

# California Behavioral Health Apprenticeship Collaborative

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CA Alliance of Child & Family Services



**Catalyst Center**

A Collaboration of the California Alliance

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Affiliate with Chabot- Las Positas

Community College District

Economic Development and Contract Education



**CHABOT  
LAS POSITAS  
COMMUNITY COLLEGE DISTRICT**

# California Behavioral Health Apprenticeship Collaborative

Mission: Create a statewide apprenticeship system for behavioral health careers, focusing on Certified Wellness Coaches.



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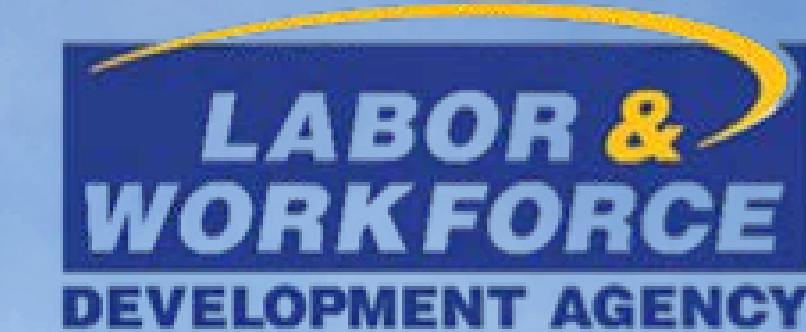
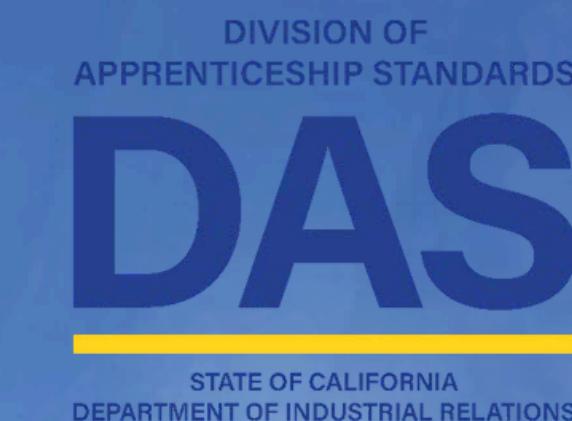
FOUNDATION for CALIFORNIA  
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Apprenticeship  
Network



California  
Community  
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# Behavioral Health Workforce Gap

Demand is rising faster than our workforce pipeline

- Close Critical Workforce Gaps in School and Community Settings
- Create Earn-and-Learn Pathways into Behavioral Health Careers
- Diversify the Workforce with Lived Experience and Community Roots
- Expand Early Intervention and Prevention Capacity

# **Certified Wellness Coach I**

## **A State-Recognized, Non-Clinical Behavioral Health Occupation**

- Offer non-clinical, preventative services**
- Supplement and support existing behavioral health roles**
- Build a larger and more diverse and representative BH workforce**
- Approved Medi-Cal benefit under DHCS's CYBHI fee schedule**

