



Certified Wellness Coach Employer Resource Guide

January 2024

Disclaimer:

This document is intended as a resource for potential employers of Certified Wellness Coaches. This guide does not replace any law, regulation, or standard hiring practices that applies to the hiring of Certified Wellness Coaches by a potential employer.

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Section 1: Introduction

As part of Governor Newsom's Master Plan for Kids Mental Health and the [Children and Youth Behavioral Health Initiative](#) (CYBHI), the State of California is developing and implementing the Certified Wellness Coach (CWC) profession. Certified Wellness Coaches specialize in providing primary prevention and early intervention behavioral health services to children and youth through age 25.

Today's youth are facing unique pressures that can increase mental health challenges, especially for those in marginalized communities. Nationally, in 2021, an alarming four in ten youth felt persistently sad or hopeless and nearly one-third experienced poor mental health, according to a report published by the Centers for Disease Control and Prevention (CDC). In California, nearly half of adolescents struggle with mental health challenges, according to a 2021 UCLA Center for Health Policy Research study.

We also know that reaching children and youth early is critical. According to the United States Department of Health and Human Services, 50 percent of all lifelong mental illness begins by age 14, and 75 percent by age 24. While there are many individuals dedicated to serving children and youth through schools and county and community-based behavioral health organizations working with youth throughout our state, more support is urgently needed.

When speaking with youth, they told us they want a younger workforce who also looks like them, as well as having the emotional intelligence to make youth feel seen and heard. The new Certified Wellness Coach profession aims to help create a larger, younger and more diverse behavioral health workforce in California to engage directly with children and youth people in a wide variety of settings—particularly in schools and community-based organizations. Wellness Coaches can support the behavioral health and well-being of young people through wellness promotion and education, screening, individual and group support, care coordination, and crisis referral. Wellness Coaches will work as part of the care team under the direction of qualified school professionals or clinicians.

The new Wellness Coach profession is inspired by successful programs and models from across the state and country. An example is the Alaska Native Tribal Health Consortium's Behavioral Health Aid Program, which created a new role to provide culturally relevant support for behavioral health and substance use needs. And several California school districts have already created a similar role recognizing that students need more help.

One of our goals is to destigmatize getting support. We want mental health wellness to be as natural to talk about as wearing your seatbelt and eating your vegetables. Students need to be seen and heard, and we hope the Certified Wellness Coaches will

help children and youth learn how to talk about their feelings and know that it's okay to ask for help.

Certified Wellness Coaches are designed to complement hardworking school psychologists, counselors, social workers, and clinical staff in schools and at county and community-based services organizations. By handling needs before a student requires clinical services, Wellness Coaches increase access to key well-being and support services. Coaches can contribute to the prevention of more serious behavioral health challenges and potentially reduce the need for a higher level of clinical care.

Section 2: Certified Wellness Coach Overview

What are the requirements to be a Certified Wellness Coach?

Certified Wellness Coach Requirements

EDUCATION PATHWAY		WORKFORCE PATHWAY	
<p>→ APPLICANT TYPE Recent graduates and students currently enrolled</p> <p>→ DEGREE PROGRAM</p> <ul style="list-style-type: none"> • Social Work • Health & Human Services • Addiction Studies 		<p>→ APPLICANT TYPE Professionals currently working in Wellness Coach-like roles</p> <p>→ DEGREE PROGRAM</p> <ul style="list-style-type: none"> • Social Work • Health & Human Services • Addiction Studies • Child Development/ Early Intervention • Psychology • Sociology 	
CERTIFIED WELLNESS COACH 1	CERTIFIED WELLNESS COACH 2	CERTIFIED WELLNESS COACH 1	CERTIFIED WELLNESS COACH 2
<p>→ FIELD EXPERIENCE 400 hours (application accepted with 150 hours)</p> <p>→ DEGREE Associate's degree from any accredited California Community College</p>	<p>→ FIELD EXPERIENCE 800 hours (application accepted with 300 hours)</p> <p>→ DEGREE Bachelor's degree or higher from any accredited California 4-year college or university</p>	<p>→ FIELD EXPERIENCE 1,000 hours of related experience*</p> <p>→ DEGREE Associate's degree from any accredited U.S. program</p>	<p>→ FIELD EXPERIENCE 2,000 hours of related experience*</p> <p>→ DEGREE Bachelor's degree or higher from any accredited national 4-year college or university</p>
<p>* Experience must be in mental health, substance use/addiction, social work, and/or child welfare at school-linked/school-based organizations, non-profits, community organizations, and/or clinics/health centers.</p>			

