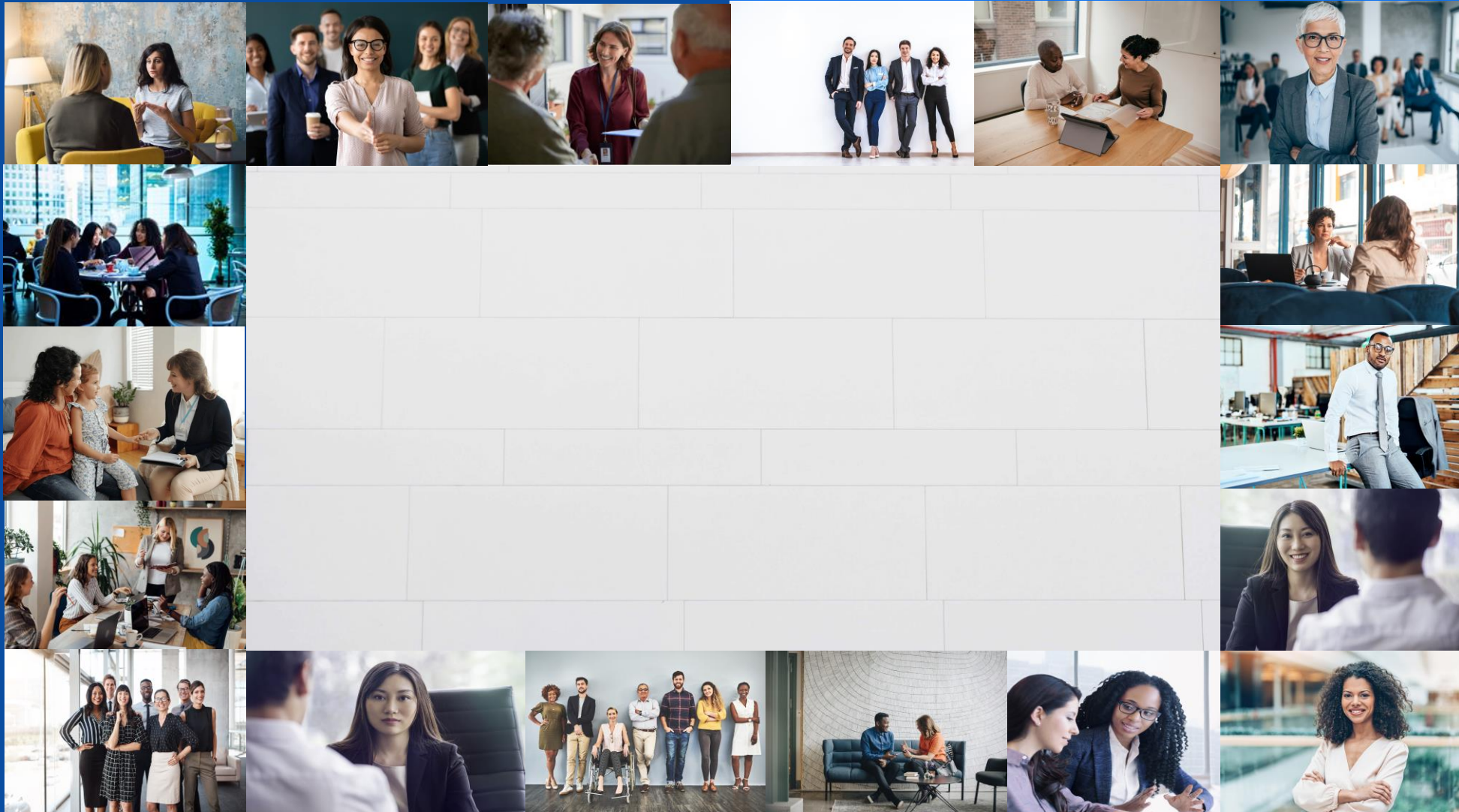


Transforming University Students into Public Sector Innovators: USPP Broward County

Jennifer Melgarejo & David Watkins





Social Workers

USPP TESTIMONIAL

Michelle – Nova Southeastern University

Masters of Science in Counseling, Concentration: Clinical Mental Health Counseling

