Mental Health & Psychosocial Workforce Development

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Common Factors
1. Client & extra-contextual factors
2. Therapist qualities
3. Promotion of hope

**Interpersonal Therapy**
Unique Features: Focus on grief, role transitions, etc.

**Motivational Interviewing**
Unique Features: Prevent drinking relapse; Develop abstinence goals

**Cognitive Behavior Therapy**
Unique Features: Thoughts and feeling homework; Work on underlying schemas

**Prolonged Exposure**
Unique features: Remembering traumatic experiences, writing and reading trauma histories

**Common Factors** are part of all of these mental health treatments
Competence & Quality

Observable performance of providers working in real-world conditions (e.g., “on-the-job” activities) – evaluated with clinic observation, clinic notes, recordings, etc.

Observable skills of providers working in controlled conditions (e.g., training or supervision sessions) – evaluated with role plays

“Knows” – Knowledge

“Knows How” – Knowledge Application

“Shows” – Provider Competence

“Does” – Mental Health Care Quality

Other factors: Attitudes, Self-Efficacy, Personal Mental Health & Burnout

TRAINEE KNOWLEDGE, SKILLS, & RELATED FACTORS
Development of a common factors rating tool: **Enhancing Assessment of Common Therapeutic factors (ENACT)**

**Step 1. Item Generation** – Item extraction from mental health competence tools and generation of new items through counselor role plays

**Step 2. Item Relevance** – Counselors rate all items for *comprehension* of treatment concept and *importance* for therapeutic change

**Step 3. Item Utility & Formatting** – Piloting with client sessions and standardized role plays with non-specialist trainees

**Step 4. Inter-rater Reliability** – Calculation of inter-rater reliability for mental health experts (counselors) and non-specialist trainees

Kohrt et al. 2015, *Behaviour Research & Therapy*; Kohrt et al. 2015, *Global Mental Health*
1. Develop rating tool (ENACT) and vignettes

2. Train raters to be standardized clients

3. Train non-specialists in mental health/psychosocial intervention

4. Evaluate non-specialists in standardized role play
Ensuring Quality in Psychological Support (EQUIP)
Prerequisite competencies

Training

Competencies to be achieved by conclusion of training

Supervision

Competencies to deliver intervention independently

- Competency tools
- Demonstration videos
- Training materials
Benefits of a Competent Workforce for Mental Health

Economics

Equality

Eudaimonia
What you can do...

1. Advocate for inclusion of mental health and psychosocial programming
2. Include competency evaluation of mental health and psychosocial skills
3. Promote standardization, certification, and maintenance of competency during and after humanitarian crises

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