A Professional Development Model to Build Workforce Capacity to Identify and Address the Mental Health Needs of Young Children and Their Families

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NYC Early Childhood Mental Health TTAC
Training and Technical Assistance Center

Background

The New York City Early Childhood Mental Health Training and Technical Assistance Center (TTAC), which launched in October 2016, is a collaboration between an early childhood service provider and an academic institution and is overseen by the NYC Health Department.

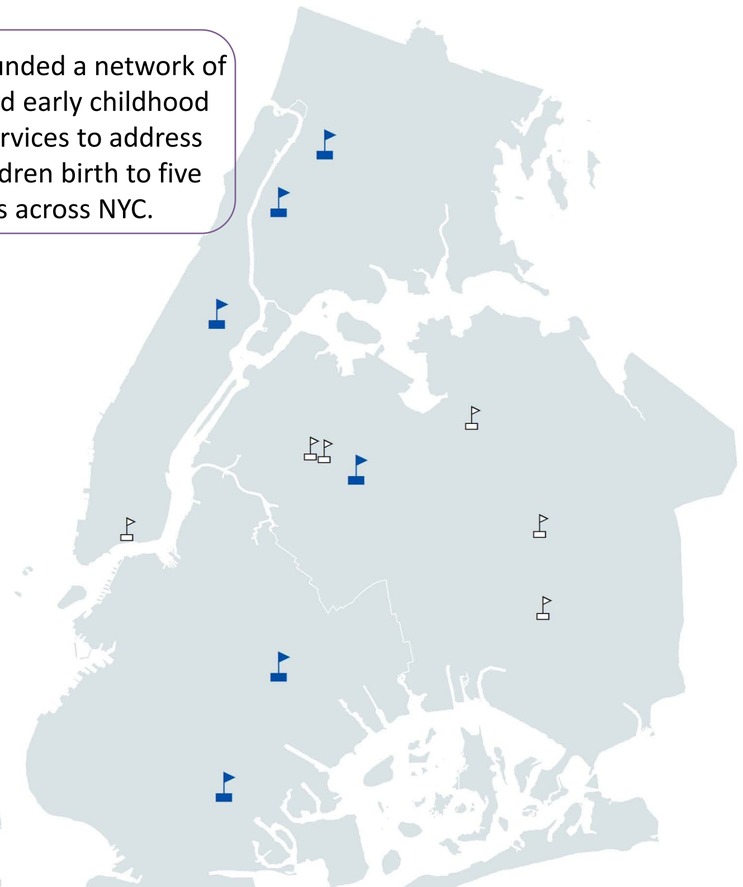
TTAC A COLLABORATION BETWEEN | NEW YORK CENTER FOR CHILD DEVELOPMENT | McSILVER INSTITUTE FOR POVERTY POLICY AND RESEARCH | NYU SILVER SCHOOL OF SOCIAL WORK

In New York City, **one** in **four** children **under the age of five** has a parent or caregiver with a concern about their development.[1]

ThriveNYC has funded a network of community-based early childhood mental health services to address the needs of children birth to five and their families across NYC.

TTAC is tasked with building capacity and competencies of mental health professionals and early childhood professionals in family serving systems to identify and address the social-emotional needs of young children and their families across NYC

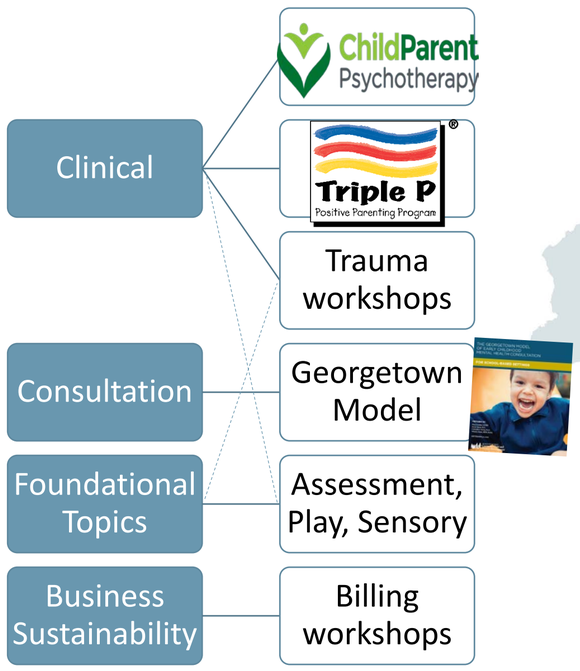
- Tiered model of training with varying intensities; linked to network of service providers
- Flexible and responsive to needs of practitioners and community mental health needs
- Multi-year process of trainings, and alignment with NYS-AIMH[2] competencies for endorsement
- Community of practice approach guided by best practices; emphasizes business sustainability