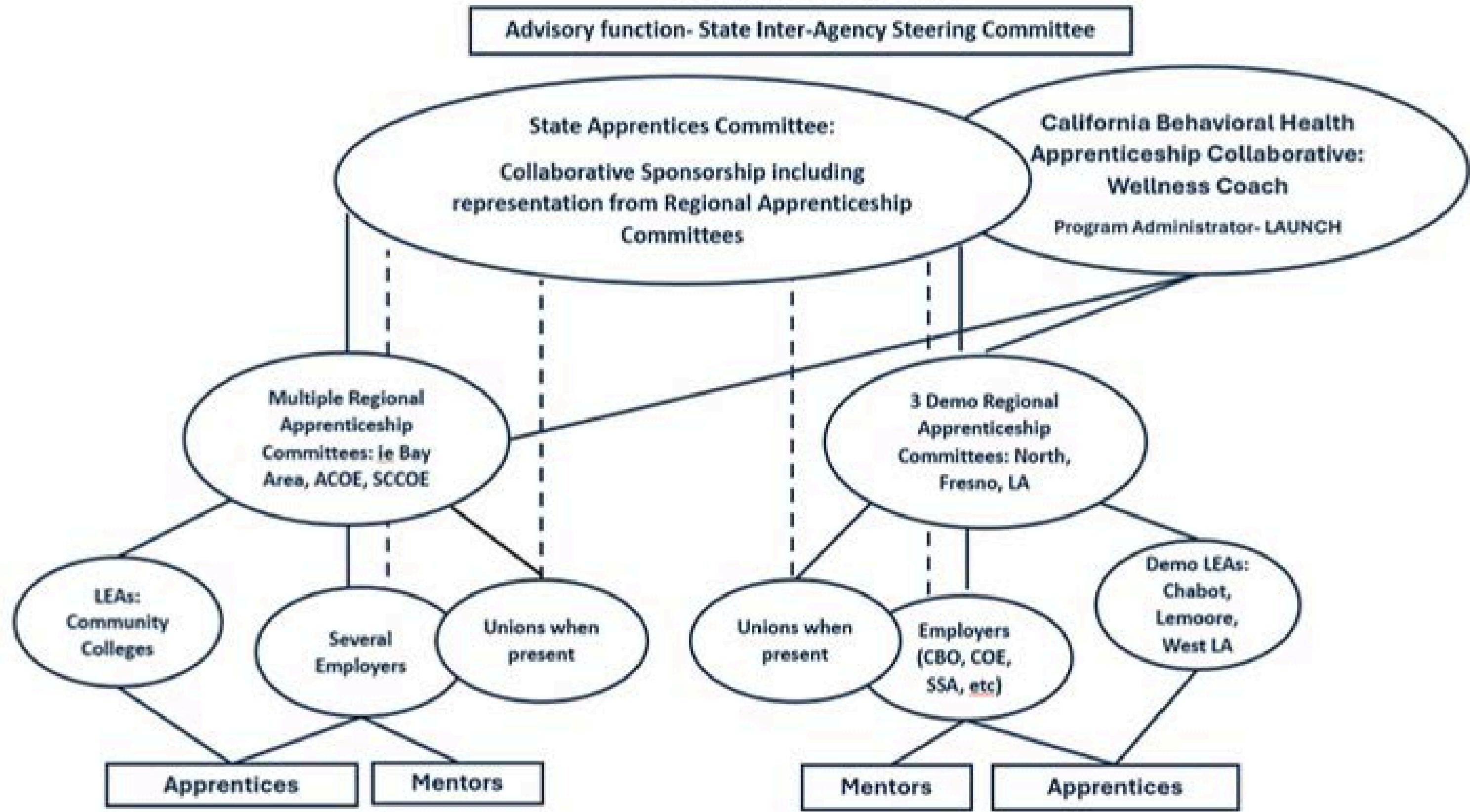
# Strategic Implementation

**Two Workflows and One Strategy:**  
Pilot programs to test and refine the model before scaling statewide  
Establish a statewide stakeholder group for expansion

- **Administrative Lead: LAUNCH Apprenticeship Network**
- **Education Providers: Chabot College, Lemoore College, West LA College**
- **Education Lead: Chabot-Las Positas Community College District**
- **Workforce Lead: Catalyst Center, CA Alliance for Children & Family Services**
- **Advisory Organizations: HCAI, LWDA, CCCCO**
- **Registration Agencies: DAS (state), DOL (federal)**

# Ca Behavioral Health Apprenticeship Collaborative

## Governance Structure



# Apprentice Target Population

## Expanding Access to Behavioral Health Careers

- **Individuals with lived experience in behavioral health, foster care, justice involvement, or community systems**
- **Community members rooted in the populations being served**
- **Individuals without college degrees seeking career pathways**
- **Entry-level behavioral health staff ready to formalize and advance their skills**

# **Employer & Labor Engagement**

## **Statewide Workforce Insight**

- **Target employers: K-12 school districts, County Offices of Education, county social services, and community-based organizations**
- **Focus on school-based and prevention-oriented roles**
- **Union-represented environments with limited apprenticeship history**
- **Ongoing engagement with labor partners to build understanding and alignment**

# Related Instruction



## Chabot College

- North/Far North

## Lemoore College

- Central Valley

## West Los Angeles College

- Southern CA

## Associate of Arts (AA)

- Social Work & Human Services
- Psychology

# Apprentice Supports

## Leveraging Community College Support

- Academic Supports
- Basic Needs
- Personal Wellbeing Resources

## Additional Resources

- Case Management
- Communication & Networking Supports
- Supplemental Professional Development
- Additional Academic Counseling

# Lessons Learned and Challenges

## Lessons Learned

- **System-Level:**
  - Cross agency partnership, including DAS
  - LAUNCH key to navigating standards
- **Program-Level:**
  - Academic counseling is key

## Challenges

- **System-Level:**
  - Union commitment
  - Full associate degree is new
- **Program-Level:**
  - Cohort model for course enrollment
  - Apprentice retention

# California Behavioral Health Apprenticeship Collaborative: Wellness Coach

## Q&A

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