

**From Pathways to Practice:
*CNM's Role in Advancing
Behavioral Health Workforce
Solutions***



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CNM's Role in the Regional Workforce

- Primary talent pipeline for Central New Mexico (30,000+ learners)
- Serves learners across academic credit and workforce programs
- Aligns education with regional economic and workforce needs
- Focus on access, mobility, and career outcomes

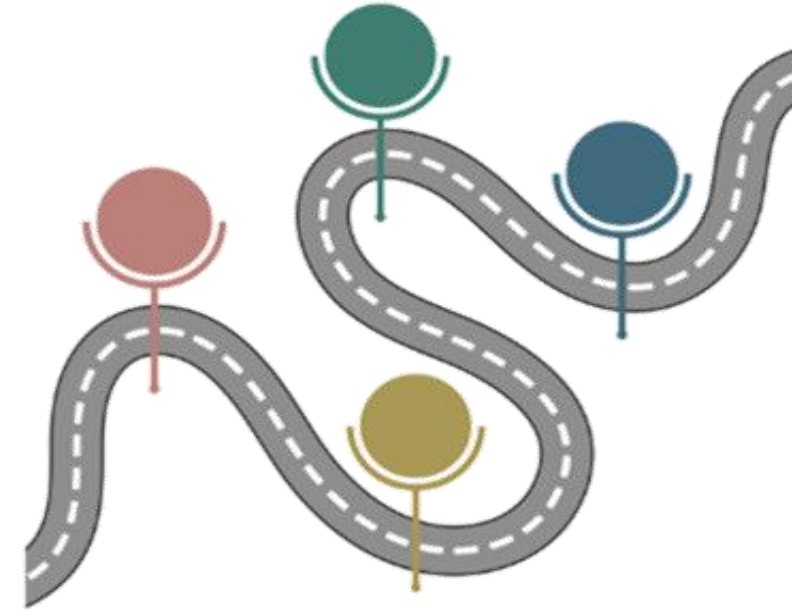


CNM's Role in Behavioral Health

- Significant behavioral health workforce shortage, with projected gaps of over 2,000 providers by 2030 (LFC, 2025).
- Following Senate Bill 3 planning efforts and tracking Regional Hub priorities and initiatives
- Supporting regional behavioral health workforce goals and committed to helping address significant shortages of behavioral health professionals across the state
- Serving as an education and workforce partner within the coordinated effort

Building Behavioral Health Career Pathways

- Development of clear, stackable career pathways
- Designed as validated roadmaps for learners
- Co-created and validated with:
 - Employers & Industry Partners
 - Faculty & Instructors
 - Workforce system partners
- Aligns skills, credentials, and employment outcomes
- Improves navigation, persistence, and completion
- Evaluating career pathways across the behavioral health continuum
- Identifying entry, advancement, and transfer opportunities



Social Work Pathway: From Education to Practice

- Associate degree pathway
- Transfer-oriented curriculum
- Partnership with four-year institutions (ENMU, NMSU, WNMU, and NMHU)
- Formal 2+2 pathway with New Mexico Highlands University (NMHU)
- Supporting bachelor's degree attainment and workforce entry

