



Chief Medical Office Division

Clinical Fieldwork Pipeline Pilot- Request for Workforce Development Consultant

A. Project Goals

1. Increased recruitment and retention of graduates of social work schools within the Philadelphia Public behavioral health workforce.
2. Increase diversity in the behavioral health workforce in Philadelphia.
 - 1) A minimum of 50% of recruited students will be from diverse backgrounds.

B. Project Background

Pipeline programs have been successful in increasing both educational attainment and the diversity of students in higher education. Despite sustained efforts over time, Philadelphia’s behavioral health workforce is currently not reflective of the city’s diversity. However, the literature reveals that outcomes are improved when there is concordance between the ethnicity of the provider and service recipient. Applying this evidence to workforce development, there is a clear imperative to engage and retain diverse social work students in the public behavioral health workforce. DBHIDS is committed to developing a provider network and workforce that reflects Philadelphia’s diverse population including foreign born residents, individuals with Limited English Proficiency, and various race/ethnic groups.

This pilot is expected to both directly impact workforce shortages among behavioral health providers and increase diversity of the behavioral health workforce in Philadelphia. The Clinical Fieldwork Pipeline is intended to both improve recruitment and retention of staff within the Philadelphia mental health system and address racial disparities related to:

- Wage gap
- Under-representation of minority populations in the behavioral health workforce
- Access to behavioral health services

The pipeline also has a goal of providing opportunities for groups of people who historically and/or currently are underrepresented, thus allowing them to enter the behavioral health workforce and improve their earning capabilities.

C. Project Overview & Objectives

The coordinator/consultant will

1. Provide expertise in workforce development
2. Be responsible for developing, refining, and managing the clinical fieldwork pipeline pilot project.
3. Seek out, synthesize, and incorporate stakeholder feedback

4. Launch the pilot program to achieve the following objectives:
 - (a) Develop the framework of the Clinical Fieldwork Pipeline, which will connect students to fieldwork opportunities.
 - (b) Place at least ten students from ten local schools (100 students total) into fieldwork placements at contracted DBHIDS community providers for the Spring, Summer and Fall 2023 academic year fieldwork placements. These placements are expected to spread across at least 50 provider agencies.
 - (c) Work to ensure at least 50% of students placed through the clinical fieldwork pipeline will be representative of the populations served (including but not limited to racial and ethnic minorities, LGBTQ+, immigrant/refugee).

The applicant will report to the DBHIDS Operational Transformation Fund (OTF) project lead weekly and attend recurring stakeholder's meetings.

D. Scope of Work

The selected consultant/coordinator will be required to work collaboratively with the DBHIDS team and stakeholder group and will do the following activities:

- Project Manage the development of the clinical field work pipeline program from beginning to conclusion.
- Create/coordinate with a stakeholder group that will inform and guide the program.
- Develop standardized process for recruiting, selecting and onboarding students efficiently.
- Follow through with the development of a pipeline for social work and counseling students that will guide them through a professional developmental process during their fieldwork experience. This will include but not be limited to:
 - Developing a logic model/framework for recruitment, selection, and vetting.
 - Delineating key success factors and associated KPIs (metrics) for the program, in conjunction with DBHIDS staff.
 - Developing manuals
 - Creating a compendium of training material as well as other material (written, audio, video and a recommended reading list) to support the students through their journey.
 - Developing similar material for the agencies/providers and schools (e.g. FAQs, flow charts, Key Success Factors for both the students, agencies and school documents etc.).
- Develop and manage a central storage hub for information and materials.
- Prepare materials for each session with the stakeholders who meet monthly or biweekly and report on progress and next steps.
- Deliver presentations and facilitate discussions during stakeholder meetings.
- Support the behavioral health providers in planning and initiating onboarding for new students with collaboration from the school field placement advisors.

- Create an application process and tracking system to collect data on key performance indicators such as number of successful placements in the pilot year with the expected goal of a minimum of 50% of the students placed will be of diverse backgrounds in addition to other metrics.
- Develop and use findings from evaluations to prioritize and guide quality improvement strategies and activities delivered through the fieldwork placement to support sustainability.
- Plan and co-facilitate networking events and professional development workshops for students.
- Participate in strategic discussions with DBHIDS team and liaise with stakeholder group.
- Submit monthly progress reports on the process and provide a final report on the results and lessons learned based on findings during the pilot.
- Take the necessary steps to meet the goal of creating a cohort model with an “alumni” network.
- Develop a framework post pilot for the continued alumni that includes professional development opportunities with the and overall goal of retaining pipeline participants in our DBHIDS provider network.

E. Expected Milestones

1. Completion of the curriculum
2. Completion and marketing of fieldwork student application
3. Launching of the Clinical Fieldwork Placement pilot program
4. Connecting students to community providers
5. Planning and facilitating Networking events

F. Project Schedule & Budget

DBHIDS anticipates that this scope of work will continue through June 2023 with an average of 120 hours of work per month. Approximately 30 of the 120 hours per month dedicated to meetings. Majority of the work is telework and will require some in person events.

Consultant/coordinator should expect to be available between normal business hours (typically falling between the hours of 8am and 6pm Monday-Friday). Networking events may necessitate working evenings.

The hourly rate is \$100 an hour for on average 120 hours per month.

G. Proposal Submission

The workforce development consultant/coordinator must have a high awareness of diversity, equity, and inclusion practices, must be aware of behavioral health clinical experiences and be knowledgeable about the level of diversity that makes up the Philadelphia population. An understanding of academic requirements for master level students in social work and/or counseling schools is preferred. Consultants who meet the criteria are to submit a proposal to Kate Fox Project Lead for the Clinical Fieldwork Pipeline

pilot via email at Kathleen.Fox@phila.gov. Proposals will be accepted until **Friday, November 3, 2022**.