

Wellness Coaches: A New Opportunity to Enhance Behavioral Health in School-Based Health & Wellness Centers

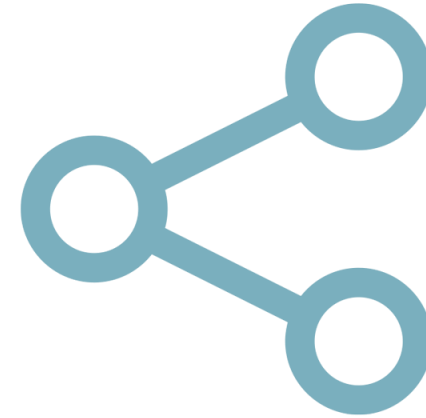




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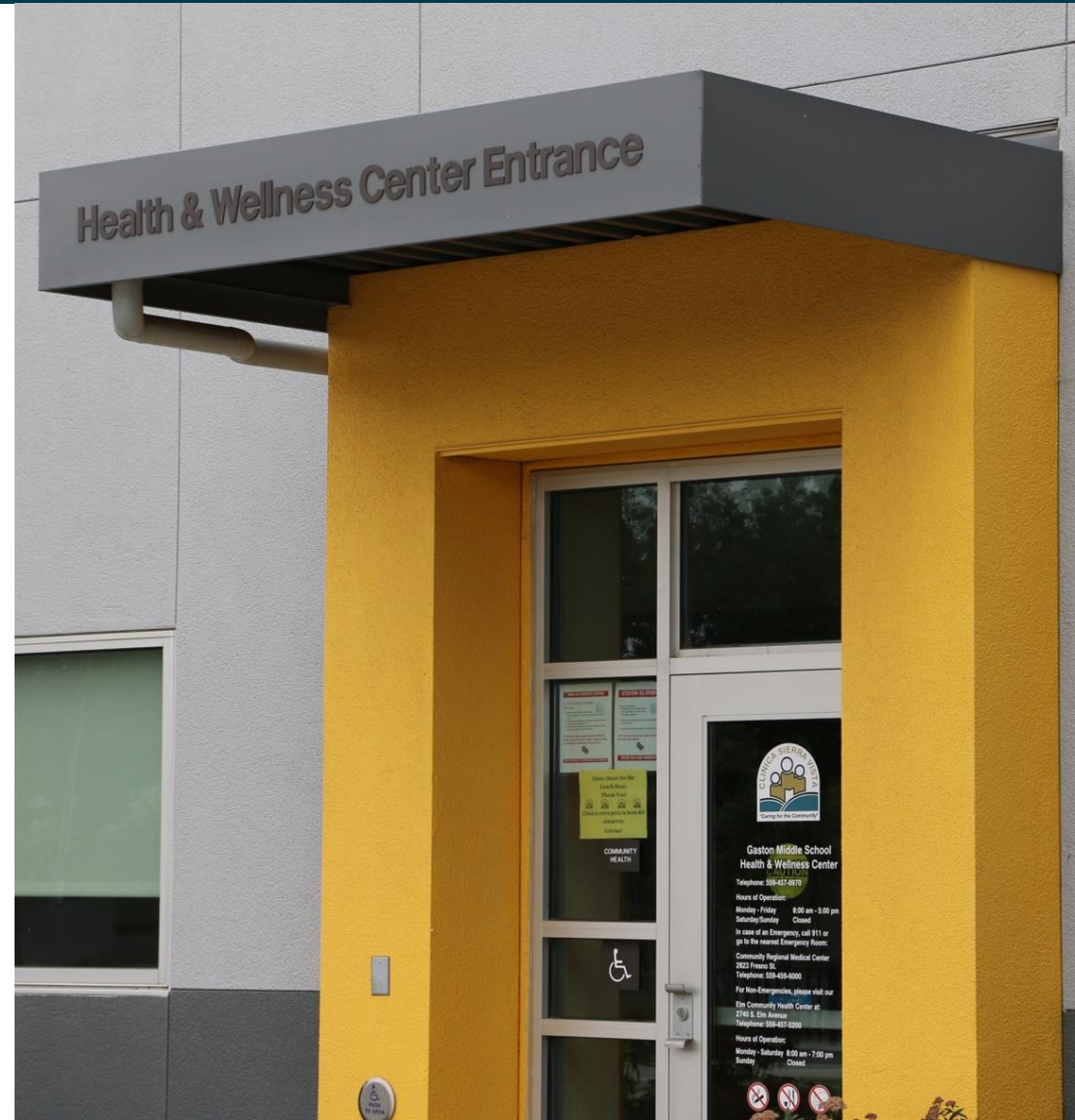


