



Pierce County Behavioral Health

2024-2025 OUTCOME REPORT



Increasing Supervision Capacity

Increase supervision capacity for community-based behavioral health organizations by supporting the testing and development of strategies focused on recruitment, development, and retention of supervisors.

Outcomes

Five organizations were awarded *Increasing Supervision Capacity Grants*, with each grantee bringing tremendous care, innovation, and creativity to strengthening the supervision and training of the next generation of behavioral health professionals.

- **Metropolitan Development Council (MDC)** introduced AI-assisted tools to better support supervisors and new SUD professionals, expanded internship opportunities through a new partnership with Comprehensive Life Resources, and hosted multiple trainings to help providers better understand and utilize AI.
- **Pacific Lutheran University (PLU)** developed six Supervisor Training Modules to expand high-quality continuing education. These resources will continue to serve supervisors throughout Pierce County well into the future.
- **Communities in Schools of Lakewood (CIS)** integrated social work competencies into task-supervisor training, created a practicum manual for new intern supervisors, and led countywide Trauma Stewardship training.
- **Prosperity Wellness** hosted leadership, belonging, and wellness trainings through Cultures Connecting and made major strides in building inclusive, supportive pathways for interns and apprentices.
- **MultiCare Behavioral Health** curated a coordinated training calendar for interns and supervisors, implemented Stay Interviews to strengthen retention, and launched a supervisory mentorship program to support newly credentialed supervisors.

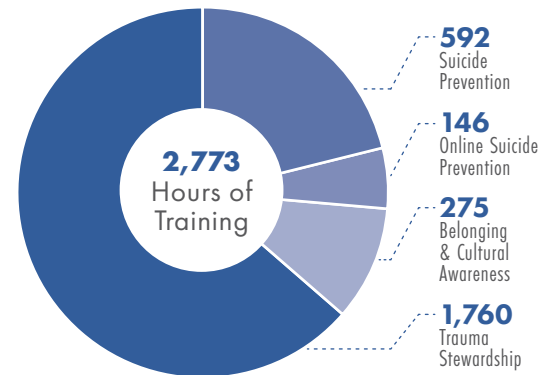


Workforce Training

Invest in cross-agency and agency-supported training to alleviate training pressure on community-based providers, while tapping into providers' expertise, strengths, and knowledge within the field.

Outcomes

Training continued to be a unifying force across the Behavioral Health provider community. One highlight was bringing the renowned *Transforming Trauma* workshop by Laura van Dernoot Lipsky to our local workforce—an opportunity made possible through shared training investments that reduce costs for all partners.



Career Mapping

Develop a clear and accessible career mapping and pathway awareness tool to strengthen and grow the Pierce County behavioral health talent pipeline.

Outcomes

This year brought exciting progress as WorkForce Central and the Pierce County Behavioral Health Consortium partnered with WhereWeGo to create a clear, welcoming *Career Mapping Tool* that helps individuals explore behavioral health pathways with confidence and transparency.

To spark early interest in the field, high school students across Pierce County participating in Teen Mental Health First Aid—offered through the Tacoma–Pierce County Health Department—now have additional opportunities to explore behavioral health careers. Through our Initiative, Elements of Education created both a Behavioral Health Employer Guidebook and a Student Internship Handbook, helping students and employers connect meaningfully.

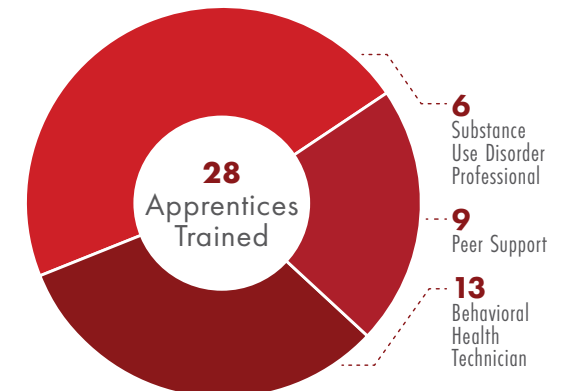


Apprenticeship

Create an “earn and learn” model creating growth and development of Behavioral Health Technicians, Peer Counselors, and Substance Use Disorder Professionals in Pierce County.

