



# IECMH WORKFORCE

Solution Pathways

Avenues to positively influence the size, diversity, quality, and accessibility of the IECMH clinical workforce

## GUIDING PRINCIPLES

- DIVERSITY, EQUITY & INCLUSION
- MENTORSHIP
- WELL-BEING
- RELATIONSHIP-BASED PRACTICE

### AWARENESS & ALIGNMENT



Define and internally align the field

Advance awareness of multidisciplinary IECMH career pathways

Cultivate partners, allies, and influencers

Educate early to recruit the next generation of workforce



### CLINICIAN PREPARATION & ONGOING EDUCATION

Increase diversity of identities, perspectives, and bodies of knowledge comprising the field to reflect all families served

Supply state-of-the-art academic resources reflective of the evolving needs of the field

Provide high-quality continuing education, training, and supports to strengthen clinical skills

Adopt approaches to learning that are multi-faceted and relationship-based

Create a dynamic network that shares resources

### DRIVERS



ALLY ORGS



FUNDERS



EDUCATION



GOVERNMENT



FAMILY



HEALTHCARE & SOCIAL SERVICES

Establish IECMH specializations across disciplines

Invest in research to deepen and expand the field

Build data and measurement capacity

Nurture and elevate diverse field leaders

Strengthen financing structures across the continuum of IECMH supports and services

Advocate for and create more jobs

Strengthen cross-systems IECMH infrastructure at all levels

Promote culture of care and well-being

Ensure equitable financial security and means for upward mobility

### GROWTH & SUSTAINABILITY

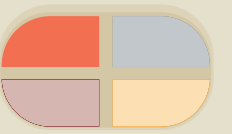


### CAREER & WORKFORCE



# IECMH WORKFORCE | Solution Pathways

## AWARENESS & ALIGNMENT



Create a dynamic network that shares resources

### Define and internally align the field



- Provide clear definitions, key concepts, and guiding principles
- Provide a set of competencies and best practices in and across clinical disciplines
- Incentivize alignment within education and government

### Advance awareness of multidisciplinary IECMH career pathways



- Adopt clear, consistent, and effective messaging
- Proactively message about value and work of IECMH
- Embed IECMH concepts throughout K-12 education
- Increase awareness of IECMH needs and practice within mental/behavioral health professional communities
- Elevate leaders and ambassadors to advocate IECMH to cross-sector audiences

### Cultivate partners, allies, and influencers

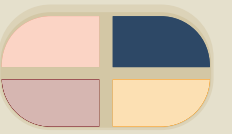


- Think more broadly about recruitment and look beyond most common entry-points to diversify the field
- Engage unlikely partners and new channels in promoting IECMH concepts and careers
- Cultivate shared commitment to and engagement in ensuring an adequate workforce

Educate early to recruit the next generation of workforce



# CLINICIAN PREPARATION & ONGOING EDUCATION



Educate early to recruit the next generation of workforce

**Increase diversity of identities, perspectives, and bodies of knowledge comprising the field to reflect all families served**



- Recruit racially, ethnically, linguistically, culturally diverse students and educators, supporting their distinct contributions and needs
- Identify and eliminate barriers to equitable career access in higher and continuing education
- Center the contributions of diverse and emerging leaders
- Embrace curricula design that is inclusive of diverse and nondominant spheres of knowledge

**Supply state-of-the-art academic resources reflective of the evolving needs of the field**



- Design and develop core curricula at undergraduate, graduate, and postgraduate levels which lead to specialization and/or IECMH degree programs
- Provide mentorship, intern, extern, and residency experiences focused on IECMH
- Promote robust IECMH research opportunities for students/faculty at academic institutions

**Provide high-quality continuing education, training, and supports to strengthen clinical skills**



- Create web-based (synchronous and asynchronous) information modules and curricula
- Assure access to continuing education credit hours for IECMH content across all clinical disciplines
- Tie continuing education requirements to licensing standards and mental/behavioral health workforce policies at the state level
- Design continuing education that is aligned with rigorous competency and/or endorsement systems

**Adopt approaches to learning that are multifaceted and relationship-based**



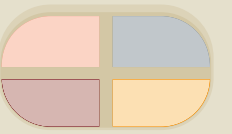
- Encourage cross-sector/multidisciplinary training opportunities and form communities of practice
- Center families as partners and co-creators of practice

Establish IECMH specializations across disciplines



# IECMH WORKFORCE | Solution Pathways

## CAREER & WORKFORCE



Strengthen financing structures across the continuum of IECMH supports and services

### Advocate for and create more jobs



- Articulate IECMH career pathways at the state and national levels
- Tap into federal and state workforce development assets
- Incentivize health care payers, employers, and other key stakeholders to contribute to workforce development and to adopt best practice standards
- Ensure parity in coverage of IECMH services

### Strengthen cross-systems IECMH infrastructure at all levels



- Ensure community-driven design, consumer participation, and diverse representation in policy and programmatic planning
- Utilize rigorous multidisciplinary competency and/or endorsement systems to increase consistency, quality, and coordination across clinical and allied IECMH workforces
- Adopt federal, state, and program policies to require and reinforce best practice in assessment, diagnosis, and treatment
- Diversify funding streams across systems to support clinical roles

### Promote culture of care and well-being



- Support reflective practice for clinicians at all levels of clinical expertise
- Ensure access to benefits and support for healthy activities

### Ensure equitable financial security and means for upward mobility



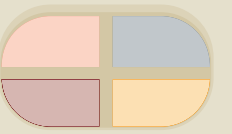
- Assess, identify, and address barriers to equitable career longevity
- Adopt financing policy that reflect realities and demands of IECMH clinical best practice to ensure adequate compensation

Establish IECMH specializations across disciplines



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## GROWTH & SUSTAINABILITY



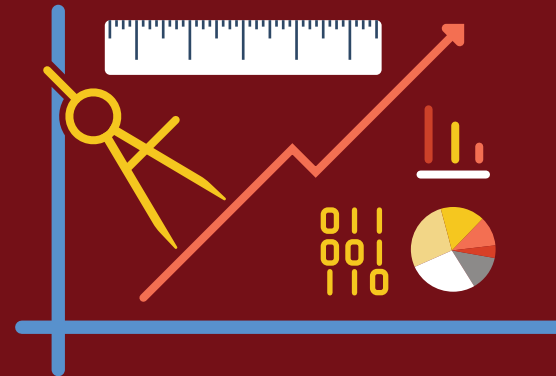
Create a dynamic network that shares resources

### Invest in research to deepen and expand the field



- Build a base of evidence by identifying strategic research opportunities
- Broaden scope of research funding to include IECMH-related topics such as clinical approaches, interventions, prevalence studies, and return on investment
- Focus on strategic grant-making to address pressing questions, elevate historically marginalized perspectives, and drive targeted change
- Translate research and empirical findings to inform policy, systems building, and best practice
- Create a community that actively shares and builds on research findings and methods

### Build data and measurement capacity



- Incorporate IECMH into state and national data systems
- Develop and adopt consistent metrics
- Collect and share disaggregated data on entry to and completion of clinical training; entry to and longevity in clinical career and utilize to target career disparities
- Gather and leverage programmatic and individual outcome data

### Nurture and elevate diverse field leaders



- Increase the visibility of leaders' work
- Elevate leaders within their respective disciplines
- Cultivate field leaders to be advocates for IECMH specialization

Strengthen financing structures across the continuum of IECMH supports and services



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