Building a Health Workforce to Address SDMH: Lessons from Social Work

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Why Care?
Fellowship: Shared Experience
How does the CSWE MFP embody these values?

- We listen; honor the legacies with an eye to future trends.
- We look for programmatic flexibility; balance fellows’ needs with funding demands and expectations.
Create a learning environment that:

- Affirms and validates experience
- Values authenticity
- Promotes self-efficacy
- Builds community
- Empowers creativity
Socioeconomic and Political Context

"All social and political mechanisms that generate, configure, and maintain social hierarchies"*

Population / Future Health Workforce

Workforce That Partners to Address the SDH

Impact on Equity in Health and Well-being

Structural Determinants
(Social Determinants of Health Inequities)

Intermediary Determinants
(Social Determinants of Health)

Organization

Community

Lifelong Learning

Monitoring and Evaluation

Education
What’s the workforce carrot?

- **Community**: MFP, HRSA Behavioral Health Workforce initiatives including LRP.

- **Organizations**: Federal and state funding priorities
  Examine the economic models of our CBOs, and the disparities in grants, contracts, reimbursement, & employee compensation.
Minority behavioral health – Training and Education

- How do we address the role of class and privilege?
  - PWI, MSIs & HBCUs
  - Public vs private degree granting institutions
  - Workforce pipeline from HS-> AA -> BSW -> MSW

- We cannot assume that because you belong to racial/ethnic minority group that you will be interested or committed to addressing the behavioral health needs of their community.

- Need larger numbers in behavioral health programs to YIELD professionally trained mental health professionals to work in underserved communities.
Future of minority behavioral health – Education

- Move towards a values-based system.
- Diversity within programs
  - Diversity within faculties and student bodies at colleges and universities.
- Being seen in the curriculum.
- Is our curriculum training all students? Or does it train NHW students?