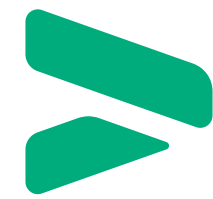





Mental and Behavioral Health



September 21, 2023



Housekeeping

- ✓ Enable your video camera (optional)
- ✓ Please stay on  unless you are called on to ask a question
- ✓ Submit all questions and commentary using the chat function
- ✓ This meeting will be recorded and will be provided as part of the post-meeting materials

Welcome & Introduction

Hilary Tellesen, Valley Vision
Project Leader

Diangelo Andrews, Valley Vision
Project Associate



» Thank You Planning Committee



Karen Hubbard

Director of
Employment
Partnerships in Health
and Public Safety



Kris Hubbard

Dean Health and
Human Services, CRC



Ân Tạ

Program Specialist
III/Administrator,
Teaching & Learning
Yolo County Office of
Education



Trina Stanford

Adjunct Assistant
Professor in
Psychology at
Sacramento City
College

Agenda

1:00 PM: Welcome and Introduction

1:10 PM: Labor Market and Trend Analysis

1:30 PM: Behavioral Health Workforce Opportunities

1:40 PM: Lived Experiences and Skills in Mental
Health Careers

1:50 PM: Five Minute Break

1:55 PM: Panel Discussion

2:45 PM: Facilitating Partnerships

2:55 PM: Conclusion

Thank you

to all of our supporters



Labor Market & Trend Analysis

Ebony Benzing, Interim Director
North(Greater Sacramento) Center of
Excellence for Labor Market Research,
Hosted By Los Rios Community College
District





The Mental & Behavioral Health Workforce in Greater Sacramento

Thursday, September 21, 2023

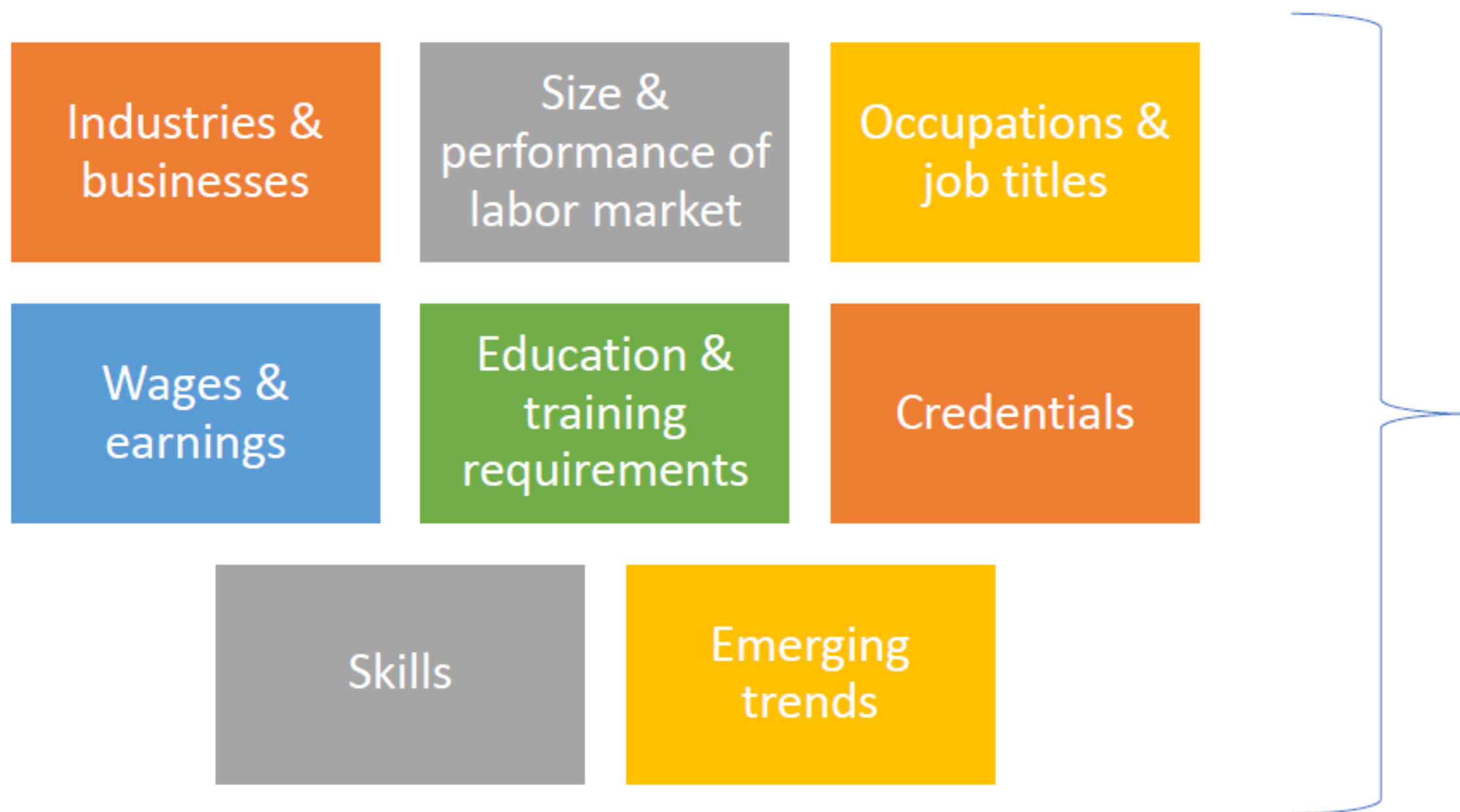


Who is the Center of Excellence?



