



**COLTON REDLANDS YUCAIPA**  
**REGIONAL OCCUPATIONAL PROGRAM**  
Inspiring Possibilities

## **2017-2018**

### **Mental Health Careers Advisory**



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## *Industry Advisors*

Sue A., Volunteer Services Coordinator, San Bernardino Department of Behavioral Health

Miriam C., Mental Health Education Consultant, San Bernardino Department of Behavioral Health

Leeann F., Program Specialist I, San Bernardino Department of Behavioral Health

Sarah H., Social Work Intern Program Supervisor, San Bernardino Department of Behavioral Health

Jill M., Mental Health Director, California Family Life Center

## *Curriculum Review by Unit*

*Unit 1*– Well covered; no suggestions at this time.

*Unit 2*– Well covered; no suggestions at this time.

*Unit 3*– Well covered; no suggestions at this time.

*Unit 4*– Good content; no suggestions.

*Unit 5*– Well covered; no suggestions at this time.

*Unit 6* – Advisors suggested that competency B should be changed to say “Describe the difference between mental health and mental disorders.”

*Unit 7* – Advisors suggested that competency B should add in the mention of Laura’s Law (danger to one’s self and others). Another suggestion was to include a competency on being able to identify risks, and scope of practice.

*Unit 8* – Suggestion was made to include self-awareness, ability to understand own individual strengths and weaknesses, transference and countertransference issues.

*Unit 9* – Advisors suggested to the teachers that they make sure to teach about ADD, ADHD, Asperger’s, Autism, anxiety and prenatal and early infancy attachment. Another suggestion was to understand child development, age appropriate behavior, developmental stages as well as delays. Discussing immigration/undocumented issues were other recommendations.

*Unit 10* – Include or mention substance abuse, sexual exploitation, homelessness, and undocumented youth/immigration issues.

*Unit 11* – Good content; no suggestions.

*Unit 12* – Advisors suggested we add a competency letter I to say “Differentiate the forms of care between skilled nursing care and retirement homes.” This is because most people confuse one for the other.

Another suggestion was to identify strengths and resources, and ways to manage lack of resources or reducing isolation. The complex nature of older adults with health, financial, and emotional issues should also be discussed.

**Unit 13** – Suggestion to discuss stigma related to medication.

**Unit 14** – Good content; no suggestions.

**Unit 15** – Good content; no suggestions.

**Unit 16** - Good content; no suggestions.

**Unit 17** – Advisors made a suggestion to change the title of this unit to “Careers in Marriage and Family Therapy” or get rid of the unit altogether. Advisors found it repetitive, and said much of therapy is covered in units 15 and 16.

## *2017-2018 Mental Health Careers Advisory*

To validate the new Mental Health Careers curriculum, CRY-ROP educators met with business partners from industry sectors July 20, 2017. Discussion topics at this advisory meeting focused on unit review, workforce trends, hiring practices, entry-level skills, training, and certification requirements for students who have knowledge and experience in Mental Health.

### Question 1

What does your hiring process look like for employees or subcontractors?

### Question 2

What interpersonal skills are most important in your industry?

### Question 3

What foundational/technical skills are necessary for entry-level positions within your industry?

### Question 4

What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

### Question 5

What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

### Question 6

What types of training, education, certifications, or credentials are desirable for entry-level positions in your field?



## *Mental Health Careers*

### **Question 1: What does your hiring process look like for employees or subcontractors?**

Both California Family Life Center and San Bernardino Department of Behavioral Health review resumes and screen candidates, then usually have 2 interviews that both include panel interviews. A strong resume is important and dedication to the health care field.

All advisors from San Bernardino Department of Behavioral Health mentioned they would assist CRY-ROP in conducting mock interviews for students to better prepare for possible job openings and to be guest speakers in the classroom.

### **Question 2: What interpersonal skills are most important in your industry?**

All advisors agreed that all interpersonal skills are required to be successful in healthcare. Good communication skills, and a strong desire to help others are important. Several of the advisors have found that the younger generation lacks the ability to communicate their ideas verbally due to digital tools like phones and texting.

### **Question 3: What foundational/technical skills are necessary for entry-level positions within your industry?**

The advisors all agreed that it is necessary to have good communication skills and a desire to help others and the community. Being able to work with patients of all backgrounds and being empathetic is also essential. Basic computer skills are also important.

