

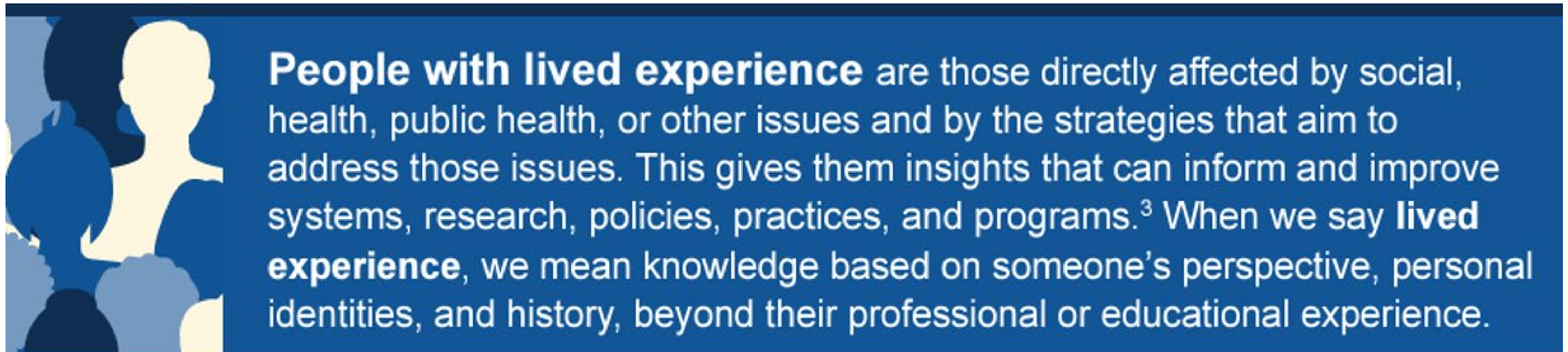


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Workforce Initiatives

August 6, 2024

What is Lived Experience?



Engaging people with lived experience is essential to advancing equity.

- **Service Provider Individualized Recovery Intensive Training (SPIRIT) trains and places behavioral health peer and family providers**
 - Certificate program taught by staff with lived experience, plus 60 hours in an internship
- **For people with behavioral health lived experience and those who support them**
 - Targeted outreach to communities of color to ensure diverse, equitable pool of applicants
- **SPIRIT certificate helps qualify for Mental Health Community Support Worker I position**
 - CCH employs 100+ CSWs
 - 27 2023 SPIRIT graduates have found behavioral health jobs, so far 20 from 2024 as well



SPIRIT Class 2023

- **Coordinated Outreach Referral, Engagement (CORE)**
 - Street outreach for CCH's Health, Housing & Homeless Services (H3)
 - Entry point for receiving services for residents experiencing homelessness
- **Connect and refer people experiencing homelessness to healthcare and basic needs**
 - Shelters, daytime drop-in care centers
 - Healthcare, mental health counseling, substance use treatment
 - Transportation and food
 - Job training

Promotoras

- **Culturally and linguistically appropriate health navigation to break down barriers to access**
 - For all patients, especially Spanish-speaking community members
- **Empower community members to take charge of their health**
 - Advocates and serves as liaison between community, health professionals, CBOs
- **Did you know?**
 - An Oncology Health Navigator position at Martinez Health Center assists patients at receiving treatment for cancer to navigate the healthcare system

African-American Health Conductors

- **Addresses health disparities and health inequities among African American residents**
- **A trusted pathway for African Americans to engage with healthcare**
 - Assistance with healthcare system navigation and connecting to public benefits
 - Emphasis on health access and using health coverage to prevent late care
 - Community health education and information campaigns
- **Did you know?**
 - Established Re-entry Health Conductors in 2011 address health and social disparities facing formerly incarcerated residents
 - Transitions Clinic provides support, safety, community reconnections and medical treatment

Health Ambassadors

- **Community outreach and health education**
 - Hiring from communities we serve
 - Training people with lived experience to become trusted messengers
 - Preparing for community health careers
- **Of 25 previous participants**
 - 13 stayed in health or human service careers
 - 3 continued education in health
 - CCH hired 1 as an employee & 3 as contractors



Health Ambassadors

Specialty Health Ambassadors

- 11 with lived experience with intellectual or developmental disabilities providing education and outreach to their community

Workforce Health Ambassadors

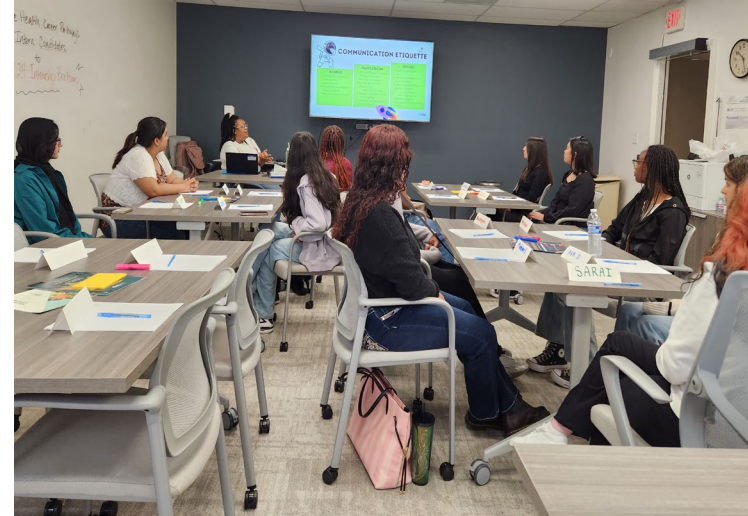
- 10 providing outreach and community engagement
- Funded by Employment and Human Services



Health Career Pathways

- Public health classroom curriculum for high school students
- Comes with mentorship, internships, college/career support
- Prioritizes students of color from communities impacted by health inequities for internships
 - 80% identified as Black, Indigenous or People of Color in 2023
 - 53% reported household income of \$79,000 or less in 2023
 - ~70% summer 2024 interns live in East County

Health Career Pathways



"Internships like this can inspire the younger generation and provide insight they might not receive within the confines of their school. I wish a program like this existed when I was younger. It would have given me better perspective about ways my future had the potential to go."

-Julia Surges, MPH

Contra Costa Regional Medical Center, 2024 HCP Mentor

Contra Costa Behavioral Health, 2024 HCP Mentor



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Thank you!