**Supporting
materials will be
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Putting Health Care in Schools

The California School-Based Health Alliance is the statewide non-profit organization dedicated to **improving the health & academic success** of children & youth by **advancing health services in schools**.

Learn more:
schoolhealthcenters.org



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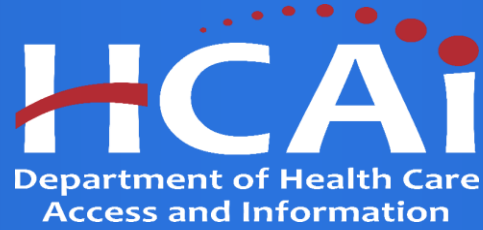




Ben Gamache

Policy Analyst

California Department of
Health Care Access and
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Certified Wellness Coach Profession

Ben Gamache, Policy Analyst

**Health Workforce Development
Department of Health Care Access and Information (HCAI)**



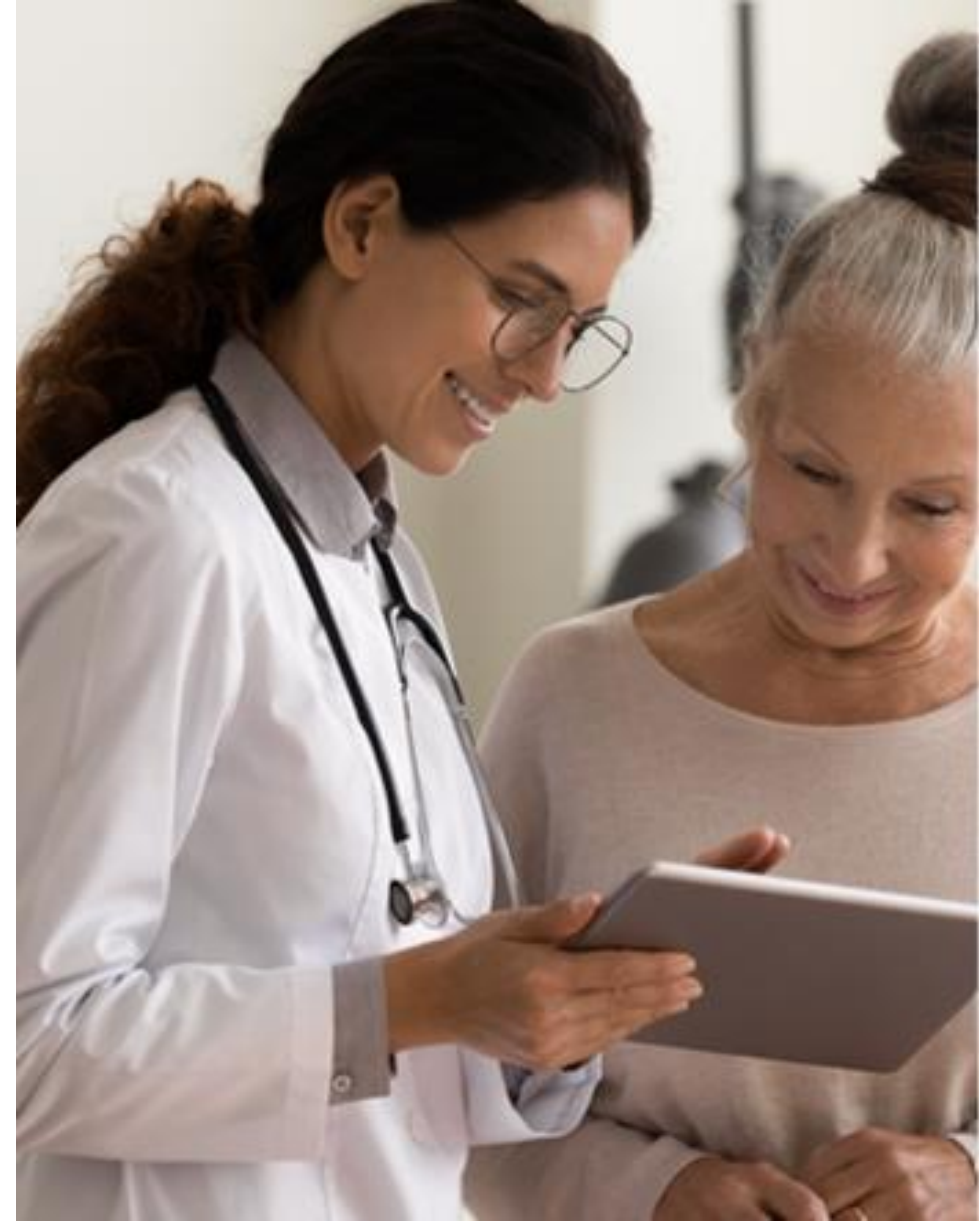
The HCAi Vision

Every Californian should have access to equitable, affordable, quality health care provided in a safe environment by a diverse workforce — guided by health information that improves outcomes for all.

As California's health care needs expand, HCAI is now responsible for managing an array of programs that grew substantially in this year's budget, including new areas of workforce development.

HCAI Overview

- Established in 1978 as **OSHPD** – the Office of Statewide Health Planning and Development to ensure healthcare accessibility within California
- Transitioned to the Department of Health Care Access and Information (**HCAI**) in 2021 to reflect a growing portfolio and a more descriptive name



Health Workforce Development

- **Support and increase a health workforce that:**
 - Serves medically underserved areas.
 - Represents the California it serves through racial and language diversity.
 - Serves Medi-Cal members.
- **Offer programs that provide financial support for:**
 - Organizations expanding educational capacity.
 - Individuals to pursue health careers (scholarship and loan repayment).
 - Organizations to build the workforce pipeline.





The Need for Certified Wellness Coaches

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

As part of that funding and plan, **HCAI received \$338M to design and build the Certified Wellness Coach (CWC) workforce.**



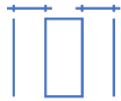
The CWC role is designed to...



increase overall capacity.



build a **public behavioral health workforce** that better represents the diversity of **California's children & youth**.



fill some of the **workforce gaps** that exist today.



ensure the role is both a **desirable occupation** and a **stepping-stone** to more advanced BH roles.

