

California's Children and Youth Behavioral Health Initiative (CYBHI)

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Behavioral Health Workforce Initiatives



Broad BH Workforce: \$427M

Overview: includes eight sub-modules that collectively form a multi-dimensional approach to behavioral health training and capacity expansion



Initiatives include focus on specific provider types as well as cross-cutting strategies

- **Overall goal:** improve the access to and quality of BH services for CA youth by increasing the number of BH professionals and evolving their training to better meet youth needs
- **Provider types** include primary care providers, psychiatrists, social workers, peer personnel
- **Cross-cutting strategies** include Earn & Learn apprenticeship models, training to serve justice and system-involved youth, building the BH workforce pipeline, and the SUD workforce



BH Coach Workforce: \$338M

Overview: aims to augment the BH workforce and increase availability of BH services for youth through the creation of a new role



Preliminary goals for BH coach role

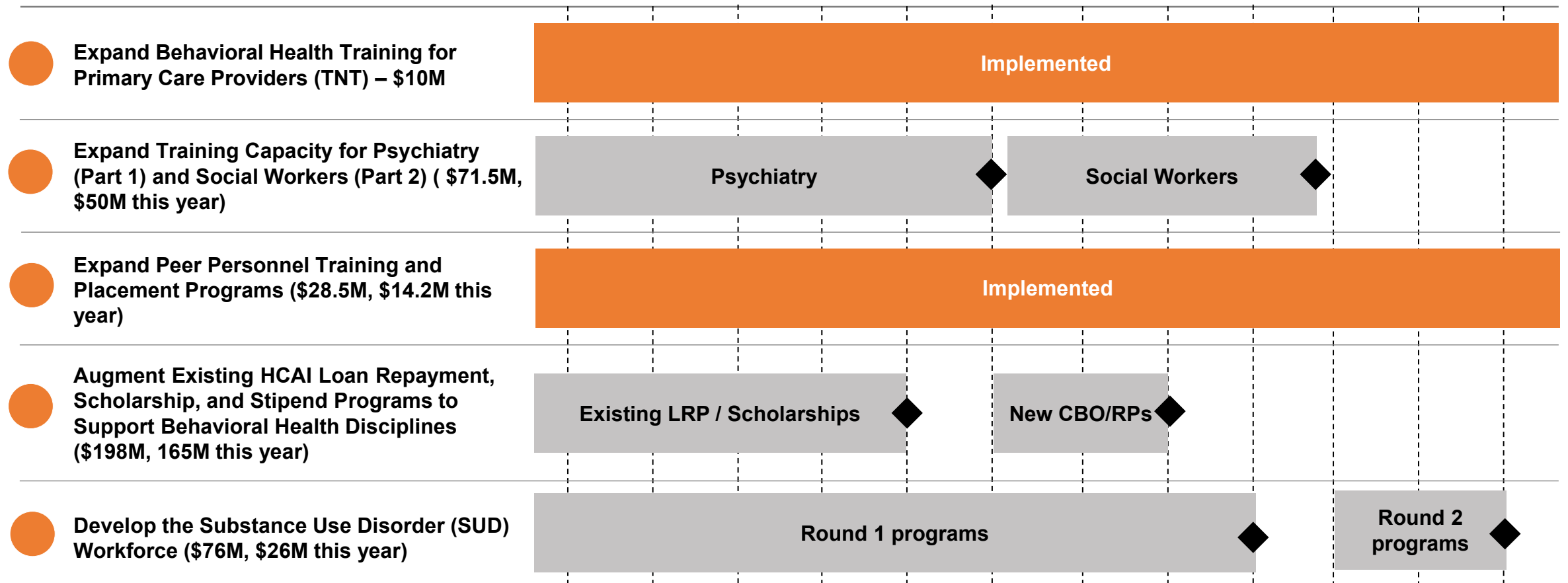
- **Engage directly with youth**, while ensuring adequate training and supervision
- Serve **vulnerable populations where they live, study and work**
- Make BH roles accessible to a **diverse population with lived experience**
- **Address some of the potential workforce gaps** that exist today (e.g., few existing BH roles require 1-4 years of ed.)
- Ensure the role is both **a desirable occupation in and of itself and a pathway** to more advanced BH roles

Draft timeline (1/2)

● Broad BH Workforce Capacity ◆ Potential implementation date (grant application launched)

Potential implementation timeline (2022)

HCAI CYBHI modules and budget



Draft timeline (2/2)

