



# **Stanislaus County**

## **Mental Health Services Act**

**Workforce Education and Training Augmentation Proposal - Fiscal Year 2008-2009**

**December 2008**

## **INTRODUCTION AND OVERVIEW**

Effective May 7, 2008, the California Department of Mental Health (DMH) approved Stanislaus County's Workforce Education and Training (WET) Plan. Subsequently, Behavioral Health and Recovery Services (BHRS) was awarded approximately \$1.1 million in Mental Health Services Act Workforce Education and Training funding for three fiscal years (2006-07, 2007-08 and 2008-09).

On June 9, 2008, DMH issued Information Notice 08-13, notifying counties that additional funds would be available to all 58 counties for use as augmentation of local WET Plans and providing guidance on the application procedure. An additional \$1.3 million is available to Stanislaus County that can be combined with already approved funds and utilized over a 10-year period of time.

Having just completed a stakeholder process this year BHRS has determined the most appropriate way to use this augmentation funding is to continue to be guided by stakeholder input obtained during the community planning process. In doing so, this augmentation proposal expands Mental Health Career Pathway actions, Residency, Internship Programs actions and Financial Incentive Program actions. The approved local plan established a starting point as well as a structure intended to deliver us to a future with a public mental health workforce with expanded capacity to be an integrated service system that delivers recovery-oriented, culturally competent, consumer-driven and family member-driven services through collaboration with community partners. The overarching goal continues to be furthering MHSA essential elements throughout the existing workforce and expanding capacity to implement additional components of MHSA.

In this Request for Funding Proposal, three actions are expanded in ways that will continue to fund actions that address hard-to-fill positions in the public mental health workforce. The proposal includes community stakeholder input and addresses new opportunities through updates in state regulations regarding loan assumption objectives. The expanded actions are highlighted in the following points:

- Action #6 – Outreach and Career Academies – expand funding stipends for high school and add stipends for junior high students.
- Action #7 – Expanded Internship and Supervision Program - expand funding for clinical supervision for public mental health workforce: BHRS staff and community based organizations.
- Action #8 – Targeted Financial Incentives to Increase Workforce Diversity – expand already approved financial incentives actions to include a loan assumption program, also known as loan forgiveness or repayment program. (Loan assumptions were not yet allowable during initial WET Plan development and approval)

With guidance from DMH Information Notice 08-13, the following revised exhibits are included as required, for submission of this augmentation proposal:

- EXHIBIT 4: WORK DETAIL
- EXHIBIT 5: ACTION MATRIX
- EXHIBIT 6: BUDGET SUMMARY

A complete draft of this Augmentation Proposal was posted for 30-day public review and comment beginning October 22, 2008. The Augmentation Proposal was discussed at a public Informational Meeting on November 12 at 4:00 p.m. Fifteen (15) people attended the Information Meeting including consumers, family members, Mental Health Board members, Representative Stakeholder Steering Committee members, community-based organization and BHRS staff. The informal information meeting included extensive question/answer format that included education about WET PLAN Guidelines, the approved local WET Plan, and how the Augmentation expands the approved plan.

Stakeholder review and comment was encouraged in the following ways:

- An electronic copy was posted on the County's website: [www.stanislausmhsa.com](http://www.stanislausmhsa.com),
- Paper copies were sent to thirteen Stanislaus County Public Library resource desks,
- Electronic notification was sent to all BHRS service sites with a link to [www.stanislausmhsa.com](http://www.stanislausmhsa.com) announcing the posting of the augmentation proposal,
- Mental Health Board Members were sent notice informing them of the start of the 30-day review.
- Representative Stakeholder Steering Committee members were sent a notice informing them of the start of the 30-day review.
- The general public was notified by public notice posted in seven newspapers throughout Stanislaus County including a newspaper serving the Latino community. The notice included reference to [www.stanislausmhsa.com](http://www.stanislausmhsa.com) and a phone number for requesting a copy of the augmentation proposal.
- For ease of public review and comment, the last page of the augmentation proposal was a feedback form.
- Public review and comment closed on November 20, 2008. Because this proposal is an expansion to an already approved plan, no public hearing was required or conducted.