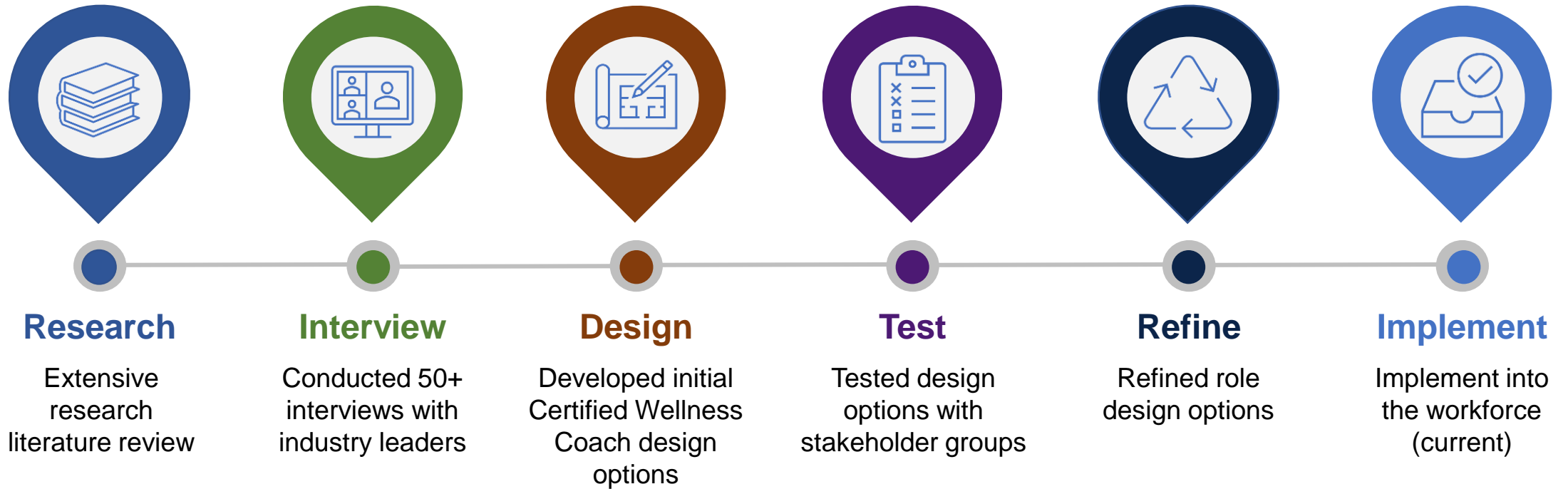


engage directly with youth (aged 0 – 25).



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

How the role was developed...



Behavioral Health Career Lattice

Minimum Education Level Required		Illustrative Behavioral Health Lattice with Example Behavioral Health Roles			
Supervised Professional	Certificate	Other non-BH roles	Community health worker	Peer support	SUD counselor
	Associates	Certified Wellness Coach I			
	Bachelors	Certified Wellness Coach II	Social worker		
	Masters	School counselor, psychologist, social worker, or individuals working towards licensure (incl. PPS)			
Independent Practitioner	Licensure	Licensed clinicians, school nurse, educational psychologists (incl. PPS)			
	PhD	Psychologist (incl. PPS)			
	MD	Psychiatrist, primary care providers			

Select Observations

- The Certified Wellness Coach role is designed to be an additional opportunity in the lattice, **bridging the gap between roles** with minimum to no training to Master's-level training.
- The Certified Wellness Coach role **offers employment and training to those that want to advance their careers** to higher levels of the career lattice.

Certification Requirements – Education Pathway

	Wellness Coach I	Wellness Coach II
Prerequisites to Enter Program	<ul style="list-style-type: none">• High school diploma or equivalent	<ul style="list-style-type: none">• Wellness Coach I certification or Associate's in related field¹
Degree Required	<ul style="list-style-type: none">• Associate's degree	<ul style="list-style-type: none">• Bachelor's degree
Majors Accepted	<ul style="list-style-type: none">• Social Work• Health & Human Services• Addiction Studies	<ul style="list-style-type: none">• Social Work• Health & Human Services• Addiction Studies
Field Experience Needed	<ul style="list-style-type: none">• 400 hours total	<ul style="list-style-type: none">• 800 hours total²

1. Applicants can enter directly into bachelor's degree without listed prerequisites but will be required to complete Wellness Coach I education requirements throughout course of study. 2. Hours from Wellness Coach I certification apply towards total.

