

Behavioral Health Coaches Quarterly Informational Webinar

October 2022

Agenda

- **Introduction & Overview**

Ben Gamache, Policy Analyst, HCAI

- **Updates, Work In Progress, & Supporting Efforts**

James Regan, Assistant Deputy Director, HCAI

- **Q&A & How to Stay in Touch**

James Regan, Assistant Deputy Director, HCAI

The Need for BH 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 \$338M to design and build the BH coach workforce.**

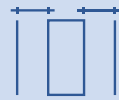
The BH Coach role is designed to...



increase overall capacity to support increasing behavioral health needs of youth.



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 BH 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 BH roles.



engage directly with youth (aged 0 – 25), while ensuring adequate training and oversight of BH Coaches.

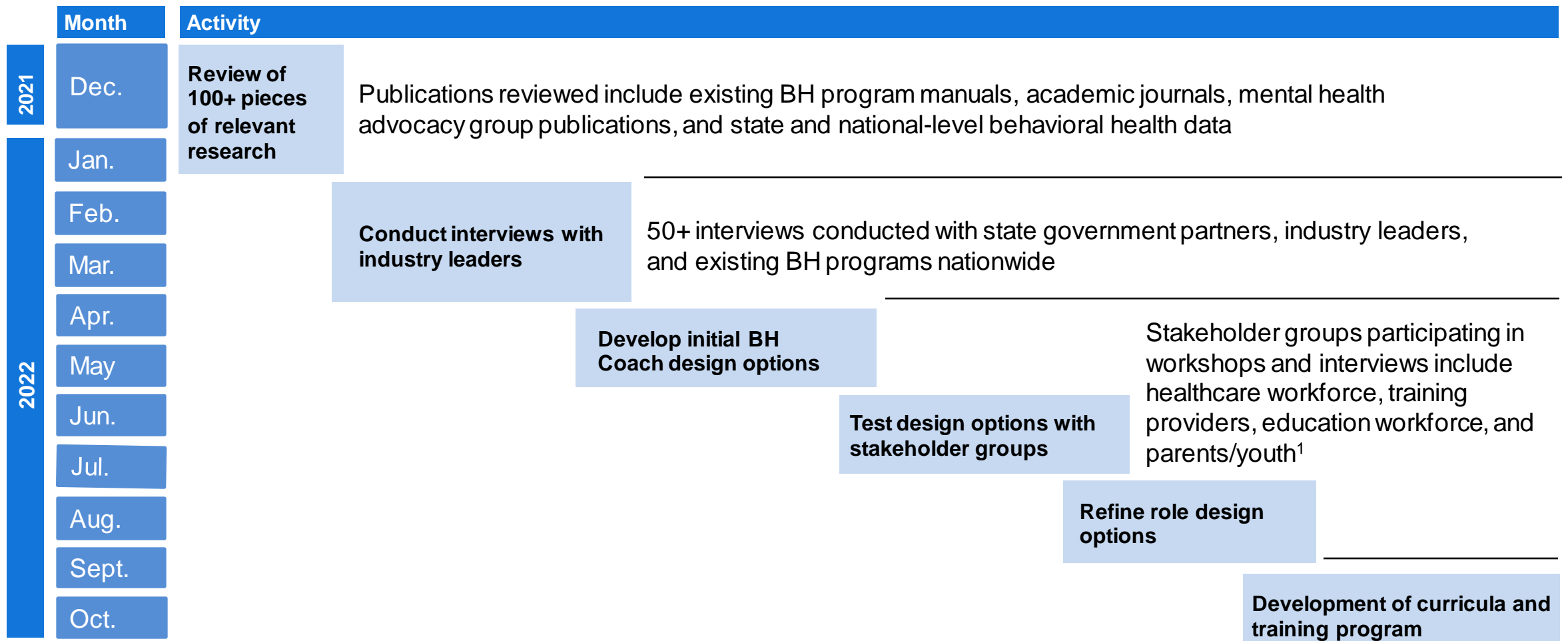


serve **vulnerable populations where they live, study, and work.**

Overview of Research Conducted to Date

The development of the BH Coach role was informed by a review of published behavioral health articles, stakeholder interviews, and stakeholder design workshops

Illustrative Timeline of BH Coach Development Process



1. Parent and youth engagement is ongoing.

Overview of BH Coaches

Prerequisites to Enter Program



Education Program



Received Upon Completion



Services Offered



BH Coach I

- None
- 52 credits of classroom education on BH topics and
- 8 credits (400 hours) of structured on-the-job training
- Associate's degree + BH Coach I certification
- Focus on education related to wellness promotion, life skills, and mental health literacy
- Provide limited individual and group support with a structured curriculum

BH Coach II

- BH Coach I certification or Associate's degree in related field
- 52 additional credits of classroom education on BH topics and
- 8 credits (400 hours) of structured on-the-job training
- Bachelor's degree + BH Coach II certification
- Focus on individual and group support related to wellness education, goal setting, life skills, and coping skills
- Perform the same core services as BH Coach I with additional expertise

All BH Coaches will:

- Serve children and youth aged 0 - 25
- Operate as part of a care team
- Offer 6 core services, including:
 - Wellness promotion and education
 - Screening
 - Care coordination
 - Individual support
 - Group support
 - Crisis referral
- Operate under the direction of and coordination with a PPS credentialed or licensed professional, depending on setting

Scope of Services for Behavioral Health Coach Roles (1 of 2)