Human Services

Associates of Arts

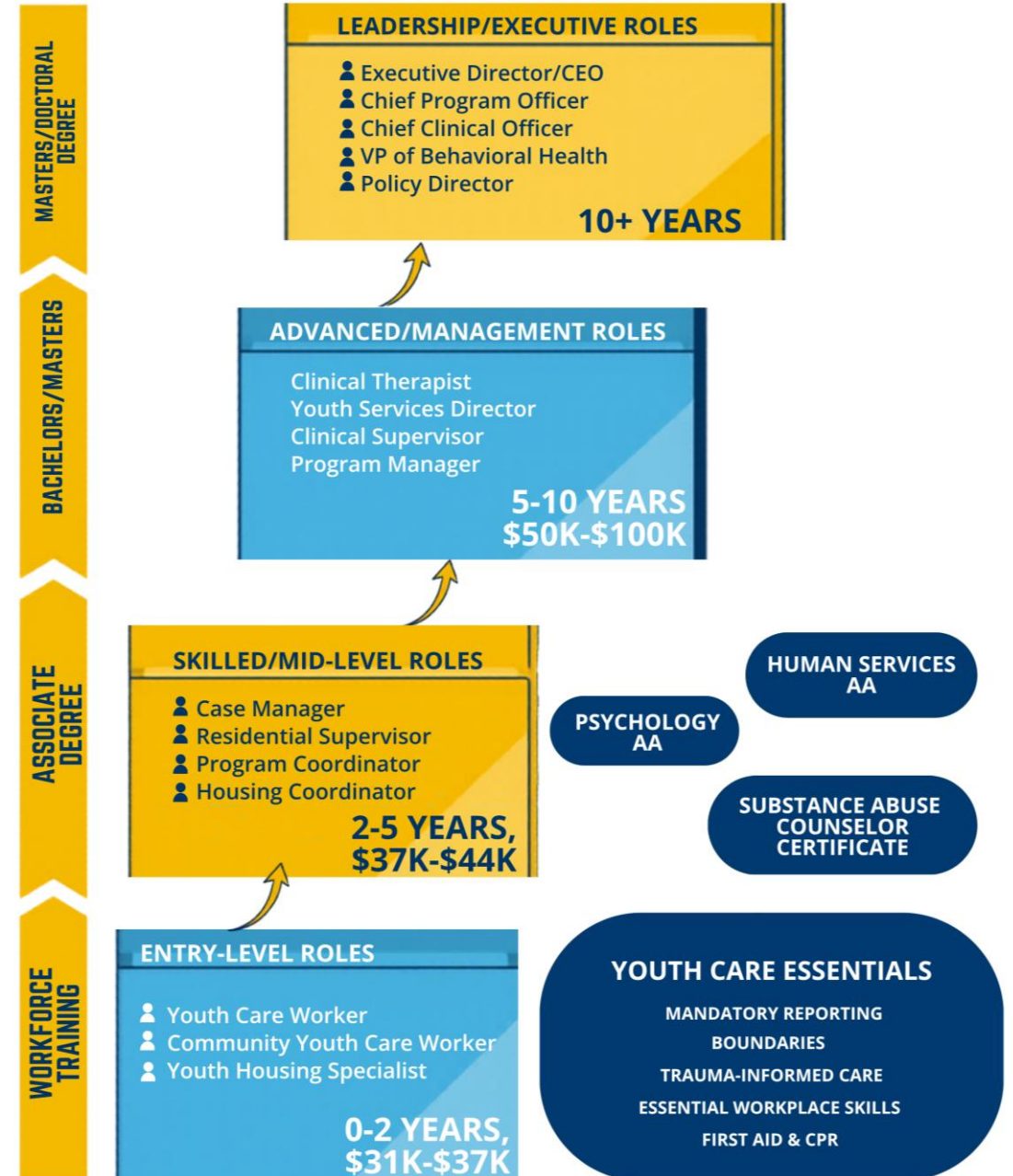
- ~350 declared majors
- ~50 graduates/year
- Enrollment has continued to grow in program and courses



Identifying Workforce Gaps and Training Opportunities



- Using the career pathways framework as a roadmap to recognize existing programming while identifying future training and credentialing needs
- Collaboration with behavioral health organizations
- Developing responsive education and training solutions

YOUTH SERVICES CAREER PATHWAY



Case Study: Youth Care Essentials

- Launched March 2026 through CNM Ingenuity
- Developed with five youth-serving organizations in the Albuquerque MSA
- Addresses foundational workforce competencies
- Example of employer-driven workforce development
- Supported by HED GRO Workforce Training Funding

 <p>Enrollment</p>	<ul style="list-style-type: none">• To date, 27 people have completed the two-week training.• All five organizations have had representation.
 <p>Lessons Learned</p>	<ul style="list-style-type: none">• Course has had very high satisfaction rates.• Youth-serving organizations struggle to schedule training while maintaining adequate coverage on the floor.• Face-to-face interactive learning is essential.
 <p>Next Steps</p>	<ul style="list-style-type: none">• Collaboration with other agencies and organizations.• Credit for prior learning in alignment with degree programs.• Pursuit of credential through NMCBBHP.

CNM's Work-Based Learning Expansion

- Paid internships, apprenticeships, and experiential learning
- Shift from unpaid to **paid, subsidized opportunities**
- Introduction of **micro-internships** and job shadowing to expand access
- Strong employer partnerships
- Supports both **student success and employer talent pipelines**



CNM Ingenuity's Role in Apprenticeship Development

- Future Focused Education (FFE) exploration of a youth peer support apprenticeship model
- Creating new entry points into behavioral health careers
- Expanding work-based learning opportunities
- Exploring alignment between Youth Care Essentials and apprenticeship requirements
- Potential related technical instruction pathway
- Supporting scalable workforce solutions



Strengthening the Pathway from Learning to Practice

- Expand employer partnerships
- Grow transfer and advancement opportunities
- Support apprenticeship and work-based learning
- Align workforce development with regional behavioral health priorities



Questions?



Central New Mexico Community College

Thank you!