● BH counselor and BH Workforce

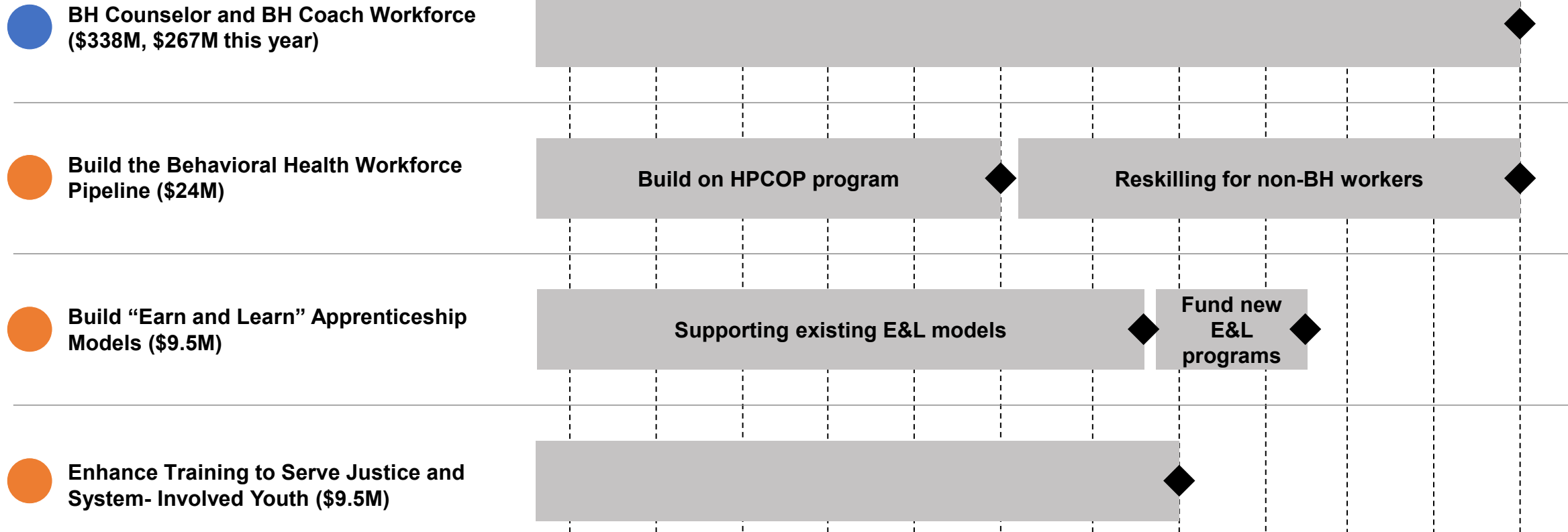
● Broad BH Workforce Capacity

◆ Potential implementation date (grant application launched)

Potential implementation timeline (2022)

HCAI CYBHI modules and budget










Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec



Preliminary approach to stakeholder engagement for BH workforce initiatives

- Diagnostic Phase (January-June):
 - Interviews and focus groups with non-governmental organizations and individuals, state and local government agencies, and youth and families to understand needs. *May continue past June.*
- Design Phase (May-July)
 - Functional working groups with regional representation planned to participate in co-design sessions to test/refine/draft BH workforce programs and roles. *Co-design may continue past July.*

CYBHI Module Descriptions

HCAI CYBHI modules	Description
 Expand Behavioral Health Training for Primary Care Providers (TNT) – \$10M	<p><i>Note: Grant application already launched</i></p> <p>Aims to deliver ~\$10M in funding over 5 years to UCI's Train New Trainers (TNT) Fellowship to support primary care providers who serve children and youth and underserved populations/regions</p>
 Expand Training Capacity for Psychiatry (Part 1) and Social Workers (Part 2) – \$49.5M	<p>Provide funding to support and grow residency and training programs that develop this workforce</p> <p>Build on existing programs such as Psychiatric Education Capacity Expansion (PECE) program</p> <p>Add programs that train other provider types (e.g., non-prescribing clinicians, Child and Adolescent SW, and Child Welfare Workers)</p>
 Expand Peer Personnel Training and Placement Programs (\$28.5M, \$14.2M this year)	<p><i>Note: Grant application already launched</i></p> <p>Expand on the existing Peer Personnel Training and Placement program</p> <p>Train up to 2,000 peer personnel with lived experience to serve children and youth ages 0 -25</p>
 Augment Existing HCAI Loan Repayment, Scholarship, and Stipend Programs to Support Behavioral Health Disciplines (\$198M, 165M this year)	<p>Expand loan repayment, stipend, and scholarship programs for behavioral health disciplines</p> <p>Consider delivering funding directly to training providers (vs. through regional partnerships)</p>
 Develop the Substance Use Disorder (SUD) Workforce (\$76M)	<p>Deploy funding to supplement/expand existing initiatives, incorporating SUD workforce training and development</p>
 BH Counselor and BH Coach Workforce (\$430M)	<p>Design, launch, and implement a new BH coach/counselor role to augment the BH workforce and increase availability of BH services for youth</p>
 Build the Behavioral Health Workforce Pipeline (\$24M)	<p>Build a pipeline of healthcare providers to meet California's BH needs, potentially similar to healthcare opportunities program, but for BH instead of primary care</p>
 Build "Earn and Learn" Apprenticeship Models (\$9.5M)	<p>Provide tuition support and on-the-job training at a BH provider while a student attends school (post-secondary) or training; BH practitioner/provider would supervise and mentor student, who would return to work at the BH provider after graduation</p>
 Enhance Training to Serve Justice and System-Involved Youth (\$9.5M)	<p>Utilize limited budgeted funding to expand/build on existing programs so that they more effectively reach justice and system-involved youth</p>