

WORKFORCE SOLUTIONS JAM

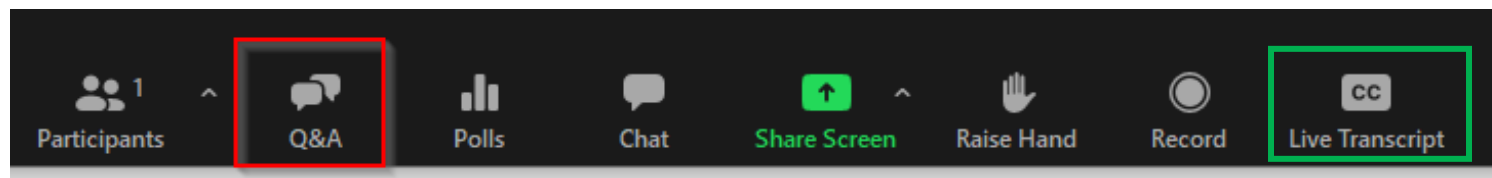
MAY 19, 2026

Building the Future Workforce: Youth Pathways into Behavioral Health Careers



Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- A recording and slides will be emailed to you within the week
- **Live captioning** is available – click the "show captions" button to see the transcript
- If you have technical difficulty, please chat "Hosts and Panelists" to try to troubleshoot
- **Q&A** is available – click on the Q&A feature to ask a question or upvote



Chat Code of Conduct

Welcome! This is a respectful, inclusive space for shared learning.

Engagement is encouraged – please share resources and reflections in chat!

Please keep comments:

- **Relevant** to the topic
- **Respectful** of all identities and perspectives
- **Free of hate speech, spam or promotions**

Inappropriate comments will be removed.

Thanks for contributing to a thoughtful discussion!





NATIONAL COUNCIL
for Mental Wellbeing

HMA


 The College for Behavioral
Health Leadership

What is the Workforce Solutions Jam?

A monthly webinar to build national momentum and encourage collaboration through The Workforce Solutions Partnership

- Learn innovative new practices
- Stay informed about ongoing efforts
- Engage with subject matter experts
- Hear about new legislation
- Take action!





today:

**Building the Future
Workforce: Youth
Pathways into Behavioral
Health Careers**



Agenda

Welcome

Topic Introduction

Innovative Insights

Panel and Q&A

Next Steps

Quiz– Let's see what you know!

The American Academy of Child & Adolescent Psychiatry (AACAP) recently released a workforce map highlighting the child and adolescent psychiatry shortage.

What percentage of U.S. counties have no practicing child and adolescent psychiatrists?

- 45%
- 58%
- 71%
- 82%

Topic Introduction





**INNOVATIVE
INSIGHTS**





Our Mission is to secure for all people with intellectual disabilities opportunities to develop, function, and live to their fullest potential.



Building Community for All

Inclusion. Self-Advocacy. Self Determination.



Designing Pathways to inclusive Employment

Workforce Development for People with IDD



Reframing the Problem

People with IDD can work.

We must shift from deficit-based thinking to strengths based workforce design.