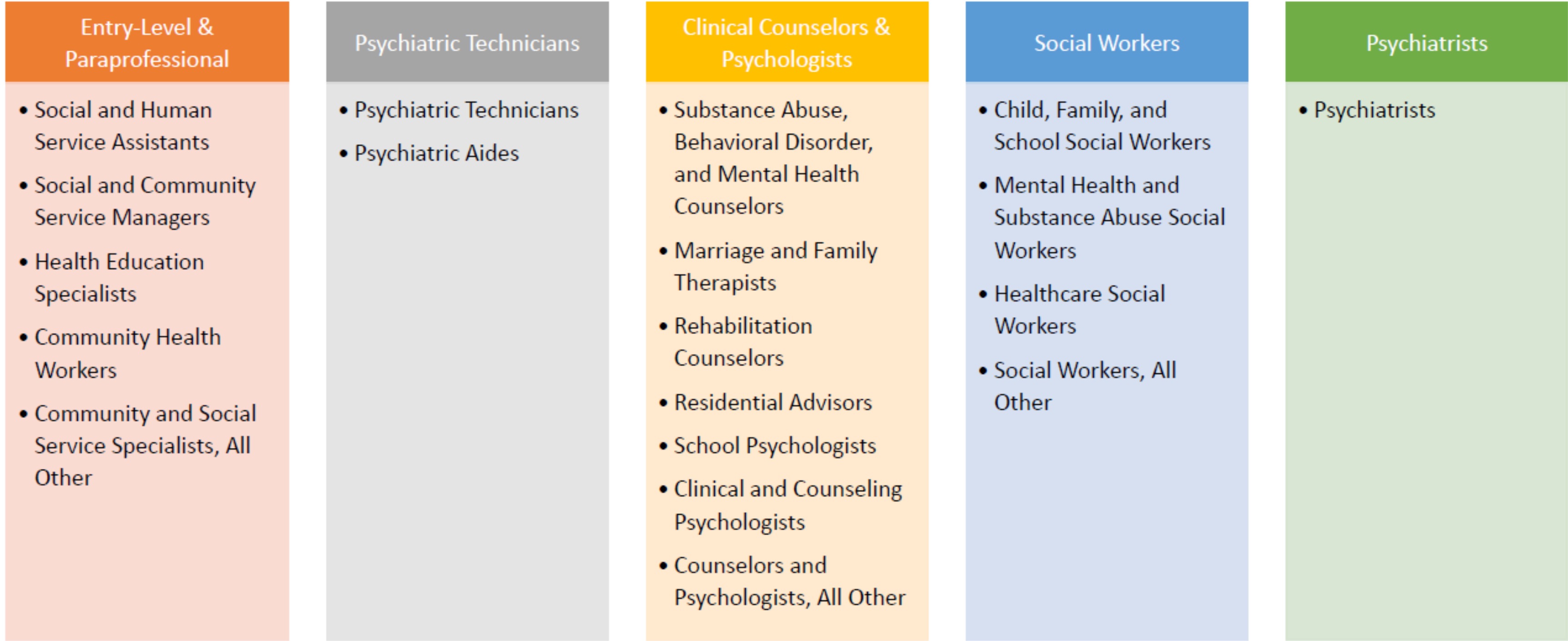
Region	Director
North/ Far North	Aaron Wilcher (North)
	Sara Phillips (Far North)
Bay Area	John Carrese
Central	Nora Seronello
South Central	Adele Hermann
Los Angeles	Luke Meyer
Orange County	Jesse Crete
Inland Empire/Desert	Michael Goss
San Diego/Imperial	Tina Ngo Bartel
Statewide	Laura Coleman

Typical COE Research Questions



- What is the employment **outlook** for students?
- What **skills** and **credentials** are needed?
- What **programs** look ripe for investment?

