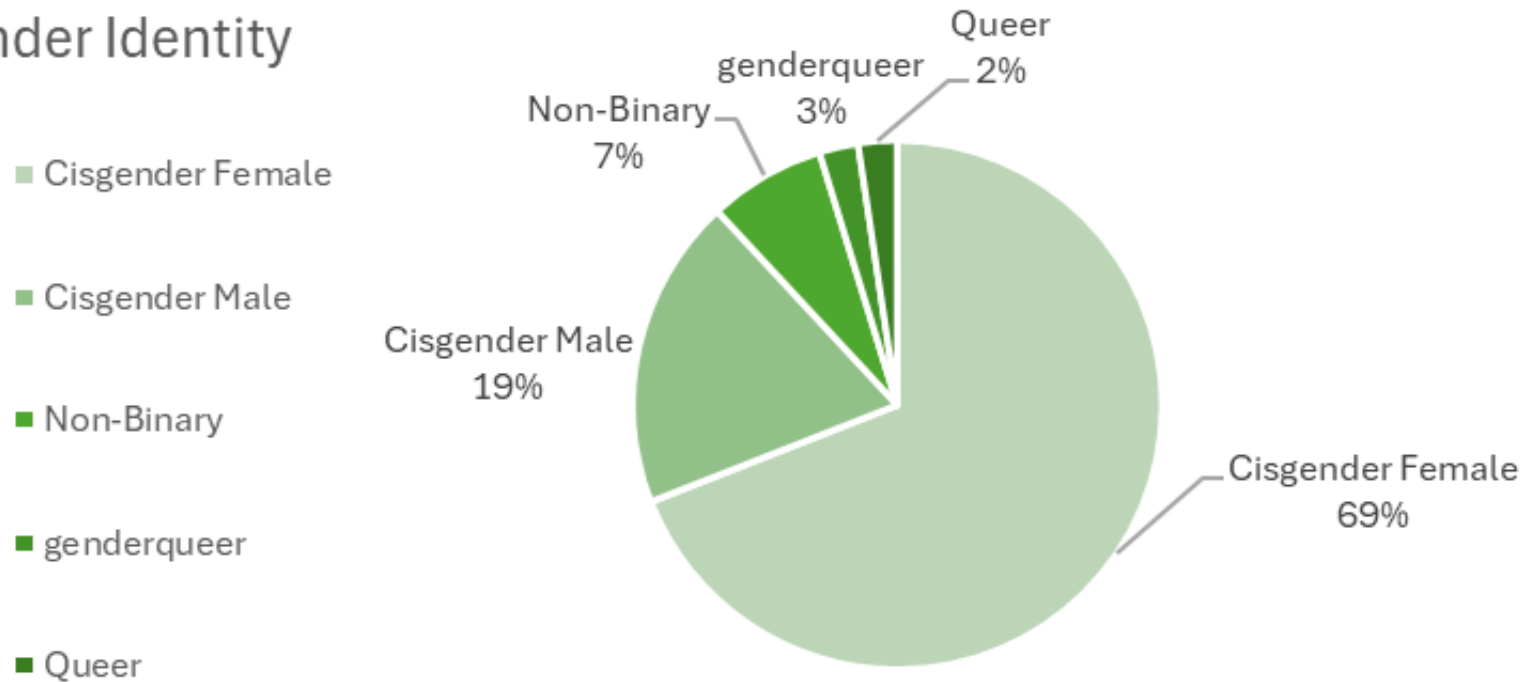
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FY 23/24 stipends ranging from \$1K to \$5K were awarded to 42 students placed across Behavioral Health Services (inclusive of Community Based Organizations (CBOs) and partner agencies)