There are also two pathways to certification for both levels, depending on how much experience one has in the behavioral health field. Those pathways are the Education Pathway and Workforce Pathway. Specific details for each pathway, and each level, are outlined below:

Education Pathway - Certified Wellness Coach I

Individuals pursuing the Education Pathway and aiming for the Certified Wellness Coach I certification need to meet specific requirements. The educational prerequisite is an associate degree or higher obtained from a California Community College. The fields of study eligible for this certification include social work, human services, or addiction studies. In addition to the academic qualifications, candidates must also complete a minimum of 400 hours of experience. This experience can be acquired through various means, including field experience or practicum related to their degree, academic internships, and relevant work experience.

Education Pathway - Certified Wellness Coach II

For those aiming for the Certified Wellness Coach II certification under the Education Pathway, the criteria are more advanced. Applicants must hold a bachelor's degree or higher from a California college or university. The acceptable fields of study remain the same: social work, human services, or addiction studies. However, the experience requires an additional 400 hours for a total of 800 hours. This experience can also be acquired through various means, including field practicum related to their degree, academic internships, and relevant work experience.

Workforce Pathway - Certified Wellness Coach I

In the Workforce Pathway for Certified Wellness Coach I certification, candidates are required to have an associate degree or higher from an accredited U.S. community college. The range of fields of study is broader here, encompassing social work, human services, addiction studies, child development/early intervention, psychology, or sociology. Professionally, candidates must have acquired a minimum of 1,000 hours of experience within the last two years. This experience must be providing services in relevant fields such as social work, substance use/addiction, child welfare, and/or mental health. Suitable work settings for gaining this experience working with children, youth, and families, include school-based/-linked organizations, non-profit community-based organizations, as well as clinics or health centers.

Workforce Pathway - Certified Wellness Coach II

For the Certified Wellness Coach II certification within the Workforce Pathway, the educational requirement is a bachelor's degree or higher from an accredited U.S. college or university. Eligible fields of study include social work, human services, addiction studies, child development/early intervention, psychology, or

sociology. A significant amount of experience is needed, with a minimum of 2,000 hours required within the past two years. This experience must be providing services in relevant fields such as social work, substance use/addiction, child welfare, and/or mental health. Suitable work settings for gaining this experience working with children, youth, and families, include school-based/-linked organizations, non-profit community-based organizations, as well as clinics or health centers.

What can a Certified Wellness Coach do?

There are two levels of Certified Wellness Coach: CWC I and CWC II. A Certified Wellness Coach is authorized to provide the following CWC scope of services. An employer may determine how best to use a Wellness Coach based on their certified competencies to perform this scope of services. An employer may restrict a CWC to performing only some of these tasks. Employers who task a Wellness Coach with providing services that are outside the scope of services will need to independently provide sufficient training and supervision and verify their ability to perform such services.

Certified Wellness Coach I: Scope of services

1. Wellness Promotion and Education

As a Certified Wellness Coach I, the focus on wellness promotion and education is significant. This role involves delivering group or classroom programming that addresses various aspects of wellness. Key areas include building positive relationships, bullying prevention, nutrition, and exercise in relation to behavioral health. Furthermore, the role encompasses teaching about mental health literacy, which covers understanding symptoms, strategies for seeking help, and how to offer support. Additionally, life skills such as stress management, time management, and problem-solving are integral parts of the educational aspect of this role.