MBH Occupations



Prime Targets for Community College Career Ed Programs

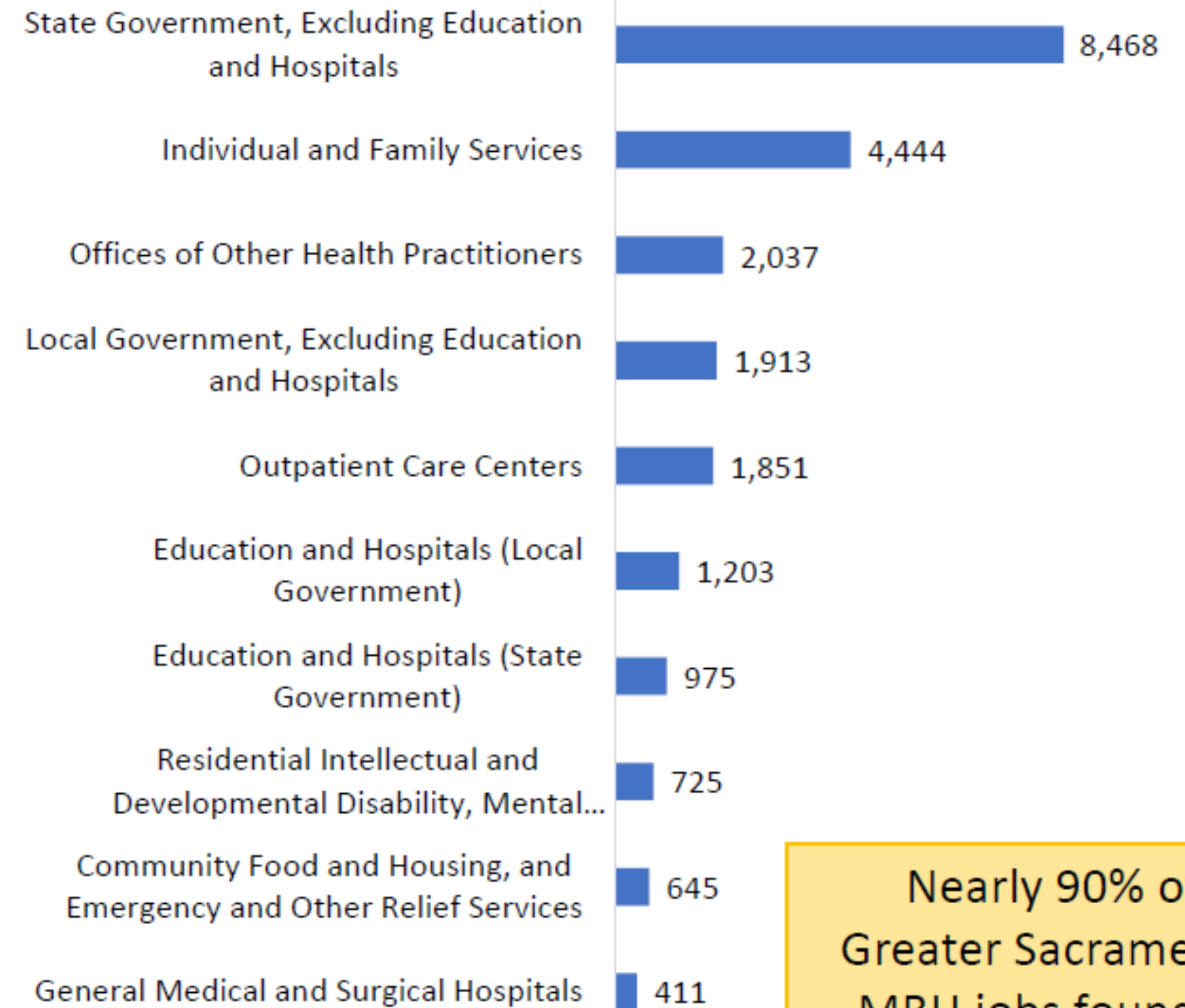
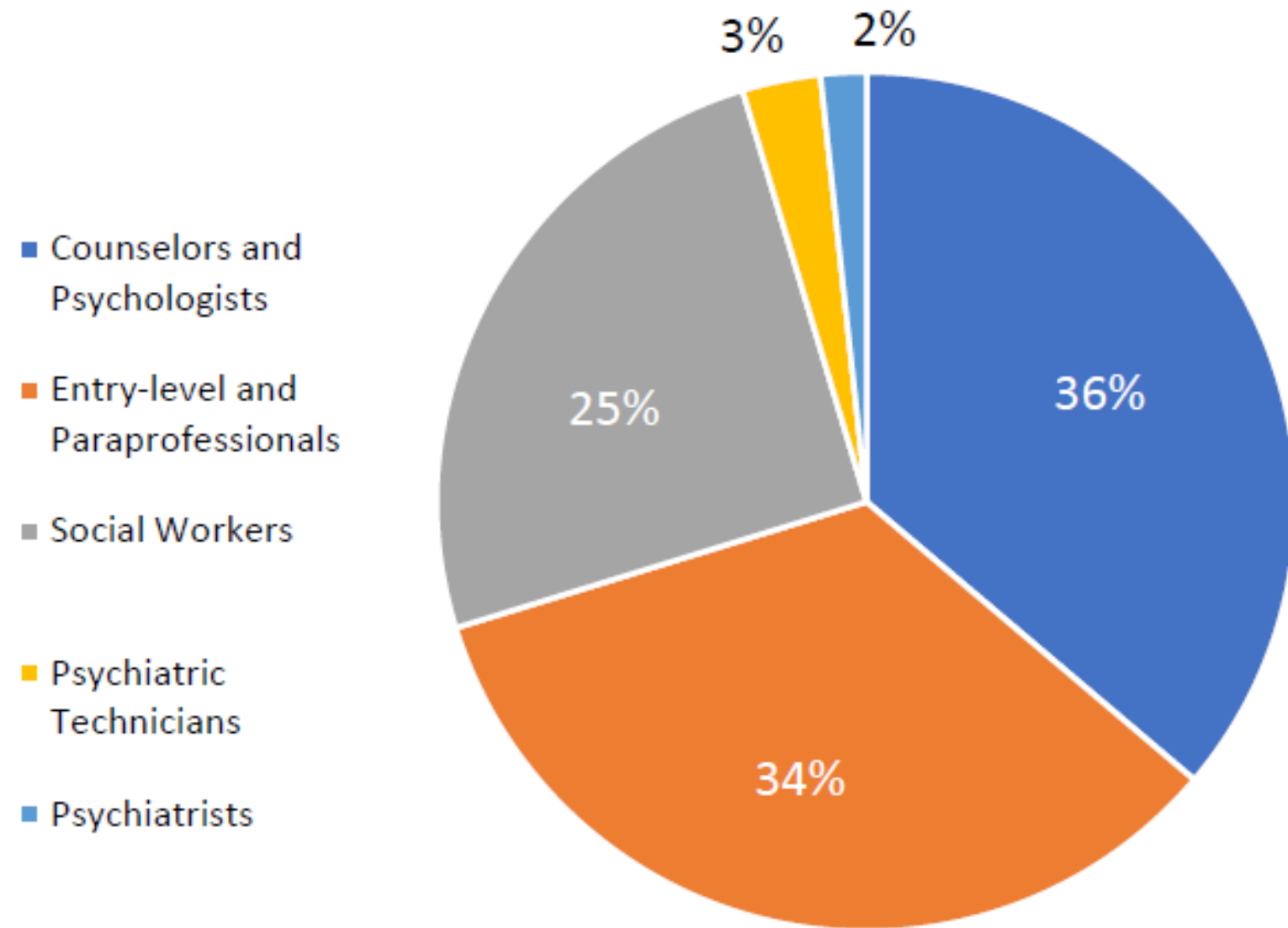
Focuses for Transfer and Graduate Degree Programs

MBH Employment and Demand

- 2022 Historical Job Counts and Projections through 2027
- Covers 7-county North (Greater Sacramento) subregion
- Lightcast 2023.3; QCEW employees, Non-QCEW employees, and self-employed

MBH Workforce & Industries, 2022

North (Greater Sacramento)

