

2ND ANNUAL

Career Pathways in Behavioral Health:

EXPLORE CONNECT ENGAGE

FEBRUARY 25, 2021

10:00 AM - 1:30 PM

VIRTUAL EVENT



ATTENDEE PACKET

Contents

- Welcome and Introduction to the Northern Colorado Health Sector Partnership and Behavioral Health Committee
- Event Success Tips
- Event Agenda/Schedule
- Speaker Biographies
- Resources

<https://nocohealthsector.org/career-pathways-in-behavioral-health-explore-connect-engage/>

Presented by:



Event Sponsor:



Event Partner:



Colorado State University



WELCOME

On behalf of the Behavioral Health Committee of the Northern Colorado Health Sector Partnership, we are excited to have you attend the 2nd annual **Career Pathways in Behavioral Health: Explore, Connect, Engage!**

The field is as deep as it is wide in opportunities. We invite you to sit back, absorb and explore what a career in behavioral health could mean for you. Connect, ask questions and engage with the professionals who will be talking with you today.

If you are already starting down the path of behavioral health, we hope you will learn more about the variety of opportunities, the different professional licensures and certifications, and how to advance in the field.

Thank you and we look forward to your participation!

Goals for Event:

- **Provide information about the breadth of careers in Behavioral Health**
- **Connect you to local professionals**
- **Inspire you to become a Behavioral Health professional!**

WHAT IS THE NORTHERN COLORADO HEALTH SECTOR PARTNERSHIP AND ITS BEHAVIORAL HEALTH COMMITTEE?

The Northern Colorado Health Sector Partnership brings together key stakeholders to promote and improve health in our communities. We will collaborate across disciplines, organizations and communities to seize opportunities, solve problems, and celebrate successes in our region.

The Behavioral Health Committee is committed to supporting the health care industry in its behavioral health needs. The Committee started by breaking down barriers to getting behavioral health services by supporting community behavioral health education.

Additional initiatives include: helping the passage of the behavioral health services tax in Larimer County; increasing the next generation of behavioral health professionals via this event; and creating a resource library of interviews with professionals for students and their instructors.

Who Are We?

Representing both Weld and Larimer Counties, with industry leaders in:

- **Health care**
- **Education**
- **Government**
- **Workforce Centers**
- **Community Organizations**



EVENT SUCCESS TIPS

Please take a few moments to read these tips to ensure you have the best possible experience.

- While attending the event, we want you to get the most out of the content. We suggest setting your phone aside and placing on silent to minimize distractions.
- Please stay muted for the duration of the presentations. Each session will have a designated Q&A portion and we ask that you use the chat box feature to ask questions and engage.
- We acknowledge you may not be able to attend the entire program and may “jump on and off.” If you join in the middle of a session, please be respectful of what is occurring.
- Please join a few minutes before the session start time. You will be placed in a waiting room and admitted at the start of each session. Attendees staying for full event do not need to re-enter.

Post-event Survey

Your feedback is valuable to us for the speakers and for future planning. You will be sent a survey following the event and we hope you will take a few minutes to complete it.

Completing a survey will make you eligible for one of several FABULOUS giveaways!

Using Zoom Meetings

- The ideal way to participate in a Zoom meeting is to download the Zoom desktop client. Zoom supports iOS, viewing from web browser or calling in by phone. How to join a meeting (link).
- It's free to have a Zoom profile and join other's meetings. *Click on the Zoom link from event email sent 24 hours in advance.*
 - If you do not receive this email - request Zoom link from: *nocohealthsector@gmail.com*
- Please download the latest version of Zoom the morning of the event (link).



Panel and Breakout Descriptions

February 25, 2021

10:00am - 10:45am

Direct Service Behavioral Health Professionals Panel

Hear from panelists who have varied careers in Behavioral Health about their passion and their pathway to the career they are in now.