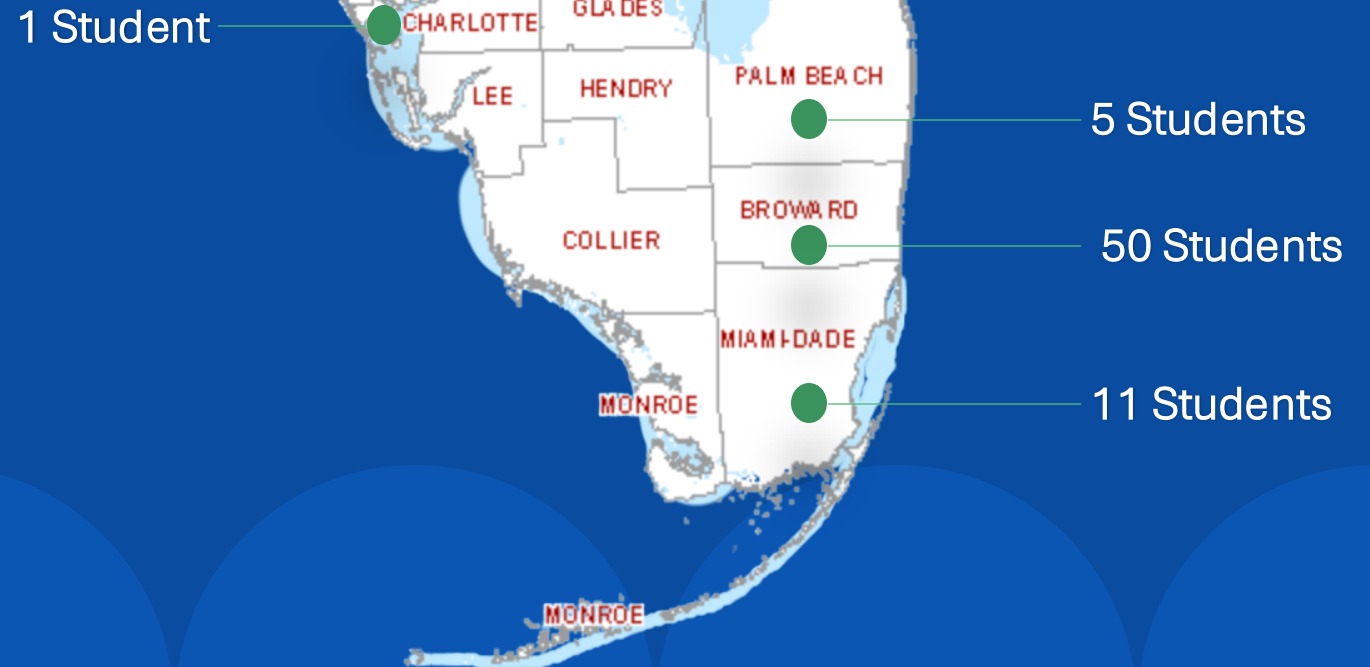
3 semesters (1 year) – Broward Addiction Recovery Center, Intensive Outpatient facility which included Detox and Residential facilities.



Student Home Counties

55 Completed
12 Current
Total = 67

1 Student



PARTNERSHIPS – 23 PARTNERS IN 15 UNIVERSITIES

University Student Practicum Program (USPP) Human Services Department



PROGRAM BACKGROUND AND DEVELOPMENT



WHY DEVELOP A PROGRAM?

Demand Social Science Workers

- Nationwide gap in the availability of nursing, counseling, and social work services.
- The nursing shortage, which includes a lack of **Registered Nurses (RNs) and advanced practice nurses like Nurse Practitioners (NPs)**, is a significant issue in the United States. **Projected shortage of 3.3 million nurses needed by 2031.**
- Health Resources and Services Administration (HRSA) predicts a **shortfall of over 10,000 full-time social work-related professionals by 2025**, including counselors, psychologists, and marriage and family therapists.
- The gap between the growing demand for services and the availability of health workforce providers is predicted to widen, with the **United States facing a massive shortages through 2036.**

INITIAL QUESTIONS, HOW WILL WE ADDRESS?

- What kind of program can we create to support the deficit of service delivery healthcare workers in our County?
- Do we have internal agencies that provide behavioral health services? If so, what do we need from those agencies to develop a compliant program?
- How can we design a pathway that meets school credentialing requirements while also protecting the County from potential liabilities (students will need internal access, access to our clients, protected information, etc.)?

ALIGN WITH BROWARD COUNTY AND HUMAN SERVICES DEPARTMENT MISSION, VISION AND VALUES



Broward County's vision is "From Sawgrass to Seagrass, an inclusive and resilient community with a thriving quality of life," while its mission is to provide excellent services and leadership for all residents, learners, workers, and playgoers.

This vision and mission are supported by several key goals, including creating a connected, resilient, healthy, and affordable community.

Human Services Department (HSD) Mission Vision Values

HSD Mission: Deliver innovative, meaningful services, supports and resources to Broward County residents, that empowers them to improve their quality of life.