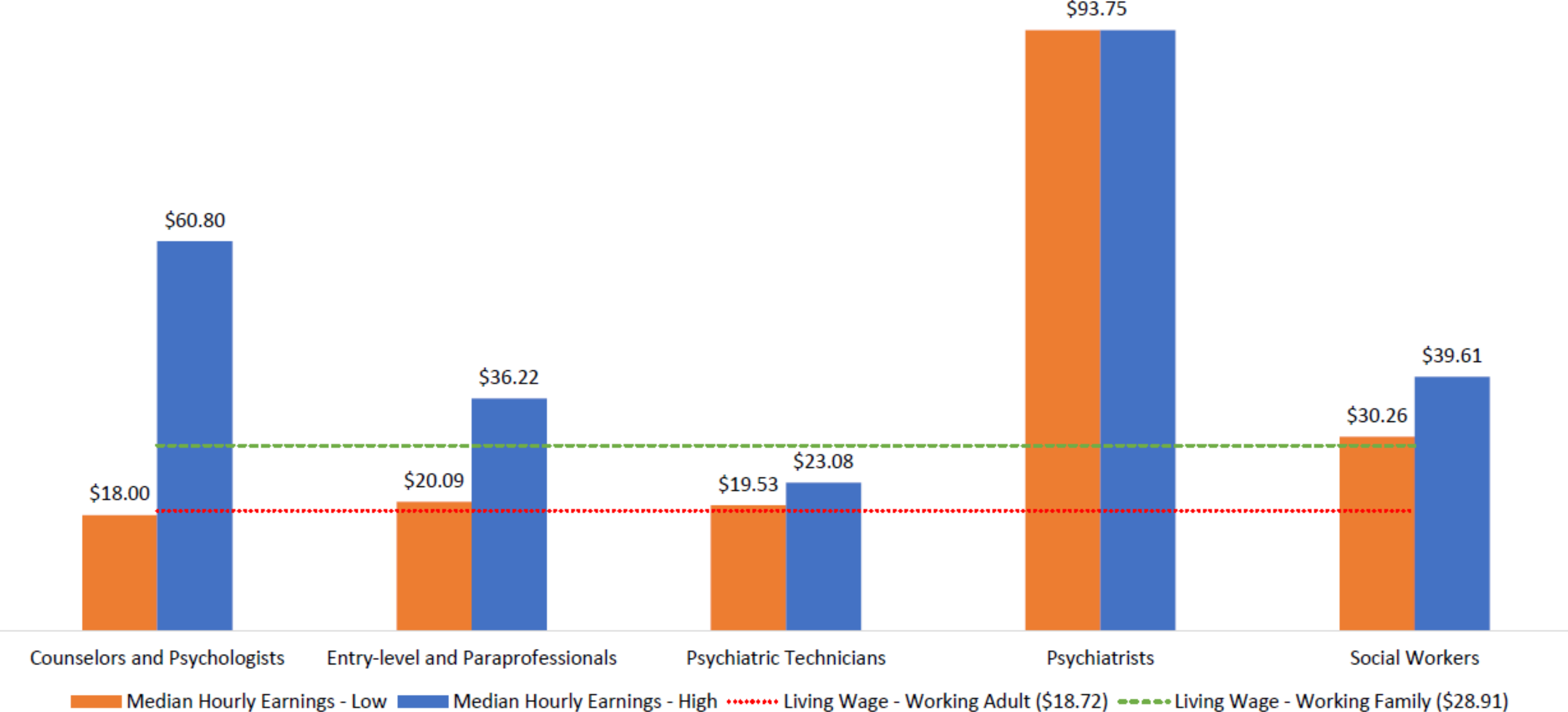


Nearly 90% of Greater Sacramento MBH jobs found in these 10 Industries

MBH Employment and Projections

	North (Greater Sacramento)			California		
MBH Occupational Category	2022 Jobs	Projected % Change, 2022-2027	5-Yr Avg. Annual Openings	2022 Jobs	Projected % Change, 2022-2027	5-Yr Avg. Annual Openings
Counselors and Psychologists	9,333	13%	1,090	137,405	13.7%	16,210
Entry-level and Paraprofessionals	8,786	15%	1,296	132,531	13.9%	19,139
Social Workers	6,467	14%	815	13,219	14.8%	1,748
Psychiatric Technicians	761	24%	116	5,950	7.7%	267
Psychiatrists	442	10%	21	92,064	12.8%	11,326
Totals	25,788	14%	3,339	381,169	13%	48,689

MBH Workforce Median Wage Ranges



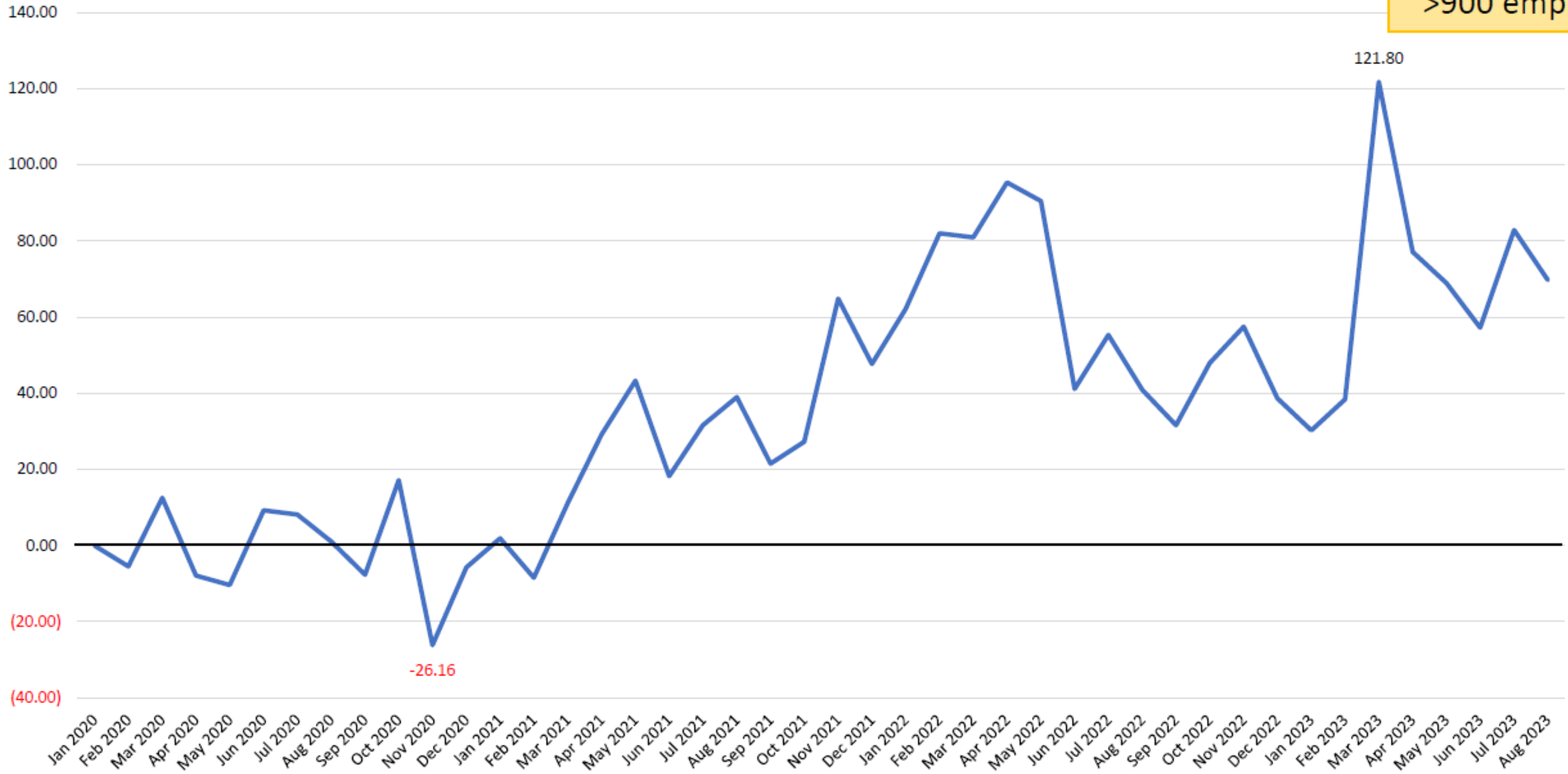
Source: EMSI 2023.3, QCEW Employees, Non-QCEW Employees, and the Self-Employed.