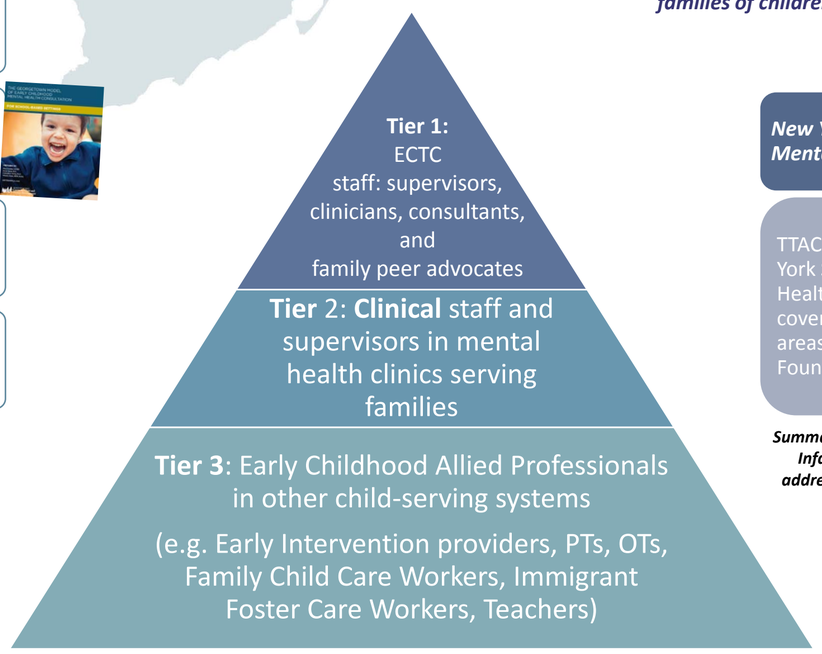
NYC Map: Early Childhood Therapeutic Centers (ECTCs) are specialized clinics located across the five boroughs of NYC and provide services to diverse communities, offering culturally respectful treatment to families of children 0-5 in multiple languages

Methods/Model

TTAC Community of Practice Approach



Models and best practices are selected in collaboration with TTAC, DOHMH, and Network stakeholders to address workforce and community/family needs.

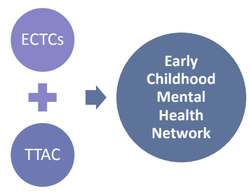


TTAC's three tier training model: highest intensity of training at the top, decreasing intensity in lower tiers

New York State-Association of Infant Mental Health (NYS-AIMH) Competencies

TTAC trainings were aligned with the New York State-Association of Infant Mental Health (NYS-AIMH) Competencies and covered 8 areas of expertise. The top two areas of expertise were: Theoretical Foundations, and Direct Service Skills.

