

FOR THE RECORD

Leading The Connection (LTC) in WFD

click
here!

IN THIS ISSUE:

Page 1

Introduction of Laura
Raymond

Page 2

ALTCS Advisory Council

Page 3

Educational Opportunities

Page 4-5

Engaging with Pima JTED

Page 6

Training Health Care
Workers About Dementia &
Alzheimers

Page 7-9

ARP Update

Page 10

Mental Health First Aid

Page 11

Special Announcements

Page 12

DD Shout News

Introduction of Laura Raymond

- Hi, I'm Laura
- I'm the new Administrative Services Manager for AzAHP
- I previously worked for the State of Arizona for 18 years.



family



Three Non-Work-Related Things About me:

1. You will find me watching my kiddo on the soccer field on the weekends
2. I love to explore & camp all over Arizona
3. Taking our new red-heeler puppy, Ernie, for walks



Long-Term Care Workforce Development Advisory Council

ALTCS Workforce Development Advisory Council is organized by AHCCCS and includes members from: the four ALTCS Managed Care Organizations (MCOs), Community Stakeholders (Leading Age, Arizona Health Care Association, Arizona Assisted Living Federation of America: The Voice of Assisted Living and Arizona Association of Providers for People with Disabilities) and Long Term CARE Advocacy Group. The purpose of this group is to share resources, develop strategies and support state-wide initiatives in Long Term Care that are aligned with Arizona's Plan for an Aging Population, Aging 2020 and AHCCCS Policies, ACOM 429 and ACOM 407, Direct Care Worker Training and Testing Program. Additionally, this committee will offer advice and recommendations on initiatives set by the MCOs.

Long-Term Care Workforce Development Advisory Council Goals:

1. Describe the current workforce conditions and challenges
2. Establish an overall goal, milestones, and indicators for future growth
3. Establish categories and priorities for:
 - a. Developing and implementing initiatives to strengthen workforce capacity, capability, and commitment
 - b. Make investments in relevant and impactful initiatives
 - c. Estimate the impact that initiatives will have on the goal
 - d. Measure the relative contribution of each initiative
4. Advise the Long-Term Care Workforce Development Alliance on collaborative goals and initiatives
5. Advise MCOs on individual Health Plan goals and initiatives

ALTCS WFD ADVISORY COUNCIL

AARON BALL
 AARON SINYKIN
 ALLISON PATTISON
 BECKY OWENS
 BILLY PARKER
 BRANDY PETRONE
 CARRIE SMITH
 EMILY RAYMOND
 JEFFREYS BARRETT
 JOY TEICHMAN

JUTTA ULRICH
 KAREN BARNO
 STEVE FRIEDLAND
 WESLEY WOOD
 KATHERINE LEMKE
 KEFFORY LEVY
 KELSIE LANE
 KRYSTEN DOBSON
 LAYLA BISHOP
 MARK CLARK

NICOLE MACKO-RANALLO
 PAM KOESTER
 RANA SIMMS
 SARAH HAUCK
 STEPHANIE ROBERTS
 TYLER BURK

Bachelor of Science in Behavioral Sciences



The global focus on mental health has never been greater, and the skills and training of compassionate mental health professionals have never been more in demand. South Mountain Community College (SMCC) is proud to offer its first-ever [Bachelor of Science in Behavioral Sciences](#) program. With a bachelor's degree in this field, you will be prepared to:

• Pursue a purpose-driven career in mental health, psychology, counseling, substance abuse, research, psychiatric tech, advocacy, rehabilitation, behavior analysis, education, and social and human services

- Enroll in a graduate degree program to become licensed as a psychologist, behavior analyst, professional counselor, marriage and family therapist, social worker, school psychologist, and neuropsychologist
- Provide others with life-changing support to help people recover from mental and emotional problems, build community resilience and well-being, and reflect and grow as individuals
- Evaluate patients' diverse needs through an understanding of health, wellness, and psychopathology within and across cultures
- Collaborate on multidisciplinary teams to meet individual, family, and community needs in a variety of behavioral health and social service settings
- Compare and contrast approaches to trauma and recovery with an emphasis on fostering health, wellness, and resilience

Our program is designed to meet the academic requirements for state licensing as a substance abuse technician as well as multiple micro-certifications for psychological, behavioral, and social services that help individuals and families cope with mental illness, addiction, trauma, developmental disabilities, and much more.

Faculty instructors are licensed by the state as psychologists, social workers, counselors, marriage and family therapists, substance abuse counselors, behavior analysts, and psychiatrists. Faculty adjunct instructors are working in the field to ensure students learn the latest workforce skills. This program includes field-based clinical experiences, professional portfolio development, and a capstone project.

The cost of the program is also a fraction compared to traditional degrees at four-year institutions, and while the program is being offered at SMCC, up to 90 credits may be taken at any of the Maricopa Community Colleges.

Classes are set to begin in the Fall 2023 semester with in-person, online, and live online offerings. SMCC has opened the application window, and you can apply now. You can also attend an [information session](#) to get more details about the program and learn how to register.