MBH Job Postings

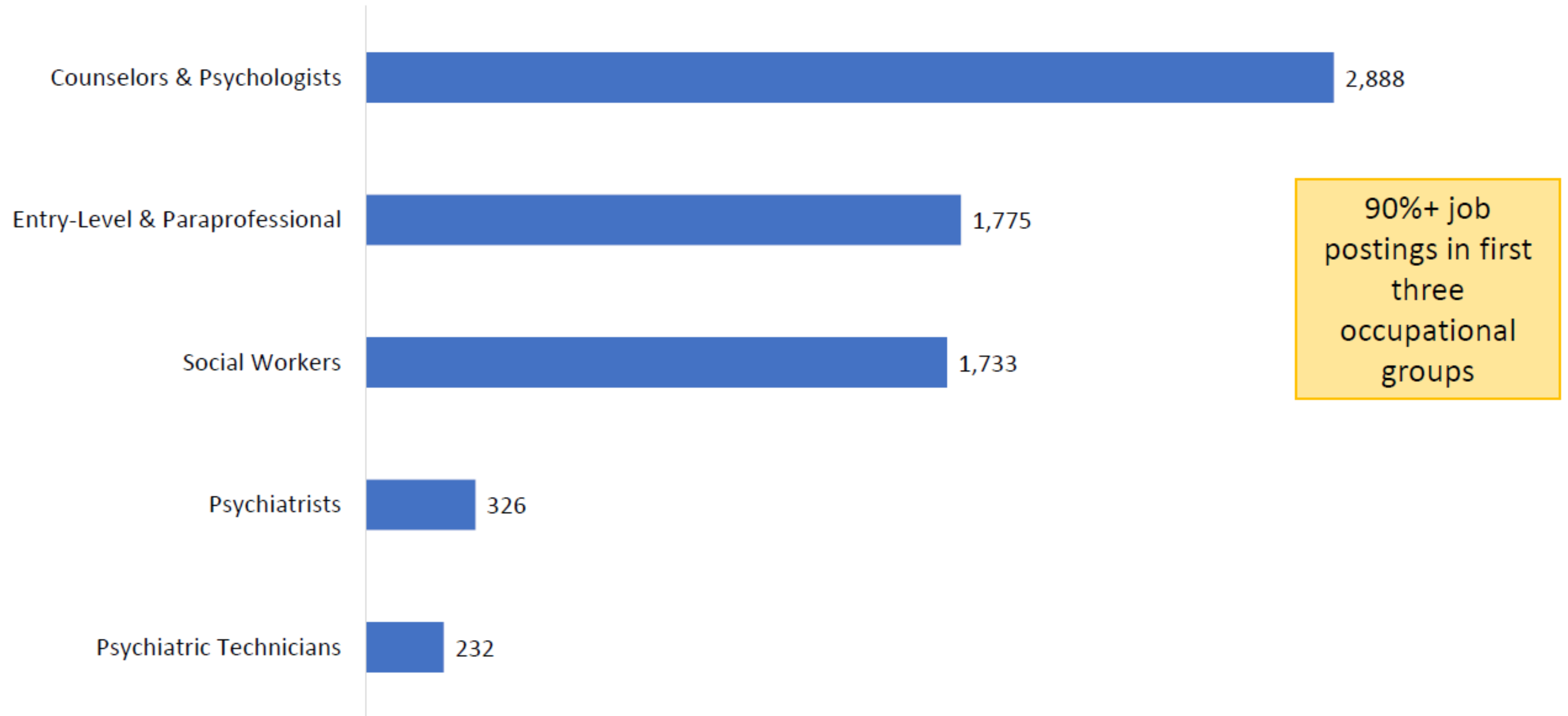
- Online Job Postings from the last 12 Months, Sept 2022-Aug 2023
- Covers 7-county North (Greater Sacramento) subregion
- Lightcast 2023.3; QCEW employees, Non-QCEW employees, and self-employed