2. Screening

The Certified Wellness Coach I plays a vital role in screening, particularly in supporting youth during behavioral health screenings by clinical professionals. This includes answering questions and assisting in handing off screenings to behavioral health professionals. The CWC is also responsible for coordinating and assisting with universal screening programs in schools or community-based organizations, following SAMHSA guidelines, under the direction of qualified professionals. Moreover, CWCs refer the behavioral health needs of youth to appropriate behavioral health providers in school or broader organizational settings.

3. Care Coordination and Extension

In the domain of care coordination and extension, a Certified Wellness Coach I is tasked with connecting individuals to both internal and external behavioral health resources. These resources can range from local, regional, or national organizations to school resources, outpatient providers, residential programs, and crisis response resources. An essential part of their role is facilitating communication with other professionals, such as behavioral health providers and school personnel, to ensure cohesive support and care. They also provide additional support to providers and personnel, which may include behavioral health-related administrative activities like billing support and extending non-clinical or clinical behavioral health support.

4. Individual Support

The role of a Certified Wellness Coach I in individual support involves providing brief check-ins and scheduled meetings that focus on offering emotional support. These interactions may also follow a manualized curriculum designed to enhance wellness. Key areas of focus include wellness education, covering basics of behavioral health symptoms, nutrition, exercise, goal setting and planning for improving lifestyle aspects like movement and sleep hygiene, and life skills like stress management, time management, and problem-solving.

5. Group Support

In small group settings, the Certified Wellness Coach I delivers programming aimed at enhancing wellness and life skills. This involves focusing on areas such as social-emotional skills, stress management, time management, organization, and problem-solving. Additionally, they are responsible for raising awareness about the most common behavioral health conditions.

6. Crisis Referral

In crisis referral scenarios, a Certified Wellness Coach I adheres to standardized protocols when responding to risks in school or organizational settings. This includes identifying potential risks and referring to on- or off-site behavioral health providers. They also provide emotional support and engage in warm handoffs with the behavioral health providers for youth awaiting crisis services.

Certified Wellness Coach II: Scope of services

In addition to the services provided by a Certified Wellness Coach I, the Certified Wellness Coach II is intended to support youth in skills training, repetition, and practicing skills that are learned in higher-level care under the supervision of qualified individuals. Services include:

1. Wellness Promotion and Education

Building on the foundation of a Certified Wellness Coach I, the Certified Wellness Coach II role includes delivering group or classroom programming focused on the activities listed for the CWC I role, with additional emphasis on coping skills. These skills include behavior activation, supporting and overcoming maladaptive thinking patterns, distraction strategies, and emotional regulation. A CWC II also facilitates surveys, focus groups, and interviews within organizations to identify programming needs.

2. Individual Support

In individual support, the CWC II covers the activities outlined for the CWC I, as well as specialized coping skills, such as Progressive Muscle Relaxation and Journaling tailored for youth. These skills encompass behavior activation, supporting and overcoming maladaptive thinking patterns, distraction strategies, and emotional regulation.

3. Group Support

The Certified Wellness Coach II enhances group support by delivering small-group programming that follows a structured curriculum. This curriculum focuses on improving awareness of the most common behavioral health conditions, such as anxiety, to increase understanding, reduce stigma, and foster a more informed and empathetic community.

In which settings can CWCs work?

CWCs can work in a wide range of organizations that offer services within their scope. Below is a non-exhaustive list of organizations that can utilize a CWC:

- Local Education Agencies
- County Offices of Education
- School-based Early Education Agencies
- School-based and/or school-linked health and behavioral health agencies
- School-based and/or school-linked health clinics
- School-based and/or school-linked community-based organizations

How does an individual apply for certification?

An individual who meets all the requirements for certification can apply through HCAI's certification portal. The certification process does not require an examination. Applicants will be required to provide proof of their degrees and experience, as well as verification of their skills and competencies from their supervisor(s) and/or employers. The certification portal will walk the applicant through the steps and provide all the

necessary forms to complete their certification application. Key academic/employing supervisors will be asked to verify the certification applicant's experience, knowledge, and skills.