# Fiscal Year (FY) 23/24 Multicultural Student Stipend Program

## Gender Identity

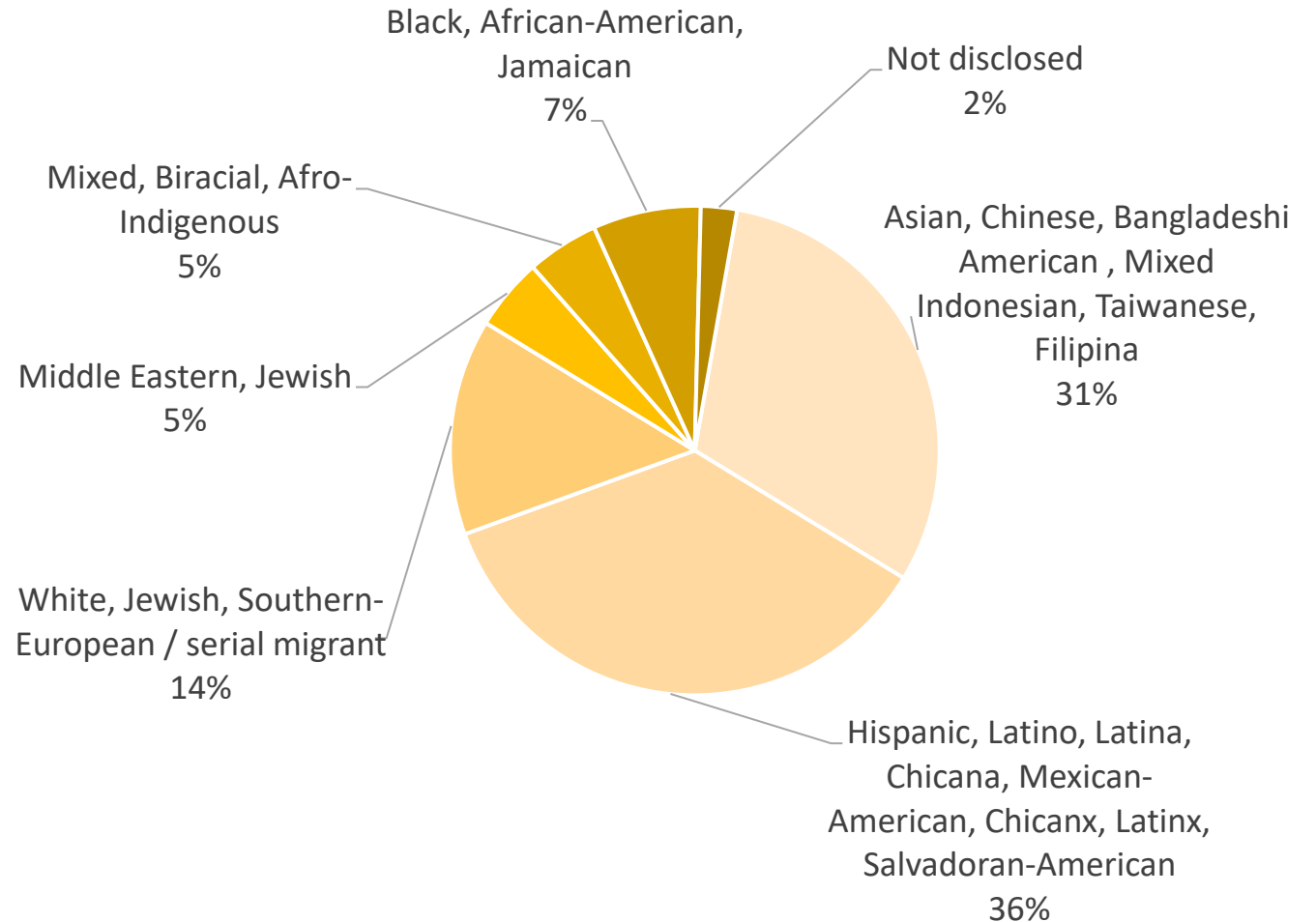




# FY 23/24 Multicultural Student Stipend Program

## Race/Ethnicity

- Asian, Chinese, Bangladeshi American , Mixed Indonesian, Taiwanese, Filipina
- Hispanic, Latino, Latina, Chicana, Mexican-American, Chicanx, Latinx, Salvadoran-American
- White, Jewish, Southern-European / serial migrant
- Middle Eastern, Jewish
- Mixed, Biracial, Afro-Indigenous
- Black, African-American, Jamaican
- Not disclosed