Certification Requirements – Workforce Pathway

Prerequisites to Enter Program

Degree Required

Majors Accepted

Field Experience Needed

Wellness Coach I

- Professionals who are currently part of the behavioral health workforce
- Associate’s degree
- Social Work
- Health & Human Services
- Addiction Studies
- Child Development/Early Intervention
- Psychology
- Sociology
- 1,000 hours
- Must be in mental health, social work, child welfare, or addiction/substance use

Wellness Coach II

- Bachelor’s degree
- Social Work
- Health & Human Services
- Addiction Studies
- Child Development/Early Intervention
- Psychology
- Sociology
- 2,000 hours¹
- Must be in mental health, social work, child welfare, or addiction/substance use

1. Hours from Wellness Coach I certification apply towards total.

Services and Competencies of the Certified Wellness Coach

Services

Activities core to the Certified Wellness Coach roles

- 1 Wellness promotion and education
- 2 Screening
- 3 Care coordination and extension
- 4 Individual support
- 5 Group support
- 6 Crisis referral

Additional Competencies

Demonstrated areas of knowledge to be evaluated against during on-the-job training

- 7 Cultural responsiveness, humility, and mitigating implicit bias
- 8 Professionalism, ethics, and legal mandates
- 9 Communication
- 10 Operating in role and different environments

What does that look like in practice?

1 Wellness promotion and education

- **Classroom presentations** on wellness skills, SEL competencies, mindfulness, evidence-based stress busters, substance use prevention, social skills, bullying prevention, suicide prevention
- **Lead campus wellness activities** re: stress busters, mental health literacy, cultural healing practices
- Promote activities to **address mental health stigma**, such as coordinating and leading tours of SBHCs and Wellness Centers
- **Build rapport** with students, staff, and parents schoolwide
- **Serve as wellness champion** on campus and in SBHC/WC with school-wide visibility

2 Screening

- Support **implementation of universal mental health/wellness student screening** - using tools such as CANs, RHAPS, BASC-3
- **Targeted screening for specific groups** of students (Students being seen in SBHC for any health service, incoming students, groups with higher need)
- **Refer students who are presenting signs of mental distress** through screening via general support and warm handoffs
- **Refer students** to appropriate in-school supports within or outside of SBHC/Wellness Center
- **Develop school-wide wellness promotion activities** based on screening data

What does that look like in practice?

3 Care coordination and extension

- **Support in case management** in coordination with behavioral health clinicians
- **Navigate needed external referrals** (providing support with scheduling appts, facilitating communication, reminders, addressing transportation barriers)
- **Liaise with school staff/SBHC staff** re: specific student need
- Participate in **coordination of Services Team meetings**
- **Develop strong relationships with internal and external partners** to facilitate culturally appropriate service
- **Provide student advocacy** in accessing needed support

4 Individual support

- **Check-in and check-out** for drop-in Wellness Centers, support student to choose a self-regulation station (calming space)
- **Support students individually** in SBHC & WC with mental health education, healthy relationships support, and other health topics
- **Provide emotional support** to students in SBHC & WC, and identify students needing a higher level of emotional support and provide warm hand-offs
- **Assess students** re: Social Drivers of Health and other concerns using non-clinical assessment tools
- **Monitor student participation** in behavioral health care through outreach, referral linkage, and help address barriers to participation
- **Conduct Motivational Interviewing** to support stages of change around substance use or other risky behaviors

What does that look like in practice?

5 Group support

- **Coordinate and lead non-clinical skill-building groups** - mindfulness, anger management, socialization groups, stress management, wellness practices
- **Lead or co-lead culturally-specific or gender specific groups** (i.e., Black girls group, ESL students, LGBTQ+)
- **Partner with SBHC & WC mental health provider to support therapeutic groups**, both administratively and through group participation
- **Support and co-facilitate school peer-to-peer programs**, such as Peer Mentoring, Peer Counseling, Peer Education **in partnership with mental health provider/teacher**
- **Facilitate restorative justice circles** and/or work with students to facilitate peer-lead mediation and peer restorative justice
- **Serve as coordinator** of SBHC/Wellness Center Youth Advisory Board, mental health student club (e.g., NAMI on campus, Bring Change to Mind)
- **Oversee student workers** in SBHC/Wellness Centers, provide training and guidance

