# Creating a System of Excellence for the Children's behavioral Health Workforce: A Working Meeting

## NHCBH Workforce Development Network Meeting

New England College

April 4, 2014

# System of Care Definition

"A **spectrum** of effective, **community-based** services and supports for children and youth with or at risk for mental health or other challenges and their families, that is organized into a **coordinated** network, builds meaningful **partnerships** with **families** and **youth**, and addresses their **cultural** and **linguistic** needs, in order to help them to **function** better at **home**, in **school**, in the **community** and throughout life"

# NH Children's Behavioral Heath Plan
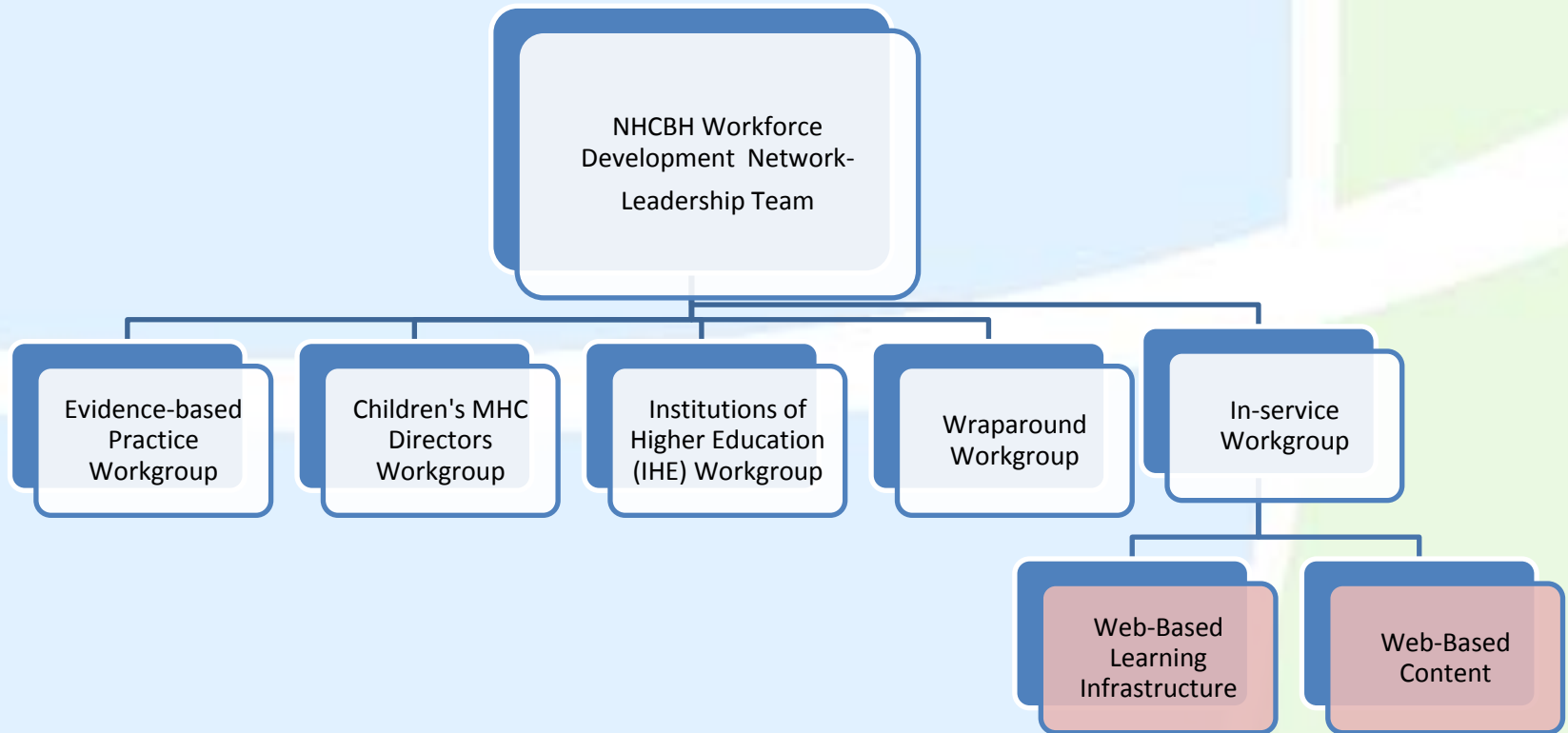
# Our Leadership Team & Workforce Development Network Mission:

The mission of the NH Children's Behavioral Health Workforce Development Network is to build a sustainable infrastructure for the development of the children's behavioral health workforce based upon the core competencies and infused with the system of care core values and guiding principles.

We will do this by:

1. Utilizing the existing infrastructures and resources for delivery of professional development;

2. Creating criteria and a system for identifying  and meeting the professional development needs of the children's behavioral health workforce;

3. Creating new opportunities and collaboration for professional development, aligned with the New Hampshire Children's Behavioral Heath Plan.

# NH Children's Behavioral Health Core Competencies

Many Thanks to:

Glenn Quinney, MHCGM

Ray Barrett, Genesis Behavioral Health

Chris Cummings, Riverbend Mental Health Center

Claudia Ferber, NAMI NH

Kathleen Abate, Granite State Federation of Families for Children's Mental Health

Annamarie Cioffari, Southern NH University

Melissa Mandrell, IOD at University of New Hampshire

# Purpose of the Competencies

The New Hampshire Children's Behavioral Health Core Competencies are designed to improve the quality, consistency, and efficiency of the behavioral health service delivery system for children, adolescents, and their families and create a foundation for training individuals who work with children and adolescents with behavioral health challenges and their families.

# Using the Core Competencies

- For staff self-assessment
- To identify high-need skill and knowledge development areas
- To identify staff expertise and skills
- For individual staff assessment and development

# NH Children's Behavioral Health Core Competencies

Developed in 2011 by a diverse stakeholder group including child-serving community mental health providers, family organizations, state policy makers, and university staff

➢ Based on System of Care Core values and Principles

➢ Foundational, Intermediary and Advanced levels in 7 Key Domains

# What Does a System of Excellence for Workforce Look Like ?

- Has a broad view of who are the service providers, including non-traditional providers and family members—new kinds of workers; i.e. case coordinators, system navigators, respite providers, behavioral techs. peer support providers therapeutic support providers, job coaches

- Is grounded in a set of values and principles: i.e. systems of care approach

- Recognizes and uses family strengths and abilities—shift in skill to learn how to "do with" instead of "do for or to"

- Honors caregivers and their cultural traditions

- Develops core competencies for the system and staff that are reflective of SOC values and principles

# What Does a System of Excellence for Workforce Look Like ?

- Implements strategies to diversify the workforce by including staff with cultural and language diversity, paraprofessionals, families, and youth
- Provides training/TA and coaching on evidence-informed and promising practices and practice-based evidence approaches
- Work effectively in **cross-disciplinary & cross agency teams** and **values** collaborations to deliver services
- Is proficient in mental health, substance use, and trauma informed practices
- Is data and outcome driven
- Uses technology to improve services
- Implements strategies to prepare future workforce to work within SOC framework