
Draft Plan Presentation

Workforce Education and Training (WET)
Mental Health Service Act

January 21, 2009



San Joaquin County
Behavioral Health Services

Today's Presentation

- Key considerations
- Proposed activities & budget
- Discussion and clarifications
- Next steps

Key Strategy Considerations

- Does it conform to MHSA principles?
- Does it conform to community priorities?
- Does it address consumer and family member needs?
- Does it address the needs of priority/underserved populations?
- Does it address workforce shortages?
- Are there linkages with other MHSA plans?
- Is there buy-in from community partners?
- Can we combine activities to leverage resources?
- Is it fundable?
- Is it financially feasible?

Key Funding Considerations

- Total available funds = \$3.1 million
- To use within the next 8 years
- Can use funds all at once or spread out over decade
- Some projects funded for 2 – 3 years; some for 8 years
- Deep impact vs. widespread impact



Funding Category:

Workforce Staffing Support

WET Coordination

- Funds a full-time position, plus technical assistance and evaluation
- Responsibilities include:
 - Recruit, develop and maintain advisory counsels.
 - Coordinate, manage & evaluate staff training.
 - Monitor staff competencies, CEU credits.
 - Develop relationship with partner organization & coordinate trainings.
 - Develop relationships with colleges for curriculum development, internships.
 - Outreach to underserved communities.
 - Ensure compliance with CLAS (culturally & linguistically appropriate standards).
 - Manage financial incentive program.
 - Represent San Joaquin at Regional WET Partnership meetings.
 - Manage WET budget.

Budget:

- \$965,000 for 8 years

Medical Staff Development

- Helps address severe shortage of psychiatrists.
- Helps integrate medical services with principles of wellness and recovery.
- Pays for portion of a Medical Director's salary for the following activities:
 - Ensure all medical staff are trained in MHSA principles and core competencies.
 - Develop protocols and positions for nurse practitioners & physician assistants.
 - Explore development of psychiatric rotations for medical students at BHS.
 - Coordinate in-house psychiatric nurse certificate trainings.
 - Recruit qualified candidates for hard-to-fill medical positions

Budget

- \$200,000 for 8 years



Funding Category:

Training and Technical Assistance

All Workforce Training in Co-Occurring Disorders and Other Core Competencies

- Develop infrastructure for system-wide integration of services for dually-diagnosed individuals.
- Utilize a team of "change agents".
- Train all BHS & CBO staff & volunteers.
- Re-enforce training with e-learning curriculum.
- Identify & prioritize ongoing training needs.
- Use training model for other core competencies and evidence based practices..
- Transform core competencies into effective practice.

Budget:

- \$423,000

Mental Health 101 for Community Partners

- Provide 20 half-day workshops per year to partner organizations.
- Prioritize law enforcement, probation, pharmacists, educators, emergency & medical providers, CBOs and clergy & housing providers.
- Develop leadership buy-in.
- Develop a “speaker’s bureau” of culturally diverse consumers & family members & a professional CIT trainer.
- Stipends for consumer & family member speakers.

Budget:

- Share costs with PEI
- WET costs = \$48,000 for 8 years

Mental Health 101 for Primary Care Providers

- Clinician & Psychiatrist to provide Mental Health training in PCP settings to nurses, doctors, residents & support staff for 2 years.
- Increase PCP knowledge of:
 - Routine psychiatry, including medications
 - PCP role in prevention, intervention & treatment
 - Signs & symptoms of co-occurring disorders
 - Focus on wellness & recovery & cultural competency
- Improve communication b/w MH & PCP providers
- Reduce BHS psychiatric caseloads to serve chronic illness

Budget:

- Share costs with PEI.
- WET costs = \$20,000 for 2 years



Funding Category:

Mental Health Career Pathway
Programs

Entry-Level Career Pathways

- Development of New Entry-Level Educational Curricula & Programs:
 - CASRA Certificate
 - Behavioral Health Certificate (integration of MH & SAS)
- Financial Incentives for Students
 - \$500 stipend per semester + county incentives for BHS employees
 - Eligibility for employment & possible salary adjustment
 - Also Incentives for Psychiatric Technician & Mental Health Specialist Certification
 - May provide stipends for office work courses
- Outreach to consumers, family members & underserved communities

Budget:

- \$210,000 for 8 years

Entry Level Career Pathway Chart

	Semester 1	Semester 2	Semester 3	Semester 4	
Perspective Employee, Mental Health Outreach Worker I or Mental Health Outreach Worker Trainees	CASRA Certificate	\$500 + MH Outreach Worker II			
	Psychiatric Technician Certificate			\$1500 + Psych Tech I	
	Mental Health Specialist Certificate			\$1500 + MH Specialist I	
	Behavioral Health Specialist Certificate				\$2000 + Behavioral Health Specialist I
Mental Health Outreach Worker II	Psychiatric Technician Certificate			\$1500 + Psych Tech I	
	Mental Health Specialist Certificate		\$1000 + MH Specialist I		
	Behavioral Health Specialist Certificate			\$1500 + Behavioral Health Specialist I	
Substance Abuse Counselor or Mental Health Specialist I	Behavioral Health Specialist Certificate		\$1000 + Behavioral Health Specialist I		

Vocational Preparation & Support for Consumers & Family Members

- Leverage existing vocational services and supports.
- Add additional supports for those seeking employment or currently employed in mental health related fields.
- Weekly peer-led support groups for students, volunteers & employees of BHS and CBOs.
- Peer-led, open-to-all vocational prep & support workshops.
- Consumer & family scholarships for workshops.
- E-Learning community access, including resource library, build your own WRAP.
- Peer-led post-employment benefits counseling

Budget:

- \$274,200 for 8 years



Funding Category:

Financial Incentive Programs

Career Incentives

- Establishes a WET Review Committee. Meets semi-annually to prioritize needs & award incentives.
- Establishes criteria, including:
 - Hard-to-fill positions.
 - Experience as consumer or family member.
 - Language proficiencies.
 - Culturally underserved, inappropriately served.
- Provides incentives to current & prospective BHS & CBO employees:
 - Stipends: up to \$18K annually
 - Scholarships: pays for tuition, books, etc.
 - 20/20 program
 - Loan assumption: Up to \$10K annually
- Requires a minimum of a 2 year commitment.

Budget:

- \$1,000,000