Moderator: MJ Jorgensen, MPH, CHES, CDP with The Health District of Northern Larimer County

Panelist: Christine McCue with SummitStone Health Partners

Panelist: Megan Lane, MBA- HA, BSN with Banner Health

Panelist: Victoria Cordova, LPC with LifeStance Health

Panelist: Kate Sherrill with Colorado State University/Boltz Middle School

10:45am-11:15am

Breakout 1: I Want to Help People. How Can I Do that in Behavioral Health?

This presentation and discussion is to provide students the breadth of behavioral health – types of degrees, positions, pathways.

Session Participants:

- *Dedra Chavis, MA, LPC, IMH-E with North Range Behavioral Health*
- *Jennifer Zimmerman, BSBA with Colorado State University*

11:15am-11:45am

Breakout 2: Behavioral Health Certifications and Licensure

Within behavioral health, what are the certifications and licensures possible? How to work towards these degrees, work experience, supervision required.

Session Participants:

- *Mary McMahon, MCJ, MA, LPC, LAC, MAC, SAP with State of Colorado Office of Behavioral Health*
- *Mita M Johnson, Ed.D, LAC, MAC, SAP with NAADAC and Walden University School of Counseling*



Panel and Breakout Descriptions Continued

February 25, 2021

11:45am-12:15pm

Breakout 3: Learn about Graduate School for Behavioral Health

What thoughts should students have in considering graduate school? What should students expect in the application process? Once in graduate school, what advice to give students.

Session Participants:

- Carolyn Tredinnick, MSW, LCSW with Colorado State University
- Jordan Parmenter, B.A. with University of Northern Colorado

12:15pm-12:45pm

Breakout 4: How Do I Gain Behavioral Health Experience While in School?

What opportunities are there to “try it on” and gain experience: volunteer, paid positions, internships, committee work, and other ideas.

Session Participants:

- Kiera Butler with the Alliance for Suicide Prevention of Larimer County
- Janaque McDonough, MSOL with DaVita

12:45pm-1:30pm

Organizational Support and Non-Direct Service Behavioral Health Professionals Panel

This session demonstrates someone can have a passion for and work within the behavioral health field even though they may not provide direct service.

Moderator: Scott Smith, MSW with the Alliance for Suicide Prevention of Larimer County

Panelist: Lorann Stallones, MPH, PhD with Colorado State University

Panelist: Liz Faris with North Range Behavioral Health

Panelist: Mariah Van Eps, MS with North Range Behavioral Health

Panelist: Malie Cathcart, B.S. with SummitStone Health Partners

Speaker Biographies

Listed Alphabetically

2ND ANNUAL

Career Pathways in Behavioral Health:

EXPLORE CONNECT ENGAGE



Kiera Butler - Youth Education Facilitator & Grief Services Specialist with Alliance for Suicide Prevention of Larimer County

Breakout 4: How Do I Gain Behavioral Health Experience While in School?

Kiera graduated from Colorado State University with a Bachelor's of Science in Clinical and Counseling Psychology. In her undergrad she gained experience through D1 sports, various clubs, research, and teaching assistant positions. She has a strong passion for mental health after losing her best friend to suicide as a teen. Kiera serves as the Youth Education Facilitator and Grief Services Specialist for the Alliance for Suicide Prevention (ASP). In her role she facilitates the youth education program, RAPP, in middle and high schools, along with running ASP's Youth Advisory Council. Kiera facilitates the adult and teen Heartbeat groups for survivors of suicide loss. She also organizes strategic planning through Imagine Zero for the Colorado National Collaborative. Kiera was recently accepted into Naropa University's Master's program for Clinical Mental Health Counseling, where she will continue her education in order to further efforts to reduce suicide rates and increase holistic healing.

Malie Cathcart, B.S. - Senior Administrative Assistant with SummitStone Health Partners

Organizational Support and Non-Direct Service Behavioral Health Professionals Panel

Malie Cathcart graduated from Colorado State University in 2018 with a Bachelors degree in Human Development and Family Studies. Shortly after graduating, she began working at SummitStone Health Partners as the receptionist at the Administrative Office. Within a year of being at SummitStone Health Partners, Malie was promoted to Senior Administrative Assistant supporting the COO, Director of Marketing and Development and the Director of Facilities. During her time in this role, she has been involved and work along side all of the Operational departments at SummitStone Health Partners.