6 Crisis referral

- **Participate as part of school's crisis response team**
- **Participate in post-vention activities following a school tragedy**, such as healing circles, re-entry circles
- **Promote and coordinate school-wide healing activities and culture building** following a school tragedy
- **Trained in Youth Mental Health First Aid**
- **Trained in QPR for crisis intervention** (Question, Persuade, Refer)

Potential Applicant Pipeline to Enter Into Training Programs



People who are currently working in healthcare or behavioral health
(e.g., community health workers and peer personnel)



People in unrelated entry-level roles that have a desire to work in behavioral health and/or with children and youth



People currently working in schools, such as paraprofessionals or administrative staff



Recent high school graduates with an interest in behavioral health



Individuals in colleges, either pursuing a degree or working on campus

Example Sites for Certified Wellness Coach Services

☐ Applies across ages

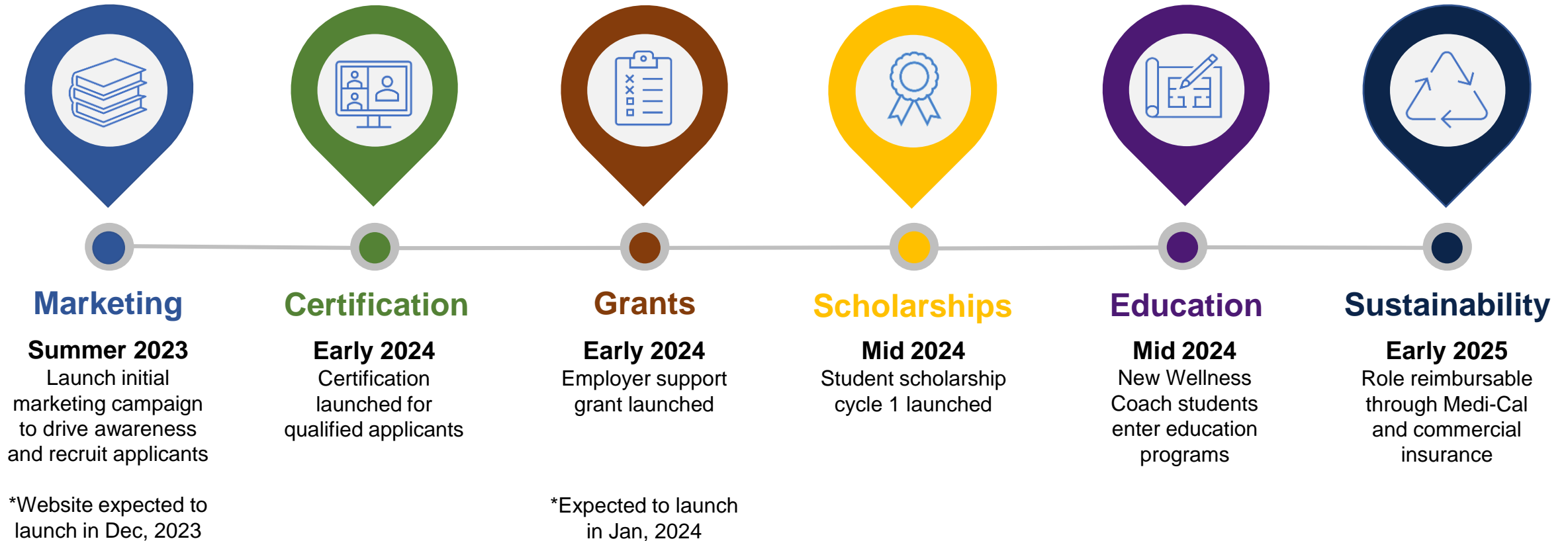
Example site	Early childhood ¹	Elementary school ²	Middle and high school ³	Transition aged ⁴
Schools	<ul style="list-style-type: none">• Preschool programs• Head start	<ul style="list-style-type: none">• Primary school campus	<ul style="list-style-type: none">• High school campus	<ul style="list-style-type: none">• Community colleges• Four year colleges
Community-based Organizations	<ul style="list-style-type: none">• Community centers	<ul style="list-style-type: none">• YMCA• Boys and Girls Club• Community centers	<ul style="list-style-type: none">• Community centers• After-school programs	<ul style="list-style-type: none">• Community centers• Mobile crisis
Health Centers	<ul style="list-style-type: none">• Primary care• Tribal health programs	<ul style="list-style-type: none">• Primary care clinics• Tribal health programs• Hospital specialty clinics• Residential treatment centers• Partial hospitalization programs• Crisis service providers• Federally qualified health centers• Rural health clinics• School-based health centers and wellness centers		
Government	<ul style="list-style-type: none">• Childcare and development programs• AIMSS⁵	<ul style="list-style-type: none">• Juvenile justice• Homeless service providers• Foster care service providers• Home-based & home-visiting programs		
Telehealth	<ul style="list-style-type: none">• Technology/telecommunication solutions to support specific groups (e.g., rural areas, foster care system)• After-hours services and easy-to-reach services for all groups• DHCS Platform			

