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# Workforce Development at the Center of Excellence for Children’s Behavioral Health

The Center of Excellence for Children’s Behavioral Health is composed of three areas of focus: research and evaluation, workforce development, and policy and finance. These areas of focus are complementary in promoting effective behavioral health systems in Georgia.

The Center of Excellence’s workforce development team builds workforce capacity throughout the behavioral health system. The team provides training, technical assistance, and programmatic implementation for local and state partners to further the goal of achieving a sustainable System of Care.

## Approach to Workforce Development

Workforce development-related activities are informed by best practices and are centered on helping providers and supporting agencies develop a strategic approach to program implementation through increased workforce capacity. Evidence-based methods inform curriculum design and training techniques, while maintaining a focus on long-term sustainability.

The Center of Excellence facilitates all stages of workforce development from initial strategy design through training exercises and ongoing evaluation. The approach provides a logical progression of activities to support providers and agencies in building capacity and enhancing professional skills development.

Workforce Development Services	
Identify Opportunity	Pre-training surveys and environmental scans inform design of an optimal training strategy
Curriculum Design	Customized design of evidence-based curricula address the goals and unique needs of each client from training through skills application
Training Implementation	Logistical support and expert training facilitation ensure a prepared behavioral health workforce
Ongoing Evaluation	Post-training surveys and data collection ensure ongoing quality improvement and appropriate application of developing skills
Sustainability	Continued technical assistance and peer-to-peer coaching maintain investments in workforce development



**CENTER OF EXCELLENCE FOR  
CHILDREN’S BEHAVIORAL HEALTH**  
integrating research, policy, and practice

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## Guiding Principles

The Center of Excellence's approach to workforce development is guided by principles derived both from scientific evidence, as well as practice-based knowledge. We believe that the behavioral health system benefits most from skills development grounded in:

Individualized training and education

Evidence-based practice

Engaging and creative learning methodologies

Peer support model

Opportunity for reflection, dialogue, and critical thinking

Ongoing professional development using the scientist-practitioner model

## Training

The Center of Excellence is equipped to provide training in a variety of areas including:

- High Fidelity Wraparound (using the Innovations Institute model)
- Recovery-oriented cognitive therapy (for adults with serious emotional disturbances)
- Trauma-informed systems
- Emerging adult populations
- Cultural and linguistic competence

## Project Examples

### HIGH FIDELITY WRAPAROUND

The Center of Excellence provides a comprehensive portfolio of High Fidelity Wraparound training to staff of care management entities and family support organizations in partnership with the Georgia Department of Behavioral Health and Developmental Disabilities.

The four core trainings include: Introduction to Wraparound, Engagement in the Wraparound Process, Intermediate Wraparound: Improving Wraparound Practice, and the Advanced Series.

Supplementary on-site coaching is central to successful wraparound implementation. Coaching activities are ongoing and are tailored to provide feedback based on the individual needs of wraparound practitioners.

The Center of Excellence believes that training based on the needs of the wraparound practitioner is imperative to both ensure fidelity to the wraparound model and to affect system change. By providing feedback loops evaluations inform and drive future training topics. The Center of Excellence developed quarterly booster trainings allowing deeper instruction in components of the wraparound model including: strengths; transitions; needs and outcomes; and safety and crisis.



### RECOVERY-ORIENTED COGNITIVE THERAPY

In partnership with the Georgia Department of Behavioral Health and Developmental Disabilities and the University of Pennsylvania School of Medicine, the Center of Excellence provides ongoing training to disseminate recovery-oriented cognitive therapy (CT-R) to behavioral health providers throughout the state.

The training consists of an interactive five-day workshop focused on understanding the CT-R model, which was developed by the Aaron T. Beck Psychopathology Research Center of the University of Pennsylvania. Training utilizes video demonstration, case examples, and didactic instruction. Providers then participate in a six-month consultation period where trainees are provided detailed feedback on how to implement the CT-R protocol with specific, challenging patients from their caseload. Additionally, the training process includes workshops, web-based consultations, site visits, and evaluation of audio recordings of actual therapy sessions. Competency is measured by the Cognitive Therapy Rating Scale.

Providers from state hospitals, day treatment and outpatient clinics, Intensive Case Management groups, as well as Assertive Community Treatment and Community Support teams have participated in the training.