Dedra Chavis, MA, LPC, IMH-E - Early Childhood Mental Health Consultant with North Range Behavioral Health

Breakout 1: I Want to Help People. How Can I Do that in Behavioral Health?

Dedra Chavis holds a Master of Arts in Counseling and is Infant Mental Health Endorsed. She is employed as an Infant and Early Childhood Mental Health Consultant at North Range Behavioral Health. (IECMH) is a prevention-based service that pairs licensed mental health clinicians with families and childcare educators. As a consultant, Dedra's role focuses on engaging caregiving adults with reflective practices utilizing strength-based strategies and interventions that encourage improving relationships and environments with the goal of maximizing social emotional health. Dedra has a unique grasp of children and family challenges learned from over 15 plus years of experience working as a special education teacher, school counselor, in home therapist, psychiatric hospital and residential treatment inpatient/outpatient. Dedra's interactive style is both informative and entertaining when appropriate. She is a parent of two daughters, a spouse and recently became a pet mom to a 10 week old doxi-poo.

Speaker Biographies

Listed Alphabetically

2ND ANNUAL

Career Pathways in Behavioral Health:

EXPLORE CONNECT ENGAGE



Victoria Cordova - Licensed Professional Counselor with Lifestance

Direct Service Behavioral Health Professionals Panel

Victoria has worked in the forensic and acute mental health field for over 14 years as a Licensed Professional Counselor with a Master of Science: Marriage, Family, and Child Therapy. She has worked within a number of psychiatric acute and outpatient service lines supporting the introduction of High Reliability Health Care, Just Culture, and High Impact Leadership within service lines. Victoria has expanded her clinical and administrative leadership roles to take responsibility for access to care across the continuum to ensure that within her psychiatric service lines, the home hospital system and with strong community agency partnership support she could be accountable for ensuring that the teams reporting up through her could evidence that every patient was supported within the constructs of medical necessity and the Quadruple Aim focus.

Liz Faris - Director of Electronic Health Record and Data Services with North Range Behavioral Health

Organizational Support and Non-Direct Service Behavioral Health Professionals Panel

Liz Faris leads the lifecycle development, project management and budgeting of North Range's Behavioral Health Electronic Medical Record (EMR) for both clinical and business departments. Data Reporting is also a critical area of concentration to meet state reporting and submission requirements. Creating visual dashboards to bring forth data aids managers in making important business decisions. Over the past 28 years Liz's accomplishments include successfully implementing four different EMR's, leading regional consortium teams and providing leadership to the Colorado Netsmart Users Group. As a member in several state behavioral health committees, Liz has been able to stay abreast of all state required changes. Liz has been included in two publications; Carethreads Blog; Sharing IT Insights Amid Rapid Change, July 2016 and Behavioral Health Care; Colorado Centers Combine Tech Know How, June 2016.

MJ Jorgensen MPH, CHES, CDP - Strategy & Implementation Coordinator with The Health District of Northern Larimer County

Direct Service Behavioral Health Professionals Panel

MJ (they, them, theirs) serves on the Community Impact Team for the Health District of Northern Larimer County in Fort Collins, Colo. MJ's vision for the Culture of Health is that all people will have the right and equal access to quality mental health and substance use services, and that these services are centered around populations facing systemic oppression and discrimination. MJ's past and current work has focused on using community collaboration and harm reduction strategies to improve mental health and substance use treatment access. MJ believes that until we center all of our programs around folx facing systemic oppression, we will perpetuate the inequity gap in all areas of health and well-being. MJ aims to reduce the crushing impacts of untreated mental health and substance use disorders on individuals and communities by creating equitable systems and services that encourage treatment and recovery-seeking behavior. MJ is continuously looking to improve the health of marginalized communities. They found their original fire for health equity while working in HIV prevention, specifically in syringe access, LGBTQIA+ inclusion and sexual health programming. This work, in addition to experiences with mental health services, fuels their passion for changing systems to reduce harm and improve health outcomes for individuals and communities.

