APPENDIX D: Hub Staffing Framework

The hub-and-spoke model enables efficient deployment of specialized expertise across regional networks. Hubs serve as centers of excellence providing specialist pools, clinical supervision, and workforce development support to spoke sites, while spoke sites maintain core interdisciplinary teams for direct care delivery.

Required Regional Network Hub Clinical Team

Discipline	Role & Responsibilities
Psychiatry	Child and adolescent psychiatrists have key psychodiagnostic, psychotherapeutic, and psychopharmacological roles. Psychiatry is identified as a must-have, non-negotiable discipline for intensive services.
Nursing	Nurses act as "psychiatric extenders," providing necessary medical care and liaising with hospitals and other medical professionals. They complete medical histories, medication reviews, and health assessments.
Psychology	Psychologists contribute to identifying symptomatology and to the development of evidence-based psychosocial interventions. They provide psychoeducational assessments and functional behavioural analyses.
Social Work	Social workers and master's-level professionals provide family- and community-focused assessment and treatment, typically serving as primary clinicians for individual clients. They facilitate family and community engagement.
Child and Youth Workers	CYWs are the foundational layer of the interdisciplinary team, spending the most time with clients and providing rich observational data. Minimum educational requirement is a college-level diploma in human services. Full inclusion in clinical meetings and treatment planning.
Behaviour Therapists	Specialized behaviour therapists assess and execute behaviourally-based therapeutic work, implementing behaviour modification plans developed from functional behavioural analyses.
Cultural Brokers	Cultural brokers are integrated as essential members of interdisciplinary teams, serving as intermediaries who help navigate cultural differences, language barriers, and differing worldviews between service providers and diverse client populations.
Peer Support	Treatment systems benefit from systematically incorporating peer support workers with lived experience in formal counselling

Required Regional Hub: Culturally Responsive Team Integration

Interdisciplinary teams reflect the cultural and linguistic diversity of the populations they serve, with cultural brokers, Indigenous knowledge holders, and peer support workers embedded as essential team members rather than occasional consultants.

Cultural Brokers

Cultural brokers are integrated as essential members of interdisciplinary teams, serving as intermediaries who help navigate cultural differences, language barriers, and differing worldviews between service providers and diverse client populations.

- Dedicated positions for francophone billingual workers, bilingual workers, cultural liaison staff, and immigrant/refugee peer workers
- Inform assessment processes, treatment planning, family engagement, and discharge planning
- Help overcome historical mistrust between marginalized communities and institutional care systems

Indigenous Knowledge Holders

Programs serving Indigenous youth formally partner with Indigenous organizations integrate Elders, traditional healers, and cultural wellness workers as core team members.

- Elders lead cultural traditional teachings and other traditional healing practices
- Traditional healers guide youth in exploring ancestry and cultures, lead talking circles, and teach about holistic healing
- Support emphasizes balance and healing in all dimensions: spiritual, mental, physical, and emotional

Peer Support Integration

Treatment systems benefit from systematically incorporating peer support workers with lived experience in formal counselling roles.

Version ID: 3.0
Date: February 2025
Last Edited: BoardWalk Group
Approved in Principle

- Youth peer mentors for current child/youth
- Family/caregiver peer support providers offering instructional, informational, emotional, and advocacy support
- People with lived experience actively engage in shaping human resource practices

Linguistic Accessibility

Linguistic diversity among staff reflecting populations served

- Interpretation services and translated materials for families
- Staff trained in basic communication strategies for diverse populations
- Active offer principles for French-language services

Expanded Clinical Team (As Needed)

Additional professionals enhance the interdisciplinary team based on the needs of the child or youth. Hub-based specialist pools serve multiple sites when individual programs cannot sustain full-time positions.

- Occupational Therapists: Assessment and intervention for activities of daily living, sensory processing needs, and functional skill development
- Speech-Language Pathologists: Communication assessment and intervention
- Recreation Therapists: Structured recreational activities, community integration, social skill development; prominent role with youth who have difficulty with traditional verbal therapy
- Nutritionists: Nutritional assessment and dietary planning
- Substance Use Health Specialists: Concurrent disorders treatment and harm reduction approaches
- Pharmacists: Medication management and reconciliation
- Primary Care Physicians/Pediatricians: Physical health care and coordination