**C. MENTAL HEALTH CAREER PATHWAY PROGRAMS**

**Action #6 – Title: Outreach and Career Academies**

**Description:** The community planning process identified a strong need to acquaint students in secondary education to the idea that a career in the mental health workforce is a possibility. A track or class in high school and junior high would offer an introduction to mental health careers to interested students. This action would begin by conducting a collaborative planning process between mental health providers and educational entities to develop curriculum that leads to entry into relevant post-secondary education.

Special effort would be made to involve youth from diverse ethnic communities where access to knowledge about mental health careers is limited and stigma regarding mental illness is strong.

This action would include a combination of curriculum developed in partnership with educational entities, and supervised exposure to Public Mental Health occupations offered to junior and senior high school students. There will also be a special focus on community outreach and promotion to students and their families in diverse communities. To achieve this goal people from diverse communities will be recruited to provide these outreach efforts ensuring credibility in the outreach as well as opportunity for modeling. Components of this action will include funding for school districts to develop mental health curriculum and mental health professions academies, paid internships, a speaker’s bureau and outreach at community events. Educational entities will be key partners in the development and implementation of this action. This activity will be overseen by the W.E.T. Coordinator (Action #1) and coordinated by the Workforce Development Specialist (Action #3).

**Augmentation Request - October 2008**

Expand existing stipends for high school age students (Addressed in Objective #3 below).

Provide new monies for stipends for junior high school age students (Addressed in Objective #5 below). Both junior high and high school stipends will be project based. Projects could include anti stigma efforts, volunteerism and other activities approved in consultation with community partners.

**Objectives:**

1. Develop a contract with at least one school district with the outcome of starting a Mental Health Professions Academy or similar program by September 2008.
2. Conduct a minimum of 12 speaking engagements annually to youth and their families from and within diverse communities.
3. Provide 6 paid internships for high school students annually. **Expand existing stipends for high school age students.**
4. Provide opportunities for high school age volunteers in at least four agencies within the public mental health system.
5. **Offer up to 6 stipends per year for junior high school age students.**

Budget justification: Funds used in this action item will pay for contract costs associated with assisting school districts to enroll teachers in a Mental Health Professions Academy, funds for internships for students, and staff costs for outreach activities.

Budgeted Amount:	FY 2006-07: \$00.00	FY 2007-08: \$00.00	FY 2008-09: \$50,000
<b>Augmentation Request:</b>			<b>FY 2008-09: \$10,800</b>
Total Budgeted Amount:	FY 2006-07: \$00.00	FY 2007-08: \$18,000	\$60,800

## D. RESIDENCY, INTERNSHIP PROGRAMS

### Action #7 – Title: Expanded Internship and Supervision Program

**Description:** During the community planning process educational entities and staff at all levels identified the need for flexible and expanded internship opportunities at a variety of educational levels to begin to “grow our own”. The community planning process also identified challenges that need to be addressed by this action and acknowledged that the challenges are related to longstanding workforce shortages. A key barrier is the lack of additional staff time to provide adequate levels of supervision due to the constraints of federal reimbursement requirements and revenue generation. There are also few incentives for persons with interest and skill in clinical supervision to add this task to their workload. Organizational providers, especially non-traditional, small, community agencies serving diverse communities, lack the staffing to meet the requirement of educational entities for supervision even though the experience gained at such agencies would be valuable. Internships at all levels of educational experience are needed (high school, community college, baccalaureate and graduate levels). The barriers identified to adequate staffing for internship programs were similarly identified as barriers to ongoing supervision for professional development of pre and post-licensed staff. During clinical supervision, concepts are transferred into skills that demonstrate real cultural competency, recovery and wellness orientation, ability to offer integrated service experience, community collaboration skills, and consumer and family driven services. Additional resources for clinical supervision that encourage the meaningful development of MHSA essential elements are central to transforming the Public Mental Health system. This Action addresses both of these needs through the addition of resources dedicated to internship opportunities, supervision and consultation with expert cultural consultants, availability of clinical supervision of hours toward licensure of existing staff and increase of participation by individuals from underserved communities in internships. The BHRM Training Coordinator will be responsible for implementing this Action in collaboration with BHRM and organizational provider leadership, the WET Coordinator and the Workforce Development Specialist.

