

Hiring the Right Mental Health Consultant

Tips to Consider for Selecting A Good Match for Your Program

Rita Lang - LMFT

**Blue Skies Mental Wellness Team
Program Manager-Alameda County
Public Health Dept-MPCAH**

Project LAUNCH TA Consultant

Anna Gruver - LCSW

**Alameda County Public Health
Dept-MPCAH Program
Administrator**

Project LAUNCH TA Consultant





Let's talk about finding the right person for your Home Visiting Mental Health Program. Let's consider together the lessons learned by Alameda County Public Health Dept. and think about the Goodness of Fit that Clinicians and teams "Must Have" to get the job done for your programs!

Take the Time to Understand What
Mental Health Needs Your Home
Visiting Community is asking for???
Seek the Right Fit for your program!



Core Content Knowledge in Mental Health Consultation-Infant & Early Childhood Home Visiting

- Perinatal Mood Disorders Knowledge
- Infant and Early Childhood Mental Health
- Child Development (Typical and Atypical)
- Understanding Home Visiting Service Delivery
- Cultural & Linguistic Responsiveness
- Knowledge of child, family and early childhood

Qualified Mental Health Consultants

- Well Qualified Mental Health Consultants come from a variety of disciplines, but need to have formal training and licensure and possess knowledge and skills in multiple domains.

Domains of MHC-IECHV Knowledge

- Mental Health (Assessment & Treatment)
- Infant and Early Childhood Health and Development
- Early Childhood Home Visiting Programs
- The Consultative Stance
- Culture understanding of providers, families and children
- Community organizations and resources

Domains of MHC-IECHV Knowledge

- Mental Health (Assessment & Treatment)
- Infant and Early Childhood Health and Development
- Early Childhood Home Visiting Programs
- The Consultative Stance
- Cultural understanding of providers, families and children in community you are serving
- Knowledge of Community organizations and resources

The Consultative Stance

- An approach that conveys to staff, families and programs that supporting families/children's mental health is a shared responsibility. The Mental Health Consultant avoids the role of the "expert" and works collaboratively with the provider on behalf of the family and children's social and emotional needs.



Mental Health Specialist Desired Skill Sets (Alameda County Model)

- Licensed Clinicians- LMFT's, LCSW, LPC's Psy.D with practical experience providing direct service interventions in home visiting or community based settings
- Early Childhood Mental Health Training and Understanding of Infant Mental Health Practices
- One-on-one case consultation experience- Group consultation, case review facilitation skills; where MHS has the ability to listen, join with teams, (stepping down from expert stance) and supporting home visitors and teams with complex mental health needs. Client's and staff.
- Ability to support and implement screening tools (based on your program needs), provide referral linkages and follow established program protocols to identify and support programs mental health services model.
- Organized, Team Players, Creative Joiners, with strong tolerance for adjustment to change
- Consider therapist with different talents: Art/Music therapist, Expressive Arts, Cognitive/Behavioral Approaches, Early Childhood Mental Health/Developmental Specialties, Substance Abuse/Addiction Specialties, Assessment Experience

Lessons Learned From Mental Health Specialist (MHS) Recruitment & Hiring Efforts

- Seek MHS experienced working with specific populations: single parent, substance abusing, immigrant families and strong backgrounds of providing comprehensive psycho-social inquiry. Can they “lean in” and be familiar with the population your program will be serving?
- Ask about past work challenges, work histories with specific communities that you want to serve; Department Transfers, implicit biases, ect
- Inquire about their ability to manage & collect data, paperwork in a timely manner
- Inquire about their scope of clinical experience-Has home visiting & early childhood mental health been a part of their experience? Are they willing to learn? Has their experience been solely academic vs. direct service?
- Have MHS only worked in traditional office or clinic settings & does this fit the needs of your home visiting your program?
- Is the clinician comfortable working with the dominant population they will be serving?
- Does clinician have experience providing groups, consultation or training?
- Create Interview questions that really get to the heart of your hiring needs

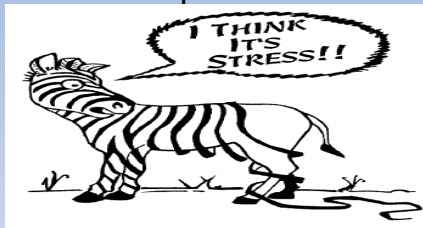
Consider Exploring Workforce Development Options for Growth



- Write a vignette that provides an example of the types of cases that are prevalent in your communities-Ask how MHS might think about contributing to support change
- Inquire about MHS training needs/desires for their future growth
- Develop a question to explore MHS areas of expertise where they may want to grow, develop
- Inquire about MHS - 5 year career plan goals

Additional MHS Advantages

- Strong organizational skills
- People Skills – Social Emotional Intelligence
- Ability to get along with the emerging team and changing teams within system of care
- Team Player , Team Advocate and has ability to Flow and Grow
- Knows and learns their unique contributions to team
- Sensitivity and understanding of complex dynamics of organizational development in large public health systems
- MHS has received training and on-going support on vicarious trauma and is aware of and practices self-care strategies.
- Has experienced regular, consistent, reflective supervision for home visitors and managers or has experienced/receiving training
- Can determine when self care is required for self preservation to avoid burn out and over exposure to toxic stress!