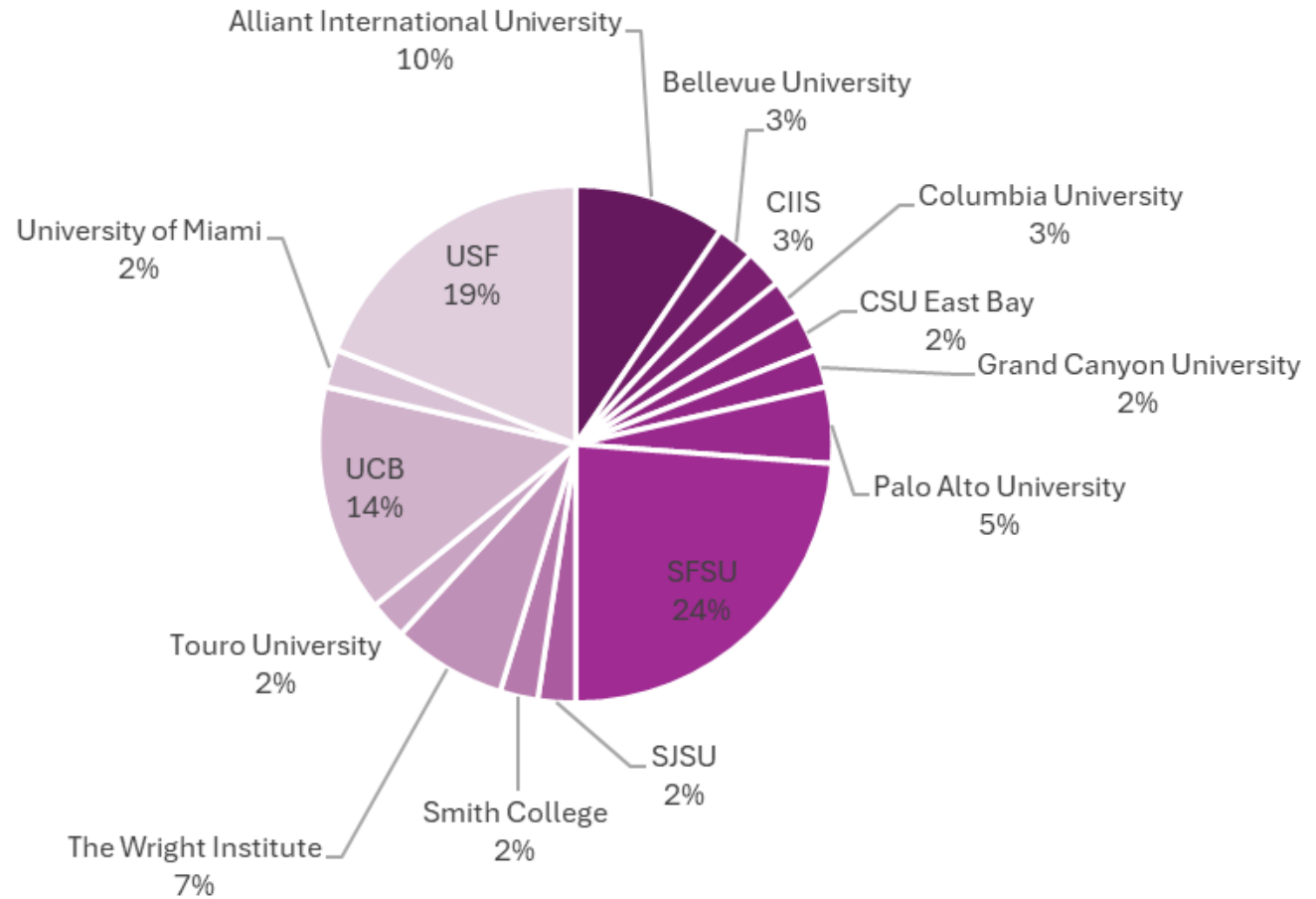




# FY 23/24 Multicultural Student Stipend Program

## Schools

- Alliant International University
- Bellevue University
- CIIS
- Columbia University
- CSU East Bay
- Grand Canyon University
- Palo Alto University
- SFSU
- SJSU
- Smith College
- The Wright Institute
- Touro University
- UCB
- University of Miami
- USF

