

SYMHS

DRAFT WET PLAN UPDATE

**EXHIBIT 4: WORK DETAIL –
A. WORKFORCE STAFFING SUPPORT**

EXHIBIT 4: WORK DETAIL

Please provide a brief narrative of each proposed *Action*. Include a Title, short description, objectives on an annualized basis, a budget justification, and an amount budgeted for each of the fiscal years included in this Three-Year Plan. The amount budgeted is to include only those funds that are included as part of the County’s Planning Estimate for the Workforce Education and Training component. The following is provided as a format to enable a description of proposed Action(s):

Action #1 – Title: WET Plan Coordinator		
<p>Description: This individual would have the responsibility of overseeing the administration of the MHSa Workforce Education and Training (WET) Program. This individual would be responsible for the oversight and the coordination of all tasks pertaining to the implementation and coordination of the WET plan for Sutter-Yuba counties.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. Contract/ hire a WET Coordinator 2. Coordinator will be responsible for the following: <ol style="list-style-type: none"> a. Ongoing coordination of WET programs, activities, and development phases, as described in the WET Plan b. Participate monthly at the CiMH Central Region Partnership meetings and CiMH WET Coordinator meetings c. Act as the county liaison for state-level MHSa WET Activities d. Participate monthly at the SYMHS Cultural Competence Committee <p>Budget justification:</p> <ul style="list-style-type: none"> • Administration and stakeholder meetings up to \$8,000 • WET Coordinator contract costs 		
Budgeted Amount:	FY 2014-18: \$262,800	

Action #2 – Title: Public Mental Health Workforce Development- Evidence-Based Practices and Skill Development

Description: The purpose of this action plan is to provide continuing education trainings, core competency trainings and evidence-based practice trainings for SYMHS staff, contract providers, contracted peer staff, community stakeholders, consumers, and family members.

Training will address a variety of key content areas, including, but not limited to wellness, recovery, resiliency, stigma and discrimination reduction, suicide prevention, early identification and intervention for trauma and serious psychiatric illness, integrated service experience, cultural competence, treatment of co-occurring disorders, and mental health integration in schools, primary health care, and community services. An emphasis will be put on prioritizing and investing in evidence-based practice trainings.

Additionally, the plan will provide administrative and business concepts training to SYMHS staff. Training will address a variety of key content areas, including, but not limited to continuous quality improvement, performance and outcome evaluation, data collection and analysis for program planning and policy development, financial planning and execution, and small county mental health finance.

Objectives:

1. Identify and enhance continuing education training curricula and core competencies curricula that are consistent with MHA values and priorities
2. Recruit consumers and family members to serve as trainers, facilitators, and presenters for selected training activities, when possible
3. To increase the knowledge and competency of SYMHS staff, contract providers, community partners, consumers, and family members
4. Utilize distance-learning models to reduce the impact of training events on departmental operations, when possible
5. Provide training based on stakeholder input

Budget Justification:

- Costs for training contracts, training tuitions, registration fees, purchase of curriculums, training supplies, travel expenses, and fees for trainers/content experts

Budgeted Amount:	FY 2014-18: \$80,929		
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EXHIBIT 4: WORK DETAIL –

B. Training and Technical Assistance

Action #3 – Title: Integrating Cultural Competence in the Public Mental Health System

Description: The purpose of the Integrating Cultural Competence Action Plan is to develop and further an understanding of multicultural knowledge, cultural barriers, cultural sensitivity, cultural responsiveness, and socio-cultural diversities. Cultural competence training and educational activities will address the needs and demands of individuals with lived experience, as well as racial/ethnic, cultural, linguistic, and diverse populations. Funding will promote cultural competence by providing trainings and educational activities that will help increase the county’s ability to provide more effective outreach to underserved, linguistic, ethnic, and diverse populations, develop language proficiency strategies, and overall increase Sutter-Yuba’s capacity for the delivery of culturally relevant services. Annual training topics will include, but are not limited to, Cultural Formulation, Multicultural Knowledge, Cultural Sensitivity, Cultural Awareness, Social Cultural Diversity, Mental Health Interpreter Skills, How to Work with Interpreters, and Client Culture.