ENGAGING WITH PIMA JTED

You can help students become workforce ready. As a business and community leader, the Pima County JTED's students and staff look to you to help ensure our programs, curriculum, technology, and equipment are relevant and fulfilling the current and future demands of industry. There are several opportunities to connect with the Pima County JTED Program below to support student exposure to healthcare careers such as hosting job shadowing, field trip tours, guest speak opportunities, posting on the JTED Network Job Board to connect with recent graduates and MORE!

Please visit pimajted.org then click Business & Industry to get started!

Business and Industry Engagement Opportunities

Opportunity

Benefit to Industry

Post on JTED Network Job Board, Hire students/alumni	<ul style="list-style-type: none">• Network directly with graduates
Guest Speaker: Provides a brief introduction to the career pathway and your organization.	<ul style="list-style-type: none">• Build a relationship between your organization and students• Connect classroom learning to real world experiences• Present career path opportunities within your organization
Guest Lecturer: Provides instruction on a specific topic or skill set. Maybe one lesson or a collection of lessons.	<ul style="list-style-type: none">• Share your expertise with students• Build a relationship between your organization and students• Select potential internship candidates
Field Trip Tours	<ul style="list-style-type: none">• Interactions between your employees and students• Showcase your facility, services, and employees Provide real world visual of career path opportunities within your organization
Equipment and Materials Donations	<ul style="list-style-type: none">• Ensure our programs are utilizing the most current and up to date equipment and materials used in your industry• Minimizes the need for additional on the job training
Program Advisory Board Member	<ul style="list-style-type: none">• Advise programs on employment needs and desired skill sets• Inform our programs about current industry trends• Provide opportunity and input to shape the future of our programs and evolve alongside the industry
Host Job Shadowing	<ul style="list-style-type: none">• Interact with a potential future employee• Prepare future employees to be confident and committed to their career choice• Showcase your facility, services, and employees; and leads to internship opportunities
Host Student Internships	<ul style="list-style-type: none">• Serve as a community leader by mentoring a young person on workplace etiquette and ethics• Select the students to work with and observe their technical and professional skills on the job• Analyze student's suitability as an employee in your company• Provide performance feedback to the student and the teacher
Host Teacher Internships	<ul style="list-style-type: none">• Serve as a community leader by allowing teachers to maintain and sharpen their skill sets within the industry• Guide our teachers and keep program current with trends in the industry and current employment expectations



Training Health Care Workers About Dementia & Alzheimer's

The Bureau of Health Workforce (BHW) strengthens the health workforce and connects skilled health care providers to communities in need. They offer scholarships and loan repayment to students and clinicians. They also award grants to organizations such as schools, hospitals, and health centers to improve health workforce training, increase diversity, and advance health equity.

Last year (2022):

More than 24,000 health professionals in their loan and scholarship programs cared for over 25 million patients.

Our 50+ training programs engaged over 500,000 students and clinicians, including nearly 13,000 in behavioral health and 31,000 in nursing.

Nearly 66% of their 22,500 training sites supported medically underserved communities.

Additionally, the Health Resources and Services Administration (HRSA) (a sub-group of BHW) has published more than 25 training modules to assist educators with training health care workers about Dementia and Alzheimer's disease. [Click Here](#) to download the modules and to read more about this organization.



Rescue Plan

Overview of ARP Funded Workforce Development Initiatives

AHCCCS's American Rescue Plan Act Spending Plan includes dozens of initiatives that affect the healthcare workforce. These initiatives range from direct payment and incentive programs to specialized training, studies, and technology applications.

What makes the following initiatives different is that they emanated from an appraisal of the infrastructure needed by the workforce development operations of providers, health plans, and AHCCCS. These initiatives are intended to improve the capacity and capabilities of workforce development professionals across the state to substantively understand the workforce, help current and prospective workers develop healthcare carewaters, and improve our training, development, and data systems.

The following provides a brief description of five initiatives that the Coalition of WFD Administrators believe strengthens the workforce's ability to "reach across Arizona to provide comprehensive quality healthcare to those in need".

Health Care – Career – Hub.

The "Hub" is a career planning and skills mapping platform for connecting students, job seekers, and incumbent healthcare workers to employment, education, and training opportunities within AZ's healthcare system.

Developed by Pipeline AZ, the "Hub" will feature opportunities for users to determine if they have what it takes for a career in healthcare, where they can start or continue their health career, apply for jobs, training, tuition assistance, and many more forms of career-enhancing resources and support. eligible to participate in the tuition assistance program.

Development of a Career Education and Training Partnership with Arizona's Community Colleges.

The Career Education and Training (CET) partnership is an innovative workforce development partnership that includes all the state's community college districts.

The partnership has two components.

1. Tuition Assistance for students pursuing additional education, certificates or degrees in HCBS healthcare-related fields.
2. In-Service Training Curriculum and Program Development for HCBS providers to use when for job-specific, initial in-service training (for newly hired staff) as well as for ongoing in-service training.