#### Augmentation Request - October 2008

Expand the existing Three-Year Plan for clinical supervision county-wide (Addressed in Objective 3 below).

Provide new monies for stipends to support consumers, family members and individuals from diverse communities to attend college to obtain degrees or certifications (Addressed in Objective 7 below).

Fund loan assumptions for Nurse Practitioners and Psychiatrists, to pay part or all of a current or prospective employee’s educational loan debt in exchange for working in these hard to fill positions (Addressed in Objective 8 below). Loan assumptions are a new component to our plan.

#### Objectives:

1. Provide at least 10 additional internship slots annually for master’s level MSW/MFT students.
2. Develop a plan for establishing 10 internship/service learning slots annually for students pursuing undergraduate degrees.
3. Provide 1500 hours of clinical supervision and/or cultural consultation to existing workforce focused on development of skills.

#### **Expand existing Clinical Supervision by 500 hours.**

4. Implement supervision structure to ensure supervision of interns, students and pre-licensed candidates.
5. Coordinate practicum opportunities within the public mental health system for undergraduate nursing and LVN students from Modesto Junior College and CSU Stanislaus.
6. Explore development of internships with educational entities (CSU Stanislaus, UCSF and UC Davis) for physician assistants and graduate nursing students including mental health nurse practitioners.
7. **Offer stipends for Modesto Junior College and California State University, Stanislaus.**
8. **Offer loan assumptions for Nurse Practitioners and Psychiatrists.**

Budget justification: Funds will be set aside for internships, consultation, contracted supervision training and staff time through a local community based organization to do additional levels of supervision equivalent to 2000 hours.

**Funding Augmentation: \$10,000 to expand supervision with community based organizations.  
\$108,000 for community college and baccalaureate stipends.  
\$60,000 for loan repayment for Nurse Practitioners and Psychiatrists.**

Budgeted Amount:	FY 2006-07: \$00.00	FY 2007-08: \$00.00	FY 2008-09: \$ 150,000
<b>Augmentation Request:</b>			<b>FY 2008-09: \$ 178,000</b>
Total Budgeted Amount:	FY 2006-07: \$0	FY 2007-08: \$18,000	\$ 328,000

**E. FINANCIAL INCENTIVE PROGRAMS****Action #8 – Title: Targeted Financial Incentives to Increase Workforce Diversity**

**Description:** A variety of financial incentives related to workforce development were identified as strong themes through the community planning process. The MHSA Representative Stakeholder Steering Committee recommended as top priority that financial incentives be linked with an ongoing assessment of 'hard to fill or retain' positions by language, cultural requirements, consumer and/or family member lived experience, special skills or classifications. This Action proposes that financial incentives include educational scholarships and tuition and book reimbursement for BHRS and organizational provider staff working on Associate or Baccalaureate Degrees, as well as, educational stipends for graduate level education. Stipends will also be provided for potential graduate level recruits who meet established criteria based on the assessment of 'hard to fill or retain' positions. Granting of scholarships and stipends will be conditioned on requirements to work within the public mental health system. This Action is central to building a longer-term strategy of a coordinated mental health career pipeline and engagement of educational entities in developing curriculum that matches with transformational goals of the public mental health system.

BHRS will also expand its existing Consumer and Family Member Stipend Program to consumers and family members and members of diverse communities who want to return to school and eventually work within the public mental health system. The program will include a variety of incentives based on criteria derived from the Workforce Needs Assessment and intention to increase diversity in the workforce. This activity will be overseen by the WET Coordinator (Action #1) and coordinated by the Workforce Development Specialist (Action #3).

**Augmentation Request - October 2008**

Expand the approved existing plan for MA/MSW Stipends through California State University, Stanislaus (Addressed in Objective 5).