Objectives:

- 1. Provide trainings and educational activities focused on the diverse needs of the Latino, Hmong, Asian Indian, LGBT, and other ethnic and diverse communities**
- 2. Offer language proficiency trainings and provide opportunities for staff, peer contracted staff, consumers, and family members to advance Spanish language skills**
- 3. Utilize distance learning models to reduce the impact of training events on departmental operations, when possible**
- 4. Provide training based on stakeholder input**
- 5. Provide cultural competence evidenced-based practice trainings, when available**
- 6. Develop public education campaigns to increase awareness of and reduce stigma for the public mental health system workforce**

Budget justification:

- Language skills up to \$8,000**
- Trainers, events, operations, community networking, distance learning, and transportation**

Budgeted Amount:	FY 2014-18: \$70,000		
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EXHIBIT 4: WORK DETAIL –
C. MENTAL HEALTH CAREER PATHWAY PROGRAM

Action #4 – Title: Youth Workforce and Career Program

Description: The purpose of this action plan is to develop a youth workforce program that promotes post-secondary education and careers in public mental health. Coordinator will work with high school counselors and workforce agencies and lead coaching skills supporting wellness, recovery, and resilience with high school youth. Outreach to the schools would be in conjunction with the ongoing Prevention & Early Intervention Program. Targeted groups would be ethnic or bicultural clubs, peer counseling programs, and public service clubs. The general emphasis will be wellness, recovery, and resilience. Counselors would be educated in assisting youth in career pathways that encourage post-secondary education and employment in the Public Mental Health workforce.

Objectives:

1. Develop and distribute mental health career information to local high schools and community colleges
2. Develop a network with high school counselors and workforce agencies
3. Work collaboratively with the Prevention & Early Intervention Program
4. Promote youth to pursue and prepare for college education and careers in public mental health
5. SYMHS presence at high school and community college career fairs

Budget justification:

- Creation and reproduction of mental health career information dissemination

Budgeted Amount:	FY 2014-18: \$4,000		
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**EXHIBIT 4: WORK DETAIL –
C. MENTAL HEALTH CAREER PATHWAY PROGRAM**

Action #5 – Title: Employment/Education Support: Consumer and Family Member Leadership Opportunities and Mental Health Educational/Training Opportunities

Description: The goal of this WET Action is to expand consumer and family member awareness of leadership opportunities in the mental health field and provide incentives for individuals to further their recovery and obtain needed education and training for employment in the public mental health workforce. This action plan will support and expand the supported education and employment efforts of the SYMHS Vocational Training Program, TAY, Post-TAY, and HOPE programs. The funding will provide consumers with the opportunity to receive stipends for leadership or educational/training opportunities that increase knowledge, build skills, further advocacy for mental health issues, and lead towards preparation for employment in the public mental health system. Additionally, it will provide for consumer employment needs, such as necessary transportation support for job interviews and transportation to educational and training activities. Coordinator will partner and target various workforce development agencies, adult education classes, CiMH, and the Central Region Partnership and develop knowledge of employment and educational/training opportunities in the mental health field.

Objectives:

- 1. Increase the opportunity for individuals, with an emphasis on those with lived experience and those from diverse, racial, ethnic and cultural communities to obtain employment in community mental health**
- 2. Increase the opportunity for individuals, with an emphasis on those with lived experience and those from diverse, racial, ethnic and cultural communities to pursue licensed and unlicensed positions in community mental health**
- 3. Partner with workforce development agencies**
- 4. Link consumers with employment readiness opportunities**
- 5. Promote job coaching skills for case managers and counselors to utilize when working with adult clients**
- 6. Promote wellness, recovery, and resilience in the workforce community**
- 7. Develop stipend criteria and outreach strategies to those with lived experience, with an emphasis on diverse racial, ethnic and cultural groups**

Budget justification:

- Educational and Training Opportunity Stipends, educational and employment support resources, and operational costs**
- Transportation Aid up to \$2,000**

Budgeted Amount:	FY 2014-18:		
	\$28,000		

Action #6 – Title: Intern Supervision Program

Description: The purpose of this plan is to provide clinical supervision and internship placements to interns who would help to address filling hard- to- fill positions and address cultural and linguistic workforce needs.