Must Haves



- Ability to work with multidisciplinary teams: Public Health Nurses, Outreach Workers, Health Educators and other specialist
- Team building skills and ability to seek understanding of “ the other” in working with many disciplines & perspectives
- Understanding of the role of a Mental Health Consultant-Alameda County Model provides individual and group case review consultation
- Keeping wellness at the forefront of the work for both Mental Health Team, home visiting programs and public health staff
- Ability to be adaptable and flexible
- Seek the joy in the work! Ask what works and allows you to continue doing the work from a positive lens?

Demystifying Mental Health & Wellness



CLOSING THOUGHT....

Should obtaining mental health & wellness be a secret or a fountain?

Can the MHS join with teams from a perspective of sharing their training and knowledge in a way that acknowledges the strengths and capacities of all involved to grow in mental wellness, health and security for the benefit of our communities and programs?



Questions?

Alameda County Public Health Department-MPCAH

Blue Skies Mental Wellness Team

Rita Lang-LMFT-Program Manager

(510)618-2086

rita.lang@acphd.org

Anna Gruver-MPCAH Program Administrator

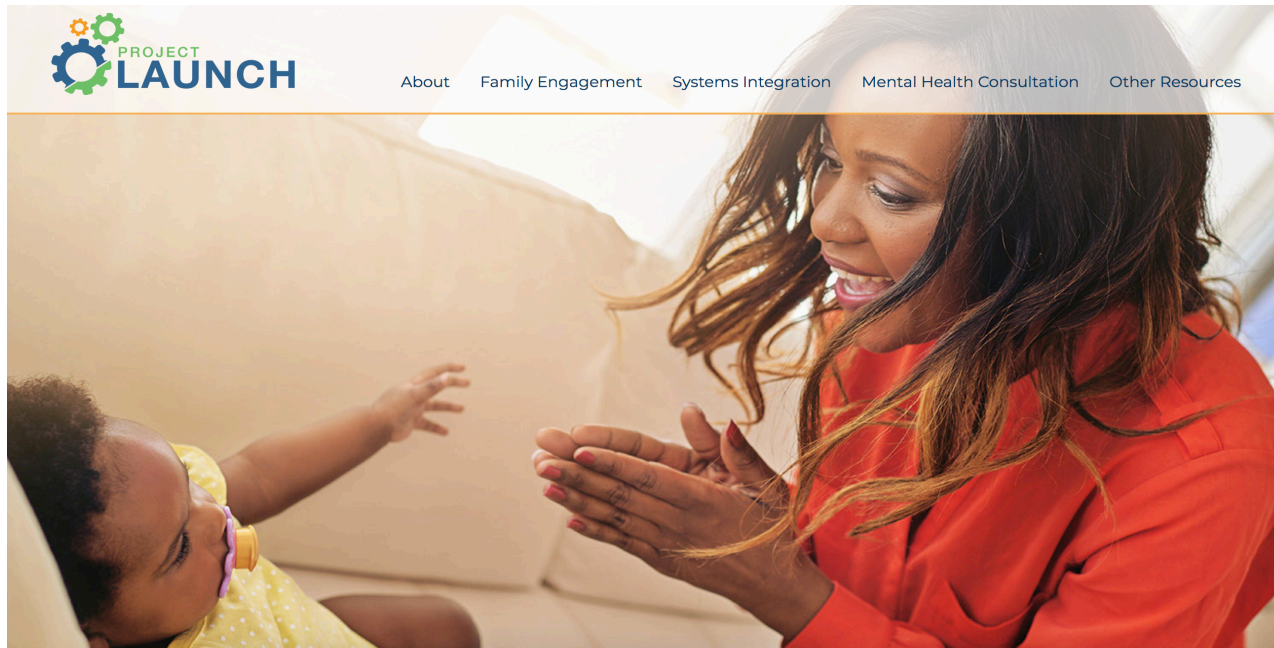
(510)667-4334

anna.gruver@acphd.org



California Project LAUNCH Website

<https://www.caprojlaunch.org>



Webinar Contact Info:

Rita Lang

email: Rita.Lang@acgov.org

Anna Gruver

email: anna.gruver@acgov.org