Summative frequency of New York State-Association of Infant Mental Health (NYS-AIMH) competencies addressed in 16 unique trainings conducted by TTAC, October 2016-June 2018



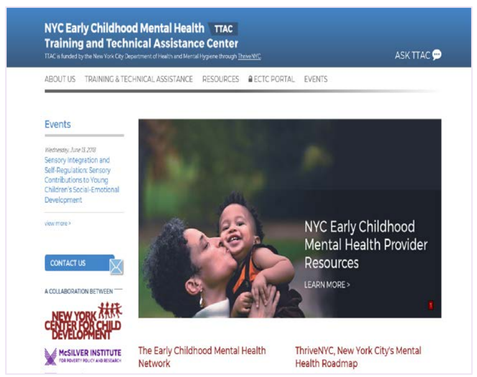
Results

Tier 3: **611** trained
- Trauma workshops by national experts
- Vicarious trauma and self-care workshops
- Sensory Integration training

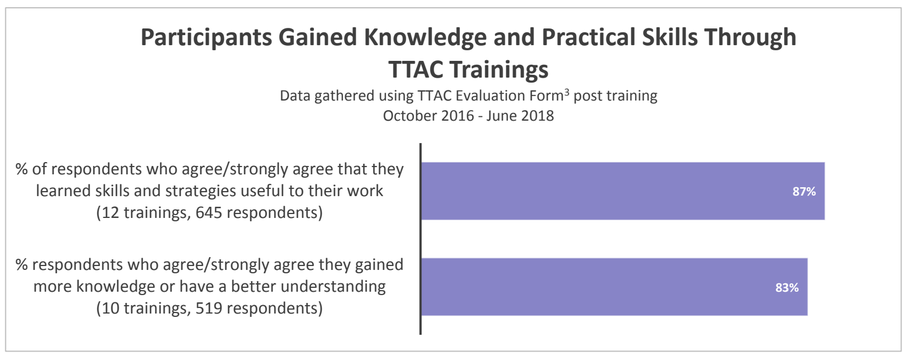
Tier 2: **393** trained
- *All of the above trainings - **and***
- Child Parent Psychotherapy and Triple P Positive Parenting Program
- DC: 0-5

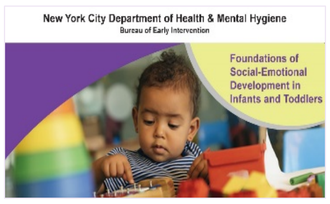
Tier 1: **193** trained
- *All of the above trainings - **and***
- Georgetown ECMH consultation trainings
- Foundational Early Childhood Topics
- Business sustainability workshops

Total number of individuals who attended at least one training offered by the TTAC and types of trainings offered, October 2016-June 2018



*TTAC website hosts training repository and is used for registration. Visit **ttacny.org***





New Release - Early Intervention E-Learning Modules

Conclusion

Summary
- A training center dedicated to early childhood mental health provides tiered trainings across child and family serving systems, offering models that help practitioners better serve young children
- The combination of technical assistance, training and continuous evaluation and quality improvement shape and direct the work
- **Visit ttacny.org for more information**

Lessons Learned
- Maintain flexibility to address emerging training needs
- Staff turnover requires repeat trainings, online repository of information
- Linkage to a network of service providers is beneficial to create community of practice
- Evaluation of workforce impact is challenging

Recommendations
- Significant, multi-year financial investment (including for evaluation)
- Flexible budget to respond to emerging training needs
- CEUs and alignment with endorsement to maximize incentives/ utility for practitioners
- Supervisors who are trained and supportive
- Workshops on business models to support fiscal viability of early childhood service provision

References and Notes:
1. New York City Department of Health and Mental Hygiene. Epiquery: NYC Interactive Health Data System – Child Health, Emotional Wellness and Development Survey 2014. September 20, 2018. https://nyc.gov/health/epiquery
2. New York State Association of Infant Mental Health. http://www.nysaimh.org/
3. *TTAC Training Evaluation form* asks about confidence, competence and knowledge/skills gained from each training. Also includes open-ended questions.
4. *Mental Health Consultant Self-Assessment from Georgetown Toolkit*: Hepburn, K. S., Kaufmann, R. K., Perry, D. F., Allen, M. D., Brennan, E. M., & Green, B. L. (2007). Early childhood mental health consultation: An evaluation tool kit. Washington, DC: Georgetown University, Technical Assistance Center for Children's Mental Health; Johns Hopkins University, Women's and Children's Health Policy Center; and Portland State University, Research and Training Center on Family Support and Children's Mental Health.

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