



# NH Children's Behavioral Health Workforce Development Network

## Overview

Since 2009, the [NH Children's Behavioral Health Workforce Development Network \(NHCBH Workforce Development Network\)](#), has focused on identifying and building core competencies of the children's behavioral health workforce in New Hampshire. Workforce retention, training, and the capacity to deliver research-based practices are critical to the effectiveness of our behavioral health system. Nationally and in the states, there have been significant issues with workforce shortages, staff turnover, and lack of training and adoption of research-based practices among those who work with children and youth with behavioral health concerns and their families.<sup>i,ii,iii</sup> We are now recognizing the importance of early childhood and children's behavioral health to adult health and wellness; advances in children's behavioral health benefit everyone.

Led by staff at the UNH Institute on Disability, the network of providers, trainers, family and youth-led organizations, state leaders, and university program directors, has over 60 members, with over 30% representative of the youth and family community. This group operates under the umbrella of the [NH Children's Behavioral Health Collaborative \(CBHC\)](#), which was formed in 2010 and has a mission "...to transform New Hampshire's current children's behavioral health care services and supports into an integrated, comprehensive system of care. The system of care is family and youth driven, community based, and culturally and linguistically competent."<sup>iv</sup>

**The Mission** of the NHCBH Workforce Development Network is to ensure a highly-effective, stable, diverse workforce by building responsive and effective cross-sector development opportunities that are infused with the core competencies and system of care values and guiding principles. We will accomplish our mission 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; and
3. Creating new opportunities and collaboration for professional development, aligned with the New Hampshire Children's Behavioral Health Strategic Plan.

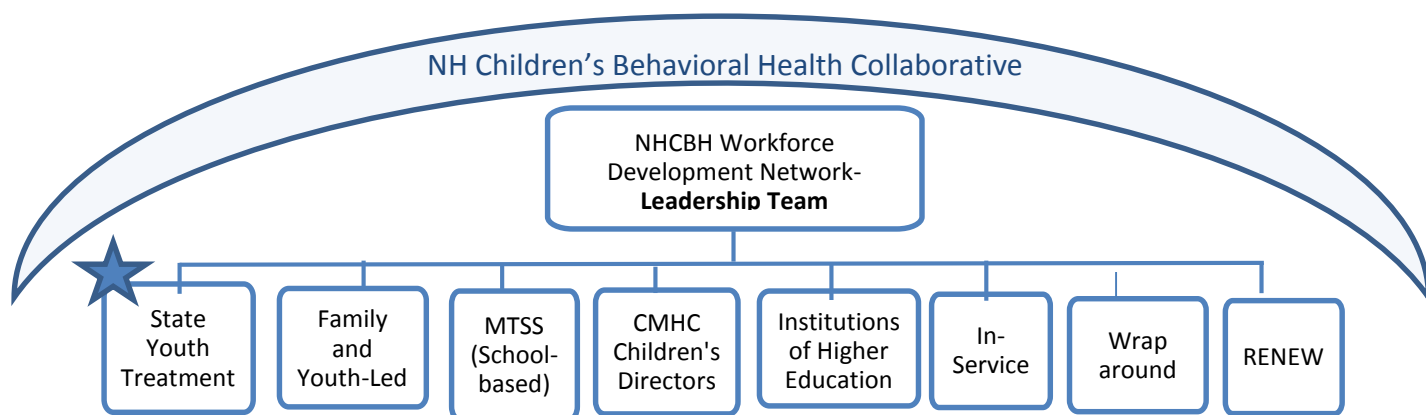
NHCBH Workforce Development Network uses a Community of Practice<sup>v</sup> model for its meetings, including a non-hierarchical structure and task groups based on problems identified by the community and experts in the field. The task groups develop and continuously update their workplans, including priority objectives and strategies linked to the workforce activities in the [NH Children's Behavioral Health Plan](#). The seven active task groups are: Institutions of Higher Education (IHE), Evidence Based Practices, Family-Driven Wraparound Practice, Youth and Family-led Practices, Multi-Tiered Systems of Support in Schools, In-Service Training, and Community Mental Health Centers Children's Directors (see diagram below).