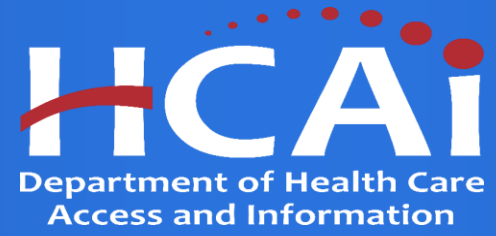
1. Ages 0-5. 2. Elementary schools with children aged 6-12. 3. Public middle and high schools with youth aged 13-18.
4. Ages 18-25. 5. American Indian Maternal Support Services.

Example Criteria for Sites

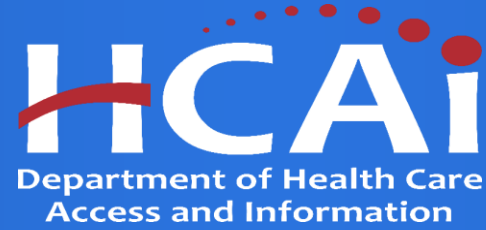
- **Sites that have direct youth engagement** (e.g., elementary schools, middle schools, and high schools).
- Sites that **promote sustainable impact**, including those that:
 - **Youth frequently occupy**, would want to try behavioral health services, and/or **trust the current services and individuals**
 - **Value coach services** and offer continued mentorship and professional development
 - **Employ staff knowledgeable about behavioral health services** and motivated to integrate coaches
- Consider sites that **promote feasibility**, including those that:
 - Serve youth with **needs that are appropriate for coaches' level of education and training**
 - **Offer infrastructure that supports scalability** (e.g., telehealth)

Multi-Year Timeline





Q & A



Thank you!

For further questions, please contact: WellnessCoach@hcai.ca.gov

Interested in subscribing to our mailing list?
Please visit: <https://hcai.ca.gov/mailing-list/>

Visit our [HCAI website](https://hcai.ca.gov/)

Upcoming Opportunities

- Peer-to-Peer Programs Learning Collaborative - Feb/March 2024
- Youth-Led Webinar: Peer Leaders, February 2023
- CYBHI Webinar – Virtual Services Platform (MTSS Tiers 1 & 2)
 - November 29, 2:30-4:30 pm

Peer-led Mental Health Funding is here!



The Children's Partnership and the California Department of Health Care Services is partnering to grant \$8 Million to eight selected high schools across California. The grants will fund innovative peer-to-peer mental health programs.

**Peer-to-Peer Pilot Demonstration
Grant Information Webinar
Thursday, November 30, 2023
3:00pm - 4:00pm PT**

STAY CONNECTED



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Gracias

謝謝

Thank you

Cảm ơn

Salamat

For more information on Wellness
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