Employment is not just a placement problem but a systems design problem



Innovation #1 Start Early & Make Work Real

Introduce career exploration and workplace readiness early

Give students real work experiences in school

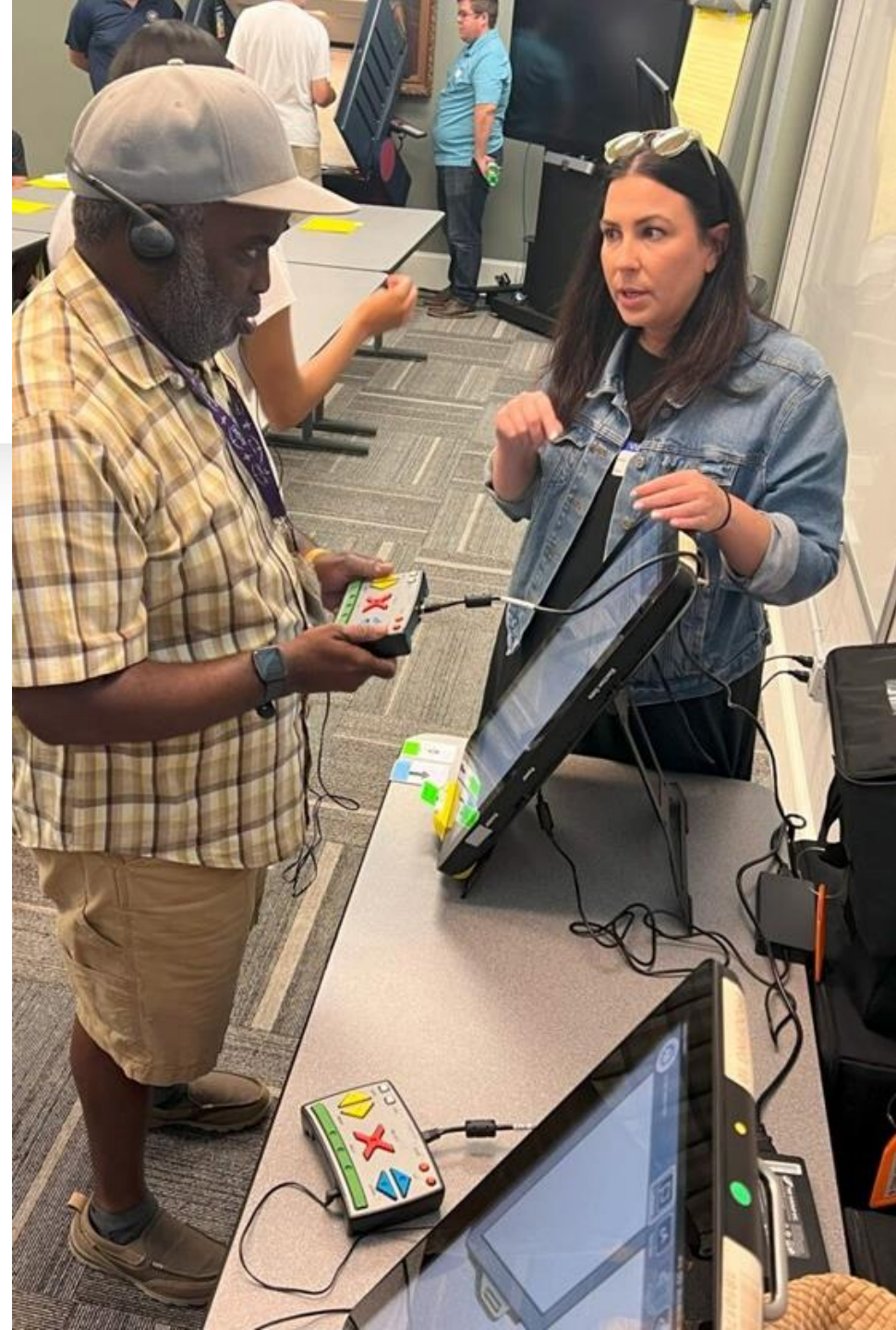
Workforce identity develops long before a job application

Innovation #2: Paid Work Not Practice

Social enterprises create real work environments with real expectations

Participants develop customer service, logistics, teamwork, and safety skills

Real schedules and real paychecks build confidence and independence





Innovation #3: Build Support Around the Individual

Employment success often depends on transportation, coaching, and employer education

