



Mental Health Services Act Workforce, Education and Training

ALAMEDA COUNTY PROPOSED WORKFORCE, EDUCATION AND TRAINING PLAN FY 2008-2009

EXECUTIVE SUMMARY

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I. BACKGROUND

California's Mental Health Services Act (MHSA) requires that the Department of Mental Health (DMH) shall establish guidelines for the content of the Workforce, Education and Training (WE&T) Component. The five fundamental concepts of the MHSA WE&T component are:

- Wellness, recovery and resiliency
- Cultural competence
- Client- and family-driven mental health system
- Integrated service experience
- Community collaboration

DMH workforce development and training needs, as outlined in the State's MHSA WE&T planning guidelines, include:

- Addressing identified shortages in occupations, skill sets and individuals with unique cultural and linguistic competence in urban and rural county mental health programs and private organizations providing services in the Public Mental Health System.
- Education and training for all individuals who provide or support services in the Public Mental Health System, to include fostering leadership skills. This is education and training that contributes to developing and maintaining a culturally competent workforce, to include clients and family members, who are capable of providing client-and family-driven services that promote wellness, recovery and resilience and lead to measurable, values-driven outcomes.

Alameda County's vision for the MHSA WE&T Plan is to ensure an Alameda County Behavioral Healthcare Services (ACBHCS) workforce that is sufficient in size, diversity and linguistic capacity to deliver services and supports to consumers and family members that are culturally competent and integrate the values of wellness, recovery and resiliency. Please note that this WE&T Plan defines the ACBHCS workforce to include services provided by both the county and by Community-Based Organization (CBO) Contractors.

ACBHCS MHSA WE&T goals include:

- Increasing consumer, family member and parent partner employment and retention rates within the ACBHCS workforce.
- Increasing overall and specific workforce competencies and skills throughout the ACBHCS workforce.
- Increasing workforce diversity, cultural competency and linguistic capacity to reflect Alameda County's unserved, underserved and inappropriately served communities.
- Recruiting and retaining individuals in hard-to-fill positions, as identified by the Workforce Needs Assessment, through collaboration with Human Resources and the development of educational pipelines, financial incentives and internship opportunities.
- "Growing Our Own" - providing training, developing internal career pathways and offering financial incentives that will enable current staff to expand their roles within the ACBHCS workforce.
- Partnering with local and regional educational institutions, from high schools to graduate schools, to create articulated mental health educational pathways for Alameda County.

Alameda County will receive an allocation of approximately \$7.6 million that can be used over a 10 year period. ACBHCS administration will retain 15% for annual infrastructure and the remaining funding will go towards MHSA WE&T strategies and financial incentive programs. ACBHCS is committed to workforce development and recognizes that this effort requires a long-term investment to develop and sustain the workforce necessary to serve Alameda County's clients and families. ACBHCS intends to provide ongoing funding through the integrated MHSA Plan in order to support and sustain workforce initiatives.

II. ACTIONS

Table 1. Workforce, Education and Training Actions

Action	Program Description	Annual WE&T Budget
1. Workforce Staffing Support	Provides infrastructure to manage the development, implementation and evaluation of all WE&T programs and initiatives. Spearheads partnerships with contract community-based organizations, peer-run agencies, educational institutions and local, regional and state agencies.	\$612,298
2. Training Institute	Provides a coordinated, consistent approach to training and staff development. Develops, researches and provides a broad array of training related to mental health practice; wellness, recovery and resiliency; peer employment and supports and management development.	\$200,000
3. Peer Employment Toolkit	Offers an integrated, coordinated approach to peer (i.e., consumer and family member) employment and supports peer employees at all stages of the employment process, from recruitment to retention. The goal is to develop and retain authentic consumer and family member voices in leadership roles as we develop new wellness, recovery and resiliency practices across the system.	\$849,304
4. Community College Career Pathway	Develops a mental health career pipeline strategy in the community colleges, which serve as an academic entry point for consumers, family members, ethnically and culturally diverse students and individuals interested in human services education and can lead to employment in the ACBHCS workforce.	\$47,000
5. Educational Campaign to Increase Workforce Diversity	Develops a culturally appropriate educational campaign to enhance the image of mental health employment and to recruit students and potential employees from Alameda County's diverse communities.	\$75,000
6. Financial Incentives Program	Offers financial stipends to support students in high schools, peer certificate programs, community colleges and mental health undergraduate programs which can lead to employment in the ACBHCS workforce. Provides a total of 120 stipends totaling \$101,250 annually for 10 years. ACBHCS will develop eligibility criteria and an application process. Anticipated start date: Fall 2009	\$121,500
7. Graduate Stipends to Increase Workforce Diversity	Offers financial stipends to graduate students enrolled in Social Work, Marriage and Family Therapy, Nursing and Psychology Programs. Requires a year of employment for each year of funding. Provides 20 stipends of \$5000 annually. ACBHCS will develop eligibility criteria and an application process. Anticipated start date: Fall 2009	\$120,000
8. Loan Assumption Program	Offers loan forgiveness for staff working in ACBHCS and in contract community-based organizations. Requires a year of employment for each year of loan repayment. Pilot program will provide \$150,000 in the first year. ACBHCS will develop eligibility criteria and an application process. Anticipated start date: Fall 2009/Winter 2010	\$180,000
9. Internship Program	Coordinates academic internship programs across ACBHCS in county and contract community-based organizations settings. . Meets with educational institutions to publicize internship opportunities and provides training to clinical supervisors and student interns.	\$75,000
TOTAL		\$2,205,102

