Innovative Approaches to Workforce Development Advances in the Field Reflecting the Newly Revised SOC Framework
Building a Diverse and Culturally & Linguistically Competent Workforce

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PROMOTING A DIVERSE WORKFORCE

- **Pipeline Issues**
  - K-12 Challenges
  - Undergraduate and Graduate Education
  - Stigma

- **Human Resource Development Issues**
  - Recruitment
  - Retention
  - Career Ladders

- **Credentialing Issues**
  - Licensing
  - Certification
  - Education Requirements
  - Non-Traditional Providers
What are the numbers?

- Psychologists – 94% white
- Social Workers – 88% white
- Psychiatric Nurses – 92% white
- Marriage and Family Therapists – 93% white
- School Psychologists – 95% white

(CMHS, 2004 in Annapolis Coalition Subcommittee on Cultural Competency, pg 3, 2006)
Strategies for the Mental Health Pipeline

- K through 12 promotion to health related careers
  - Counseling, academic remediation, academic enrichment, parent involvement, social support, mentoring, scholarship support
- Collegiate and Graduate Education
  - Mentorship, scholarship support, faculty development, curriculum enhancements, faculty diversity

(Source: Strategies for improving diversity of the health professions, date?)
Critical Workplace Success Factors

- Leadership and management commitment
- Employee involvement
- Strategic planning
- Sustained investment
- Diversity indicators
- Accountability, measurement, and evaluation
- Linkage to organizational goals and objectives

(Best Practices in Achieving Workforce Diversity, US Department of Commerce and Vice President Al Gore’s National Partnership for Reinventing Government Benchmarking Study, nd)
Workforce:
The Collective Instrument of Change