HSD Vision: A community where human needs are met and exceeded to sustain a thriving quality of life for all residents.

HSD Values: Integrity | Communicate Effectively | Respect | Commitment

PROGRAM PURPOSE AND PLAN:

- Develop a proper title for program. University Student Practicum Program (USPP)
- Purpose of the USPP will be to provide students with meaningful learning experiences within Human Services agencies in Broward County.
- Plan is that students will be assigned to work with professional staff in accordance with state and university credential requirements.
- The USPP will provide an expanded pool of trained applicants who are prepared to work for Broward County agencies or in South Florida and relieve shortages in Human Services.

PROGRAM DEVELOPMENT:

- No other practicum model to follow in Broward
- Limitations to run a new program or compensate participants
- Took existing funds from a current position and converted it to create a new full-time position



STEPS TO CREATE A SUCCESSFUL PROGRAM

- Approval from County Administration and HSD Directors to lead initiative
- Identify agencies that could provide clinical experiences
- Meet with divisions Directors to pinpoint qualified supervisors
- Research/Meet with universities (local and national) that fit program model/majors
- Clarify how to protect private information of clients with agencies
- Connect with County Human Resources for onboarding requirements
- County Attorney creates standard legal agreement
- Board approved first few contracts (later amended for County Administrator to approve all agreements and amendments moving forward)
- Create a website per county policies. ADA complaint, standard county format

PROGRAM GUIDELINES/CHECKLIST

- 2nd year Master, Post-graduate or Doctoral level only
- Student commit to 2 semesters (8 months) to 1 year placement would benefit most programs and agencies.
- Create application
- Recruit 5 months ahead of each semester start date
- Process to confirm enrollment and eligibility of each student with University. Need to be enrolled during entire practicum, per contract insurance liability.
- Develop other essential program forms
- Determine level 1 and 2 backgrounds and TB testing
- Exit process

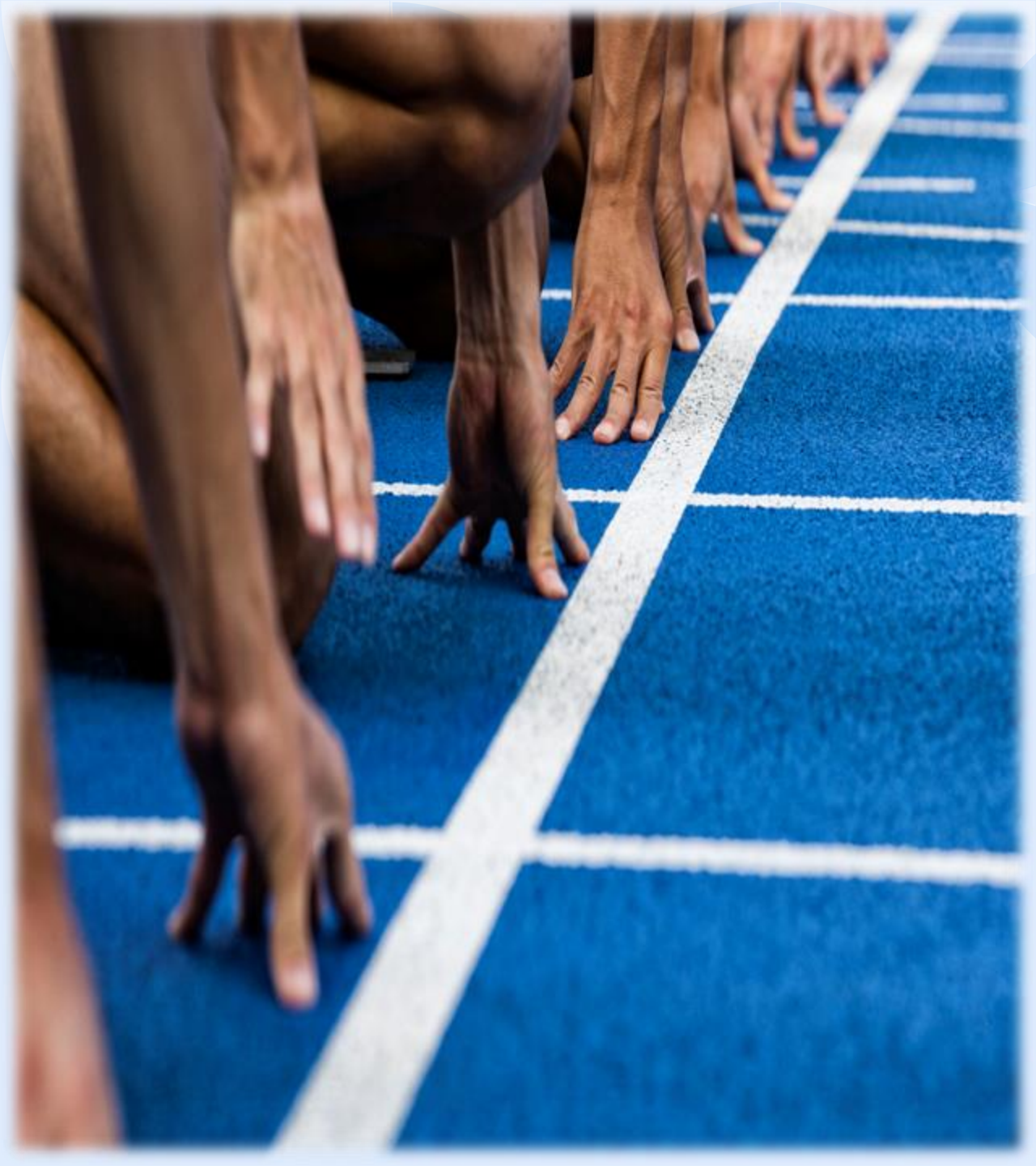
**This can be scaled up or down to the needs or resources in your County*

