



Regional Partnerships & Workforce Development

CiMH Partnership Conference

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Workforce Development is Critical for the MHSA

- We need an expanded workforce if we want to:
 - Promote wellness and recovery
 - Increase diversity and cultural competency
 - Employ consumers and family members
 - Expand programs and services
 - Reduce stigma and discrimination
 - Develop new mental health leaders



What is a Regional Partnership?

- ❑ Local collaborative effort between county mental health and education.
- ❑ Partners include public mental health providers, educators, consumers and family members, and community partners.
- ❑ Focus is on developing joint strategies and initiatives to address training, education, and workforce needs.



Why a Partnership?

- ❑ Workforce development requires the expertise and efforts of each stakeholder group to get us where we need to go.
- ❑ Each group brings expertise, adds value and benefits from the collaboration.
- ❑ Wellness and recovery oriented education is critical for mental health workers at all levels of the system.



Regional Partnership Objectives

- ❑ Strengthening partnerships between county mental health departments, community-based organizations and educational institutions.
- ❑ Increasing employment and career advancement opportunities for consumers and family members.
- ❑ Increasing the diversity and cultural competency of the workforce.



Objectives (#2)

- ❑ Developing curriculum at all academic levels that support wellness and recovery.
- ❑ Creating pipeline strategies from high schools to colleges and universities.
- ❑ Improving employers' staff recruitment and retention.
- ❑ Promoting public understanding and awareness of mental illness and the damage caused by stigma and discrimination.



Objectives (#3)

- ❑ Serving as the infrastructure for public mental health training and education activities.
- ❑ Identifying and securing workforce resources, such as grants and in-kind support.
- ❑ Evaluating successes and lessons learned and sharing this knowledge with others.



Partnership Value for Providers

- ❑ Influencing curriculum development to support wellness and recovery.
- ❑ Sharing employment needs with educators to ensure that new graduates are well prepared for the workforce.
- ❑ Increasing the number of culturally competent, wellness and recovery oriented employees.
- ❑ Increasing the number of consumers and family members in the workforce at all levels of the system.



Partnership Value for Educators

- ❑ Ensuring that curriculum and teaching reflect current mental health practice and support wellness and recovery.
- ❑ Integrating education with practice through co-teaching and fieldwork placements.
- ❑ Attracting students to programs and expanding student opportunities.
- ❑ Learning about supportive education needs and strategies for students who are consumers.



Partnership Value for Consumers

- ❑ Providing consumer voice and experience.
- ❑ Promoting wellness and recovery.
- ❑ Eliminating barriers to education and employment.
- ❑ Creating jobs for consumers at all levels of the mental health workforce.



Partnership Value for Family Members

- ❑ Providing family member voice and experience.
- ❑ Increasing understanding of family member roles.
- ❑ Promoting wellness and recovery.
- ❑ Creating jobs for family members at all levels of the system.



Regional Partnership Functions

- ❑ Connecting agencies, organizations and educational institutions.
- ❑ Identifying opportunities to collaborate and leverage resources with other public agencies
- ❑ Partnering with consumers and family members to develop and expand peer and family led services, training and technical assistance.



Functions (#2)

- ❑ Engaging diverse communities and individuals in workforce development planning, implementation, and recruitment efforts.
- ❑ Developing and supporting a regional expert pool of consumers and family members as leaders, speakers and trainers.
- ❑ Working with content experts to develop wellness and recovery oriented curriculum.
- ❑ Sharing information on promising and innovative practices.



Planning Process is Underway

- ❑ Meetings will take place with all county mental health directors over the next 6 - 9 months.
- ❑ Local mental health directors will determine geographic regions and workforce priorities.
- ❑ DMH will provide funding to support staff and operations.
- ❑ The Bay Area Collaborative is serving as the statewide model.
- ❑ Initial meetings taking place in the Central Valley in February 2007.



The Bay Area Mental Health and Education Workforce Collaborative

- *The Collaborative brings together a diverse group from education, mental health, consumer and family member organizations, public agencies, and other stakeholders who share the common mission of developing a recovery-oriented, culturally and linguistically competent, public mental health workforce in the Bay Area that employs and supports consumers and family members.*



The Collaborative:

- ❑ Represents a pioneering effort and visionary leadership.
- ❑ Was founded in 2000 by mental health directors and educators to address the workforce crisis.
- ❑ Is committed to regional projects and initiatives that meet the Bay Area's workforce needs.
- ❑ Serves as a workforce resource for the counties, the region, and individual stakeholders.
- ❑ Serves as the statewide model for regional partnerships and is assisting the state in the development and implementation of these partnerships across California.



The Collaborative's Culture

- ❑ Different organizations bring different goals.
- ❑ Focus is on finding common ground and working together.
- ❑ Learning organization – learning from one another, individually and organizationally.
- ❑ Consumer voice and experience expand our collective thinking and approach to projects.



Collaborative Accomplishments

- ❑ Partnered with CSU East Bay to develop a job and career site: www.mhwee.org
- ❑ Supported the integration of the CASRA psycho-social rehabilitation curriculum into community college programs.
- ❑ Connected the Life Academy of Health and Bioscience with Merritt Community College faculty to offer accredited courses at the high school.
- ❑ Convened a Regional Community College Task Force to expand and strengthen Human Services programs and supported education for consumers.
- ❑ Selected as the nation's leading Innovative Workforce Practice for Adults, Consumers, and Family Members by the Annapolis Coalition.



Workforce Development = Wellness =

- ❑ If we create a workforce that reflects the diversity of the individuals, families, and communities that we serve and is culturally and linguistically competent;
- ❑ Embed wellness and recovery in training and educational programs;
- ❑ Base employment on the competencies needed in mental health roles;
- ❑ Create career pathways from entry level positions to leadership roles;



= Transformation

- Expand employment opportunities for consumers and family members at every level of the mental health system;
- Share in the vision that wellness represents an individual's ability to live their life fully integrated in their community, then
- **We will change people's lives, reduce stigma, and contribute to the transformation of the system.**



For more information

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