Behavioral Health Workforce & Pipeline Expansion Logic Model

Need

Increase the number of Boston residents, particularly from Black, Indigenous, and people of color (BIPOC) populations, in successfully pursuing certification programs and behavioral health degrees to allow them to pursue careers in behavioral health in Boston; increase the number of BIPOC and otherwise under-represented behavioral health workers from BIPOC and otherwise under-represented populations to address critical need for behavioral health services in Boston, particularly for youth.

Mid-term Outcomes

Inputs

<u>Funding</u> - Federal ARPA Funds

Staff

- Center for Behavioral Health and Wellness
- Boston Area Health Education Center (BAHEC) Team
- BPHC staff

<u>Partners</u>

- Community providers
- Students
- Academic and/or behavioral health training partners

Early Activities

- BPHC BAHEC engages high school youth in Boston in mental health workforce awareness training programs
- Vendor implements programs to increase behavioral health training and readiness to enter workforce

Activities

- Vendor implements strategies to address social determinants of health in supporting students in completing programs
- Vendor engages with community behavioral health settings to ready sites for students to enter behavioral health placements at sites
- Vendor develops working partnerships with Boston community organizations and providers to support placement of students post completion of behavioral health workforce training
- Vendor collects ongoing demographic data of students recruited and reached by graduates to ensure equity in programming

<u>Individual</u>

 Increase in students' awareness of behavioral health careers

Increase in students completing their certificate or degree in behavioral health careers

Community

- Expansion of supportive, diverse workforce serving Boston neighborhoods
- Increase in behavioral health providers who are culturally competent, trauma-informed, and who reflect the communities they serve in one or more aspects of identity

Health Care System

- Vacancies in behavioral health workforce at community organizations, clinics, schools, hospitals, etc. are filled

Residents

- Decrease wait time for behavioral/mental health care
- Improved client/patient experience with behavioral health care for receiver

Individual

- Increase in providers entering the behavioral health workforce

Long-term Outcomes

- Increase in youth-facing providers entering the behavioral health workforce

Community

- More providers of BIPOC, LGBTQ+, immigrant, [formerly] unhoused/incarcerated, first generation and other diverse communities entering the behavioral health workforce
- More Boston residents employed in behavioral health roles

Health Care System

- Increase of behavioral health providers/clinicians
- Reduced number of residents seeking behavioral/mental health care from Emergency Departments

Impact

- Increased number of Boston residents' behavioral health needs served
- Increased number of Boston residents' part of diverse communities' behavioral health needs served
- Overall improved behavioral/mental health and wellness of Boston residents
- Decrease proportion of Boston residents (particularly youth/BIPOC) who experience barriers to receiving care

BOSTON PUBLIC HEALTH COMMISSION

Assumptions

Students from linguistically and culturally diverse backgrounds will meet certificate/degree requirements and be recruited and hired by providers in Boston reaching BIPOC youth to expand the behavioral health workforce.