Tuition Assistance. Using ARP funding, AHCCCS will pay the tuition costs for students to attend both an academic degree and non-degree certificate courses that are in eligible healthcare-related college programs such as; Behavioral Health Science, Certified Nursing Assistant, RN (two year), Community Health Worker, or Direct Care Worker. Any individual who is interested in working in an HCBS setting or who is a member of the healthcare workforce is eligible to participate in the tuition assistance program.

In-Service Training. AHCCCS intends to use the curriculum and training program development expertise of community college faculty and staff in an effort to upgrade existing, initial, and ongoing, in-service training programs for specific unlicensed jobs found in the behavioral health, developmental and physical disabilities, and aging service workforce segments.

Both instructional and subject matter experts from the colleges will work with providers and other stakeholders to identify the jobs in these workforces that will benefit the most from the revision of existing curricula or the development of new training programs.

Professional Development in Workforce Development Best Practices

If there is a lesson to be learned from the unprecedented workforce challenges of the past few years, it is that the skills and knowledge of workforce development professionals must remain up to date!

As the title indicates, the purpose of this initiative is to equip AHCCS, health plan and provider workforce development teams with the best information available about current and emerging best practices in the field of workforce development.

AHCCCS intends to contract with a consultant with strong credentials and demonstrated skill in developing workforce development professionals in healthcare settings. In addition, the consultant will be asked to provide a high-level series of seminars and briefings for leadership teams as well as more in-depth training and certifications for trainers and facilitators.

Workforce Data and Decision Support System

The workforce data and decision support system is envisioned to consist of two components; a database for collecting and storing information about Arizona's healthcare workforce and a system for processing data into analytical assessments and forecasts that provide policymakers with critical information about the workforce.

AHCCCS has contracted with Myers and Stauffer to provide expert consultation to identify the data required and to guide the development of the database and decision support system.



Mercy Care is pleased to offer Youth Mental Health First Aid (YMHFA) at no cost. This interactive class teaches you how to identify, understand and respond to signs of mental health and substance use challenges among youth ages 12 to 18.

Who should know Mental Health First Aid?

- Teachers - Camp counselors
- School staff - Parents or caregivers
- Coaches - Adults who work with youth



Mental Health FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Who can attend: This offering is an introductory course for individuals with little to no experience in assisting youth with mental health challenges. Healthcare professionals are welcome to attend, understanding session content provides basic information related to the topics noted below. A safe and welcoming environment is created to support individual sharing, learning and growth. This course is dependent on attendee participation. Be prepared to engage in course discussions and activities.

Course overview: Participants are introduced to key signs and symptoms in this age group. This can include **anxiety, depression, eating disorders and attention deficit hyperactive disorder (ADHD).**

Participants will also learn about:

- Signs and symptoms of substance abuse challenges
- Interacting with youths in crisis
- Connecting the youth with help
- Trauma, substance use, self-care and the impact of social media on bullying

Ways to take the training:

- **In-person** – Learners can receive their training during a 6.5-hour, instructor-led, in person session.
- **Blended** – Learners complete a 2-hour, self-paced online course and participate in a 4.5 to 5.5 hour, instructor-led training. This instructor-led training can be virtual or in-person.

*Participants must attend the full session, participate in class activities, and take a quiz in order to receive certification.

If interested, reach out to:

Brandon Curtis, LPC
Mental Health First Aid Lead at Mercy Care
CurtisB1@mercycares.org





White House Announces April is Care Workers Recognition Month

Earlier this month, the White House announced April is Care Workers Recognition Month. The announcement shared, " Our message this month to care workers across America is simple: The work you do matters. You are there for families when they need you most –



providing comfort, strength, and compassion that inspire us all. Your devotion to the people and communities you serve represents the best of America's character, and we will always stand with you, ensuring you are seen, valued, and rewarded fairly for the work you do."

To read the full proclamation, [click here](#).

THANK YOU

THE DD SHOUT!

THE DIVISION OF DEVELOPMENTAL DISABILITIES PUBLISHES A MONTHLY NEWSLETTER, THE DDD SHOUT, THAT INCLUDES INFORMATION FOCUSED ON OUR PROVIDERS AND THEIR BUSINESS WITH THE DIVISION. THIS COMMUNICATION WITH OUR PROVIDERS IS A CORNERSTONE OF ENSURING WE CONTINUE TO EMPOWER ARIZONANS WITH DEVELOPMENTAL DISABILITIES TO LEAD SELF-DIRECTED, HEALTHY, MEANINGFUL LIVES. AS PARTNERS IN THIS MISSION, DDD WANTS TO ENSURE PROVIDERS HAVE UP-TO-DATE INFORMATION REGARDING KEY INITIATIVES AND INSIGHTS HAPPENING WITHIN THE DIVISION.

SIGN UP FOR THE DDD SHOUT NEWSLETTER [HERE!](#)



RESOURCES & REMINDERS

[AHCCCS Opens a New Award Program to Strengthen HCBS Services in Arizona on April 17th](#)

CLICK HERE

[for more information](#)



CONTACT
US

If you have any inquiries or concerns, please be sure to email workforce@azahp.org