## Accomplishments

- ❖ Developed the NH Children's Behavioral Health Core Competencies in 2011, with an updated version released in October 2016. Over 500 copies have been disseminated to providers, family organizations, educators, and other stakeholders throughout NH.
- ❖ Played a major role in the development of the state's new \$12 million System of Care grant, "FAST Forward 2020," awarded to the NH Department of Education and beginning October 2016.
- ❖ Developed a manual, curriculum and protocols for high-quality implementation of family- and youth-driven Wraparound that has demonstrated positive outcomes and strong fidelity relative to implementation in other states, and has been provided as part of NH's FAST Forward system of care.
- ❖ Developed family and youth peer-to-peer support models, training curriculum, and protocols.
- ❖ Assisted with the Children's Mental Health Workforce Retention Study (2016)<sup>vi</sup>.

- ❖ Developed 18 online training modules by experts in the field on topics such as early childhood mental health, evidence-based practices, person-centered planning, positive behavioral interventions and supports, cultural and linguistic competence, and trauma; these are [accessible on the CBHC website](#).
- ❖ Conducted crosswalks of the NHCBH Core Competencies with curricula at SNHU, Plymouth State University, Nashua Community College, Keene State University, and New England College in psychology, community mental health, school psychology and special education, to help institutions revise their coursework, improve specific areas of need (such as cultural and linguistic competence), and promote community engagement including with NAMI-NH and YouthMOVE NH.
- ❖ Co-Presented (including faculty from New England College, Plymouth State University, SNHU, and UNH IOD) at the 28th Annual Research & Policy Conference on Child, Adolescent, and Young Adult Behavioral Health in Tampa, Florida, March, 2015; and published a collaboratively written journal article.<sup>vii</sup>
- ❖ Developed a graduate level course that reflects System of Care values and principles, “Adolescents with Emotional and Behavioral Challenges: System of Care and Cross-Disciplinary Practice” offered at the UNH Social Work program, and the New England College’s Psychology program.
- ❖ Researched the need for, and availability of, efficacious evidence-based practices in children’s mental health, resulting in bringing MATCH training, a modularized cognitive behavioral therapy, to NH providers.
- ❖ Formed and facilitated a Multi-Tiered System of Support (MTSS) collaborative to improve the capacity and consistency of training and TA in Positive Behavioral Interventions and Supports (PBIS) to NH schools.
- ❖ Assisted the NH Department of Education to develop and implement the Safe Schools/Healthy Students project (over \$18 million in federal grants received since 2012 as part of the *Now is the Time* Initiative) to increase school safety and to provide for the mental health needs of children, youth, and young adults.
- ❖ Training and coaching for Safe Schools/Health Students and Project AWARE to implement Multi-Tiered Systems of Support, resulting in reductions in student behavior problems, improved access to mental health services, and increased collaboration between schools and community mental health providers.
- ❖ Supported applications for two HRSA grants totaling \$2.2M awarded to Plymouth State University (PSU)’s Counselor Education and School Psychology Department (2014) and two additional grants, one to UNH and one to Manchester’s Community College, that will increase workforce capacity in integrated primary and behavioral healthcare (awarded in 2017).

### The NH Children’s Behavioral Health Workforce Development Network



<sup>i</sup> Hoge, M. A., Morris, J. A., Daniels, A. S., Stuart, G. W., Huey, L. Y. & Adams, N. (2007). An action plan for behavioral health workforce development: A framework for discussion. Cincinnati, OH. Prepared for the Substance Abuse and Mental Health Services Administration (SAMHSA) by The Annapolis Coalition on the Behavioral Health Workforce. Contract Number 280-02-0302.

<sup>ii</sup> Huang, L., Macbeth, G., Dodge, J., Jacobstein, D. (2004). “Transforming the Workforce in Children’s Mental Health” in *Administration and Policy in Mental Health*, 32(2), 167-187.

<sup>iii</sup> President’s New Freedom Commission on Mental Health (2003). *Achieving the Promise: Transforming Mental Health Care in America*. Final Report. Washington, D.C.

<sup>iv</sup> See [www.nh4youth.org](http://www.nh4youth.org)

<sup>v</sup> <http://wenger-trayner.com/introduction-to-communities-of-practice/>

<sup>vi</sup> Antal, P. (2016). Improving Child and Community Health: Addressing Workforce Challenges in Our Community Mental Health Centers. Concord. Available at: <http://www.endowmentforhealth.org/resource-center>

<sup>vii</sup> Malloy, J. M., Weber, K., Cioffari, A. T., & Waltman, C. (2016). Aligning higher education programs with field-developed core competencies in children’s behavioral health: A System of Care initiative in New Hampshire. *Emotional and Behavioral Disorders in Youth*, 6(4), 84-90.