Trends in MBH Job Postings

6,954 jobs
postings from
>900 employers



Job Postings by Occupational Group



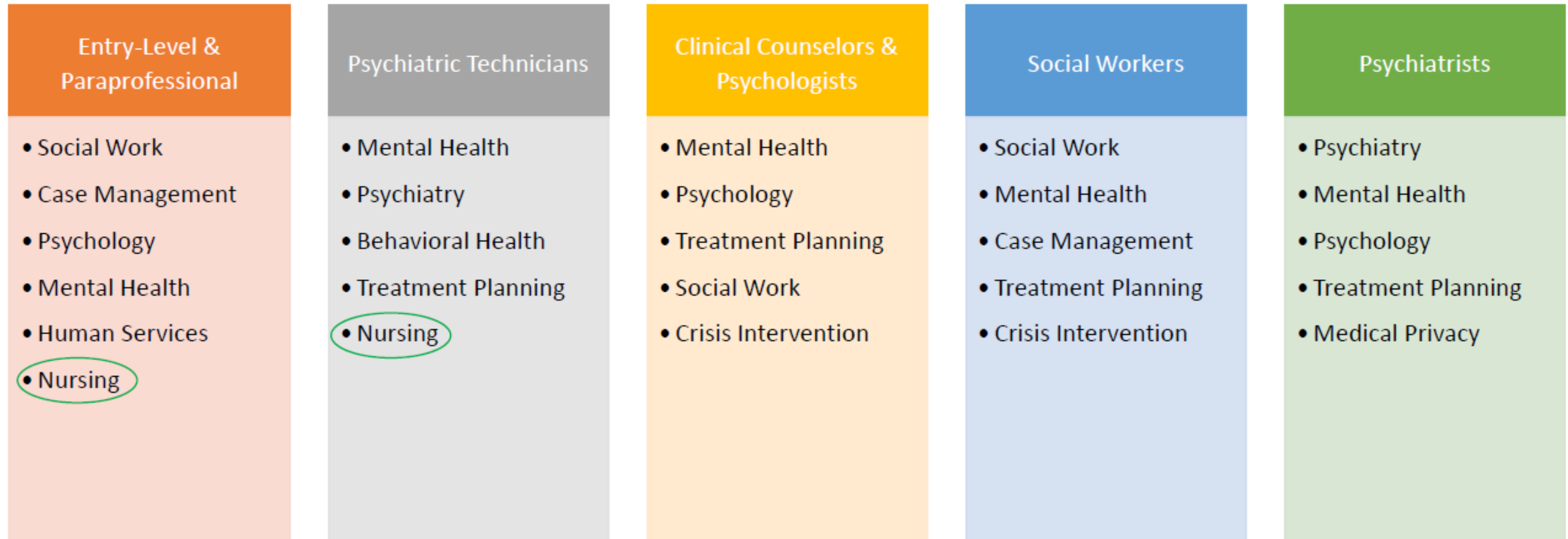
Top MBH Job Titles

Entry-Level & Paraprofessional	Psychiatric Technicians	Clinical Counselors & Psychologists	Social Workers	Psychiatrists
<ul style="list-style-type: none">• Directors of Social Services• Program Supervisors• Social Services Assistants• Community Programs Specialists• Residential Counselors	<ul style="list-style-type: none">• Psychiatric Technicians• Behavior/Behavioral Health Technicians• Mental Health Technicians• Mental Health Assistants• Behavioral Health Care Managers	<ul style="list-style-type: none">• Licensed Mental Health Professionals• Board Certified Behavior Analysts• School Psychologists• Psychologists• Mental Health Therapists	<ul style="list-style-type: none">• Licensed Clinical Social Workers• Medical Social Workers• Social Workers• Mental Health Workers• Licensed Marriage and Family Therapists	<ul style="list-style-type: none">• Psychiatrists• Psychiatry Physicians/ Psychiatrists• Adult Psychiatrists• Child/Adolescent Psychiatrists• Outpatient Psychiatrists

Top MBH Employers

Entry-Level & Paraprofessional	Psychiatric Technicians	Clinical Counselors & Psychologists	Social Workers	Psychiatrists
<ul style="list-style-type: none">• UC Davis• State of California• Kaiser Permanente• Lifesteps• International Rescue Committee	<ul style="list-style-type: none">• State of California (usu. Corrections)• Yolo Community Care Continuum• Kaiser Permanente• Universal Health Services• Wellpath	<ul style="list-style-type: none">• Kaiser Permanente• Guideline Healthcare• Telecare• Invo Healthcare• Wellpath	<ul style="list-style-type: none">• UC Davis & Sacramento County Jail• Kaiser Permanente• Sutter Health• United States Department of Veterans Affairs• UC Davis Health	<ul style="list-style-type: none">• Kaiser Permanente• University of California• Wellpath• Universal Health Services• Mindpath Health

Top MBH Specialized Skills



Most Requested Certifications

Entry-Level & Paraprofessional	Psychiatric Technicians	Clinical Counselors & Psychologists	Social Workers	Psychiatrists
<ul style="list-style-type: none">• Nursing - includes RN, NP, CNS, CCRN, CNA (about 226 postings)	<ul style="list-style-type: none">• Registered Behavior Technician (RBT)• Board Certified Assistant Behavioral Analyst (BCaBA) and Board Certified Behavior Analyst (BCBA)	<ul style="list-style-type: none">• Licensed Clinical Social Worker (LCSW)• Licensed Marriage and Family Therapist (LMFT)• Board Certified Behavior Analyst (BCBA)• Licensed Professional Clinical Counselor (LPCC)	<ul style="list-style-type: none">• Licensed Clinical Social Worker (LCSW)• Licensed Marriage and Family Therapist (LMFT)	<ul style="list-style-type: none">• Board Certified or Board Eligible

RBT, BCaBA, and BCBA can be obtained through [Behavior Analyst Certification Board](#)

LCSW, LMFT, and LPCC can be obtained through [California Board of Behavioral Sciences](#)

MBH Training Programs

- California Community Colleges Chancellor's Office DataMart
- Integrated Postsecondary Educational Data System

