

Child and Adolescent Mental Health Workforce Development

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Why Is the Workforce Issue So Important?



Children's Mental Health Workforce

- Critical issue families have recognized for a long time.
- Often not the program but the person that makes the difference in a child's life.

Dr. Haim Ginott

Educator and Child Psychologist

“I’ve come to the frightening conclusion that I am the decisive element in the classroom. It’s my daily mood that makes the weather. As a teacher, I possess a tremendous power to make a child’s life miserable or joyous....

Dr. Haim Ginott

Educator and Child Psychologist

... I can be a tool of torture or an instrument of inspiration. I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated and a child humanized or de-humanized.”

NASMHPD CYF Division

- Workgroup on Workforce
- National scan of Child Mental Health Directors on workforce efforts and initiatives
- Collection of training modules on core competencies

Georgetown University National Technical Assistance Center for Children's Mental Health

- Compendium of In-service Training Programs
- gucchd.georgetown.edu/programs/ta_center

Need for Workforce Development

- Need for qualified professionals and paraprofessionals to serve growing population of children with mental health needs and their families
- Not enough professionals to provide care in all parts of the state
- Not enough students entering child mental health professions
- Existing workforce is aging and retiring
- Some existing professionals have not been trained in system of care principles

The Maryland Mental Health Workforce Initiative

- Collaborative effort of the Mental Hygiene Administration of the Maryland State Department of Health and Mental Hygiene (DHMH) and the Maryland State Department of Education (MSDE)
- To assure qualified professionals and paraprofessionals are available to serve children with mental health needs (birth-21) and their families

The Maryland Mental Health Workforce Initiative Overview

- Workforce Committee Mission:
 - Recruitment & Retention
 - Quality Training
 - Increased Training Programs
 - Uniformity of Standards
 - Effective Credentialing

What did Maryland do? How did we do it?

2004

- Participation in Georgetown University SEARCH Conference
- Convened the Maryland Mental Health Workforce Steering Committee (48 members) Needs Assessment (Maryland Survey)

2005

- Conducted the Maryland Mental Health Workforce Summit (120 participants)
- 47 participants continued in workgroups on Data, Recruitment and Retention and Core Competencies reporting to Steering Committee

2005-2006

- Developed a set of baseline mental health core competencies for professionals
- Field-tested successfully with 93% rated Important to Very Important
- Solicited workgroup reports
- Began development of recommendations & strategies

2006-2007

- Drafted Maryland Mental Health White Paper with action plan and data, recruitment, retention, and training recommendations and strategies
- Provide funding for development of curriculum modules for the baseline core competencies
- Survey of Maryland's pre-service and in-service training programs and efforts

2008-2010

- Increase training programs and capacity of existing programs
- Complete development & implement curriculum modules for core competencies
- Recruitment of young people into child mental health careers

Maryland Mental Health Core Competencies

- Developed as a baseline for training mental health professionals, educators, advocates, and families.

Maryland Mental Health Core Competencies

- Organized as Knowledge & Skills under the following areas:
 1. Cultural Competency
 2. Child Development & Disorders
 3. Families as Partners
 4. Screening, Assessment, & Referral
 5. Treatment Planning & Service Provision

Maryland Mental Health Core Competencies (continued)

6. Outcomes & Quality Improvement
7. Behavior Management
8. Health & Safety
9. Community Development
10. Communication

Maryland's Mental Health Workforce Six Strategies

Recruitment & Retention Strategies

- Implement shared governance
- Strengthen career ladders
- Identify roles in the field for retired mental health workers
- Implement merit increases concurrent with signing bonuses, loan repayment, etc.

- Redefine the mental health workforce to include emerging groups
- Encourage people with less training to enter the mental health field and provide training necessary for advancement
- Increase available labor pool through greater diversity and seek workers from non-traditional labor pools
- Provide scholarships and grants to recruit high school, community college and college applicants

Strategies

Reciprocity Agreements

- Involve Boards of Licensure

Center for Social and Emotional Foundations of Early Learning

- Training for early childhood professionals on supporting social and emotional development in young children ages birth to five
- Trainers will use CSEFEL as basis for training to all early childhood professionals in Maryland including child care, Head Start, home visiting
- Mental health consultation available to all child care providers will use CSEFEL

Early Childhood Mental Health Curriculum

- Staff at the local mental health authority in Baltimore City developed a curriculum for masters level mental health clinicians on early childhood mental health
- Partnering with the University of Maryland the training was formalized and it is now offered as a Certificate in Early Childhood Mental Health
- Start up costs for university to offer a training program

School Based Mental Health

- University of Maryland's Center for School Mental Health
- Core competencies in school based mental health

Child and Adolescent Mental Health Institute

- Partners include University of Maryland and Johns Hopkins University Divisions of Child Psychiatry, Maryland Coalition of Families for Children's Mental Health, and State Mental Hygiene Administration
- Focus on implementation of Evidenced Based Practices
- Treatment Foster Care, Trauma Informed Care, Respite Care, Psychiatric Rehabilitation Services, Seclusion and Restraint Reduction in Facilities, Wraparound Service Delivery

Partners

- Consortium of Private Residential Treatment Centers (RTC's) are working on recruitment, retention, core competencies training
- State Steering committee and RTC's will collaborate joining their efforts
- Training curriculum for frontline staff in facilities developed and being offered in community colleges

Collaboration with Pediatricians

- Collaboration with Maryland Academy of Pediatrics and Maryland Regional Council of Child and Adolescent Psychiatry to support pediatricians with child mental health consultation and resource access

Maxie Collier Scholars

- Mental Hygiene Administration has funded for several years a program to recruit minority students into a child mental health career
- Students attend Coppin State University, a historically black university in Baltimore City and are chosen to be a Maxie Collier Scholar
- Students are mentored by faculty of professional schools in social work, psychology, nursing and psychiatry

Maxie Collier Scholars

Coppin State University
2500 W. North Avenue
Baltimore, Maryland 21216

Dr. Julie Manley, Coordinator

Dr. Vonda Smith Hill, Program Director

High School Recruitment

- Suggestions have been made to inform high school students of careers in child and adolescent mental health
- Mental health careers will be included in career magazine given to all high school seniors
- Working on making child mental health careers attractive, interesting, and fun

College Degree Programs

- Our Goal is to have a range of degree programs available for children's mental health:
 - A.A. entry degree
 - B.A.
 - Masters, Ph.D., M.D.
- Our two and four year public colleges and universities have worked to have community college A.A. degree credits automatically transfer to our four year schools towards a B.A. degree

White Paper

- Summarize the efforts of the statewide steering committee and subcommittee for use in advocacy

The Maryland Mental Health Workforce Initiative

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