Speaker Biographies

Listed Alphabetically

2ND ANNUAL

Career Pathways in Behavioral Health:

EXPLORE CONNECT ENGAGE



Mita M Johnson, Ed.D, LAC, MAC, SAP - President with NAADAC

Breakout 2: Behavioral Health Certifications and Licensure

Dr. Mita Johnson is the President of NAADAC and core faculty at Walden University. She has been a behavioral health professional for over 30 years. Having worked up several career ladders simultaneously, she is passionate about addressing credentialing at the national and local levels.

Megan Lane, MBA- HA, BSN - Associate Director of Nursing with Banner Health

Direct Service Behavioral Health Professionals Panel

Megan's healthcare path started on the Administrative side. She obtained her MBA in Healthcare Administration from the University of Colorado Denver and worked on the financial side of healthcare before deciding she was more impassioned by patients. Megan went back to school for her Bachelor of Science in Nursing while her children were babies and then spent several years at home caring for them and volunteering as childbirth and lactation coach/educator at a home for teenage mothers. Once her kids were old enough for me to return to work full time, Megan started working in high-acute behavioral health and found her niche! She spent several years in high acute behavioral health before coming to open the Senior Behavioral Health Unit at McKee Medical Center.

Christine McCue - Peer Specialist Program Supervisor with SummitStone Health Partners

Direct Service Behavioral Health Professionals Panel

Christine McCue currently serves as the Peer Specialist Program Supervisor for SummitStone Health Partners. She is a Certified Addictions Specialist (CAS). Christine gained a wealth of knowledge through life experiences and her own journey through the criminal justice system, addiction, and recovery. Her work is driven by the resiliency she found in herself and the resiliency that lives in all of us.

Janaque McDonough, MSOL - Facility Administrator with DaVita

Breakout 4: How Do I Gain Behavioral Health Experience While in School?

Janaque (pronounced "Janna-kuh") McDonough has more than 19 years' experience in the healthcare industry. Ms. McDonough is a graduate of the University of Northern Colorado with a BS in Human Rehabilitative Services. She also holds a Master of Science in Organizational Leadership (MSOL) with specializations in change management and strategic innovation from Colorado State University Global. Janaque was responsible for development and oversight of award-winning multidisciplinary programming with focus on increasing skill development for four different health systems prior to joining the DaVita Village. Janaque co-implemented a two day, on site, consultation program to serve behavioral health inpatient units referred by Joint Commission as a result of findings within a safe matrix on survey. Janaque has been responsible for patient experience improvement planning, employee engagement action planning, frontline and leadership training, strategic planning, and department budget and performance.

Speaker Biographies

Listed Alphabetically

2ND ANNUAL

Career Pathways in Behavioral Health:

EXPLORE CONNECT ENGAGE



Mary McMahon, MCJ, MA, LPC, LAC, MAC, SAP - Manager, CAC Clinical Training Program with CDHS: Office of Behavioral Health

Breakout 2: Behavioral Health Certifications and Licensure

Mary has been with the Office of Behavioral Health for eight (8) years as the Manager of the CAC Clinical Training Program and Workforce Development. During this time, she has provided leadership and direction to the Certified Addiction Counselor (CAC) Counselor Certification Training Committee. She is intricately involved with the OBH rule revisions for the Addiction Counselor Certification and Licensure. Mary has over 20 years of experience providing behavioral health services and technical assistance to further professional development of the behavioral health workforce in Colorado.

Jordan Parmenter, B.A. - Bachelor of Arts in Psychology, current Masters in Professional Counseling student with University of Northern Colorado - Greeley, Professional Counseling

Breakout 3: Learn about Graduate School for Behavioral Health

Jordan received her Bachelor's of Arts in Psychology with a Social Work minor and is currently in the last semester of her Master's of Arts in Professional Counseling program at UNC - Greeley. Jordan's specific track is in Clinical Mental Health Counseling. Currently, she is interning at Colorado State University's Health Network: Counseling Services. There, her clients include the general college student population and also students who struggle with drug and alcohol use. Previously, she has worked at North Range Behavioral Health at WINGS where she acted as a Peer Support Specialist for mothers struggling with addiction.

