Innovative University/County-Level Partnership Building to Deliver Quality Integrated Healthcare

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Learning Objectives

• Identify key steps involved in building a formal university/county-level partnership to enhance workforce development in integrated healthcare.

• Employ strategies to address the challenges related to organizational changes needed to support the partnership building and workforce training goals.

• Develop approaches to enhance multidisciplinary workforce trainings focusing on integrated health care skills that target field instructors and students.
The overall goal of this initiative is to increase the number of Master’s prepared social workers in behavioral health through increased education and training opportunities that focus on inter-professional training and integrating behavioral health and primary care systems.

This project will prepare the workforce to work with impoverished racial and ethnic minority children, adolescents, and transitional age youth living with behavioral health conditions in Detroit/Wayne County.
The Partners

Detroit Wayne Mental Health Authority (DWMHA)
and the
University of Michigan School of Social Work
Detroit Wayne Mental Health Authority

• The DWMHA is the largest public mental health provider in the State of Michigan.

• DWMHA provides behavioral health services and supports to the Detroit community in coordination and collaboration with over eighty contract agencies, and four comprehensive provider networks.

• DWMHA has contracted with five Federally Qualified Health Centers (FQHCs) and several FQHC Look-Alikes.

• DWMHA operates within a community that is designated as medically underserved and is also designated as a mental health professional shortage area.
University of Michigan School of Social Work

• There are approximately six hundred Master of Social Work (MSW) students enrolled each term in the School of Social Work programs.

• The School has sixty full-time faculty, many of whom are leading scholars in their fields.

• In the past five years we have awarded 1,784 MSW degrees. A majority of these graduates focused on interpersonal practice (on average, sixty-six percent each year). Our MSW graduates secured their first post-MSW position within two to three months of graduation.

• Specialized Training Program in Integrated Behavioral Health and Primary Care.
The Steps Involved in Building the Formal Partnership

• Establish a leadership team that involves staff from both systems
• Assess strengths and gap areas for student training in integrated behavioral health and primary care
• Explore ways to enhance field instructor trainings and support a centralized training program
• Develop a specialized MSW curriculum track that is sustainable post-grant period
• Meet regularly to address emerging issues and challenges
• Formalize the relationship with Memo of Understanding/Field Agreements
Strategies to address the challenges related to organizational changes needed to support the partnership building and workforce training goals.

• Used grant funding to support DWMHA in establishing a centralized training program for students (addressed gap in current structure depending on where students were placed - the supervision, level of integrated care, and training supports varied considerably).

• Leaders’ team initially met quarterly and now as needed to support the implementation plan for on-going training (sustaining the changes).

• DWMHA staff were involved in the selection of MSW students who received stipends.

• Contract agencies get support for field instructor training in integrated behavioral health and primary care.

• University of Michigan School of Social Work (UM-SSW) expands the number of field placements available for students.
Develop approaches to enhance multidisciplinary workforce trainings focusing on integrated health care skills that target field instructors and students.

• MSW students complete an Interprofessional Clinical Decision-Making Course with medical, nursing, pharmacy and dentistry students in their first term of field placement

• Implement a seminar in the final term that involves interns throughout DWMHA (psychiatry, nursing, social work) in learning together (twice a month)

• Focuses on training field instructors in integrated health practice using web-based, multi-disciplinary trainings and certificate programs. (Helps field instructors to learn about their roles and other professionals’ roles in interprofessional teams and integrated behavioral health and primary care settings)
Key Accomplishments

• Formal agreement not just with DWMHA but several contract agencies – Field-Based Unit established
• More field instructors trained in Integrated Behavioral Health and Primary Care
• Centralized training for MSW students has been established
• Key field liaison from UM-SSW works closely with DWMHA to place students in approved sites
• More MSW students are staying to work within the DWMHA network. The City of Detroit is a medically underserved community and is also designated as a Health Professional Shortage area
• Sustainability of the partnership takes continual effort and supports
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