**Objectives:**

1. Establish contracts with CSU Stanislaus and other educational entities who wish to enter into a contractual agreement with BHRS consistent with MHSA Essential Elements for graduate stipends for MSW and MFT students in FY2008-09 with a focus on hard-to fill positions.
2. Establish policies and processes for granting and payback of stipends and scholarships for current and potential staff.
3. Develop criteria for selection of persons for stipends and scholarships using needs assessment data.
4. Establish inclusive process with key stakeholder representation for reviewing applications and recommendations for scholarships and stipends.
5. Grant a minimum of 3 educational stipends and/or scholarships annually to existing or potential employees.

Budget justification: Funds will be set aside for stipends and scholarships. Funds in this Action will support stakeholder meetings and ongoing collaboration with educational entities. Future workforce and education allocations will be used to enhance this action plan.

**Funding Augmentation: \$222,000 to expand MA/MSW stipends @ CSU Stanislaus.**

Budgeted Amount:	FY 2006-07: \$00.00	FY 2007-08: \$00.00	FY 2008-09: \$58,000
<b>Augmentation Request:</b>			<b>FY 2008-09: \$222,000</b>
Total Budgeted Amount:	FY 2006-07: \$00.00	FY 2007-08: \$18,000	\$280,000

**EXHIBIT 5: ACTION MATRIX**

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

<b>Actions</b> (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 Coordination and Implementation	X	X	X	X	X	X	X	X	X	X	X	X	X
Action #2: WET Plan Consultation	X	X	X	X	X	X							
Action #3: Consumer and Family Member Training and Support	X	X	X	X	X	X	X					X	X
Action #4: Workforce Development	X	X	X	X	X	X		X				X	X
Action #5: Consumer and Family Member Volunteer Program	X	X	X	X	X		X					X	X
Action #6: Outreach and Career Academies	X	X	X	X	X		X		*X			X	
Action #7: Expanded Internship and Supervision Program	X	X	X	X	X	X	X	X	*X	X	X		
Action #8: Targeted Financial Incentives to Increase Workforce Diversity	X	X	X	X	X	X	X	X	X	X	X		X

\* Actions added as part of the augmentation funding

**EXHIBIT 6: BUDGET SUMMARY**

Fiscal Year: 2008-09				
Activity	Funds Approved Prior to Plan Approval (A)	Balance of Funds Requested (B)	<b>Funding Augmentation (C)</b>	Total Funds Requested (A + B + C)
A. Workforce Staffing Support:	\$179,800	\$352,000	<b>\$0</b>	\$531,800
B. Training and Technical Assistance		\$229,000	<b>\$0</b>	\$229,000
C. Mental Health Career Pathway Programs		\$230,000	<b>\$10,800</b>	\$ 240,800
D. Residency, Internship Programs		\$150,000	<b>\$178,000</b>	\$328,000
E. Financial Incentive Programs		\$58,000	<b>\$222,000</b>	\$280,000
<b>TOTAL FUNDS REQUESTED for FY 2008-09</b>			<b>\$410,800</b>	\$1,609,600

**Stanislaus County Behavioral Health & Recovery Services**  
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www.stanislausmhsa.com

**Mental Health Services Act (MHSA) / Prop. 63**

**Workforce Education and Training Augmentation Proposal- FY2008-09**  
**30-day Public Comment Feedback Form**  
October 22, 2008 – November 20, 2008

**A. PERSONAL INFORMATION**

Name: \_\_\_\_\_

Agency/Organization: \_\_\_\_\_ Phone Number: \_\_\_\_\_ Email address: \_\_\_\_\_

Mailing address: \_\_\_\_\_

**MY ROLE IN THE MENTAL HEALTH COMMUNITY**

Client/Consumer  
 Family Member  
 Education  
 Social Services

Service Provider  
 Law Enforcement/Criminal Justice  
 Probation  
 Other (specify) \_\_\_\_\_

**WHAT DO YOU SEE AS THE STRENGTHS OF THE PROPOSAL?**

**IF YOU HAVE CONCERNS ABOUT THE PROPOSAL, PLEASE EXPLAIN.**