Greater Sacramento Training Pathways

Career Education

- Certified Nursing Assistant
- Chemical Dependency (Alcohol/Controlled Substances)
- Community Health Care Worker
- Gerontology
- Human Services
- Nursing (LVN and RN)
- Psychiatric Technician

General Education with Transfer Focus

- Biology
- Psychology
- Social Work
- Sociology

Baccalaureate & Graduate Programs

- Human Development
- Gerontology
- Psychology
- Social Work



Transfer Pipeline

Community College Programs	3-Yr Average CC Awards
Alcohol and Controlled Substances	50
Community Health Care Worker	13
Gerontology	14
Human Services	71
Psychiatric Technician	12
CE Subtotals	160
Behavioral Science	21
Biology, General	401
Psychology, General	951
Sociology	275
GE Subtotals	1,648
Certified Nurse Assistant	17
Home Health Aide	--
Licensed Vocational Nursing	48
Registered Nursing	220
Healthcare Subtotals	285
Grand Total	2,093

MBH Related Program Completions, 2020-21 thru 2022-23

4-Yr Institution Programs	2-Yr Avg. Bachelor Degree	2-Yr Avg. Master's and Beyond
Human Development	330	6
Gerontology	61	N/A
Psychology, General	545	34
Social Work	227	89
Grand Total	1,163	129

Average Annual Completions:

Community College Awards (excl. health): 160
Bachelor Degree: 1,163
Master+: 129

>>>UNDERSUPPLY<<<

Thank You!

Ebony J. Benzing
Interim Director

North Far North Center of Excellence

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916-563-3215



C·O·E

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FOR LABOR MARKET RESEARCH

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MENTAL AND BEHAVIORAL HEALTH WORKFORCE NEEDS ASSESSMENT: GREATER SACRAMENTO REGION



December 2020

Prepared by the North/Far North Center of Excellence
Aaron Wilcher and Wen Sun



[Link to report here.](#)

Behavioral Health Workforce Opportunities

Anne Powell

North/Far North Health Program

Specialist II, Policy Section

Office of Health Workforce Development





Behavioral Health Workforce Overview

Mental Health Advisory

Anne Powell, Office of Health Workforce Development

September 21, 2023

Department of Health Care Access and Information (HCAI)



- Every Californian should have access to equitable, affordable, quality health care provided in a safe environment by a diverse workforce.
- As California's health care needs expand, HCAI is now responsible for managing an array of programs that grew substantially in recent years, including new areas of workforce development.

Health Workforce Development

- **Support and increase a health workforce that:**
 - Serves medically underserved areas
 - Represents the California it serves through racial and language diversity
 - Serves Medi-Cal members
- **Offer programs that provide financial support for:**
 - Organizations expanding educational capacity
 - Individuals to pursue health careers (scholarship and loan repayment)
 - Organizations to build the workforce pipeline



HCAI BH Program Categories

- Certified Wellness Coach: A New Workforce Role
- Education Capacity Expansion Programs
- Recruitment and Retention Programs
- Health Professions Careers Opportunity Programs (Pipeline)

New Workforce Role: Certified Wellness Coach

- The 2021-2022 Budget included a \$4.4 billion investment and five-year plan to transform the behavioral health system for children and youth
- HCAI is charged with designing and launching the certified wellness coach (CWC) workforce
- CWCs will provide preventative and early intervention behavioral health supports to children and youth and their families.
- CWCs will be a workforce that reflects California's diversity serving youth where they live, study and work
- Certified Wellness Coach Employer Support grants for Academic Years (AY) 2024-25 through AY 2025-26

Education Capacity Expansion Programs

- **Substance Use Disorder Earn and Learn Grant Program**
- **Social Work Education Capacity Expansion Program**
- **Psychiatry Education Capacity Expansion Program**
- **Train New Trainers:**
 - Primary Care Psychiatry Fellowship Scholarship (PC TNT)
 - Primary Care Training and Education in Addiction Medicine (PC-TEAM)
- **Peer Personnel Training and Placement Program**
- **Training for Justice and System-Involved Youth**

Recruitment and Retention Programs (1/2)

Scholarship Programs

- Behavioral Health Scholarship Program
- Golden State Social Opportunities (Scholarship) Program

Loan Repayment Programs

- Allied Healthcare Loan Repayment Program
- Licensed Mental Health Services Provider Education Program
- State Loan Repayment Program
- Steven M. Thompson Physician Corps Loan Repayment Program

<https://hcai.ca.gov/loans-scholarships-grants/loan-repayment/>

Recruitment and Retention Programs (2/2)

Community-Based Organization (CBO) Behavioral Health Workforce Grants

- Awarded \$117 million in grants to CBOs that provide behavioral health services to support their behavioral health workforce through:
 - Scholarships
 - Loan repayments
 - Stipends
 - Retention bonuses
 - Hiring bonuses and activities

Health Professions Careers Opportunity Program (Pipeline)

Health Professions Pathways Program (HPPP)

- Provides funding to organizations to recruit and support students from underrepresented regions and backgrounds. Program components can include:
 - Pipeline programs
 - Internships
 - Post undergraduate fellowships
 - Post-baccalaureate
- HPPP awarded \$40.8 million to 20 organizations, serving nearly 32,000 students across 30 counties
- \$7.5 million in current application to provide wrap around services to youths from the foster system, homeless system, and/or justice system who are pursuing behavioral health careers

Health Careers Exploration Program

- Funding supports conferences, workshops, or career exploration activities, exposing students to health careers.

Sign Up for our Newsletter!



<https://hcai.ca.gov/mailing-list/>

Contact Us!



Phone (916) 326-3600

**#WeAreHCAI #HCAI #HealthWorkforce
#HealthFacilities #HealthInformation**

Lived Experience and Skills in Mental Health Careers

Christie Gonzales
Chief Program Officer, WellSpace
Health





Time for
a BREAK!

