

Workforce Education and Training Second Year Report - FY 2009-2010 Highlights

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Introduction

Workforce Education and Training (WE&T) was created to support transformation of the public mental health workforce by addressing shortages in “hard to fill” or retain positions or occupations.

In this second year, the development of career pathways into the 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 continued.

The following are outcomes from the second year implementation of WE&T.

Educational Pathways

WE&T offers educational pathways to support individuals with incentives to pursue education opportunities that will ultimately lead to employment in the public mental health workforce.

Six students from Mark Twain Junior High School participated in the second year of the Wellness Project contracted through West Modesto King Kennedy Neighborhood Collaborative.

- The students contributed art work and managed an anti-stigma information table at the annual “Day of Hope” community event on May 14, 2010. When asked what the wellness project was about, one of the students replied, *“There’s a stigma for people that have mental health problems. That’s wrong.”*

BHRS partnership with Davis High School resulted in a contract to add a Behavioral Health component to the Davis High School Health Academy.

- For the first time, on March 22, 2010, Academy Seniors “rotated” through Behavioral Health and Recovery Services as part of their Practicum, offering students a behavioral health option as a career choice.
- The Practicum included a young adult staff person sharing her lived experience as a consumer of mental health services. This first hand account from someone close in age of the academy students, was

wonderful and impactful. Tammy Miller, Health Academy Director, commented, *“Congratulations on a presentation well done!! My students were in awe (as were we all) and probably could have listened to her all day.”*

California Association of Social Rehabilitation Agencies (CASRA) certificate program adopted-by the Modesto Junior College completed its fall and spring semesters. All CASRA classes have now been offered at least once, and we are now seeing students completing CASRA and receiving their CASRA certificate. Many CASRA graduates are also continuing their education.

- Fall semester: Twenty-eight students (28) received stipends for the fall 2009 semester- thirteen (13) in the introductory 142 class, and fifteen (15) for the combined 143/144 classes.
- Spring Semester: Sixteen (16) students- three (3) in the introductory 142 class and thirteen (13) in combined 143/144/Human Services. All stipend students in the fall and spring semesters had lived experience as consumers and/or family members.
- The forty four (44) students were from the following ethnic groups:
 - 52% Non Hispanic White (23)
 - 23% Hispanic (10)
 - 20% African- American (9)
 - 2% Native American (1)
 - 2% Asian/Pacific Islander (1)

Total cost for Modesto Junior College stipends FY 09-10: \$5,782.34
This cost is well within the original projections

Masters level stipends at California State University, Stanislaus:

- Four (4) students successfully completed their Masters of Social Work stipend year- two (2) are continuing, and two (2) new part time slots are available. All recipients are from culturally diverse backgrounds or have lived experience as consumers or family members.
- The current MSW contract between BHRS and CSU, Stanislaus was used as a model for a contract expansion to include Masters of Science for the MFT track. We are working to complete the contract and begin offering stipends for MS students in the fall of 2010.

Consumer and Family Member Volunteerism and Employment

Stakeholders prioritized the need to have a structure that supports and provides opportunities for volunteerism within the behavioral health system, including for individuals who would like to work in public mental health settings.

The WE&T Volunteer Coordinator implemented a 32 hour volunteer orientation, conducted twice a week over an 8 week period. The orientation was interactive and focused on educational topics and skill building for working in public mental health settings.

The orientation included:

- Education topics of confidentiality, code of ethics, using person first language, understanding roles and boundaries, and other topics.
- Skill development included training in the use of the Self Help Group Model; both how the model works and having volunteers practice as group facilitators with others.

The volunteer participants were made up of CASRA students, volunteers of BHRS, and interested community members. For CASRA students, this partially met their class requirement for 40 hours of volunteerism in the community. This 32 hour orientation was conducted twice this fiscal year.

Despite a hiring freeze and an emphasis placed on education and training, BHRS hired twenty (20) new part time staff. Of the twenty new hires, ten (10) or 50% were staff from ethnically diverse backgrounds:

- 50% Non Hispanic White
- 30% Asian/Pacific Islander
- 15% Hispanic
- 5% African-American

Training Highlights

BHRS launched the first year of a Three-Year System-Wide Training Plan (FY2009-12) to support transformation for all systems of care. Below are some training highlights.

- Stanislaus County Workforce Education and Training held its first 8 week series of trainings for volunteers, and consumers and family members from January 13 - March 3, 2010. The training developed from stakeholder input including consumer & family members, contract agencies and BHRS staff, served as an orientation for consumer and family member volunteerism and/or future employment in public mental health. Presenters

included the Behavioral Health Director, Medical Director, and Manager of Human Resources. Topics included: community capacity building, wellness, recovery and resilience, resources and supports for individuals and families, the role of culture and impact of stigma, an overview of psychiatry and treatment, patients rights, job roles for volunteers and providers, self help facilitation, and how to apply for entry level employment within BHRS and at BHRS contract agencies. A participant commented, *"I feel more prepared to enter a position with County or another agency. Last class gave me great hope and encouragement to proceed forward."*

- Training: Supervising Staff with Lived Experience: *What's different and what's not?* This first time training held on June 8, 2010, offered a dialogue for program coordinators and managers who supervised staff with lived experience as consumers and/or family members. The training was designed to support transformation of the workforce culture through hiring and welcoming of staff with lived experience in public mental health programs. In the next fiscal year, after a thorough review of training participant's evaluations and the formation of a workgroup, a similar all-staff training will be offered.

Supported Loan Repayments

- BHRS facilitated the submission of ten (10) loan repayment applications. Five (5) public mental health clinicians from hard to fill classifications were awarded; two (2) within BHRS and three (3) employed by community agency contractors.

If you have questions about this report or WE&T implementation, please contact James Hurley, MFT, Manager for Workforce, Education & Training at 209.525.5324 or by email: jhurley@stanbhrs.org