

**Alameda County Behavioral Health (ACBH)  
Workforce Development, Education & Training  
Graduate Intern Stipend Program**

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**Program Overview, Stipend Eligibility and Application Submission Procedures  
FY 2019 - 2020**

**Program Overview:**

The Mental Health Services Act (MHSA), also known as Proposition 63, was passed by California voters in November 2004. Workforce Development, Education, and Training (WET) is an important MHSA component intended to fund strategies that address occupational shortages in the public mental health field through the development of academic pipelines, internships, and financial incentive programs. The Graduate Intern Stipend Program is a financial incentive strategy that is included in the ACBH WET Plan. This program is designed to recruit individuals into ACBH county-operated programs and contracted, community-based mental health or integrated health care organizations, thus creating a public mental health workforce pipeline.

Our workforce pipeline strategy is driven by the system needs of ACBH. With the implementation and current changes to the Affordable Care Act, workforce demands across our system continue to evolve. To build needed capacity in our integrated behavioral health system, the FY2019-20 ACBH Intern Stipend Program is seeking applications from student interns, in their second-year, who are pursuing a **Master's degree** in the following programs:

- Social Work (MSW)
- Counseling Psychology - Marriage and Family Therapy Track
- Nurse Practitioners specializing in Psychiatric/Mental Health Nursing

**Additionally**, the FY2019-20 ACBH Intern Stipend Program is seeking applications from ***Clinical Psychology*** student interns who are pursuing **Doctorate degrees**.

**Stipend Objectives:**

**Recruit graduate students who:**

- **Have linguistic capacity to provide services in one of the ACBH threshold languages which are: Spanish, Cantonese, Mandarin and Vietnamese.**
- **Reflect the diverse ethnic and cultural communities served by ACBH, and demonstrate knowledge and/or understanding of the cultural beliefs, practices, and language needs of the populations considered un-served, underserved, or inappropriately served. (See Glossary for listing of groups considered by ACBH to be un-served, underserved, or inappropriately served).**
- **Demonstrate experience and/or understanding of the needs of clients in one or more of the following critical program areas: Older Adult (60 plus), Transition Age Youth (16-24 years), Co-occurring Conditions (mental health and substance use disorders), Criminal Justice Mental Health, or Integrated Health Care Programs (which provide both physical and mental/behavioral healthcare services).**

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In FY 2019-20, based on the WET needs assessment, ACBH will provide **95%** of the stipends to graduate student interns who are enrolled in a qualifying school and pursuing a Master's degree in **Social Work, Clinical or Counseling Psychology - Marriage and Family Therapy Track, or Nurse Practitioners specializing in Psychiatric/Mental Health Nursing**. The remaining **5%** will be provided to students pursuing Doctorate degrees in **Clinical Psychology**. The Graduate Intern Stipend Program is available to students who will complete internships in the 2019-2020 academic year. Selected interns will receive two payments, in January, and in either June or July, for up to a maximum total of \$6,000 per year, in exchange for 720 internship hours worked. Students in part-time internship programs are eligible to apply. The awarded stipend will be prorated based on total internship hours completed. Interns completing fewer than 720 internship hours within the school year, will receive less than \$6,000.

The ACBH Graduate Intern Stipend Review Committee will access, score applications and provide recommendations for the final award decision to the ACBH Director for approval. **Please keep in mind that writing, grammar, clarity and organizational skills will be assessed during the review process by the committee. Prior to disbursement of funds, satisfactory performance and verification of completed internship hours must be received and approved by the intern's direct supervisor.** Receipt of the full amount of the stipend is contingent upon satisfactory performance during the entire placement and completion of the required number of internship hours.

**The Graduate Intern Stipend Program application process is now available on the ACBH website: The deadline to submit an application is: **Friday, October 11, 2019.****

### **Graduate Intern Stipend Program Eligibility Requirements:**

**To be eligible for the stipend program, all applicants must be:**

1. Enrolled in a qualifying school and pursuing a Master's degree in Social Work, Counseling Psychology - Marriage and Family Therapy, or Psychiatric/Mental Health Nursing. Clinical Psychology students who are enrolled in a qualifying school and are pursuing a doctorate degree are also eligible to apply.
2. Enrolled in the second year of a Master's program. First-year Master's level students are **not** eligible, but are encouraged to apply in their second year. *Note: Intern stipend recipients must maintain "good academic standing" while enrolled in their college or university degree program.*
3. Currently serving as an intern in an eligible ACBH county-operated program or a contracted, community-based mental health, co-occurring conditions, or integrated care organization for a maximum of 720 internship hours for the 2019-2020 academic year.
4. Without a service obligation to another academic stipend program, such as CalSWEC.
5. A U.S. citizen or permanent resident and otherwise eligible for employment.