Outcomes

The *Pierce County Behavioral Health Apprenticeship–Healthcare Career Fund* continued to grow and strengthen the local workforce. This year, 43 apprentices participated across three pathways, with 28 continuing their training. The program proudly supported 12 behavioral health employers across the county, building long-term stability in our regional workforce.

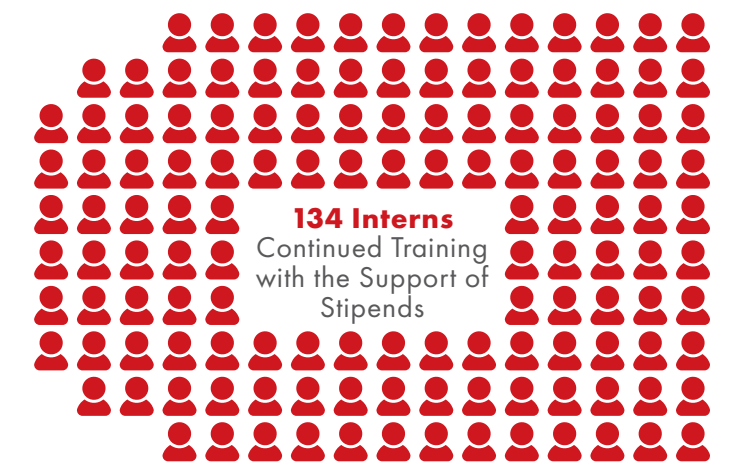


Intern Support

Provide intern retention support by incentivizing persistence and growth within the Behavioral Health field.

Outcomes

The Intern Support Program helped 134 interns continue their education and on-the-job learning through milestone-based stipends. Interns shared that these supports often made the difference between continuing in their placement or stepping away. Stipends helped cover essential needs—childcare, transportation, food, and housing—so interns could stay focused on growing in the behavioral health field.





“ The stipend means I am being awarded for my hard work and determination. Working in the mental health field is not celebrated/supported enough as it should be. **I am able to have a clearer mind** and do things for me with additional financial aid.

– STIPEND RECIPIENT

“ This program doesn’t just prepare you for a career; **it helps you discover your purpose and the difference you can make in your community**. We may not be able to free them all, but just maybe we can free one, and it starts here.”

– APPRENTICESHIP PROGRAM PARTICIPANT

“ I am going to school full time right now, including 3 days a week of internship that is not paid, so the savings account is going down constantly. This stipend is hugely helpful to **provide for me and my family in this time of diminished income.**”

– STIPEND RECIPIENT

Supporting Behavioral Health Workers in Pierce County

The Pierce County Behavioral Health Consortium (PCBHC), consisting of over 40 organizations, collaborated to identify 5 critical strategies to expand access to quality behavioral health services to the greater Pierce County community. Through the partnership of the PCBHC, and investments from the Pierce County Behavioral Health Tax, WorkForce Central put these strategies to work.

Thank you to our partners for making this work possible:

- Pierce County Behavioral Health
- Pierce County Health Department
- HealthCare Training Fund
- Metropolitan Development Council
- Comprehensive Life Resources
- MultiCare Behavioral Health
- Prosperity Wellness and Treatment Center
- Vet Connect
- Communities in Schools of Lakewood Hope Sparks
- Elements of Education
- Pacific Lutheran University
- University of Washington of Tacoma
- Bates Technical College
- Living Works
- And all the wonderful members of the Pierce County Behavioral Health Consortium



WorkForce Central is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711. This program is made possible by support and funding from the Pierce County Behavioral Health tax. For more detailed information visit workforce-central.org/funding.