The WET Coordinator will work with OSHPD-WET and CAPIC to be kept informed of all potential interns needing placement in community public mental health settings via CAPIC’s MHSA Stipend Program, OHSPD’s various intern stipend programs, and OSHPD’s California Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH) Program.

Objectives:

1. To attract intern-level individuals to the workforce
2. Provide supervision hours for interns, including individual and group
3. To encourage intern- qualified family members and consumers to intern at Sutter-Yuba Mental Health Services
4. Explore potential internship agreements with accredited mental health programs at all degree levels to help address filling hard-to-fill positions

Budget justification:

- Clinical supervision costs, operating costs, such as computers, office space, travel costs, and administrative overhead

Budgeted Amount:	FY 2014-18: \$74,000		
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Action #7 – Title: WET Financial Incentives: Tuition and Book Expense Reimbursement for Workforce Development

Description: The Financial Incentive-WET Reimbursement Program will pay towards the costs related to: tuition, registration fees, and books. All reimbursements will be associated with SYMHS employees and contracted peer staff participating in educational activities that possess a direct link to addressing occupational shortages related to clinical/administrative skills needed in: licenses, language proficiency and positions requiring advanced degrees and the under representation of racial/ethnic, cultural and linguistic groups in the SYMHS workforce. Prior to each funding cycle, the Deputy Director of Human Services- Mental Health will identify the hard-to-fill positions, license needs, and cultural-linguistic needs.

Participants receiving reimbursements would agree to remain employed at SYMHS or the SYMHS Employer Record for Contracted Peer Staff for a period up to two years dependent upon total reimbursement amount.

Objectives:

1. Develop the public mental health workforce by providing financial incentives for SYMHS employees and contracted peer staff who wish to improve their education in mental health related fields
2. Address occupational shortages
3. Retain skilled staff
4. Fill workforce needs based on critical skills needed
5. Increase the opportunity for individuals, with an emphasis on those with lived experience and those with diverse racial, ethnic, and cultural communities to pursue licensed and unlicensed positions in public mental health
6. Partner with CiMH for the administration of the WET Reimbursement Program at a rate of 15% of the total annual fund

Budget justification:

- Reimbursement Program administration costs, graduate level reimbursements, bachelor degree program reimbursements, and Associate/Certificate level reimbursements

Budgeted Amount:	FY 2014-18: \$200,000		
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EXHIBIT 5: ACTION MATRIX

Please list the titles of *ACTIONS* described in Exhibit 4, and check the appropriate boxes (4) that apply.

Actions (as numbered in Exhibit 4, above)	Promotes wellness, recovery, and resilience	Promotes culturally competent service delivery	Promotes meaningful inclusion of clients/family members	Promotes an integrated service experience for clients and their family members	Promotes community collaboration	Staff support (infrastructure for workforce development)	Resolves occupational shortages	Expands postsecondary education capacity	Loan forgiveness, scholarships, and stipends	Regional partnerships	Distance learning	Career pathway programs	Employment of clients and family members within MH system
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Action #1: WET Plan Coordinator	X	X	X	X	X	X	X	X	X	X	X	X	X
Action #2: Workforce Development	X	X	X	X	X	X				X	X		X
Action #3: Integrating Cultural Competence in the Public Mental Health System	X	X	X	X	X	X				X	X		X
Action #4: Youth Workforce and Career Program	X	X	X	X	X	X	X					X	X
Action #5: Education/Employment Support: Consumers/Family Member Stipends	X	X	X	X	X	X	X	X	X	X	X	X	
Action #6: Intern Supervision Program	X	X	X	X	X	X	X	X	X	X	X	X	X
Action #7: Tuition Reimbursement	X	X	X	X	X	X	X	X	X	X	X	X	X