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**Stipend Eligibility Considerations:**

- Preference will be given to Alameda County residents.
- ACBH eligibility selection criteria is based on specific workforce needs and gaps within the Systems of Care. Applicants are not required to meet all of the criteria listed below; however, consideration will be given to applicants who:
  1. Demonstrate capacity to provide services to consumers in one of the ACBH threshold languages: Spanish, Cantonese, Mandarin, Tagalog and Vietnamese. Language proficiency must be verified by supervisor and/or;
  2. Demonstrate experience:
    - a. As mental health consumer or family member;
    - b. Work with and/or understand the needs of the diverse ethnic and cultural communities served by ACBH, and demonstrate knowledge and/or understanding of the cultural beliefs, practices, and language needs of the populations considered un-served, underserved, or inappropriately served. (See Glossary for listing of groups considered by ACBH to be un-served, underserved, or inappropriately served).
    - c. Working with Transitional Age Youth (TAY) and Older Adult clients/consumers;
    - d. Working with and/or understanding the needs of clients/consumers with co-occurring conditions (mental health and substance use disorders);
    - e. Working with clients/consumers receiving care in integrated health care (behavioral health and primary care) programs and/or;
  3. Are multicultural and whose cultural and/or ethnic background or experience is similar to the clients/consumers served by ACBH such as African American, Asian American, Asian Pacific Islander (API), Hispanic, Native American, South and Southeast Asian, Emerging Immigrant Populations, and Lesbian, Gay, Bi-Sexual, Transgender, Intersex, Queer, Questioning, 2-Spirit (LGBTIQQ2-S).

**Application Submission Procedure:**

1. Please refer to the following documents, which can be accessed by clicking the following link:  
<http://www.acbhcs.org/graduate-intern-stipend-program/>
  - a) Information on the FY 2019-2020 Graduate Intern Stipend Program
  - b) FY 2019-2020 Graduate Intern Stipend Program Application
2. Please submit the following two items:
  - a) A completed application with original signatures
  - b) Typed essay responses on separate pages (attached with application forms)

Please take the time to read, review and fully understand all instructions.

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**Applicants must complete the entire application and sign/date where indicated. Original signatures are required; no electronic submission or faxed applications will be accepted. All items must be mailed in one packet to the address below:**

Alameda County Behavioral Health  
Graduate Intern Stipend Program  
Attention: Internship Coordinator  
2000 Embarcadero Cove, 4<sup>th</sup> Floor  
Suite 400  
Oakland, CA 94606

**Application Deadline:** All sections of the application must be completed and postmarked no later than -

**Friday, October 11, 2019**

Applications postmarked after **October 11, 2019** will not be accepted.

Awards will be announced in November.

**PART I: APPLICANT PERSONAL INFORMATION**

- Personal Information
  - Personal, contact and demographic information.
- Applicant Signature:
  - Please sign and date the application. The applicant's signature affirms that the applicant has read the information on the FY 2019-2020 Graduate Intern Stipend Program, is eligible for employment in California, and has accurately completed the entire application and essays.

**PART II: APPLICANT ELIGIBILITY INFORMATION**

- School and Degree Program Information
  - Provide name of school and degree program.
  - Enrollment Date and Expected Degree Conferral Date. It is sufficient that the school's Internship/Field Placement Coordinator verify these dates with his/her signature. The Internship/Field Placement Coordinator's signature on the application form implies that the applicant is in good academic standing.
- ACBH County or Contracted Mental Health Organization Internship Site:
  - An applicant's internship/field placement training must be located within an ACBH county-operated program or a contracted, community-based mental health or co-occurring conditions, or integrated care organization. Applicants can confirm this information with their internship site.

**PART III: CULTURAL COMPETENCY AND LANGUAGE PROFICIENCY**

- Alameda County has five (5) threshold languages which are determined by the State and based on population data: Spanish, Cantonese, Mandarin, Tagalog and Vietnamese. Applicants who

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are proficient in one of these threshold languages must complete the Language Proficiency verification. Internship Site Supervisors must confirm the applicant's language proficiency.

- Please self-identify if applicant considers themselves part of an underserved, unserved or inappropriately served population/community or from an economically disadvantaged background and if so, how this has influenced applicants professional goals.

**PART IV: APPLICANT ELIGIBILITY INFORMATION – ESSAYS**

Please respond to three questions on separate pages in an essay format, and attach **typed** responses as part of the application. Each essay response should be brief (limited to 350 words per essay) yet informative enough to convey the strengths applicant brings to public mental health practice. **Responses should support the graduate intern stipend program objectives.**