Inclusion requires infrastructure and flexible supports

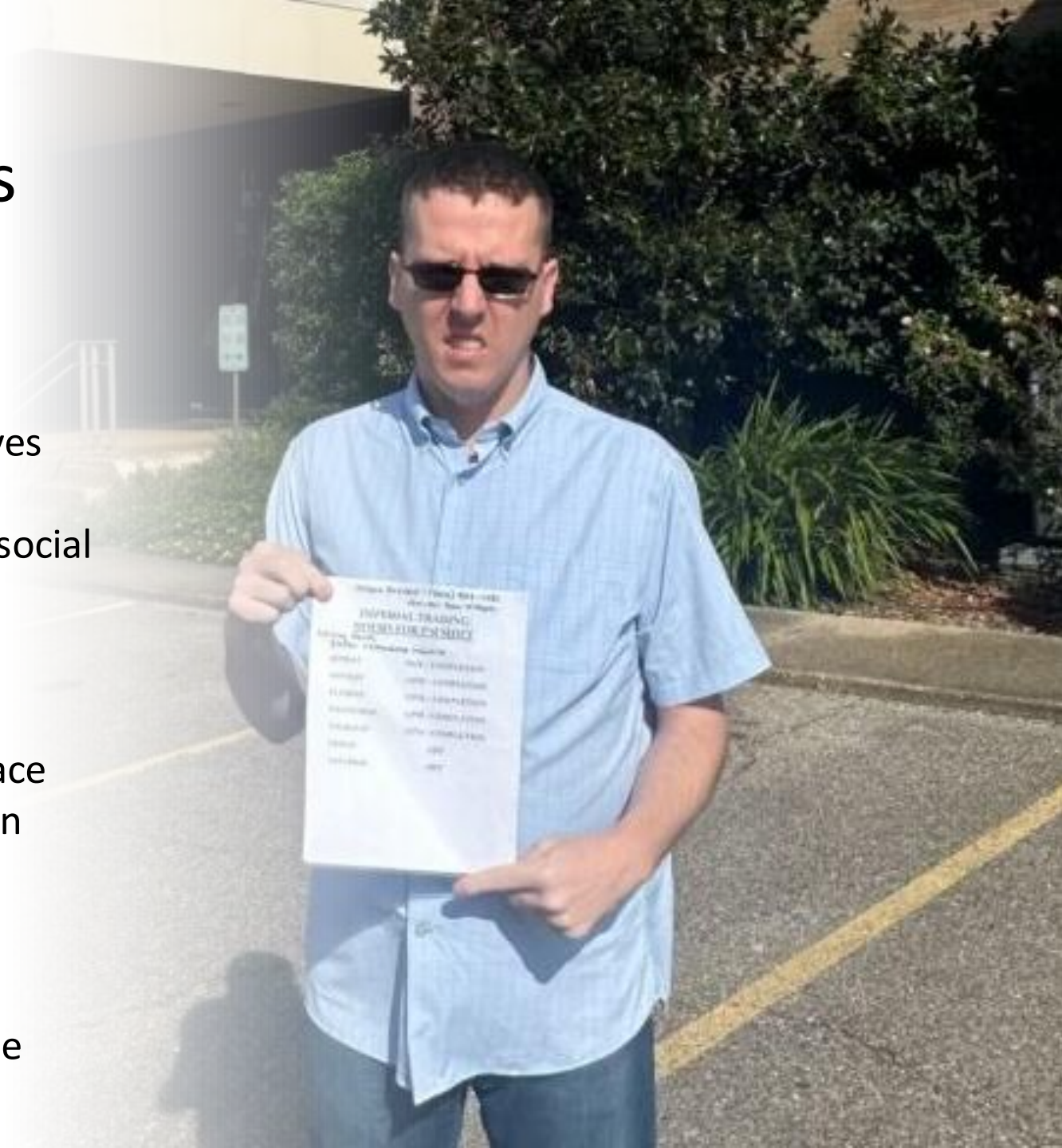
People with IDD are part of the workforce solution

Why This Matters

Employment improves mental wellness, independence, and social connection

Inclusive hiring strengthens workplace culture and retention

Workforce inclusion should be part of healthcare workforce strategy



Takeaways

Start earlier with workforce exposure

Expand paid work opportunities

Design systems that support inclusion and sustainability

Workforce development for people with IDD strengthens entire communities





Connect With Us

www.arcgno.org

925 Labarre Rd. | Metairie, LA

70001

504-837-5101

Programs and Services

EarlySteps Family Support Coordination

IEP Advocacy & Transition Support

Pre-employment Transition & Employment Services

Supported Living Services

4 Community Centers

Meet Our Panelists



Arc Telos Saint Amour (they/them)

Executive Director at Youth MOVE National



Rebekah Falkner, LMSW

Senior Policy Associate, National Academy for State Health Policy



Sydney Carter, MPH, BBA

WREDI Program Manager, The Network of Behavioral Health Providers



Paul Fleissner, Moderator (he/him)

Managing Principal, Health Management Associates



A red circular arrow graphic that starts at the top left, goes down, then right, then up, and finally left, ending with an arrowhead pointing down. It frames the central text.

TAKEAWAYS & REFLECTION

We want your feedback!



Scan the QR code, or type this link into your browser:

<https://www.surveymonkey.com/r/May26Jam>

Have a suggestion for a future presentation?



Scan the QR code, or type this link into your browser:

<https://www.surveymonkey.com/r/workforcesolutionsjam>

**JOIN US AT THE NEXT
WORKFORCE SOLUTIONS JAM!**

June 16, 2026

at 10:00am PT / 1:00pm ET