



UPDATE ON SFDPH BHS PATHWAY AND INTERNSHIP PROGRAMS-August 2021



Overview of and Update on Behavioral Health Services (BHS) Workforce Development Strategy

In May 2017, BHS completed the 2017-2022 Five-Year Workforce Development Strategic Plan to outline a process for the department to achieve their workforce development and retention goals.

Overarching goals of strategic plan:

Goal 1: Transform our workforce to better reflect our service population

- Implementation of target recruitment strategy to improve diverse candidate pool.
- Expansion and Improvement in our access to our pathway, vocational, peer, and internship programs.
- Reach multiple disciplines and levels of training: peers, high school, college, and post-graduate – a pipeline/pathway and multidisciplinary approach

Goal 2: Ensuring that our workforce has the training, skills, tools to deliver high quality responsive care.

- Establishment of learning management platform to providing professional development opportunities in order to support the engagement of frontline workers, behavioral health clinicians, health program coordinators, and medical specialists with professional development training.
- Improving access to behavioral health and racial equity trainings for DPH HR Equity Learning Requirements

Goal 3: Support and empower staff to be engage at work and grow professionally

- Strengthen and support current workforce through engagement in professional development opportunities, workforce pathway programs, and participation in racial equity initiatives. Improve access to advance educational opportunities to current workforce.

Goal 4: Successfully integrate peers throughout BHS workforce

- Continue to hire and provide opportunities to people with lived experiences through our vocational and peer support programs

Currently in year four of our five-year strategic plan. Strategic plan will be updated by June 30, 2022

Funding: Mental Health Services Act

BHS's Pathway and Internship Programs to Strengthen the Behavioral Health Services Workforce

Goals:

- A. Develop and maintain a culturally humble and competent workforce that includes individuals and family members with lived experience, and practitioners who offer client- and family-driven services that promote wellness and resiliency.
- B. Increase the workforce pipeline to increase the number of individuals that are informed about, choose to prepare for, and are successful in entering and/or completing behavioral health training programs.

BHS programs include:

1. Post-graduate Programs
 - Train the next generation of public mental health care leaders who will provide patient-centered care to vulnerable populations.
2. Peer Programs
 - Prepare BHS consumers and/or family members with skills & knowledge for peer specialist/counseling roles in the systems-of-care. Programs offer monthly training to support and educate peer providers in the behavioral health field.
3. Vocational Programs
 - Ensure that individuals with serious mental illness and co-occurring disorders are able to secure meaningful, long-term employment. Peers that complete our vocational programs have received employment at BHS.
4. Pathway Programs
 - Provide pathway opportunities for mental health consumers, family members, high school and college students from populations who are currently underrepresented in licensed mental health professions.

Residency and Graduate Level Internship Programs in BHS Sites



Fellowship Program for Public Psychiatry in the Adult System of Care and SF General Hospital

Trains public mental health care leaders who will provide patient-centered care to vulnerable populations through: 1) understanding and implementing relevant, evidence-based psychosocial rehabilitation and psychopharmacological treatments, 2) promoting recovery, and 3) developing rewarding public-academic partnerships.

Child and Adolescent Community Psychiatry Training Program -

CACPTP

Trains public mental health care leaders who will provide children and adolescent-centered care to vulnerable populations with severe mental illness. This program provides fellowships throughout BHS' Child, Youth and Families System of Care.

Behavioral Health Services Graduate Level Internship Program

Provides training opportunities for psychology trainees and masters-level MSW interns and MFT students actively enrolled in a graduate program. In addition to their placement's training program, students can attend system-wide weekly didactic training seminars.

Clinical Graduate-level Intern/Traineeships in Behavioral Health

Academic Year 2020-2021

- 7 Civil Service interns/trainees completed BHS placement
- Added 11 approved schools/ programs (e.g., Palo Alto University)
- 18 MSSP awardees: 18
 - (2 Civil Service and 13 CBOs)

Academic Year 2021-2022

- 5 Civil Service interns/trainees started BHS placement
- 4 Civil Service placements (Added 5 new placements, but only 2 matched)
- Added 15 approved schools/ programs with 6 still pending

*2022-2023: 12 Civil Service clinics are interested in becoming an intern/ traineeship placement

Peer and Vocational Internship Programs



Peer-to-Peer Internship Programs

Offers entry-level placements in peer-to-peer services. Peer interns work in a variety of DPH programs. The paid internships are nine months (20 hours/week) in duration. The peer interns are placed as:

- peer counselors
- system navigators
- support group co-facilitators
- resource linkage coordinators
- administrative support staff

Vocational Internship Programs

Offers entry-level internships in the vocational and employment sector. These short-term placements are well supported with job coaching and workforce readiness support. Interns are placed in various placements including:

- basic construction
- janitorial
- mailroom and clerical
- café and catering
- Information Technology
- landscaping
- Other workforce placements

BHS PATHWAY PROGRAMS



- FACES for the Future: High School program at John O'Connell High School
- RAMS: Peer Specialist Mental Health Certificate Program
- City College of San Francisco: Community Mental Health Worker Certificate Program
- City College of San Francisco: Addiction & Recovery Counseling Certificate Program
- Street Violence Intervention Program (SVIP) Professional Development Academy
- Community Mental Health Academy

Recruitment and placement for workforce development and pipeline programs

1. Post-graduate Programs

- All clinical interns and trainees placed in BHS' clinics have to be actively enrolled in a graduate school with an approved Memorandum of Understanding (MOU) contract with SFDPH. The approved school MOU list is updated quarterly and posted on BHS Internship Program website.

2. Peer Programs

- Utilize peers that are employed in our SOC to our outreach to outreach to underrepresented and underserved populations through Peer Support Programs (e.g. RAMS, Trans Gender Pilot Program)

3. Vocational Programs

- Collaborates with California Department of Rehabilitation and BHS SOC to identify and refer clients that express interest in vocational skill development and training, career/situational assessments, vocational planning and counseling, service coordination, direct job placement, ongoing job coaching, and job retention services.

4. Pathway Programs

- Focus reaching people from marginalized communities that utilize mental health services in San Francisco. These programs recruit through community stakeholders. Behavioral Health Services (BHS)-funded agency and provide access to pathway programs to clients that express the intent to work in a San Francisco agency.

Implementation Challenges in Post- Graduate Program

- MOU process with Universities/Colleges very slow
- Centralized process for onboarding interns very time intensive
- Staff oversight to manage placements and supervision at DPH time intensive
- Staffing limited due to few funded staff positions, COVID activations, and vacancy (now filled)

Implementation Opportunities in Bachelor and Post-Graduate Programs

- Implement Pathway Program for Bachelor's degree students
- Publicize intern and post-graduate opportunities on the DPH's intranet page to attract current DPH staff
- Publicize post-graduate opportunities on DPH internet page with contact information to non-DPH clinical sites



Questions?

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