Potential Wellness Coaches require extensive experience to qualify for certification. How was that determined? What if a potential employee meets the educational requirements but does not have enough experience to be certified?

Certified Wellness Coaches specialize in behavioral health for children and youth through age 25. Due to this specialization, experience under qualified supervision is considered an essential part of their training before entering the workforce.

HCAI understands that most degree programs do not offer the necessary 400 and 800 hours of experience embedded as part of their degree programs required for CWC I and CWC II, respectively. Applicants can apply for certification before meeting all of the experience requirements. This is allowed so that we can meet the urgent need for CWCs by permitting them to complete their remaining hours of experience during employment.

When a potential Certified Wellness Coach has not yet met the experience requirements associated with the Education Pathway, they can still seek certification, but with a "registered" designation. A CWC can become registered as a CWC based on the level of CWC for which they are applying: R-CWC I if they have a minimum of 150 hours of experience and R-CWC II if they have a minimum of 300 hours of experience. They are still a Certified Wellness Coach with this designation but must complete their remaining hours to be a fully certified Wellness Coach within one (1) year of initial certification (400 hours for CWC I and 800 for CWC II). If the R-CWC I or R-CWC II does not complete the required hours within one year, their certification will expire. They can only reapply for certification when they have the required 400 hours or 800 hours of experience. This option only applies to those seeking certification through the Education Pathway.

If a potential employee is seeking certification via the Workforce Pathway, they must meet the full experience requirements for CWC I and CWC II (1,000 hours and 2,000 hours, respectively).

R-CWCs can deliver the full CWC scope of service within their respective category, under direct supervision.

How can existing employees become Certified Wellness Coaches?

Existing employees who work within the fields of mental health, social work, substance use, child or adolescent development, or child welfare can be certified through the Workforce Pathway (see requirements outlined above). Employers must be willing to verify that their employees possess the competencies and skills that the Department of Healthcare Access and Information has identified as crucial to the performance of the Wellness Coach profession. This will be required during the applicant's certification process.

Examples of Wellness Coach Certification at work:

Applicant 1: Recent Graduate with a Bachelor's Degree in Social Work

Applicant 1 is a recent graduate holding a bachelor's degree in social work with 925 hours of experience through a combination of hours in their degree program and recent work experience. This experience surpasses the minimum requirement of 800 hours required for Certified Wellness Coach II (CWC II), making this individual eligible for full certification as a CWC II.

Applicant 2: Recent Graduate with an Associate Degree in Addiction Studies

Applicant 2 is a recent graduate holding an associate degree in addiction studies and 500 hours of experience. This experience meets the 400-hour minimum requirement for a Certified Wellness Coach I (CWC I). Therefore, they are fully qualified to obtain full certification as a CWC I.

Applicant 3: Recent Graduate without Required Experience

Applicant 3 has earned a bachelor's degree in addiction studies but has accumulated only 250 hours of experience. This level of experience qualifies them for the role of Registered-Certified Wellness Coach I (R-CWC I). To advance to a CWC I, they must gain an additional 150 hours of experience within a year. For a CWC II certification, they need an extra 550 hours within the same timeframe. Transitioning directly from R-CWC I to R-CWC II is not permissible.

Applicant 4: Current Employee with an Associate Degree in Psychology

Applicant 4 is currently employed as a family youth liaison in a mental health setting within a school and holds an associate degree in psychology. With recent full-time employment amounting to 1000 hours over six months, this individual is eligible to be certified as a Certified Wellness Coach I (CWC I) through the workforce pathway. This pathway is available provided their role as a family youth

liaison aligns with fields like mental health, social work, substance use, or child welfare.

Applicant 5: Current Employee with a Bachelor's in Sociology

Applicant 5 currently works as a youth mentor and has a bachelor's degree in sociology. With 12 months of recent full-time employment, totaling 2000 hours, they qualify to be certified as a Certified Wellness Coach II (CWC II) through the workforce pathway.