### **Question 4: What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?**

People must maintain current licensure with the Board of Behavioral Science Examiners (BBSE) in California and receive ongoing continuing education which is 36 CEU's every 2 years once licensed. Healthcare laws are changing all the time such as Laura's Law. Being up to date on

the laws are necessary. San Bernardino Department of Behavioral Health hires Peer Advocates and Mental Health Specialists with little to no education.

**Question 5: What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?**

The advisors did not feel as though any skills have become obsolete in the industry. They stated that more skills are continuously added, especially as the industry becomes more technologically advanced for record keeping and research. San Bernardino Department of Behavioral Health has a GIS department that always stays up-to-date on technology.

**Question 6: What types of training, education, certifications, or credentials are desirable for entry-level positions in your field?**

There is a shortage of mental health workers in California, especially Psychiatrists and Psychologists. Entry-level positions such as Peer Advocates and Mental Health Specialists do not require any specific type of certification. The more education a person has, the more money they can make and their opportunity to move up increases.

Advisors mentioned that a good start is a Bachelor of Arts in Social Work or Psychology. If they want to do therapy, students must go onto graduate school for a Masters or Doctorate.



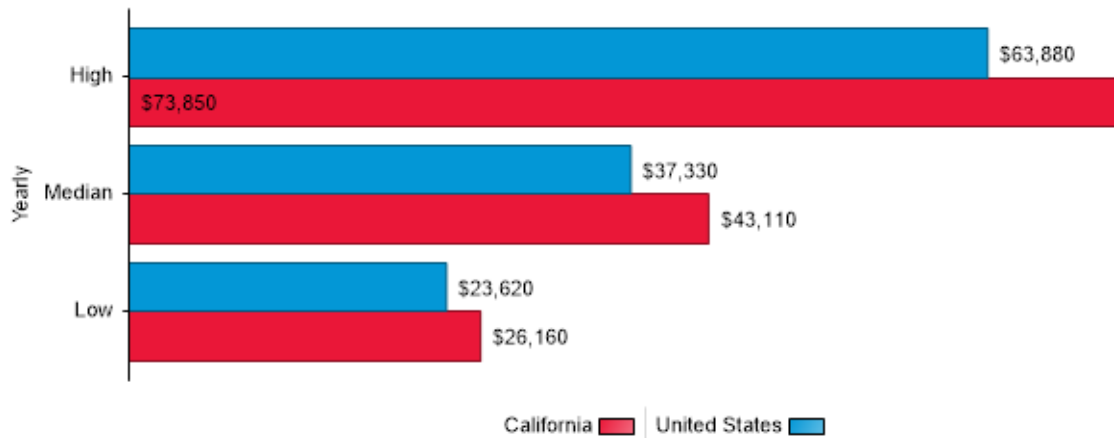
# Community Health Workers

## State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Community Health Workers	54,300	62,400	+15%	1,880
California	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Community Health Workers	6,000	7,100	+18%	230

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

## State and National Wages



National Data Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections  
 State Data Source: California Employment Development Department, Labor Market Information Division

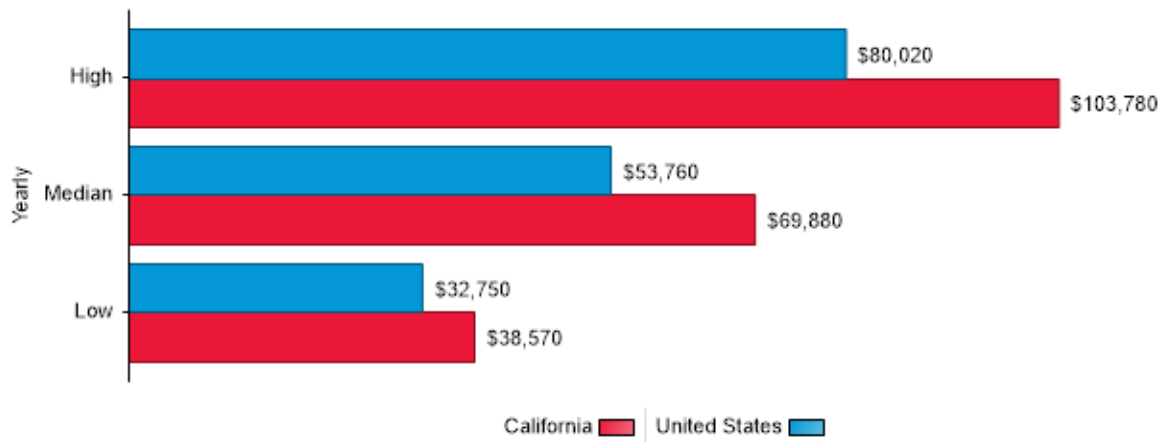
# Healthcare Social Workers

## State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Healthcare Social Workers	160,100	191,000	+19%	6,950
California	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Healthcare Social Workers	14,300	17,600	+23%	670

