



San Francisco Health Network
Behavioral Health Services

SFDPH BHS: Internship and Pipeline Programs



2017-2022 BHS Needs Assessment & Workforce Plan

In May 2017, BHS completed the 2017-2022 Five-Year Workforce Development Strategic Plan to outline a process for the department to achieve their workforce development and retention goals.

Goal 1: Recruitment, Hiring & Development

Transform our workforce so it better reflects our service populations

Goal 2: Training & Support

Ensure that our workforce has the training, skills, and tools to deliver high quality, responsive care

Goal 3: Work Environment & Experience

Support and empower staff to be engaged at work and grow professionally

Goal 4: Incorporating Lived Experiences

Successfully integrate peers across the workforce

Residency and Graduate Level Internship Programs



Fellowship Program for Public Psychiatry in the Adult System of Care and SF General Hospital

The goal is to train the next generation of public mental health care leaders who will provide patient-centered care to vulnerable populations through: 1) understanding and implementing relevant, evidence-based psychosocial rehabilitation and psychopharmacological treatments, 2) promoting recovery, and 3) developing rewarding public-academic partnerships.

Child and Adolescent Community Psychiatry Training Program - CACPTP

This program works to train the next generation of public mental health care leaders who will provide children and adolescent-centered care to vulnerable populations with severe mental illness. This program provides fellowships throughout BHS' Child, Youth and Families System of Care.

Behavioral Health Services Graduate Level Internship Program

This program provides training opportunities for psychology interns, masters-level trainees, nursing and nurse practitioner students (a student who is actively enrolled in a graduate program). Students are provided with weekly didactic training seminars at their local placements and several students attend the training seminars that are provided within our system of care.



Residency and Graduate Level Internship FY19/20 Outcomes

Fellowship Program for Public Psychiatry in the Adult System of Care and SF General Hospital

- Our fellows attended multiple external trainings.
- Our two fellows were both hired to work at SFHN-BHS clinics as the Associate Medical Director for Comprehensive Crisis Services and the other with the Behavioral Health Team within SF General.
- They are both preparing manuscripts for publication to *Psychiatric Services* and the *Journal of General Internal Medicine*.

Child and Adolescent Community Psychiatry Training Program - CACPTP

We had four 2nd year Child and Adolescent Fellows, one fellow at each of the following clinics one afternoon a week:

1. Southeast Child Family Therapy Center
2. Chinatown Child Development Center
3. Family Mosaic Project
4. OMI Family Center

Behavioral Health Services Graduate Level Internship Program

- Our internship program provides training opportunities for approximately 40-60 psychology interns. Training topics include:
 - Dialectical Behavior Therapy
 - Solution-Focused Therapy
 - Attachment Theory
 - Motivational Interviewing
 - Cognitive Behavior Therapy
 - Suicide Assessment

Peer and Vocational Internship Programs



Peer-to-Peer Internship Programs

Offers entry-level placements in peer-to-peer services. Peer interns work in a variety of DPH programs. The paid internships are nine months (20 hours/week) in duration. The peer interns are placed as:

- peer counselors
- system navigators
- support group co-facilitators
- resource linkage coordinators
- administrative support staff

Vocational Internship Programs

Offers entry-level internships in the vocational and employment sector. These short-term placements are well supported with job coaching and workforce readiness support. Interns are placed in various placements including:

- basic construction
- janitorial
- mailroom and clerical
- café and catering
- Information Technology
- landscaping
- Other workforce placements

Peer and Vocational Internship Program FY19/20 Outcomes



Peer-to-Peer Internship Programs

- 81% of surveyed interns reported improvement in their overall quality of life.
- 100% of enrolled interns successfully completed the Peer Internship training.
- 78% reported an improvement in their ability to manage stress in the workplace.

Vocational Internship Programs

- 95% surveyed trainee IT Program graduates indicated improvement to their coping abilities.
- 100% of Janitorial Program respondents indicated increased readiness for additional meaningful activities (e.g. educational program, advanced training program, employment, etc.).
- 100% of Café/Catering interns reported an improvement in confidence to use the new skills learned.