Proposed Core Activity	Description of Potential BH Coach I Scope of Services <i>Under supervision of PPS¹ or licensed professional</i>	Description of Potential BH Coach II Scope of Services <i>Under supervision of PPS¹ or licensed professional</i>
<p>1 Wellness Promotion and Education</p>	<ul style="list-style-type: none"> Deliver group or classroom programming (e.g., structured curriculum) focused on: <ul style="list-style-type: none"> Wellness promotion and education Mental health literacy Life skills <hr/> <ul style="list-style-type: none"> Coaches do not: assess or treat symptoms of individuals or create specialized curricula 	<ul style="list-style-type: none"> Deliver group or classroom programming (e.g., structured curriculum) focused on activities listed in BH coach I role and further programming on: <ul style="list-style-type: none"> Coping skills Facilitate surveys, focus groups, and interviews within organizations to identify needs for programming <hr/>
<p>2 Screening</p>	<ul style="list-style-type: none"> Support youth completing behavioral health screenings (e.g., answer questions, hand-off screenings to BH professionals) Administer universal screening programs in schools or other community-based organizations per SAMHSA guidelines Identify and escalate BH needs of youth to BH providers in school or broader organization setting <hr/> <ul style="list-style-type: none"> Coaches do not: create specialized screening tools 	
<p>3 Care Coordination and Extension</p>	<ul style="list-style-type: none"> Connect individuals to internal and external BH resources as well as social services as needed Facilitate communication with other professionals that are 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 Provide additional support to providers, school, or broader organization personnel, including BH related administrative activities and extension of non-clinical or clinical BH support <hr/> <ul style="list-style-type: none"> Coaches do not: supplant any individuals in the child's/youth's supportive network or care team 	

Scope of Services for Behavioral Health Coach Roles (2 of 2)

Proposed Core Activity	Description of Potential BH Coach I Scope of Services <i>Under supervision of PPS¹ or licensed professional</i>	Description of Potential BH Coach II Scope of Services <i>Under supervision of PPS¹ or licensed professional</i>
<div style="background-color: #2c5e8c; color: white; padding: 10px; border-radius: 10px 10px 0 0;"> 4 Individual Support </div>	<ul style="list-style-type: none"> Provide brief check-ins (~5-15 min) and scheduled meetings (~30 min) that provide emotional support and/or follow manualized curriculum that enhance wellness; individual support may include: <ul style="list-style-type: none"> Wellness education Goal setting/planning Life skills <hr/> <ul style="list-style-type: none"> Coaches do not: assess, diagnose, or provide clinical intervention or treatment 	<ul style="list-style-type: none"> Provide brief check-ins (~5-15 min) and scheduled meetings (~30 min) that provide emotional support and/or follow manualized curriculum that enhance wellness; individual support may include activities listed in BH Coach I role and: <ul style="list-style-type: none"> Coping skills for youth <hr/>
<div style="background-color: #2c5e8c; color: white; padding: 10px; border-radius: 10px 10px 0 0;"> 5 Group Support </div>	<ul style="list-style-type: none"> Deliver small group programming (e.g., structured curriculum) to enhance wellness and life skills <hr/> <ul style="list-style-type: none"> Coaches do not: assess, diagnose, or provide clinical intervention or treatment 	<ul style="list-style-type: none"> Deliver small group programming (e.g., structured curriculum) to enhance awareness of the most common BH conditions <hr/>
<div style="background-color: #2c5e8c; color: white; padding: 10px; border-radius: 10px 10px 0 0;"> 6 Crisis Referral </div>	<ul style="list-style-type: none"> Adhere to a standardized protocol when responding to risk in the school or broader organization setting; identify potential risk and refer to the on-site BH provider, such as a PPS professional Provide emotional support and engage in warm handoffs with on-site BH providers for youth that are waiting to be seen for crisis services <hr/> <ul style="list-style-type: none"> Coaches do not: provide crisis escalation or crisis management 	

Example 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						

Select Observations

- The BH Coach role is designed to be an additional opportunity in the ladder, bridging the gap between roles with minimum to no training to Master’s level training
- The behavioral health career lattice offers flexibility where supervised BH professionals can move laterally along the lattice or obtain further education and training to step into independent practitioner roles
- BH Coaches can move laterally into peer support and SUD counselor roles (or vice versa) and/or earn further education and training to advance to other independent practitioner roles

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

In Progress & Next Steps

Certification

Initiating development of certification process

Curriculum &
Program
Development

Continuing partnership with external partners to develop curricula and training programs

Funding

Partnering with Department of Health Care Services and Department of Managed Health Care to develop funding opportunities to create sustainability within the profession

Questions?

Supporting Behavioral Health Workforce Programs

[Loan Repayment and Scholarship Programs](#)

HCAI improves healthcare access by providing scholarships, loan repayments, and grants to students, graduates, and institutions providing direct patient care in areas of unmet need.

[Psychiatry Education Capacity Expansion \(PECE\)](#)

Provides funding to institutions and organizations to **expand the number of psychiatry residents and psychiatric mental health nurse practitioner (PMHNP) students trained to work in the public mental health system (PMHS).**

[Social Work Education Capacity Expansion \(SWECE\)](#)

Funds educational institutions to **develop new Bachelor of Art in Social Work (BASW) and/or Master of Social Work (MSW) programs** as well as to **expand MSW programs** that educate and prepare additional MSW students, including those that serve children and youth.

[Peer Personnel Training and Placement](#)

Funds public, private, and nonprofit organizations to **recruit, train, certify, and place peer personnel**

[Health Professions Pathway Program \(HPPP\)](#)

Pipeline programs that provide **comprehensive academic enrichment, career development, mentorship, and advising** in order to **support students from underrepresented regions and backgrounds to pursue health careers**

How to Stay Involved:



Quarterly webinars



Monthly newsletters



Click [here](#) to subscribe to HCAI's email updates



Click [here](#) for more information on CYBHI



Additional questions or feedback:
CYBHI@hcai.ca.gov