Applicant 6: Individual with a Qualifying Degree and Previous Mental Health Experience from 10 years ago

Applicant 6 possesses a qualifying degree and has a background in mental health, albeit from 10 years ago. Unfortunately, this individual does not meet the current requirements for certification as their experience must be within the last two years. This time frame is crucial to ensure that the skills and knowledge are up to date in the ever-evolving field of mental health.

Section 3: Specific Employer Resources

Employer Responsibilities in the Hiring Process

Organizations are responsible for the hiring process of CWCs. The possession of a Wellness Coach certification only confirms that an applicant has met the minimum requirements to qualify for certification based on the information provided to the state in the certification process. A Wellness Coach certification should not be used in place of other verification processes as a part of the hiring process. Employers are also responsible for providing appropriate supervision for their Wellness Coach employees.

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Wellness Coach Role vs Other Non-Clinical Behavioral Health Roles

Role	Description
Peer Support Specialist	Peer Support Specialists provide recovery-oriented, culturally appropriate services that promote engagement, socialization, self-sufficiency, self-advocacy, and natural supports and are trauma aware (Source: CalMHSA)
Community Health Worker	Serve as a link between health and social services and the community to increase access to and improve the quality of services (Source: CHCF)
Certified Wellness Coach	Support non-clinical behavioral health needs of children and youth (ages 0 – 25), with a focus on wellness promotion and preventative services
Social Worker (Bachelors)	Prepares individuals for generalist practice positions (such as casework), where they engage with clients (e.g., individuals, families, communities), assess their needs, link them to services, and monitor their progress (Source: CSWE)

SAMPLE: Certified Wellness Coach I Job Description

Overview of Opportunity

The [Certified Wellness Coach](#) (CWC) is a state-certified profession established by California's Department of Health Access and Information as part of the [Children and Youth Behavioral Health Initiative](#). The role of the CWC is to offer prevention and early intervention services that supports the behavioral health and well-being of children and youth. CWC qualifications include but are not limited to, psychoeducation, system navigation, crisis de-escalation, safety planning, coping skills, and motivational interviewing. CWCs will engage and support children and youth in cultural, linguistic, and age-appropriate services, with the ability to refer and link to higher levels of care, as needed. Behavioral health and related services performed may include:

- Wellness promotion and education
- Screening
- Care coordination
- Individual and group support
- Crisis referral

A CWC will operate as part of a care team and under the direction of a Pupil Personnel Services (PPS) credentialed professional or licensed clinician. A CWC will be able to work in schools as well as school-based and school-linked community-based. The CWC role may also serve as a career opportunity for individuals interested in supporting children and youth mental health, ensuring a consistent level of training for entry-level employees, allowing them to work in the field without a master's degree.

Description of Possible Duties

A Certified Wellness Coach I may:

- Deliver structured curriculum to small groups or classrooms focused on:
 1. Wellness promotion and education (e.g., building positive relationships, bullying prevention, nutrition and exercise in relation to behavioral health, Check-In/Check-Out)
 2. Mental health literacy (e.g., symptom recognition, help-seeking strategies, how to provide support)
 3. Life skills (e.g., stress management, time management, problem-solving)
- Screening, such as:
 1. Supporting youth in completing behavioral health screenings (e.g., answer questions, hand-off screenings to behavioral health professionals)
 2. Coordinating and supporting universal screening programs in schools or other community-based organizations per [SAMHSA guidelines](#) under the direction of qualified professionals

