

An Overview of Statewide Strategies for Workforce Development

by Wendy Desormeaux

Associate Mental Health Specialist

Department of Mental Health

www.dmh.ca.gov

Focus on Wellness Recovery and Resiliency



Cultural Competence



Consumer/family Driven Services



Community Collaboration



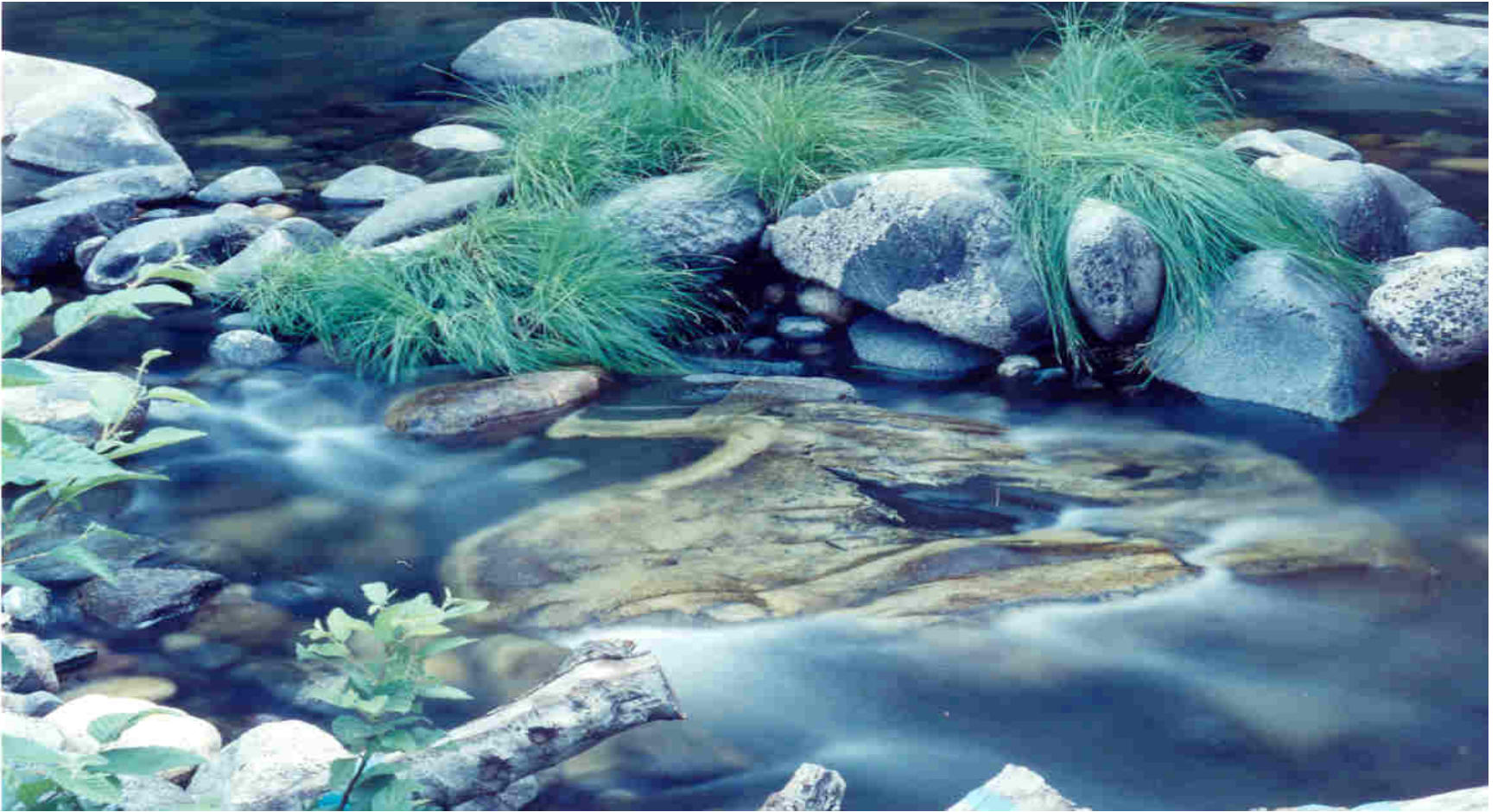
Five Strategic Categories

- Workforce Staffing Support
- Training and Technical Assistance
- Mental Health Career Pathway Programs
- Residency and Internship Programs
- Financial Incentive Programs

Workforce Staffing Support: Regional Partnerships

An ongoing forum for geographically contiguous counties that serves as an employment and educational resource “hub.”