Kate Sherrill - Academic & Career Counselor/Middle School Intern with Colorado State University/Boltz Middle School

Direct Service Behavioral Health Professionals Panel

Kate Sherrill holds a graduate degree in Counseling and Career Development and has been supporting STEM students as they navigate their education and career goals for over 15 years. Kate has enjoyed her work in higher education working with Veteran students, first-generation students, and other at risk student populations. She recently made the professional decision to transition to a K-12 school counseling role and is a intern at the Wellness Center at Boltz Middle School.

Scott Smith, MSW - Executive Director with Alliance for Suicide Prevention of Larimer County

Organizational Support and Non-Direct Service Behavioral Health Professionals Panel

Scott Smith, MSW, has been serving as the Executive Director of the Alliance for Suicide Prevention of Larimer County since March of 2019. Previous to that, he lived in Durango, Colorado where served as the President of the Southwest chapter of the National Alliance on Mental Illness and a Program Manager for La Plata Youth Services. Scott has been working in the field of mental health and suicide prevention since 2012 and has been a life-long advocate for social justice. Scott attended Fort Lewis College where he obtained a Bachelor's degree in Sociology and later attended the University of Denver where he received his Masters in Social Work. When Scott isn't working, he is skiing, biking, gardening or cooking food for family and friends

Speaker Biographies

Listed Alphabetically

2ND ANNUAL

Career Pathways in Behavioral Health:

EXPLORE CONNECT ENGAGE



Lorann Stallones, MPH, PhD - Faculty with Colorado State University

Organizational Support and Non-Direct Service Behavioral Health Professionals Panel

Lorann Stallones, MPH, PhD is the deputy director of the High Plains Intermountain Center for Agricultural Safety and Health and is a Professor in the Department of Psychology at Colorado State University. Dr. Stallones is an epidemiologist and received her training at the University of Texas, School of Public Health, in Houston, Texas. She has conducted research in the areas of injuries, suicide, and mental health for more than three decades.

*Carolyn Tredinnick, MSW LCSW - Field Education Coordinator with Colorado State University
School of Social Work*

Breakout 3: Learn about Graduate School for Behavioral Health

Carolyn Tredinnick is an MSW Field Education Coordinator in the School of Social Work at Colorado State University. Ms. Tredinnick received her bachelor's degree from Colorado State University in Sociology and History in 2003. After graduation, she worked in emergency services for the city of Fort Collins before enrolling in CSU's Distance MSW program. Upon graduation with her MSW she worked for a year in community mental health on the Eastern Plains of Colorado before transitioning to medical social work and working for non-profit hospitals in Weld and Larimer counties for 6 years. During that time, she also served as a Field Instructor for many CSU MSW students. She has been working in the School of Social Work at Colorado State since January 2020.

Mariah B Van Eps, MS - Business Process Analyst with North Range Behavioral Health

Organizational Support and Non-Direct Service Behavioral Health Professionals Panel

Mariah Van Eps has been in the Behavioral Health Care Industry for 12 years. She has a passion for helping people and has learned that she can be accomplished in many ways. Mariah has worked in direct care, information systems, and is now delving into the finance side of behavioral health.

Jennifer Zimmerman, BSBA - Administrative Manager with Colorado State University

Breakout 1: I Want to Help People. How Can I Do that in Behavioral Health?

Jennifer Zimmerman's professional background consists of 8 years working in Behavioral Health and 23 years working in Higher Education. During that time, she has worked with the Colorado Department of Human Services as the Coordinator for the Core Foster Parent Training for the entire state of Colorado, Cheyenne Regional Medical Center as the Administrative Manager for the Behavioral Health Department, University of Colorado at Colorado Springs as the Assistant Director of Campus Wide Extended Studies, Colorado State University Pueblo as the Graduation Evaluator. Jennifer is currently working with Colorado State University Fort Collins as the Office Manager for the Computer Science Department.