3. Identifying and referring behavioral health needs of youth to behavioral health providers in school or broader organization setting
- Care coordination and extension, such as:
 1. Connecting individuals to internal and external behavioral health resources as needed
 2. Facilitating communication with other professionals providing support and care to children and youth, including connecting individuals to licensed providers so all care team members work together and operate at the top of their license or certification
 3. Providing additional support to providers, caregivers, school, or broader organization personnel, including behavioral health-related administrative activities and extension of non-clinical or clinical behavioral health support
 - Providing brief check-ins and scheduled meetings to individuals that provide emotional support and/or follow manualized curriculum that enhances wellness, such as:
 1. Wellness education (e.g., basics of behavioral health symptoms, nutrition, and exercise in relation to behavioral health)
 2. Goal setting/planning (e.g., increasing movement, sleep hygiene)
 3. Life skills (e.g., stress management, time management, problem-solving)
 - Delivering structured curriculum to small groups to enhance wellness and life skills, such as:
 1. Social-emotional skills, stress management, time management, organization, problem-solving
 - Crisis referral, which includes:
 1. Using a standardized protocol, respond to signs of crisis in the school or broader organization setting
 2. Identifying potential risks and referring to the on-site behavioral health provider
 3. Providing emotional support and engaging in warm handoffs with on-site behavioral health providers for youth that are waiting to be seen for crisis services

Minimum Qualifications (Skills, Knowledge, and Abilities)

- **Certificates:** Receive either a Certified Wellness Coach I or Registered-Certified Wellness Coach I certification through the California Department of Health Care Access and Information (HCAI)
- **Education:** Associate degree or higher
- **Knowledge** of the standards of the Certified Wellness Coach Code of Ethics, relevant laws and regulations, models for ethical decision-making, and ethical conduct of research
- **Knowledge** of practices that advance social, economic, and environmental justice
- **Ability:** Be able to make ethical decisions

- **Ability:** Be willing to engage with clients and constituencies as experts of their own experiences with an emphasis on cultural humility and responsiveness
- **Ability:** Be willing to use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies
- **Ability:** Be able to apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies
- **Ability:** Be able to maintain professional and approachable demeanor in behavior, appearance, and oral, written, and electronic communication
- **Ability:** Be able to recognize and understand the complexity of cultural diversity in light of psychological knowledge

Additional Skills

While not required, these skills are strongly desired

- Possess a strong interest in working with children and youth, families, and staff
- Aspire to pursue a career dedicated to supporting youth mental health
- Experience: Possess prior experience working with children and youth
- Skills: Be proficient in a language other than English and can use that language to effectively communicate and engage with children and youth

Physical Requirements

To be completed by the organization

Compensation Range

Salary range to be commensurate with similar positions in the Local Education Agency.

SAMPLE: Certified Wellness Coach II Job Description

Overview of Opportunity

The [Certified Wellness Coach](#) is a state-certified profession established by California's Department of Health Access and Information as part of the [Children and Youth Behavioral Health Initiative](#). The role of the Certified Wellness Coach is to offer prevention and early intervention services that supports the behavioral health and well-being of children and youth.

CWC qualifications include but are not limited to, psychoeducation, system navigation, crisis de-escalation, safety planning, coping skills, and motivational interviewing. CWCs will engage and support children and youth in cultural, linguistic, and age-appropriate services, with the ability to refer and link to higher levels of care, as needed. Behavioral health and related services performed may include:

- Wellness promotion and education
- Screening
- Care coordination
- Individual and group support
- Crisis referral

A Certified Wellness Coach will operate as part of a care team and under the direction of a Pupil Personnel Services (PPS) credentialed or licensed professional. A Certified Wellness Coach will be able to work in schools as well as school-based and school-linked community-based organizations. The Certified Wellness Coach role serves as a career opportunity for individuals interested in supporting youth mental health, ensuring a consistent level of training for entry-level employees, allowing them to work in the field without a master's degree requirement.

The Certified Wellness Coach II profession expands on the duties of the Certified Wellness Coach I profession and is intended to support youth in skills training, repetition, and practicing skills that are learned in higher-level care under the supervision of qualified individuals.

