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## Addressing the Need

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Addressing the Need

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## **Abstract**

Community Solutions is a nonprofit agency that provides comprehensive spectrum of prevention intervention treatment and residential services to the communities of Santa Clara and San Benito. They provide services and support to help children, families, and individuals overcome the challenges of mental health issues substance abuse, trauma, severe family dysfunction, sexual and domestic violence, and human trafficking. With the growing need of mental health services, new graduates are needing assistance in obtaining a career. This project is to create and present a training to help assist these new hires in obtaining a career. It is expected that those who attend this training will be able to easily obtain a career in the field of their choosing. The agency will continue to provide this training for their interns so that they will have an easier transition into finding a career.

*Keywords: Career, Training, Mental Health, Behavioral Services*

## **Agency & Communities Served**

Community Solutions is a nonprofit agency that provides comprehensive spectrum of prevention intervention treatment and residential services to the communities of Santa Clara and San Benito they provide services and support to help children families and individuals overcome the challenges of mental health issues substance abuse trauma severe family dysfunction sexual and domestic violence and human trafficking. Their mission is to create opportunities for positive change by promoting and supporting the full potential of individuals, the strengths of families, and the well-being of our community (Community Solutions, 2022).

The population that is served through this project is the interns at Community Solutions that are looking for a job within the mental health field postgraduation. Community Solutions has a large variety of interns every year looking to obtain careers within the mental health field. This semester community solutions hosted over 70 interns.

## **Problem Model Background and Literature Review**

### **Problem Statement**

The social problem I plan to address is that there are not enough behavioral health care workers in the field. It was estimated that one out of 5 people in the United States have a mental illness in 2019 (Substance Abuse and Mental Health Services Administration, 2020). The number of Americans who have mental illness are only increasing. since the number of individuals with mental illness are increasing there needs to be an increase of providers of behavioral health services. Unfortunately, there is a lack of providers and the ones who are in mental health are experiencing burnout and having too many clients. “In response to the dramatic need, leaders in the field are working hard to find effective solutions. Some are using telemedicine to meet patients wherever they are. Others focus on recruiting and training a fresh

crop of psychiatrists” (AAMC,2022). While the need of mental health care professionals is increasing the number of providers is unfortunately staying the same.

### **Contributing Factors**

The need of mental health care providers is increasing but unfortunately the access is becoming more difficult. It is estimated that 56% of Americans are seeking or wanting to seek mental health services for themselves or for a loved one but unfortunately the study also revealed that an overwhelming majority of Americans do not believe that such services are accessible for everyone and about half of them believe the options are limited. These beliefs are driven by several barriers including limited options as well as long waits. Nearly 38% of Americans have had to wait longer than one week for mental health treatment. And nearly half of Americans have had two or no someone who has driven more than an hour round trip to seek treatment. While telehealth is an option for treating mental health issues only 7% have reported using it. Is also a large disparity and access to mental health care based on level of income and location. People who live in rural areas are less likely to have access to mental healthcare services (The National Council, 2018).

While there are many individuals who want to get into the behavioral health field, unfortunately there are not trainings available for the individuals on how to obtain a career postgraduation. Studies have shown that individuals well remain unemployed while looking for a new career (Barros, 2010).

### **Consequences**

In recent times the United States is facing a crisis due to the shortage of trained and licensed mental health professionals. And as of recently with the COVID pandemic it has only become more pronounced that there is a shortage. With fewer licensed therapists also means that there are fewer clinical supervisors who could oversee individuals in their next steps of their

career. With the average age of mental health professionals being between their 40s and 50s that means that they will retire soon and that there is a lack of replacements because there are not enough new therapists coming into the field. There's also an increase in cost of education while there is a decrease in salary and there is not enough training for mental health professionals who specialize in certain fields such as cognitive behavioral therapy as well as addiction specialists. Because of all these individuals are not able to get the care and support that they need for their mental well-being. Reasons why individuals would need care especially with the post pandemic they are suffering from anxiety, depression, as well as stress that came from being isolated (McReynolds, 2022).