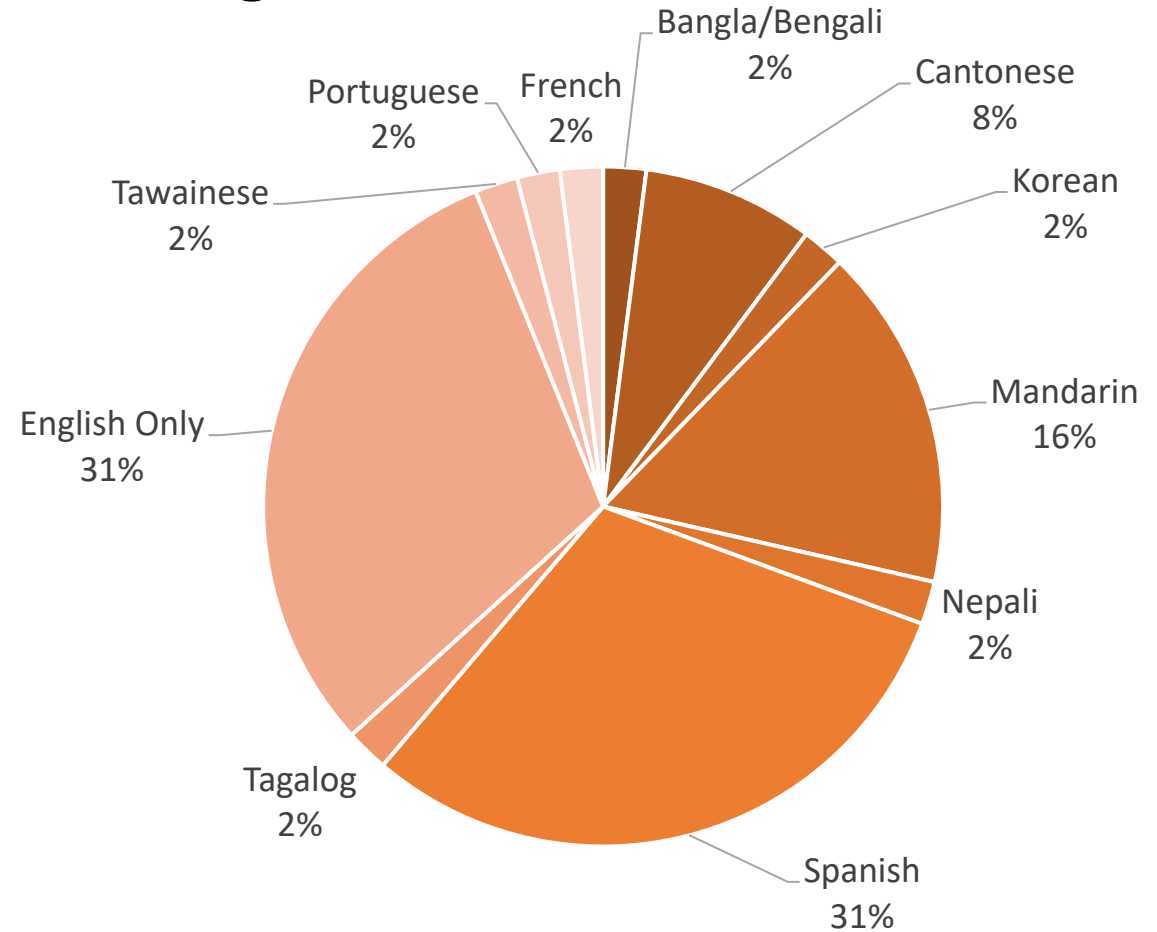




# FY 23/24 Multicultural Student Stipend Program

## Language Ability

- Bangla/Bengali
- Cantonese
- Korean
- Mandarin
- Nepali
- Spanish
- Tagalog
- English Only
- Tawainese
- Portuguese
- French



# Challenges

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- Transition to Epic and developing credentialing process for interns has been a challenge that many of BHS leadership are working to resolve
- Vacancies amongst supervisors and Behavioral Health Clinician have impeded some sites that have historically hosted interns from hosting due to lack of supervisors that meet university and/or Board of Behavioral Sciences (BBS) guidelines this year
- Transition to EPIC and the stress involved also contributed to some sites that have historically hosted interns to opt out of hosting interns this year

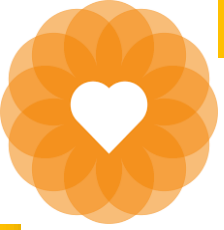


# Opportunities

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- The new 9910 Public Service Trainee positions to bridge interns after they graduate to Civil Service Positions - overseen by David Nish
- JEDI pairing culturally congruent interns with Community Based Organizations (CBOs)
- National Health Service Corps (NHCS) expansion of stipends for interns/trainees
- Department of Healthcare Access and Information (HCAI) expansion of stipends for interns/trainees
- BHS Internship Program is expanding to Bachelor-Level Interns for Health Worker/Health Program Coordinators
- BHS Internship Program is expanding Bay Area Practicum Information Collaborative (BAPIC) memberships for psychologist interns





**Thank you!**  
**Questions?**