Description of Possible Duties

A Certified Wellness Coach II may:

- Deliver structured curriculum to groups or classrooms focused on:
 1. Wellness promotion and education (e.g., providing individual skills training, building positive relationships, bullying prevention, nutrition and exercise in relation to behavioral health, Check-In/Check-Out)

2. Mental health literacy (e.g., symptom recognition, help-seeking strategies, how to provide support)
 3. Life skills (e.g., stress management, time management, problem-solving)
 4. Behavior activation, including identifying, engaging in, and evaluating activities that promote positive emotions and well-being.
 5. Supporting and practicing overcoming maladaptive thinking patterns identified in higher-level care.
 6. Distraction strategies, including demonstrating and practicing how to redirect attention to enjoyable activities, practicing mindfulness, or using sensory techniques to shift focus
 7. Emotional regulation, including recognizing and understanding emotions and teaching strategies to regulate them in a healthy and adaptive manner.
- Screening, such as:
 1. Supporting youth in completing behavioral health screenings (e.g., answer questions, hand-off screenings to behavioral health professionals)
 2. Administering universal screening programs in schools or other community-based organizations per [SAMHSA guidelines](#) under the direction of qualified professionals.
 3. Identifying and referring behavioral health needs of youth to behavioral health providers in school or broader organization setting
 - Care coordination and extension, such as:
 1. Connecting individuals to internal and external behavioral health resources as needed
 2. Facilitating communication with other professionals providing support and care to youth, including connecting individuals to licensed providers so all care team members work together and operate at the top of their license or certification
 3. Providing additional support to providers, caregivers, school, or broader organization personnel, including behavioral health-related administrative activities and extension of non-clinical or clinical behavioral health support
 - Providing brief check-ins and scheduled meetings to individuals that provide emotional support and/or follow manualized curriculum that enhances wellness, such as:
 1. Wellness education (e.g., basics of behavioral health symptoms, nutrition, and exercise in relation to behavioral health)
 2. Goal setting/planning (e.g., increasing movement, sleep hygiene)
 3. Life skills (e.g., stress management, time management, problem-solving)

4. Behavior activation, including identifying, engaging in, and evaluating specific activities that promote positive emotions and well-being.
 5. Supporting and practicing overcoming maladaptive thinking patterns identified in higher-level care.
 6. Distraction strategies, including demonstrating and practicing how to redirect attention to enjoyable activities, practicing mindfulness, or using sensory techniques to shift focus
 7. Emotional regulation, including recognizing and understanding an individual's emotions and teaching strategies to regulate them in a healthy and adaptive manner.
- Delivering structured curriculum to small groups to enhance wellness and life skills, such as:
 1. Social-emotional skills, stress management, time management, organization, problem-solving, and conflict resolution.
 2. Enhancing awareness of the most common behavioral health conditions to enhance understanding, reduce stigma, and foster a more informed and empathetic community
 - Crisis referral, which includes:
 1. Using a standardized protocol, respond to signs of crisis in the school or broader organization setting
 2. Identifying potential risks and referring to the on-site behavioral health provider
 3. Providing emotional support and engaging in warm handoffs with on-site behavioral health providers for youth that are waiting to be seen for crisis services

Minimum Qualifications (Skills, Knowledge, and Abilities)

- **Certificates:** Receive either a Certified Wellness Coach II or Registered-Certified Wellness Coach II certification through the California Department of Health Care Access and Information (HCAI)
- **Education:** Bachelor's degree or higher
- **Knowledge** of the standards of the Certified Wellness Coach Code of Ethics, relevant laws and regulations, models for ethical decision-making, and ethical conduct of research
- **Knowledge** of practices that advance social, economic, and environmental justice
- **Ability** to make ethical decisions
- **Ability** to be willing to engage with clients and constituencies as experts of their own experiences with an emphasis on cultural humility and responsiveness
- **Ability** to be willing to use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

- **Ability** to apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies
- **Ability** to maintain professional and approachable demeanor in behavior, appearance, and oral, written, and electronic communication
- **Ability** to recognize and understand the complexity of cultural diversity in light of psychological knowledge

Additional Skills

While not required, these skills are strongly desired

- Possess a strong interest in working with children and youth, families, and staff
- Aspire to pursue a career dedicated to supporting youth mental health
- Experience: Possess prior experience working with children and youth
- Skills: Be proficient in a language other than English and can use that language to effectively communicate and engage with children and youth