THANK YOU

To all that made this event possible:

Event Sponsor:



Event Partner:



Presented by:



BEHAVIORAL HEALTH COMMITTEE MEMBERS

- Anna Von Dreele (Chair) - Columbine Health Systems
- Caroline Bunn - SummitStone Health Partners
- Kristen Cochran-Ward - Health District of Northern Larimer County
- Jennifer Euler - North Range Behavioral Health
- Thomas Hartman - CWDC
- JoAnn Herkenhoff - UCHealth
- Heather Ihrig - North Colorado Health Alliance (NCHA) – COSLAW
- Matt Leland - CSU Career Center
- Sharon Pendlebury - Banner Health Systems
- Kim Sharpe - LifeStance Health
- Crystal Smith - Center for Career Readiness (UNC)
- Laurie Stolen - Larimer County Behavioral Health
- Savannah Towey - Bright Futures

KEY PARTNER ORGANIZATIONS:

- Banner Health
- Bright Futures
- Colorado Workforce Development Council (CWDC)
- Colorado State University (CSU) – Career Center
- Columbine Health Systems
- Early Childhood Mental Health (ECMH) Program
- Larimer County
- LifeStance Health, formerly Heart Centered Counseling
- North Colorado Health Alliance (NCHA) – COSLAW
- North Range Behavioral Health (NRBH)
- SummitStone Health Partners (SHP)
- UCHealth
- University of Northern Colorado (UNC) – Center for Career Readiness



RESOURCES

Colorado State University

Offering undergraduate and graduate degrees in Human Development and Family Studies, Psychology, Social Work, Public Health, Health Promotion, and Therapy concentrations.

For more information:

- Career Center: <https://career.colostate.edu/>
- Admissions and Majors: <https://admissions.colostate.edu/academic-programs/majors-and-concentrations/>

University of Northern Colorado

Offering both undergraduate and graduate programs in Psychology with Education and School focus, Counseling, Therapy, and Public Health.

For more information:

- Center for Career Readiness: <https://www.unco.edu/career/>
- Office of Admissions: <https://www.unco.edu/admissions/>

Front Range Community College

Offering programs for Nursing, Nurse Aide (CNA), Health Information Technology, Medical Assisting, Medical Office Technology, Psychology, and Education.

For more information:

- Career Services: <https://www.frontrange.edu/graduation-and-beyond/career-services>
- Admissions: <https://www.frontrange.edu/getting-in/admissions>

Aims Community College

Offering programs for Nursing, Nurse Aide (CNA), Medical Clinical Assisting, and Psychology.

For more information:

- Career Services: <https://www.aims.edu/student/career/>
- Admissions: <https://www.aims.edu/student/>



RESOURCES

Behavioral Health Career Pathways

Preparing Students for Behavioral Health Careers Resource - [Link to Document](#)

Review the resource to find occupation summaries, average annual salaries, and career pathways. Available for entry level, mid-level and advanced level positions.

Find out about Work-based learning opportunities like internships and apprenticeships.

My Colorado Journey

My Colorado Journey is a statewide platform that connects individuals to work, education, support services, and planning resources based on their needs, desires, and stage of life.

The free resource provides user-friendly, personalized information to find pathways to good jobs and upgrade skills and credentials, helping users to accomplish their career and education goals. A free account is required to access the information.

Visit MyColoradoJourney.com

View Behavioral Career Pathways on MyColoradoJourney.com

*O*NET Online*

The O*NET Program is the nation's primary source of occupational information.

onetonline.org

<https://www.onetonline.org/find/quick?s=Behavioral+Health>

<https://www.onetonline.org/find/quick?s=Mental+Health+>

Video Resource Library

Hear from Behavioral Health professionals about their career, career path and their top five reasons they believe you should choose a career in Behavioral Health.

[Link to NoCo Health Sector Partnership YouTube Channel](#)



NOTES

What are three things I learned?

What position was most interesting to me?

What questions do I still have? Who can I reach out to?