PLACEMENT BEGINS!

The USPP started placing students
in May 2020

Began with 4 Social Work Master
level 2nd year clinical students

Broward Addiction Recovery
Center (BARC).



Clinical Placements Social Work



- Broward Addiction Recovery Center (BARC) – 2 openings Social Work - Masters 2nd year or Doctoral level students

Practicum will include intake/needs assessment, case management services, referrals, discharge planning, a small caseload, individual and group therapy, recreational counseling, family counseling, therapeutic/ treatment planning, service plans, documentations, maintaining information on internal company systems, locating, and connecting clients with resources in the community, participation in outreach and networking services and professional development trainings.



Clinical Placements added for Master in Counseling and Master in Nursing, Nurse Practitioner and Doctoral Nursing

- Broward Addiction Recovery Center (BARC) - Health and physical assessment for substance use disorder - 5 openings – Masters, NP, or DNP level students - Note: This Practicum is ONLY for MSN, Post graduate certifications in PMHNP/FNP/ANP and Doctoral Nursing students.

Practicum will include psychiatric training and medical training, inpatient detoxification, smoking cessation, MAT, an array of counseling which constitutes motivational interviewing, cognitive behavioral therapy, trauma informed care, mindfulness and recreational therapy.



USPP TESTIMONIAL

Jamie – St. Thomas University

Masters of Science in Nursing/Psychiatric Mental Health Nurse Practitioner

2 semesters (8 months) – Broward Addiction Recovery Center, Medical Inpatient/Outpatient facility



ADDED BACHELOR OF SOCIAL WORK MODEL



- Family Success Administration Division (FSAD) – 1 opening – Bachelor's level students – Note: Clinical Counseling NOT included in this practicum.

The Family Success Administration Division (FSAD) provides emergency assistance and case management services through 4 programs to prevent the citizens of Broward County from experiencing homelessness, evictions, foreclosures, loss of electric and water services and assist with tuition, financial management, employment, transportation, nutrition, and childcare.

Practicum will include case management services, consultations, intake, assessment, care, discharge planning, documentation, maintaining information on internal company systems, connecting clients with needed and available community resources, preparing reports, occasional field visits, participation in outreach and networking services and professional development trainings.