Since there are a lack of new providers entering the behavioral health field, current providers are being strained. They have an increased demand for their services along with turmoil from the pandemic, and overbooked schedules. The self-reported burnout rates among psychiatrists hover around 78% while nearly 50% of psychotherapist reported job burnout. It is not surprising due to these individuals having a little time for self-care along with the endless number of administrative tasks. Clinicians are also experiencing increased compassion fatigue which has reduced their ability to empathize with clients and give them the best treatment. This is also leading to clinicians leaving the field which also creates a shortage (Joffe, 2022).

### **Capstone Project Proposal and Justification**

The contributing factor that my capstone project is addressing is the training on how to obtain a career. With this training individuals will be better prepared to enter the workforce and be able to find careers that they are wanting to pursue. With individuals being able to obtain these careers, there will be an increase of mental health providers to help with the growing demand of this field's services.

My project meets the best standards for my agency because Community Solutions has many interns that struggle to obtain careers post internship. This training helps support them and helps put their best foot forward. This training assists new graduated with networking, \ resume building, as well as preparing for interviews. This training will be incorporated with the other required training that interns must attend.

<b>Contributing Factors</b>	<b>Problem</b>	<b>Consequences</b>
Providers are not easily accessible	There are not enough behavioral healthcare workers	Not enough people getting the care they need.
No training on how to obtain a career		Burnout of current providers

### **Project Description and Implementation Process**

Before creating this training, research must be conducted. With guidance from my mentor, I began researching other intern trainings along with possible courses that were already created to help individuals find careers within the job market. After researching, I began to create my training with guidance from my mentor. We would have conversations during weekly meetings to correct any problem areas along with address what needs to be in the training. After the training was created, we had a trial presentation before presenting to the current interns.

## **Project Results**

The purpose for my project is to create a training that helps assist interns in the mental health field be able to easily find a career post internship. The way that this training will be implemented will be through a training that is hosted on Zoom. Interns would be encouraged to sign up for this training through their mentors and the organization. This training will be hosted at the end of the semester. I will know that my project was successful by the number of participants that attend the training. I would consider the project successful if 80% of interns attended the training. I will also know that the training was successful based from participant engagement. success will be measured post training and internship by how many interns find careers easily. A survey will be created to measure participant satisfaction as well as measure of new knowledge and readiness to find a career.

The outcome for this training is expected that individuals will feel more prepared when going to look for a career. They will have the tools and training necessary to find a career within the job market. The measures that were used to assess my project success was attendance, participate engagement, and new graduates who attended the training who obtained a career right away. It is expected that new graduates who attended the training will have an easier time obtaining a career compared to those who did not.

## **Conclusion & Recommendations**

The need of mental health providers has become increasingly in demand. My training helps assist new graduates in obtaining careers within this field. I believe that this training helps support those who are looking to have a career but have not had the resources or the training that can be of assistance for those looking for careers. My training also helped address the everchanging methods of networking and interviewing. I believe that whoever attended this training will have an easier time with the career search compared to those who did not.



I recommend that my agency continues to host this training for their interns so that they have the support and the training that is needed in obtaining a career. What could be done differently to improve this project would be hosting this training in person so that they have oneon-one assistance along with more interaction from other intern within the training.

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## Appendix A

### Project Implementation Plan

<b>Task</b>	<b>Timeline</b>	<b>Parties Involved</b>	<b>Materials/ Services Needed</b>	<b>Completed Product</b>
Discuss what type of training the agency is looking for	April 22nd	Individual & Mentor	Laptop & Teams link	Meeting notes
Research other intern training	May 2022	Individual	Laptop	N/A
Research trainings on finding a job	May 2022	Individual	Laptop	N/A
Create Training	August 2022	Individual	Laptop	Canva Powerpoint
Meet with Mentor to go over training	August 2022	Individual & Mentor	Laptop & Teams link	Meeting notes
Correct any problem areas	September 2022	Individual	Laptop	Updated Canva Powerpoint
Meet with Mentor to finalize training	October 2022	Individual & Mentor	Laptop & Teams link	Meeting Notes
Have a trial presentation	November 2 <sup>nd</sup> , 2022	Individual & Mentor	Laptop & Teams link	Meeting Notes
Present to Interns	November 30 <sup>th</sup> , 2022	Individual, Interns, & Mentor	Laptop, Notes & Zoom link	N/A