Regional Partnership Planning Process



Workforce Staffing Support: Employment and Educational Support Staff

- Establish staff positions with specific subject matter expertise to provide educational and employment supports to employees, with an emphasis on consumers and family members
- Beyond the scope of normal supervision, reasonable accommodation, and employee assistance programs

Workforce Staffing Support: Needs Assessment

- An analysis of information currently available on the public mental health workforce shortage and corresponding educational and training capacity
- A methodology to conduct an analysis of current workforce and education/training capacities and shortfalls
- Estimates of long-term workforce needs and recommendations for meeting those needs
- Workforce outcome benchmarks, and the means to evaluate progress toward meeting these benchmarks
- <http://www.dmh.ca.gov/mhsa/docs/CSSPIanAnalysis.pdf>

Training and Technical Assistance

- Events and activities in which individuals and/or organizations are paid with MHSA funds to assist individuals who provide or support public mental health services that are consistent with the five fundamental principles in the Mental Health Services Act.

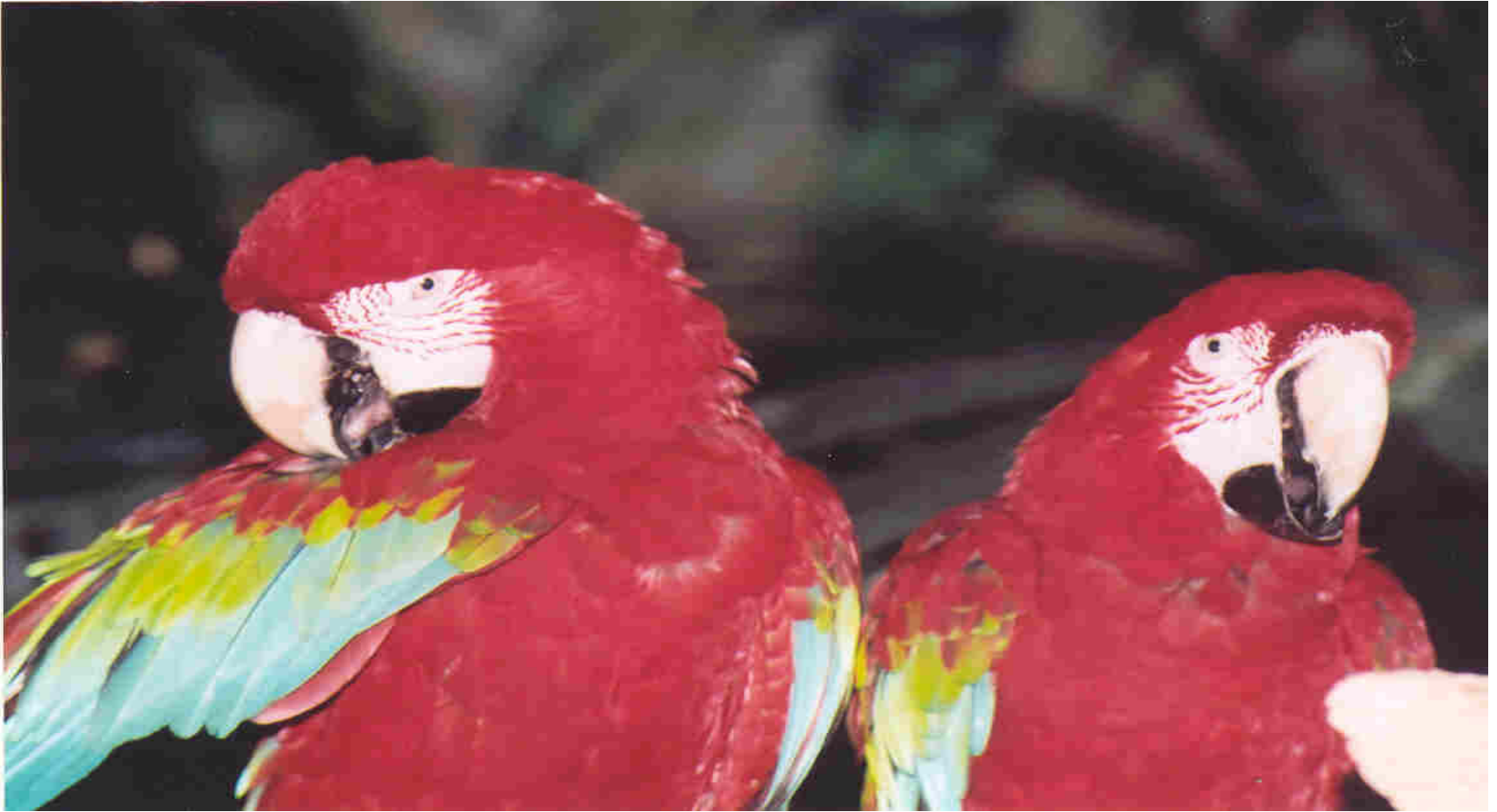
Promote Consumer and Family Member Support by Increasing Expertise in:

