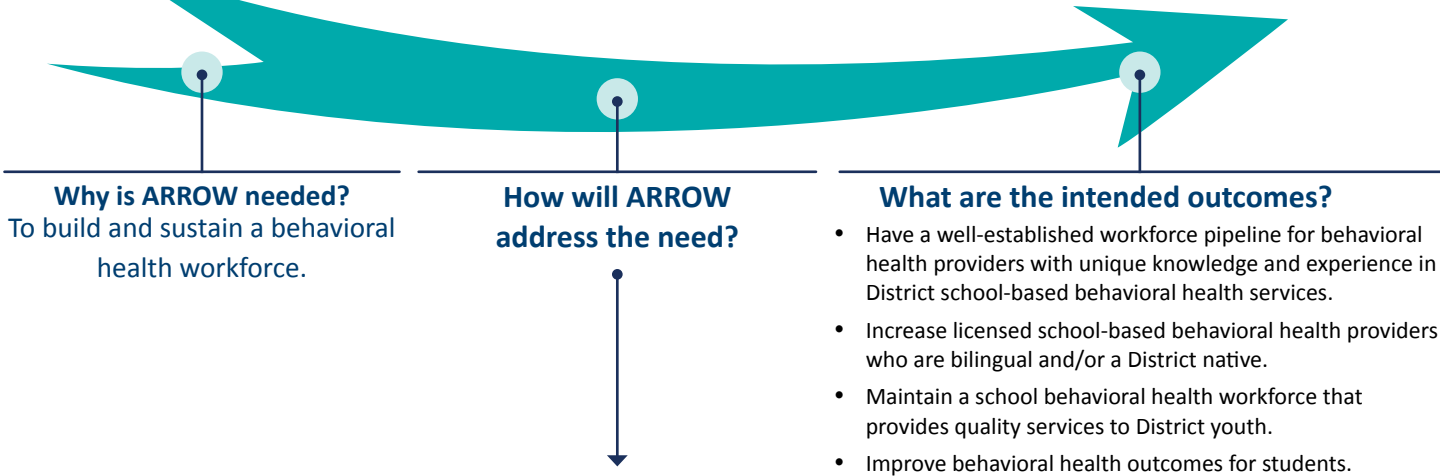


# ARROW

ADVANCING THE RECRUITMENT AND RETENTION OF OUR WORKFORCE



## Why is ARROW needed?

To build and sustain a behavioral health workforce.

## How will ARROW address the need?

## What are the intended outcomes?

- Have a well-established workforce pipeline for behavioral health providers with unique knowledge and experience in District school-based behavioral health services.
- Increase licensed school-based behavioral health providers who are bilingual and/or a District native.
- Maintain a school behavioral health workforce that provides quality services to District youth.
- Improve behavioral health outcomes for students.

## ARROW RECRUITMENT PROJECTS

ARROW will **recruit** professionals into the school behavioral health workforce through initiatives that generate a career pathway from high school through post-graduate school job placement.

<b>Youth Mental Health Ambassador (YMHA) Program</b>	The YMHA program will offer District public charter high school students the opportunity to be trained as behavioral health advocates and build an interest in behavioral health post-secondary education and professions.
<b>Undergraduate Speaker Series and Graduate Guest Lecture Series</b>	In partnership with District colleges and universities, expose students enrolled in undergraduate and graduate behavioral health programs to school-based positions, build interest in the profession, and outline potential career trajectories within DC public and public charter schools.
<b>School-Based Behavioral Health Graduate Course</b>	In partnership with District colleges and universities, incorporate foundational school behavioral health content into graduate-level social work, counseling, and psychology coursework to build interest and competencies in a school-based profession.
<b>Behavioral Health Internship Programs</b>	Enhancements to the existing internship programs offered by the Department of Behavioral Health (DBH) and District of Columbia Public Schools (DCPS) will build a cohort of college and university students with school-based clinical experience.
<b>ARROW Career Center (LinkedIn)</b>	A central resource hub and career center will: 1) provide local education agencies (LEAs) and community-based organizations the opportunity to promote their school-based behavioral health hiring opportunities; and 2) provide those seeking school-based behavioral health positions with resources on working in a DC public or public charter school and a central location to look for job opportunities.

### INITIAL OUTCOMES

High school students participating in or benefitting from the YMHA program report an interest in behavioral health undergraduate programs of study, e.g., social work, mental health counseling, or psychology.

Graduates of partner colleges and universities are aware of and interested in careers in school behavioral health

### INTERMEDIATE OUTCOMES

Increase in high school students participating in or benefitting from the YMHA program interested in behavioral health undergraduate programs of study, e.g., social work, mental health counseling and psychology, as their major.

Increased understanding among employers and District agencies of the pipeline and workforce needs to recruit and retain school behavioral health staff.

Increase applicant pool of licensed providers who have knowledge or experience in school behavioral health service provision.