



# Behavioral Health Career Development

## Introduction

The Workforce Education and Training (WET) component was funded by the Mental Health Services Act (MHSA). It was designed to address the county's workforce education and training needs in the County. It provides training for Department of Behavioral Health (DBH) employees and contract agencies as well as addresses workforce development needs of the mental health system throughout San Bernardino County and to develop strategies and educational programs that meet the identified needs that supports the Mental Health Services Act philosophy and concepts. WET ensures that the citizens of San Bernardino County are supported from cradle to career and are given the opportunity to be life long learners.

## Live Trainings

DBH provides live trainings to DBH and contract agency staff as requested. The trainings can be clinical or non-clinical.

Clinical training examples:

- 5150 Training
- Clinical Supervision
- Cyber Bulling and Social Media
- Law & Ethics for Mental Health and Drug and Alcohol Providers

Non-clinical training examples:

- Assaultive Behavior for Supervisors
- CPR/First Aid
- Deaf Sensitivity
- Mental Health First Aid
- Direct Service Training

## Relias Learning

In addition to live trainings, DBH uses Relias Learning as an online learning management system for online trainings. Relias provides over 500 web-based online self-paced courses. Some of the courses provide continuing education credits/units for licensure needs. Relias is also able to provide a transcript of all the completed online courses and face-to-face trainings. DBH also uses Relias to track participants enrolled in the live trainings.

## Continuing Education

WET currently provides Continuing Education credits/units for:

- American Psychological Association
- Board of Behavioral Sciences
- Board of Registered Nurses
- California Association for Alcohol/Drug Educators

In fiscal year 2013/14, DBH provided 939.45 CEUs for department and contract agency staff for live trainings.

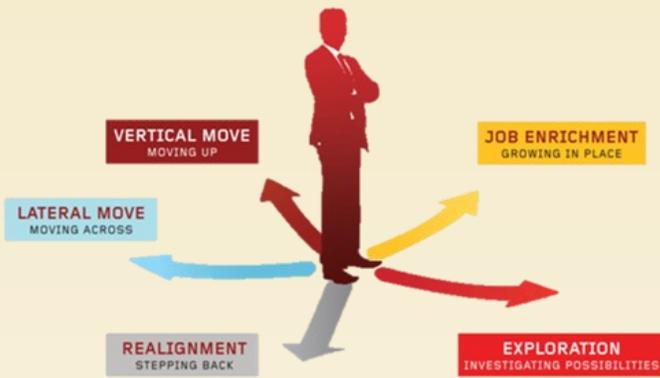
WET is currently completing the application for Continuing Medical Education (CME) accreditation for medical staff.

## Leadership Development Program

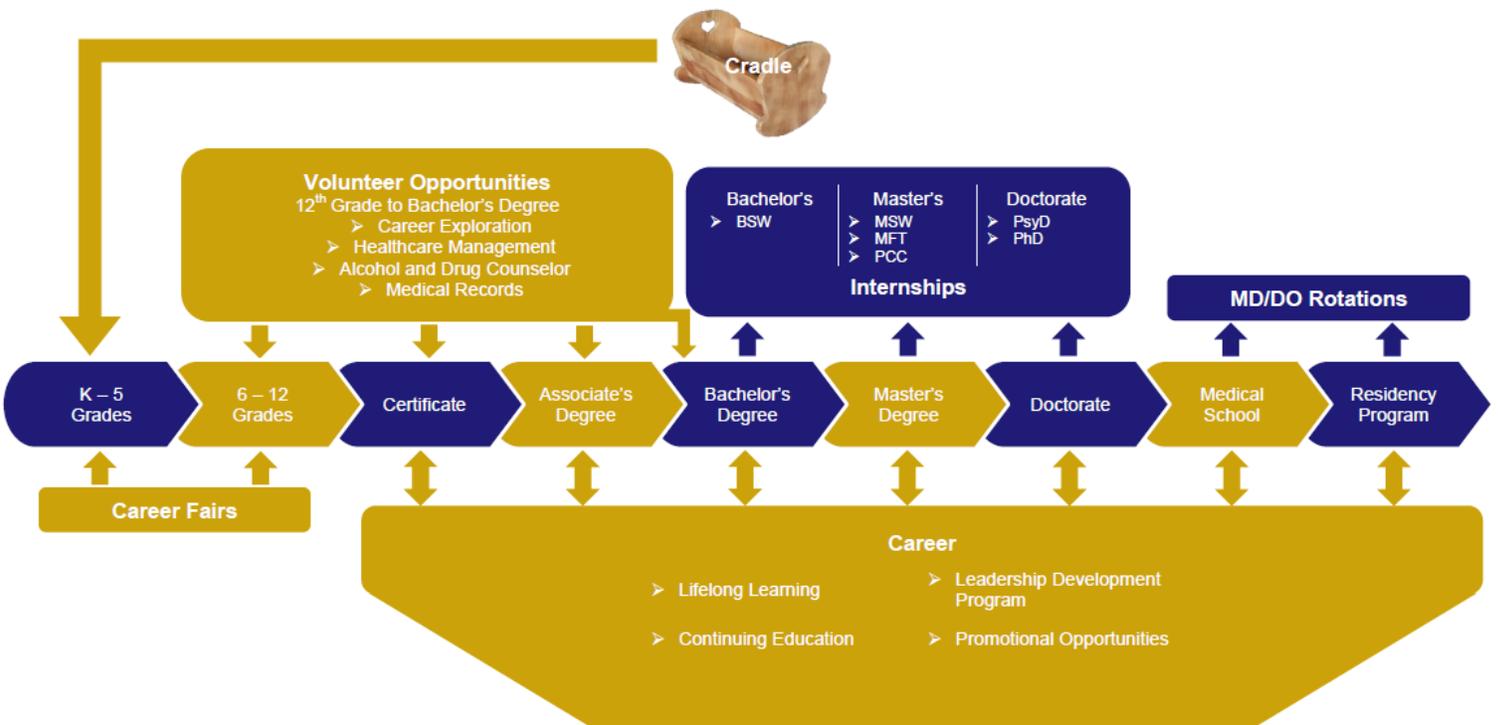
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**FOR MORE INFORMATION CONTACT: Workforce Education & Training at 800.722.9866 (7-1-1 for TTY users) or DBHtraining@dbh.sbcounty.gov**

## Career Pathway Development



Type of Move	Why Move...
LATERAL MOVE (Moving Across)	<b>To gain</b> new or different skills in a role that is similar in level to current role <b>To learn</b> another function, product, or part of the organization
VERTICAL MOVE (Moving Up)	<b>To take</b> on more responsibility and scope <b>To gain</b> greater input and influence on organizational direction or decisions
JOB ENRICHMENT (Growing in Place)	<b>To grow</b> in the current position by expanding one's skills/capabilities <b>To focus</b> on improving current performance/competence
EXPLORATION (Investigating Possibilities)	<b>To explore</b> considering a career/job change when the individual is unsure of what it would take <b>To learn</b> about other roles and jobs <b>To understand</b> if a role would meet the individuals values, skills, and interests
REALIGNMENT (Stepping Back)	<b>To change</b> disciplines or professions <b>To focus</b> more time on personal priorities <b>To return</b> to a role held in the past



## Cradle to Career Pipeline