COMMUNITY CARE COLLECTIVE BY FUTURE FOCUSED

FUTURE FOCUSED EDUCATION

Behavioral Health and Human Services PRE-APPRENTICESHIP

A paid, competency-based, work-based learning experience that prepares young people ages 16 to 25 for careers while giving clinics, schools, and community organizations a supported structure to mentor emerging professionals and strengthen New Mexico's behavioral health workforce.



What is a pre-apprenticeship?

A structured work-based learning experience combining supervised practice with foundational training, coaching, and competency-based assessment.

Flexible placement design

Placements may be developed across clinics, teams, & departments, including mental health technicians, resource & service navigation, and youth peer support roles aligned with age, preparation, and scope of responsibilities.

THE PRE APPRENTICESHIP AT A GLANCE

DURATION	PLACEMENT HOURS	COMPENSATION	MENTORSHIP
Two consecutive semesters (Fall and Spring)	288 or 480 total hours, determined jointly based on the host site's preference and the pre-apprentice's availability	Monthly educational stipend administered by Future Focused Education	A licensed or certified host-site mentor plus weekly individualized coaching from FFE staff

FOUNDATIONAL TRAINING AND PROGRAM SUPPORT

Training and credentials

- Youth Care Essentials through CNM Ingenuity
- CPR AED, First Aid, Youth Mental Health First Aid
- Onboarding and safety training from the host site

Ongoing support

- Weekly individualized coaching and wellbeing support
- Monthly cohort learning and reflective practice
- Mentor orientation and ongoing support for mentors

FOUNDATIONAL BEHAVIORAL HEALTH COMPETENCIES

- Ethical and professional practice
- Effective communication
- Collaboration
- Cultural humility
- Observation and assessment
- Advocacy and social justice
- Integration of research and training into practice

How learning is demonstrated

Each pre-apprentice develops a behavioral health competency portfolio with workplace artifacts and reflections, prepares a final Presentation of Learning, and participates in competency-based assessments with the host-site mentor and Future Focused staff.

THE INTERMEDIARY AND HOST SITE PARTNERSHIP

Future Focused Education provides:

- Recruitment, preparation, and thoughtful matching of pre-apprentices to host-sites
- Monthly stipends, hour tracking, and program-level liability and accident medical coverage
- Training, weekly coaching, cohort learning, wellbeing support, mentor consultation, and site visits
- Competency framework, portfolio guidance, assessment, final presentation expectations, and transition support

The host site commits to:

- Co-design a position description with competency-aligned learning activities that include meaningful, developmentally appropriate work
- A licensed or certified behavioral health provider to serve as the pre-apprenticeship mentor
- Role-specific onboarding, system access, safety guidance and clear expectations
- Regular supervision, reflection, feedback, hour verification, competency assessment
- A contribution toward program costs when other funding does not fully cover the placement