



The Department of Health Care Access and Information is excited to introduce the Behavioral Health Coach model. Please click the link below to access the [Behavioral Health Coaches Model](#)

This first monthly newsletter will recap the work to develop this model and future newsletters will provide implementation updates.

Why Behavioral Health Coach?

The Need for Behavioral Health Coaches

The 2021-2022 California Budget included a \$4.4 billion investment and **five-year plan to transform the behavioral health system for children and youth.**

As part of that funding and plan, **HCAI received \$360M to design and build the Behavioral Health Coach workforce.**

The Behavioral Health Coach role is designed to...



rapidly **increase overall capacity** to support growing youth **behavioral health needs.**



build a **diverse behavioral health workforce with lived experience** working in a **wide variety of school, health, and community settings.**



fill some of the workforce gaps that exist today. (i.e., few existing behavioral health roles require 1-4 years of education)



ensure the role is both **a desirable occupation in and of itself and a stepping-stone** to more advanced behavioral health roles.



engage directly with youth (aged 0 – 25), while ensuring adequate training and supervision.



serve **vulnerable populations where they live, study, and work.**

Research & Information Gathered

- i. Reviewed 100+ pieces of relevant research.
- ii. Conducted 50+ interviews conducted with state government partners, industry leaders, and existing behavioral health programs nationwide.
- iii. Completed six months of stakeholder workgroups, including healthcare workforce, training providers, education workforce, and parents and youth.

Behavioral Health Coach Scope of Services & Competencies

Services <i>Activities core to the BH Coach roles</i>	1 Wellness promotion and education
	2 Screening
	3 Care coordination and extension
	4 Individual support
	5 Group support
	6 Crisis referral
Additional Competencies <i>Demonstrated areas of knowledge to be evaluated against during on-the-job training</i>	7 Cultural competency, humility, and mitigating implicit bias
	8 Professionalism, ethics, and legal mandates
	9 Communication
	10 Operating in role and different environments

The services and competencies outlined above are core components of the role to ensure individuals have the skills, knowledge, and abilities to be workforce ready upon completion of the program.

How does the Behavioral Health Coach fit into the behavioral health career lattice?

Minimum Education Level Required ¹		Illustrative Behavioral Health Lattice with Example Behavioral Health Roles					
Supervised Professional	Certificate	Other non-BH roles		Community health worker		Peer support ² SUD counselor	
	Associates	BH Coach I					
	Bachelors	BH Coach II	Social worker	School nurse			
	Masters	School counselor (incl. PPS ³)	School psychologist (incl. PPS ³)	Social worker (incl. PPS ³)	Practicing therapist or counselor working towards licensure		Other supervised BH roles ⁴
	Licensure	Licensed clinical social worker (incl. PPS ³)	Licensed educational psychologists (incl. PPS ³)	Licensed marriage and family therapist			Licensed professional clinical counselor
Independent Practitioner	PhD	Psychologist (incl. PPS ³)					
	MD	Psychiatrist, primary care providers					

1. Or degree equivalent 2. Includes peer support roles (e.g., peer specialist, family support specialist, recovery coach, peer navigators)
3. Pupil Personnel Services 4. Examples include organizational psychology, behavioral analysis, physician assistant, and others

The intention of the coach is to provide additional opportunities between certificate and master’s-level programs and provide a path for those that wish to continue their progression into other behavioral health roles.

Education and Training Structure

	Pre-requisites for Program	Program Areas	Approx. Credits	Received Upon Completion
BH Coach I	None	General education	32	Associate's degree ¹ BH Coach I certification
		Introduction to behavioral health		
		Additional education	20	
		On-the-job training	8	
BH Coach II	Associate's degree in related field OR Completed BH Coach I training	BH Coach I competency ²	n/a	Bachelor's degree ¹ BH Coach II certification
		Advanced behavioral health	26	
		Additional education	26	
		On-the-job training	8	

1. Or credit towards further degree, if participant already has typical degree earned 2. Demonstrated via prior BH coach I certification or via demonstrating competency or via taking BH coach I coaching-specific modules

The image above outlines the education structure for the Behavioral Health Coach I and II programs. Each section outlines the pre-requisites for entry into the program, the high-level program areas, and associated credits. BH Coach I

and II individuals will receive certificates and associate's and bachelor's degrees, respectively.

What's coming up next?

- i. **Title:** Soliciting youth and family for feedback to select new title for "Behavioral Health Coach" by late fall.
- ii. **Education Program:** Collaborating with external partners to develop the program curriculum.
- iii. **Funding Sustainability:** Developing sustainable funding models through Medi-Cal and commercial insurance programs.

Related Resources

- i. [HCAI Behavioral Health Programs](#)
- ii. [CalHHS-Children and Youth Behavioral Health Initiative](#)
- iii. [Article: Mental Health & Youth](#)
- iv. Questions or comments? We'd love to hear from you at CYBHI@hcai.ca.gov



Department of Health Care Access and Information

hcai.ca.gov

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Web: <https://hcai.ca.gov/>

Contact us at:

Department of Health Care Access and Information
Healthcare Workforce Development
2020 West El Camino Avenue, Suite 1222
Sacramento, CA 95833

Our phone number is:

(916) 326-3700

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