**Glossary:**

- A **Consumer** or person with **Lived Experience** is a person who has experienced mental health issues that have disrupted his or her education, employment, housing, social connections and/or quality of life. He or she has utilized mental health services and has a personal experience of stigma, discrimination or social exclusion.
- A **Family Member** is a person who now or was in the past, either the primary caregiver or a concerned and involved person who provides a significant level of support to a person who is living with a Severe Mental Illness (SMI), Serious Emotional Disturbance (SED) or other mental health issues.
- **Underserved, Unserved and inappropriately served** populations could include consumers of any age who have been diagnosed with a severe mental illness and/or serious emotional disturbance and are receiving some services, but are not provided the necessary or appropriate opportunities to support their recovery, wellness and/or resilience. These consumers include, but are not limited to those who are so poorly served that they are at risk of homelessness, institutionalization, incarceration, or other serious consequences; members of ethnic/racial, cultural, and linguistic populations that do not have access to mental health programs due to barriers such as poor engagement and outreach, limited language access and lack of culturally competent services. In Alameda County the following populations have been identified as unserved, underserved and/or inappropriately served: African-American, Asian Pacific Islander (API), Hispanic, Native American, South and Southeast Asian, Lesbian, Gay, Bi-Sexual, Transgender, Intersex Queer, Questioning, 2-Spirit (LGBTIQ2-S), Transitional Age Youth (TAY) and Older Adults.



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**PART II: APPLICANT ELIGIBILITY INFORMATION (Please type)**

**SCHOOL INFORMATION**

School Name: \_\_\_\_\_ Degree Program: \_\_\_\_\_

Enrollment Date: \_\_\_\_\_ Expected Degree Conferral Date: \_\_\_\_\_  
(mm/dd/yyyy) (mm/dd/yyyy)

School Internship/Field Placement Coordinator's Name and Title:  
\_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

The School Internship/Field Placement Coordinator's signature below implies that the applicant is in good academic standing:

SIGNATURE: \_\_\_\_\_ Date: \_\_\_\_\_

**INTERNSHIP SITE**

Check the box that applies:

- ACBH County Operated Program Internship/Field Placement Site
- ACBH Contracted, Community-Based Mental Health Organization Internship/Field Placement Site

Organization: \_\_\_\_\_ Program Name: \_\_\_\_\_

Address: \_\_\_\_\_

Dates of internship/field placement training from \_\_\_\_\_ to \_\_\_\_\_

Compared to other trainees/interns you have worked with at a similar stage in training, where would you rank this student? (Scale: 1 = Needs Improvement, 3 = Average, 5 = Excellent)

Circle One:            1        2        3        4        5

Intern Supervisor's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_



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**PART III: CULTURAL COMPETENCY AND LANGUAGE PROFICIENCY**

In Alameda County the following populations have been identified as underserved, unserved or inappropriately served: African-American, Asian Pacific Islander (API), Hispanic, Native American, South and Southeast Asian Lesbian, Gay Bi-Sexual Transgender Intersex Queer Questioning 2-Spirit (LGBTIQQ2-S), Transition Age Youth (TAY) and Older Adults.

Do you identify yourself with one or more of these populations/communities or from an economically disadvantaged background? *(0-3 possible points)*

Yes       No

If yes, please describe how this has influenced your professional goals in mental health:

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Alameda County has four threshold languages, which are listed below. Preference will be given to applicants that speak one or more of these languages. Check the appropriate box(es), then have your Internship Site Supervisor verify your language proficiency and sign this page. *(0-2 possible points)*

- Spanish
- Mandarin
- Cantonese
- Tagalog
- Vietnamese
- Other: \_\_\_\_\_

**Professional Working Proficiency:** Can participate effectively in most formal and informal conversations on practical, social and professional topics. Can discuss specialized work areas with reasonable ease using a general vocabulary which is broad enough so as to rarely be at a loss for words.

***Intern's supervisor certification:*** *I certify the intern's ability to provide comprehensive professional services to clients in the language indicated above.*

Intern Supervisor's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

For Office Use Only  
Applicant ID Number:



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**PART IV: APPLICANT ELIGIBILITY INFORMATION - ESSAYS**

Each essay response should be on separate pages, no more than **350** words per essay. **Your responses should also support the graduate stipend program objectives.**

1. What interests you about working in the Alameda County Behavioral Health Care system at this time and how does it fit into your long term career goals? *(0-5 possible points)*
2. Alameda County's population comes from various cultures, ethnicities, sexual orientations, all ages, different levels of physical abilities and religions. Describe how your background, lived experience, education, internships and/or work experience have prepared you to serve communities considered by ACBH to be linguistically or culturally unserved, underserved, or inappropriately served. *(0-5 possible points)*
3. Explain your experience and interest in serving any of the following populations or program areas below. If you have experience in more than one area, please elaborate. *(0-5 possible points)*
  - Transitional Age Youth (TAY)
  - Older Adults
  - Co-occurring Conditions (mental health and substance use disorders)
  - Integrated Health Care Programs (provides both physical and mental/behavioral healthcare services).
  - Criminal Justice Mental Health

***PLEASE NOTE: Implementation of the Graduate Intern Stipend program is dependent on available funding and ACBH reserves the right to cancel this program if funding becomes unavailable.***