

Workforce Education and Training Executive Summary FY2008-2009

Workforce Education and Training (WE&T) was created to support transformation of public mental health workforce by addressing shortages in “hard to fill” or retain positions or occupations, creating career pathways into public mental health workforce for individuals with lived experience as consumers and/or family members, as well as, individuals with unique cultural experience and linguistic competence.

In 2007, Stanislaus County Behavioral Health and Recovery Services (BHRS) worked with community stakeholders to develop a local plan for workforce education and training. The following are outcomes from the first year implementation of WE&T.

Educational Pathways

Education pathways are intended to support individuals with incentives to pursue education opportunities that will ultimately lead to employment in the public mental health workforce.

- Six junior high students were selected for the first Wellness Project. They set up and managed an anti- stigma informational table at an annual “Day of Hope” community event on May 29, 2009.
- Through outreach with Davis High School’s academy instructor and students, a draft agreement was developed to add a behavioral health component to their existing health academy.
- California Association of Social Rehabilitation Agencies (CASRA) Certificate program was adopted by Modesto Junior College. Sixteen (16) students received financial stipends for school costs. Fourteen (14) students completed the semester. All students who enrolled in the class had lived experience as consumers and/or family members.
- A contract was successfully negotiated between BHRS and California State University, Stanislaus Master of Social Work (MSW) Program, to offer stipends to MSW students. Four (4) students successfully completed their stipend year.

Consumer and Family Member Volunteerism

Stakeholders prioritized the need to have a structure that supports and provides opportunities for volunteerism within the behavioral health system.

- WE&T Volunteer Coordinator identified and hired in November 2008.
- Volunteers assisted individuals with registration for CASRA at MJC, conducted a weekly CASRA study group, offered other supports to fellow students, and facilitated two support groups weekly for individuals receiving services at the Co-Occurring Tract at Stanislaus Recovery Center (SRC).

Transforming BHRS Job Descriptions to MHSA

Reviewed and revised a number of BHRS recruitment flyers/job descriptions.

- Added the following to the “Desirable Qualifications” and “Minimum Qualifications” sections:
 - Knowledge of Mental Health Services Act (MHSA) components and essential elements and how they inform the transformation of the public mental health system
- Added the following to the “Desirable Qualifications” section:
 - Lived experience as a consumer or family member

Training Highlights

A Three-Year System-Wide Training Plan (FY2009-12) to support transformation of all systems of care was developed with stakeholders.

- Developed a training plan for consumer and family members to work in mental health settings.
- Reviewed and updated training content and design to ensure that the essential elements of MHSA were included. Ninety-three percent (93%) of participants rated specific trainings as doing a good job of including consumer/family member perspective and over 91% of training participants indicated that the trainings they attended included content on diversity.
- BHRS Strategic Plan for Cultural Competency included four training topics offered quarterly and facilitated by managers, coordinators, and supervisors in their staff meetings. Four topics identified:
 - Stigma and language in the workplace
 - Cultural humility with the Latino population
 - Promoting recovery and resilience
 - Education about the Lesbian, Bi-sexual, Gay, and Questioning (LBGQ) population

Expanding Clinical Supervision and Supported Loan Repayments

- BHRS developed a community-wide clinical supervision plan to increase 10 additional internship slots annually for MSW/MFT students and pre-licensed interns.
- BHRS facilitated the submission of 9 loan repayment applications. Four (4) public mental health clinicians were awarded; 2 within BHRS, 2 employed by community agency contractors.

If you have questions about this report or WE&T implementation, please contact James Hurley, MFT, Workforce, Education and Training Manager at 209.525.5324 or by email at hurleyj@stancounty.com