



GROWS

Greater Recruitment and Outreach for Workforce Success

The GROWS program is designed to introduce people to careers in the public mental and behavioral health field.

Trainings

GROWS participants are invited to attend select San Diego Youth Services Trainings FREE of charge. Trainings not only give participants a look into the field, they are also valuable professional development opportunities. Attendees will receive certificates after the trainings. Trainings include: Trauma Informed Care, Mental Health First Aid, Motivational Interviewing, Cultural Competency, Documentation, and more. **Trainings will be updated regularly on our website.*

Career Shadowing

Participants are invited to meet an SDYS staff member and shadow them in their role. This could be a peer support partner, case manager, program manager, or many other positions. Shadowing may occur during regular duties, treatment team meetings, or other meaningful glimpses into the position that are not bound by confidentiality restrictions. **Career shadowing opportunities are available year round.*

Mentoring

Participants are encouraged to meet with an SDYS mentor to learn more about the mentor's history in the field as well as explore career options for the participant. Participants are encouraged to check in via email and phone with their mentor for additional support. Participants will also review the Career Ladders and Pathways document to enhance their career planning. **Mentoring opportunities are available year round.*

Experience Placements

Participants can be connected to various paid and volunteer experience opportunities at San Diego Youth Services and partner organizations. Experience opportunities are designed to give participants real life experience in the public mental and behavioral health field. The placements are not guaranteed and have varying time and clearance requirements. **Placements are available year round and requirements vary by position.* To view available opportunities and requirements, please visit the organization websites:

San Diego Youth Services

[Job Opportunities](#)

[Volunteer Opportunities](#)

North County Lifeline

[Job Opportunities](#)

[Volunteer Opportunities](#)

Jewish Family Service

[Job Opportunities](#)

[Volunteer Opportunities](#)

SAY San Diego

[Job Opportunities](#)

[Volunteer Opportunities](#)

Home Start

[Job Opportunities](#)

[Volunteer Opportunities](#)

South Bay Community Services

[Job Opportunities](#)

[Volunteer Opportunities](#)

YMCA

[Job Opportunities](#)

[Volunteer Opportunities](#)

NAMI San Diego

[Job Opportunities](#)

[Volunteer Opportunities](#)

Education Support and Reimbursement

GROWS participants who have completed at least two (2) activities (trainings, mentorship, career shadowing*, volunteer, etc.) are eligible for up to \$350 for education reimbursement. Eligible reimbursements include fees (exams, applications, and tuition), supplies, books, including study guides, and materials associated with the pursuit of further education in the behavior/mental health field, including credentialing for CCAPP. **Education Reimbursements are available after July 1, 2018.*

*Current SDYS staff must engage in career shadowing to be eligible for reimbursement

Workforce Assessments

Interested participants will be referred to online workforce assessments for career self-assessments based on personality, interests, skills, and work environment. In addition to the self-assessment, interested participants will be referred to complete an aptitude assessment and provided with career resources.

**Workforce Assessments are available year round.*

For more information and to get involved, please contact
GROWS@sdyouthservices.org or (619)221-8600 x2290