» Industry Panel Discussion



Jessie Armenta
Clinical Director,
La Familia Counseling
Center



Shanine Coats
Director
Strategic Initiatives
Sacramento County
Office of Education



Jeneba Lahai
Executive Director at
Yolo County Children's
Alliance



Christie Gonzales
Chief Program Officer,
WellSpace Health



Emilio Licea III, PsyD
Behavioral Health Manager I
Consortium Director North
Valley Training Program
Training Director at Kaiser

➤ Facilitating Partnerships

SETA

Sacramento Employment
and Training Agency



Ân Tạ
Program Specialist
III/Administrator,
Teaching & Learning
Yolo County Office of
Education

YOLO COUNTY OFFICE OF EDUCATION CAREER PREP AND ADULT ED
COGNITIVE-BEHAVIORAL INTERVENTIONS – CORE YOUTH (CBI-CY)

YOLO COUNTY OFFICE OF EDUCATION CAREER PREP AND ADULT ED
COMMUNITY HEALTH WORKER CERTIFICATE PROGRAM

YOLO COUNTY OFFICE OF EDUCATION CAREER PREP AND ADULT ED
SOCIAL WORK & HUMAN SERVICE SKILLS AND TOOLS CERTIFICATE PROGRAM

YOLO COUNTY OFFICE OF EDUCATION CAREER PREP AND ADULT ED
COGNITIVE-BEHAVIORAL INTERVENTIONS – INTERPERSONAL VIOLENCE (CBI-IPV)

YOLO COUNTY OFFICE OF EDUCATION CAREER PREP AND ADULT ED
MENTAL HEALTH FIRST AID

YOLO COUNTY OFFICE OF EDUCATION CAREER PREP AND ADULT ED
COMMUNITY HEALTH WORKER CERTIFICATE PROGRAM

Mental Behavioral Health Career Pathway Programs

Summary

SETA has been involved with a few initiatives focused on reducing mental health stigma and improving mental wellness for youth and young adults ages 16-24. Also, diversifying the MBH workforce and expanding linguistic and culturally relevant services. Programs such as the Peers Helping Peers Program, the Grow Your Own Mental and Behavioral Health Talent Program, and the Equity and Special Populations Program are contributing towards achieving these goals.

Goals

- Attract diverse young talent especially low-income people of color from underserved communities into the Mental/Behavioral Health field
- Help accelerate the build-out of an MBH pathway system in our community
- Address the shortage of mental health workers in the Greater Sacramento Region

What's Next

Sacramento County Office of Education (SCOE) was awarded the H RTP grant and has included SETA as a partner.

SETA

Sacramento Employment
and Training Agency



SACRAMENTOWORKS
A SETA PROGRAM

Contacts

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Jessica Medina

Workforce Development Planner
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Layering Initiatives

Peers Helping Peers Program (PHP)

Fall 2020 - Spring 2022: Peers Helping Peers is a CAL MHSA-funded program aimed at reducing mental health stigma and improving mental wellness for youth and young adults (16-26) as well as Spanish-speaking adults in Sacramento County. HEC-engaged participants ages 17-24 are placed in a 7-week mental health training and mental well-being projects. SETA placed participants into paid work experiences.

Outcomes: Held 5 cohorts of virtual training and 70% executed a paid work experience.

Grow Your Own Mental Behavioral Health Talent Program (MBH)

February 2022 - March 2023: The Grow Your Own Mental/Behavioral Health Talent Internship Program was a program focused on promoting diversity in the mental behavioral health field by offering paid internship opportunities for diverse, under-served populations to obtain career opportunities in the Mental/Behavioral Health field. SETA served participants ages 18-24 from diverse backgrounds through facilitating paid work-based learning experiences. SCOE hosted 6 interns. UC Davis Health hosted 5 interns.

Outcomes: Served 20 young adults who were enrolled in programs of study such as Social Work, Psychology, Human Development, and Sociology.

Equity & Special Populations Program (ESP)

October 2022 to Current: The Us Program is the program aimed at recruiting and training young adults ages 18-24 for peer support roles in the field of mental/behavioral health with lived experience. **Lived experience** is being self-identified as having experience with the process of recovery from a mental illness or substance use disorder, either as a consumer of these services or as the parent, caregiver or family member of a consumer. Participants attend a Peer Training Academy, its an 80-hour interactive peer training course, for individuals identified by SETA who have a desire to work in the MBH field and offers them support in receiving Peer Specialist training. Participants are supported with placement assistance in direct hire roles, On-the-job training roles, or paid work experience. **Outcomes:** 20 participants have been served thus far.

Kaiser Permanente Roseville: Mental Health Training Program

Training Program

The Kaiser Permanente Mental Health Training Program provides future-focused, integrative training in a large multidisciplinary healthcare system. Trainees work in a wide range of settings and learn cutting-edge approaches reflecting the latest trends and advances in healthcare.

The Training Program is committed to training neuropsychology and clinical psychology postdoctoral residents, masters level trainees, practicum externs, and high school/ college students within an integrated health care system in order to prepare them for dynamic roles as practicing neuropsychologists/ psychologists/ social workers/ therapists in the health care system of the future.

Our model of training is developmental in nature and builds upon baseline skills and competency benchmarks acquired during graduate, college, and high school education. We aim to provide the highest level of training for all trainees.

Training Manager/ Post-Doctoral Resident Director

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Neuropsychology Post-Doctoral Residency Training Director

Kimberly Lanni, PhD, ABPP-CN

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Masters Training Director

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Practicum Training Director

Ladan Khatibijah, PsyD

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Ladan.Khatibijah@kp.org

➤ Upcoming Events

- Information & Communication Technology Regional Advisory: Building the Full Stack on October 12 from 1pm-3pm | Hybrid | 3661 Whitehead St #100
- Energy, Construction, and Utilities: Water Related Careers on October 27 1:30pm-3:30pm | Hybrid | 10 College Pkwy, Folsom, CA 95630



Register for our
Livability Summit –
2023 by Scanning this
QR Code!

➤ Thank you for joining!

For more information, please contact:

Hilary Tellesen, Project Leader, Valley Vision
hilary.tellesen@valleyvision.org

DiAngelo Andrews, Project Associate, Valley Vision
diangelo.andrews@valleyvision.org



Fill out our survey and
let us know what you
think