- Supportive housing
- Supportive education
- Employment with any needed supports
- Understanding and encouraging self-help and peer support

Promote Consumer and Family Member Partnership



Promote Cultural Competency

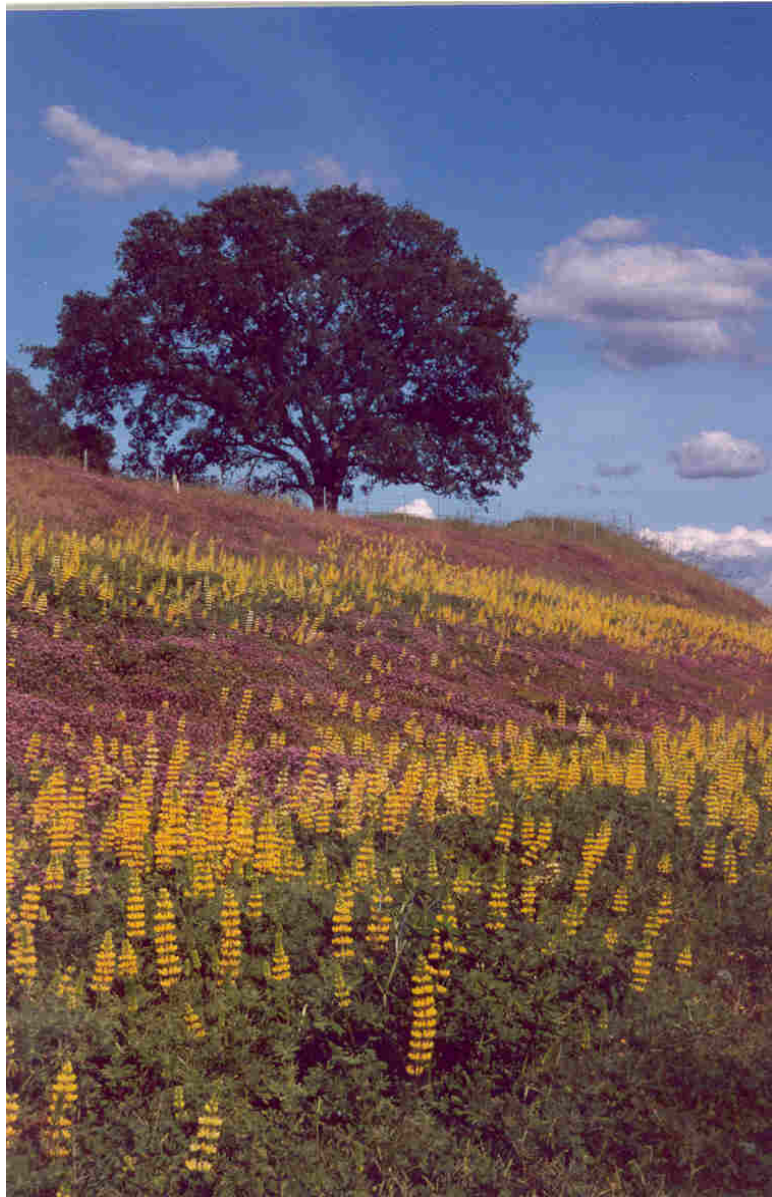


Training and Technical Assistance Team to Implement Full Service Partnerships

- Participating in regional FSP trainings to develop the expertise and capacity to provide training and consultative support for staff delivering FSP services.
- Planning, training, technical assistance, coordination and evaluation of implementation of FSPs.
- Participating in and coordinating of ongoing shared learning and problem solving forums.

Technical Assistance for the Hiring and Retention of Consumers and Family Members at all levels of the Mental Health Workforce

- Engage the services of consultants to facilitate the creation of job announcements, minimum qualifications, and duty statements
- Pay consultants to provide training and technical assistance to build an array of ongoing employment supports (i.e. supportive supervision, reasonable accommodations, and benefits planning).