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

## State and National Wages



National Data Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections  
 State Data Source: California Employment Development Department, Labor Market Information Division

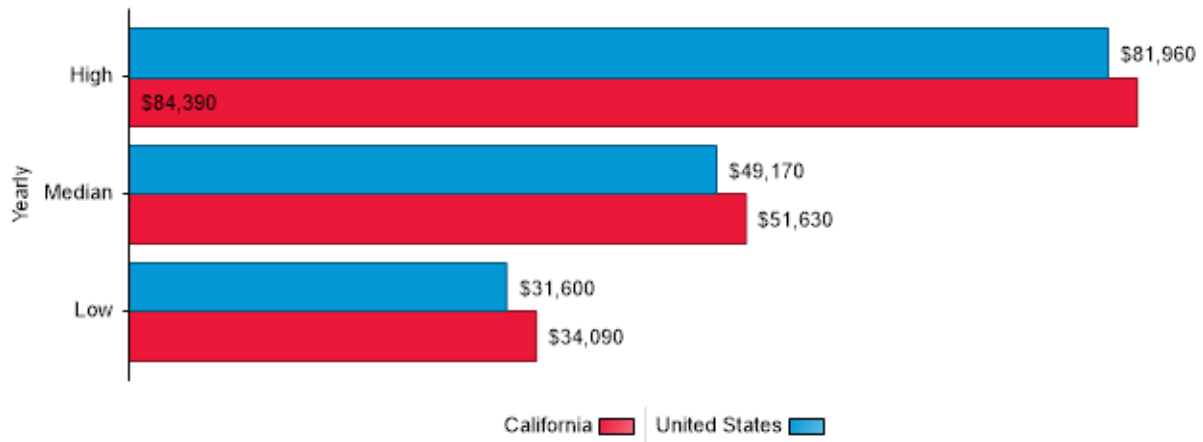
# Marriage and Family Therapists

## State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Marriage and Family Therapists	33,700	38,700	+15%	1,210
California	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Marriage and Family Therapists	9,100	11,100	+22%	390

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

## State and National Wages



National Data Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections  
 State Data Source: California Employment Development Department, Labor Market Information Division

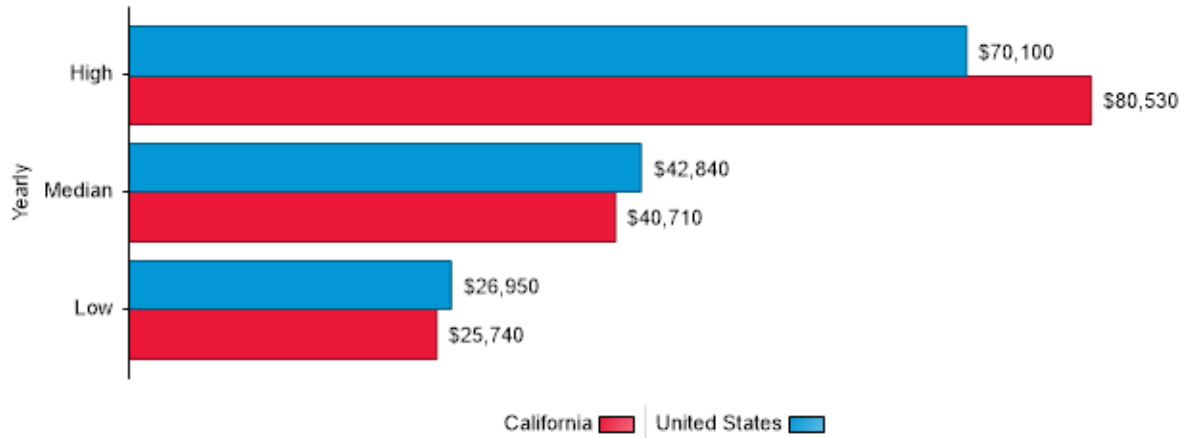
# Mental Health Counselors

## State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Mental Health Counselors	134,500	160,900	+20%	5,450
California	Employment		Percent Change	Projected Annual Job Openings <sup>1</sup>
	2014	2024		
Mental Health Counselors	13,700	16,000	+17%	520

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

## State and National Wages



National Data Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections  
 State Data Source: California Employment Development Department, Labor Market Information Division