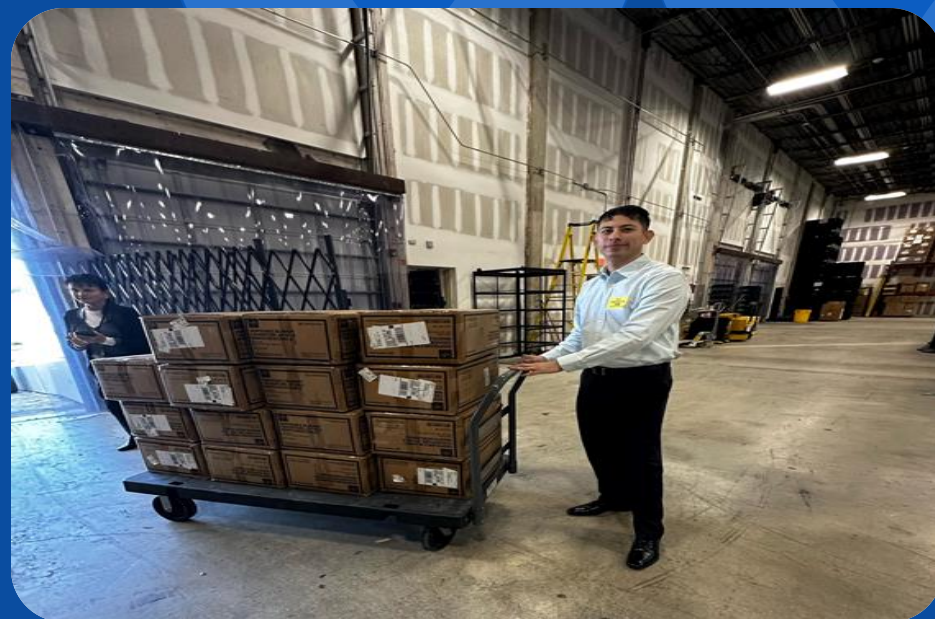
DEVELOPED ADMINISTRATIVE MODEL



- **Mass Care, Administrative** - Associates, Bachelors or Masters
- **Housing Options, Solutions, Support Division (HOSS-D)** – Associates, Bachelors or Masters
- **Human Rights Office** (under HOSS-D) Associates, Bachelors or Masters
- **Operations and Administrative Section (OAS)** – Associates, Bachelors or Masters
- **Community Engagement and Investment Section (CEI)** – Associates, Bachelors or Masters

STIPEND

\$500



CAREER SOURCE BROWARD



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EXPERIENCE
OPPORTUNITIES
AVAILABLE!**

The Work Experience Program:

- ✓ Provides valuable hands-on, relevant experience in your field of education
- ✓ Provides a paycheck while you're looking for the perfect job
- ✓ Allows you to Earn up to \$17 an hour and work up to 37 hours a week
- ✓ Provides support services like gas cards and clothing vouchers to assist in job interviewing

Program Eligibility:

- Actively seeking employment
- Broward County resident 18 years of age or older
- Within 6 months of graduation or program completion
- Other eligibility criteria may apply

Ready to get started?
Ask your academic advisor or visit:
bit.ly/p-intern

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PROGRAM ACCOMPLISHMENTS

- USPP started with 6 university partners and has grown to 23 partners from 15 higher education institutions
- 55 students have completed the USPP:
 - 18 MSW Social Work/Counseling
 - 21 MSN/NP Nursing
 - 6 BSW
 - 10 Administrative
- 12 students currently registered, all who complete placements by the end of 2025
- 9 students have been HIRED into the Broward County. 🎉
 - 6 BARC as Behavioral Health Clinicians
 - 1 Purchasing
 - 2 Office support roles within HSD

IMPACTED FIELD AREAS

Masters of Social Work

Masters of Mental Health Counseling

Masters in Professional Counseling

Masters in Substance Abuse Counseling

Masters of Nursing

Psychiatric Mental Health Nurse Practitioner

Family Nurse Practitioner

Adult Nurse Practitioner

Doctor of Nursing Practice

Non Clinicals:

Bachelors in Social Work

Business Model:

Bachelors of Public Administration

Bachelors of Business Administration

Data Management and Analysis, Associate of Science

Medical Office Management, Associate of Science

Accounting/Economics, Associate of Science

Paralegal, Associate of Science

HSD 'IN ACTION' 1-DAY TOUR



8 new placements projected for 2026! 📌

Clinicals - **Nancy J. Cotterman Center** which is **part of our Crisis Intervention Support Division**. They will expose students to a varied population ranging from children to older adults serving child/adult neglect, survivors of abuse, and human trafficking clients.

- 6 slots = 2 Nursing, 2 Counseling, 2 SW

Administrative - **Family Success Administration Division**

- 1 Administrative placement
&
Human Rights Office
- 1 Administrative placement

FUTURE EXPANSION



The **unique partnership** created between Broward County Human Services Department, universities and students **addresses the need for Human Services professionals in Broward County.**

This program supports and enhances the economic opportunities provided to its residents by increasing the number of clinicals available for licensure of Broward County residents.

The **internal support** these students provide during their practicum/internship **is vital to strengthening our community** by expanding mental and physical health services provided to residents.

WHY CONTINUE?





University Student Practicum Program



CONNECT WITH THE PRESENTERS:

USPP WEBSITE



Jennifer S. Melgarejo, MBA
Sr. Program/Project Coordinator
954-357-6463
Jmelgarejo@broward.org



David L. Watkins, Ed.S
Human Services Administrator
954-357-8213
Daviwatkins@broward.org

Thank you!