



Building the Early Childhood Mental Health Workforce

**NATIONAL GOVERNORS ASSOCIATION
HUMAN SERVICES POLICY ADVISORS INSTITUTE**

Sheila Smith – January 19, 2022



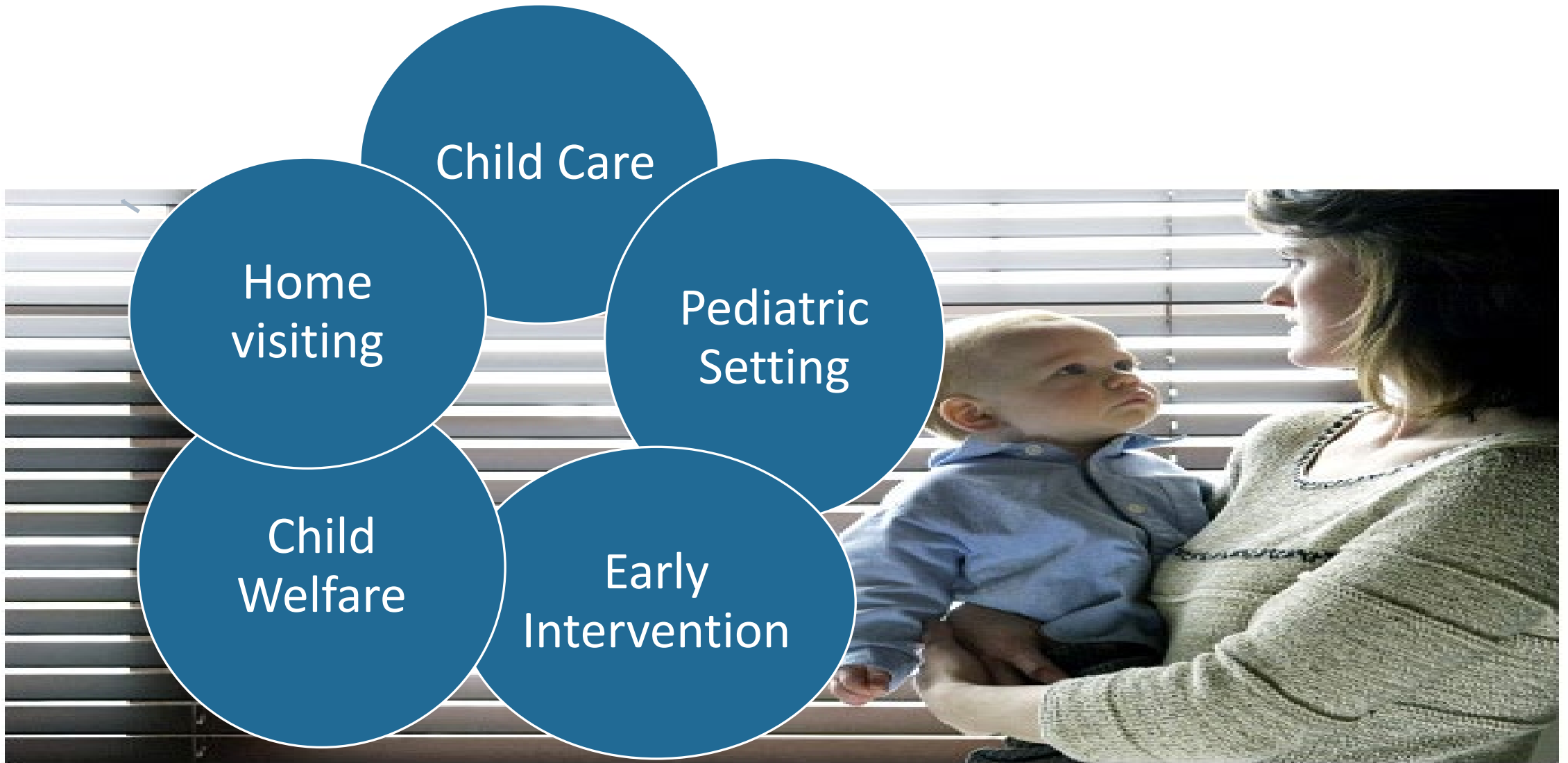
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Unique Competencies of ECMH Providers

ECMH clinicians need specialized knowledge:

- ✓ Understand early development and how different experiences promote wellness or harm (e.g., how a toddler might respond to trauma?)
- ✓ Recognize healthy and impaired parent-child or caregiver-child relationships and factors that contribute to these, such as maternal depression
- ✓ Infant-early childhood mental health diagnoses and interventions



Arkansas' state-funded training in two parent-child treatment models

- PCIT (Parent-Child Interaction Therapy) and CPP (Child-Parent Psychotherapy) <https://aces.nmsu.edu/centerofinnovation/programs-and-trainings.html>
- State Department of Human Services Workgroup developed an approval process for clinicians providing services for children ages 0-47 months under Medicaid (2018)
 - Clinicians complete training in the [DC:0-5](#) (Diagnostic System for IECMH/Developmental Disorders)
 - Complete (or be participating in) training for an evidence-based dyadic treatment model
 - Approved clinicians receive a 10% higher Medicaid reimbursement rate

AR training cont.



- Recruited trainees in underserved parts of state
- Free training offered by the **Arkansas Building Effective Services for Trauma (ARBEST)**, a state-funded center at the University of Arkansas for Medical Sciences (UAMS); partnered with national trainers to help ARBEST clinicians become certified trainers
- Network of over 190 clinicians can serve child welfare-involved families and other families in community-based mental health clinics

Colorado's Right from the Start: IECMH cross-systems workforce development

- [Right Start for Colorado \(RSCO\)](#) 5-year SAMHSA-funded initiative building IECMH workforce capacity statewide -- mental health clinicians and allied professionals across systems
- Began with [a needs assessment](#)
- Free/low cost training in DC:0-5, CPP dyadic treatment, and Circle of Security Parenting Program (COS-P)
- Participants in COS-P included clinicians, home visitors, public health nurses and ECE providers
- Maternal Mental Health Certificate Training



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Washington Best Starts for Kids Workforce Development

King County levy supported initiative that funds CBOs, school districts, and tribes: wide range of services for 0-5 children/families (Home-visiting, parenting programs)

Integrate supports for IECMH into all programs with IECMH consultation

Few IECMH consultants matched race/culture of families/providers: Offered Diversity, Inclusion, Equity training to cadre of white IECMHCs

Past year, recruited BIPOC leaders for year-long IECMH community of learning (service providers, supervisors, other CBO staff)

Several participants can now offer consultation – growing own workforce



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Options to Consider

- Sustained efforts to build a **diverse IECMH workforce** with incentives (higher rates, loan forgiveness), learning communities, and mentorship
- Use of **ARPA funding for ECMH training** (train the trainer): See [Supporting Mental Health Policies and Practices through the American Rescue Plan](#) (CLASP, Sept. 2021)
- Investment in **training ECMH across the promotion, prevention, intervention spectrum**: ECMH consultation, parenting interventions, dyadic treatment

Resources



- Visit NCCP's PRiSM for information about IECMH state policies, including workforce initiatives – <https://www.nccp.org/prism-project/>
- [Advancing Infant and Early Childhood Mental Health: The Integration of DC:0-5 into State Policy and Systems \(Zero To Three\)](#)
- [Infant Mental Health Endorsement](#)
- [Best Starts for Kids 2020 Annual Report: Communities Building Impacts](#)
- [Center of Excellence on Infant-Early Childhood Mental Health Consultation](#)

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