DMH/DOR

Cadre of Consultants

Web Based Training

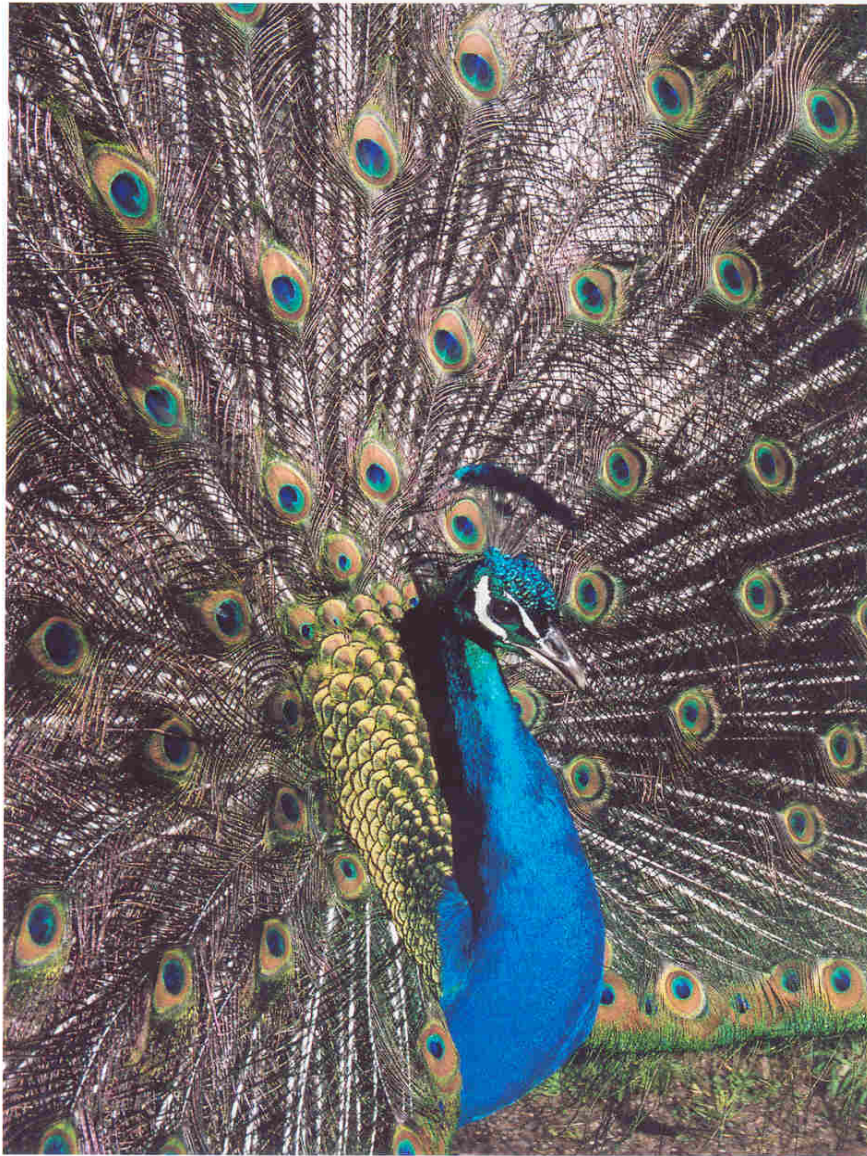
- The State DMH will be funding course conversion to a web based format:
 - Cultural Competency
 - Principles of Psychosocial Rehabilitation
 - Wellness Recovery Action Planning
 - Consumer entry level employment preparation
 - Family members as partners in service delivery

Training in effective presentation skills

- The state DMH will fund an individual to work with
 - consumers and family members
 - Content experts
- to be more effective trainers and consultants

Mental Health Career Pathway Programs

- Educational, training and counseling programs that are designed to recruit and prepare individuals for entry into a career in the public mental health workforce.



Leadership Institute

Programs funded at the State level

- State will be funding three consumer and family member preparation programs as replicable models
- International mental health worker support program –supporting health workers with degrees and credentials obtained in other countries to transition into jobs in public mental health.
- Mental Health Career Pathway Technical Assistance Center

Residency and Internship Programs

- Geriatric psychiatrists
- Child psychiatrists
- Physician assistants (can prescribe and administer psychotropic meds)

Stipends

- CALSWEC 200 Social worker slots
- 100 additional slots
 - Psychiatric nurse practitioner
 - Clinical psychologist
 - MFT graduate programs

Loan Forgiveness

- In negotiations with the California Student Aid Commission
- Payments will be made to the educational lending institution
 - Employed
 - Hard to fill position