

California Behavioral Health Apprenticeship Collaborative

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Community College District

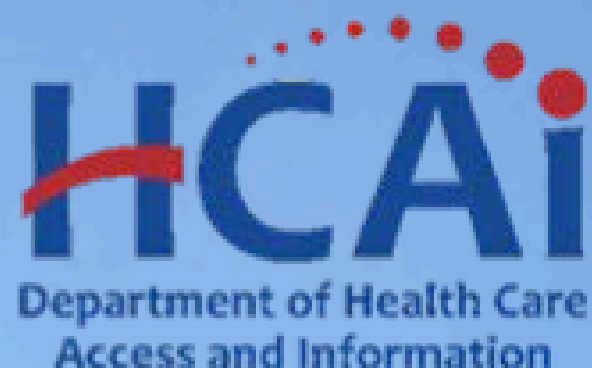
Economic Development and Contract Education



**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.



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**

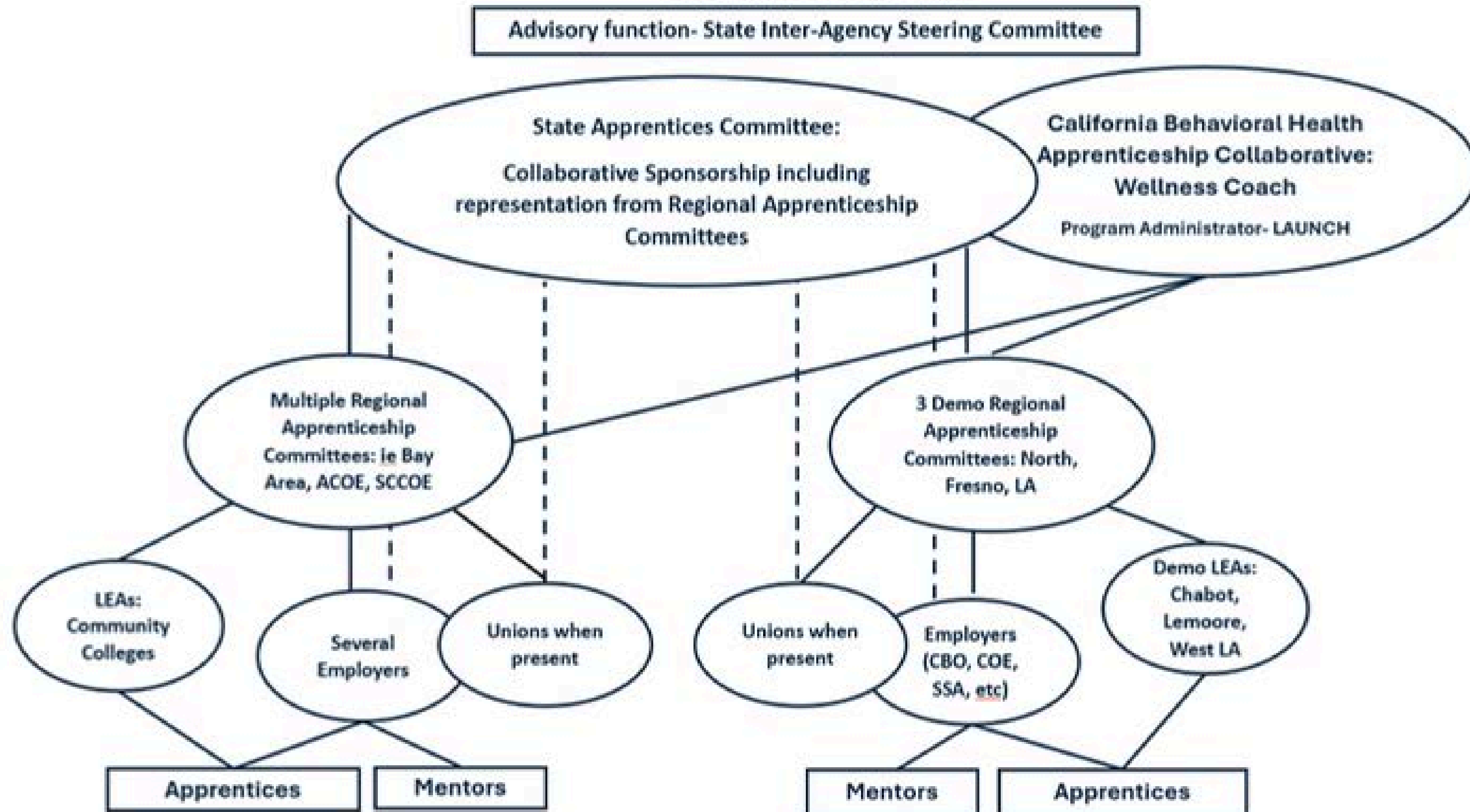
Strategic Implementation

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, CCCCCO**
- **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

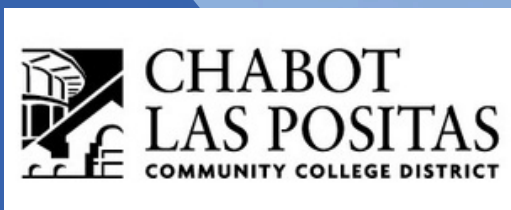
- Central Valley

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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