

# Connecticut Presentation on MHT-SIG: Workforce Transformation

June 19, 2008



# Workforce Transformation

- Unique aspects of planning:
  - 40 Focus groups including consumers
  - Consumer staff members
  - Planning retreat on children, youth, & families
  - Engagement of higher education
- Public, private, consumer/family partnerships
- Focus on training & education
- Seven strategies & implementation plans

# 1. Workforce Collaborative

- Infrastructure for a sustained workforce effort
- Functions: leveraging, linking, assessing, planning, implementing, disseminating, advising, applying
- Membership: open and diverse
- Structure: general membership, executive committee, & working councils
- Status: requesting a governor's executive order to establish collaborative; May, 2008 inaugural

## 2. Intensive Home-Based Services

- Addresses:
  - Staffing shortages in these State-funded services
  - Relevance of higher education curricula
- Curriculum development, faculty training, course delivery, internships, & employment
- Status: RFP issued; Wheeler Clinic selected; Contract started April 1, 2008

# 3. Parent Leadership Training

- Strengthening role of parents as advocates (own children; others' children; State policy)
- Objective of family-oriented care (ask/expect more)
- 200 parents to be trained in year one
- “Alumni” activities to strengthen the community of advocates
- Status: RFP reissued on 4/22/08

## 4. Supervision

- Strengthen supervisors & their capacities to train, mentor, and manage their staff
- 3 Private Non-Profits and one State-operated
- Blends public and private sectors
- 9 month training series with 1-year follow-up
- Interactional model of supervision focused on “core” supervision skills

## 5. Health & Human Service Personnel

- Premise: People with behavioral health issues come into contact with many systems
- Provide these staff with:
  - Basic knowledge (counter discrimination)
  - Ability to refer (information & connections)
  - Access to consultation
- Status:
  - Reviewing international best practices and training models
  - Consultation with CT Department of Labor

## 6. Connecticut Recovery Employment Consultation Service

- Foster employment of persons in recovery in the behavioral health workforce
- Consumer run services providing:
  - Pre-employment skills training & peer support
  - Recruitment & placement, including on-line job bank
  - Post-employment mentoring & support
  - Employer consultation to foster job success
- Status: Focus on Recovery United awarded contract 5/1/08

# 7. Wrap Around Project

- Reduce juvenile justice system involvement of youth
- Target the child-serving workforce across multiple systems (education, child welfare, juvenile justice, behavioral health, etc.) in 2 pilot communities
- The workforce will receive intensive training in the delivery of services according to the principles and practices of Community Wraparound
- Training will be supported by extensive coaching, consultation, fidelity measurement, and quality assurance systems

# Other Works “In Progress”

- Web-based workforce resource directory
- Community college review/planning
- Purchasing standards for effective “training”
- Supported MSW Co-Occurring Initiative
- Workforce Collaborative link to:
  - Co-Occurring (Co-SIG)-Federal
  - Alcohol and Drug Policy Planning Council (ADPC)-  
Connecticut Department of Mental Health and  
Addiction Services

# Consumer & Family Driven

- Focus groups
- Consumer/family staffing of Workforce Transformation Workgroup (WTW)
- Consumer & family focused interventions
- “Dream Team” review groups with over 50% consumer & family representation
- Consumer & family management & staffing of interventions

# Additional Information

- Workforce Initiatives: Michael Hoge, Ph.D.  
Convener, Workforce Transformation  
Workgroup  
[Michael.hoge@yale.edu](mailto:Michael.hoge@yale.edu)
- Connecticut Transformation: Barbara Bugella,  
RN, MSN, MBA, Assistant to the Chairperson,  
Mental Health Transformation.  
[Barbara.bugella@po.state.ct.us](mailto:Barbara.bugella@po.state.ct.us)