Workforce Development, Education & Training Programs



- FACES for the Future: high school program at John O'Connell High School
- RAMS: Peer Specialist Mental Health Certificate Program
- City College of San Francisco: Community Mental Health Worker Certificate Program
- City College of San Francisco: Addiction & Recovery Counseling Certificate Program
- Street Violence Intervention Program (SVIP): Professional Development Academy
- Community Mental Health Academy

FACES for the Future @ SFUSD John O'Connell High School

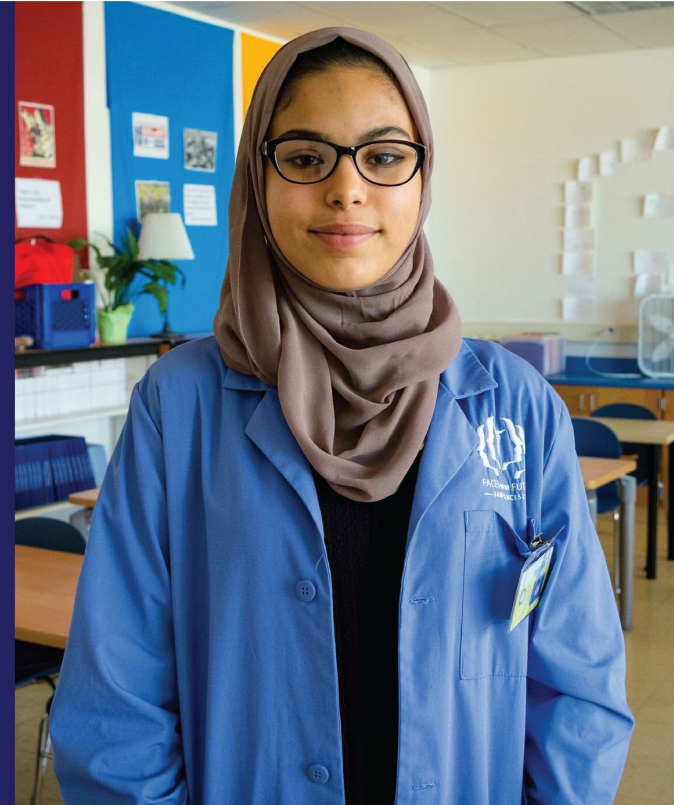
- Enrolled 50 students into on-campus, school-day embedded workforce development program
- 50 students completed (6) two-hour internship training workshops + twelve-hours of work-based learning
- Response to COVID-19 restrictions: students began participation online (Zoom workshops, career exploration via online platforms)
- Wellness Check-in's: Program Coordinator engaged with students

"I decided to take the risk, left Algeria and moved to the US in October 2015 to pursue my goal of becoming a doctor. It was very scary to leave behind my parents and siblings because I've never done anything like that before. I didn't speak English, the only languages I spoke were French and Arabic. I want to prove that even though I grew up in that kind of society and facing all of those struggles, that I am still able to achieve greater things and become a role model for younger generations."

- Nour, FACES San Francisco



I AM
THE
FUTURE





RAMS: Peer Specialist Mental Health Certificate Program & Advanced Course

- **19** students agree that after graduation, they plan to pursue a career in the mental health field of health & human services
- Peer Certificate Program Alumni & Current Students Reunions: facilitate inter- and intra-cohort professional **networking** + cultivate hope & wellness

City College of San Francisco: Community Mental Health Worker Certificate Program

- 17 students successfully completed the program
- 17 students successfully completed their internship requirements
- 100% of graduating students expressed readiness to pursue further education or a job within the community mental health field



City College of San Francisco: Addiction & Recovery Counseling Certificate Program

- 25 students received academic support + tutoring
- 25 students completed the first half (125 hours) of their internship fieldwork
- Retention of 25 students who are on schedule to petition for their certificate – graduation took place on May 21, 2020



Street Violence Intervention Program (SVIP) Professional Development Academy



FY13-14 through FY17-18

- 16-week program on Community Mental Health
- 10+ staff resume or pursue their continued education at City College of San Francisco

Resuming FY20-21

- SVIP Academy for new staff
- Advanced curricula for SVIP Director & Supervisors
- Networking between SVIP team & licensed clinical therapists in the community

Community Mental Health Academy



- Academy held for SOMA Youth Collaborative, HOPE SF Peer Health Leaders, Roadmap To Peace Care Managers, Case Managers who work with TAY experiencing homelessness & Native American Health Center staff
- 14 of twenty Academy students completed 16-week semester cycle
- Networking across participating agencies (e.g. housing, substance use support, mental health clinics)
- 100% of Academy students learned about mental health first aid, trauma informed care, crisis intervention, wellness & recovery
- 100% of Academy students learned how to respond to mental health distress situations + how to respond in culturally affirming ways, indigenous based stress reduction tactics



Questions?

Jessica Brown, MPH

MHSA Director

415-255-3963

Jessica.N.Brown@sfdph.org