

SAN BENITO COUNTY BEHAVIORAL HEALTH

Mental Health Services Act Workforce Education and Training Component Program and Expenditure Plan Fiscal Year 2008-09

POSTED

April 9, 2009 through May 11, 2009

This MHSA Workforce Education and Training Plan is available for public review and comment through May 11, 2009. We welcome your feedback via phone, fax, or email, or during the Public Hearing to be held on May 11, 2009.

Public Hearing Information:

San Benito County Behavioral Health Clinic
1131 San Felipe Road, Hollister, CA 95023
Monday, May 11, 2009 at 12:00 noon

Comments or Questions? Please contact:

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MHSA WET Plan
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Thank you!

EXHIBIT 1: WORKFORCE FACE SHEET

**MENTAL HEALTH SERVICES ACT (MHSA) WORKFORCE EDUCATION AND TRAINING COMPONENT
THREE-YEAR PROGRAM AND EXPENDITURE PLAN, Fiscal Years 2006-07, 2007-08, 2008-09**

County: **SAN BENITO**

Date: **Posted from April 9, 2009 through May 11, 2009**

The San Benito County Workforce Education and Training (WET) component of the Three-Year Program and Expenditure Plan addresses the shortage of qualified individuals who provide services within the public mental health system. This WET Plan is consistent with and supportive of the vision, values, mission, goals, objectives, and proposed actions of California's MHSA Workforce Education and Training Five-Year Strategic Plan (Five-Year Plan), and the San Benito County current MHSA Community Services and Supports component. Actions to be funded in this Workforce Education and Training component supplement state administered workforce programs. The California Five-Year Plan and the San Benito County WET Plan together address the County's workforce needs, as indicated in Exhibits 3 through 6.

WET funds do not supplant existing workforce development and/or education and training activities. Funds will be used to modify and/or expand existing programs and services to fully meet the fundamental principles contained in the MHSA legislative language.

All proposed education, training and workforce development programs and activities contribute to developing and maintaining a culturally competent workforce, to include individuals with client and family member experience who are capable of providing client- and family-driven services that promote wellness, recovery, and resiliency, leading to measurable, values-driven outcomes. This WET Plan has been developed with stakeholders and public participation. All input has been considered and incorporated into the planning and development process of this WET Plan.

Progress and outcomes of education and training programs and activities listed in this WET Plan will be reported and shared on an annual basis, with modifications made as we successfully implement these WET actions. An updated assessment of the San Benito County workforce needs will be provided as part of the development of each subsequent WET Plan.

County Mental Health Director

Alan Yamamoto

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Signature: *<to be signed prior to submitting to DMH>*

Date signed: _____

Contact Person' Name: Alan Yamamoto

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EXHIBIT 2: STAKEHOLDER PARTICIPATION SUMMARY

Counties are to provide a short summary of their planning process, to include identifying stakeholder entities involved and the nature of the planning process; for example, description of the use of focus groups, planning meetings, teleconferences, electronic communication, use of regional partnerships.

The San Benito County Workforce Education and Training (WET) planning process continued the comprehensive work of our earlier MHSA planning efforts by utilizing our excellent partnership with consumers, family members, staff, and community stakeholders. Input on the WET component was obtained through a variety of sources, including a WET survey, Mental Health and Substance Abuse Board meetings, and several WET focus groups. Staff have also attended a number of regional and statewide trainings on WET which have facilitated and informed this planning process.

We developed a WET survey that provided staff, allied service providers, volunteers, consumers, and family members the opportunity to give feedback on training needs, effective learning methods, and career pathways. The survey was distributed to current staff in Behavioral Health and partner agencies. In addition to paid staff, volunteers in these areas were surveyed. Consumers and family members interested in volunteering or working for mental health were also given the WET survey. Over 100 WET surveys were completed (see Appendix A for results).

We also completed the Workforce Needs Assessment (Exhibit 3) with input from stakeholders.

The results of the Survey and the Needs Assessment data were reviewed and discussed with the San Benito County Mental Health and Substance Abuse Board and additional meetings were convened to review and discuss the information with other consumers and family members, staff, and other stakeholders. The groups used these tools to determine the highest training needs, the most effective training methods, and possible recruitment strategies. Specific actions for each WET category were developed that would best fulfill our training and recruitment needs.

Input from these planning activities were compiled and developed into the core components of the WET Plan. An initial draft of the WET Plan was distributed to key stakeholders for further input and feedback. This input was integrated into the draft WET Plan, which has been posted for additional public comment on our website for 30 days, from April 9 through May 11, 2009. The WET Plan has also been distributed across the county and placed at the main clinic, Esperanza Center, allied agencies, the court house, and public libraries.

A public hearing will be held on Monday, May 11, 2009 at 12:00 noon at the San Benito County Behavioral Health Clinic (1131 San Felipe Road, Hollister, CA). Input on the WET Plan will be reviewed and incorporated into the final document, as appropriate, prior to submission to DMH for approval.

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (unfilled) (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/ Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
A. Unlicensed Mental Health Direct Service Staff:											
County (employees, independent contractors, volunteers):											
Mental Health Rehabilitation Specialist-DD	0	1	4.0	1.00						1.00	
Case Manager/ Service Coordinator	1.0	0	9.0	1.00	3.00					4.00	
Employment Services Staff	0	0	2.0								
Housing Services Staff	0	0	0								
Consumer Support Staff	0	1	6.0		.50					.50	
Family Member Support Staff	0	1	5.0								
Benefits/Eligibility Specialist	0	0	1.0								
Other <i>Unlicensed</i> MH Direct Service Staff	0	0	4.0		3.00					3.00	
Subtotal, A (County)	1.0	YES, 3	31.00	2.00	6.50					8.50	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Mental Health Rehabilitation Specialist											
Case Manager/ Service Coordinator											
Employment Services Staff											
Housing Services Staff											
Consumer Support Staff											
Family Member Support Staff											
Benefits/Eligibility Specialist											
Other <i>Unlicensed</i> MH Direct Service Staff											
Subtotal, A (All Other)											
Total, A (County & All Other):	1.00	YES, 3	31.00	2.00	6.50					8.50	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (unfilled) (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)						
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)	# FTE filled (5)+(6)+(7)+(8)+(9)+(10) (11)
B. Licensed Mental Health Direct Service Staff:										
County (employees, independent contractors, volunteers):										
Psychiatrist, general	0.50	1	.50	1.00						1.00
Psychiatrist, child/adolescent	0	1	.50							
Psychiatrist, geriatric	0	1	.20							
Psychiatric or Family Nurse Practitioner	0	1	2.00							
Clinical Nurse Specialist	0	1	2.00							
Licensed Psychiatric Technician	0	1	0							
Licensed Clinical Psychologist	0	0	0							
Psychologist, registered intern (or waived)	0	0	0							
Licensed Clinical Social Worker (LCSW)	0	1	4.00							
MSW, registered intern (or waived)	0	1	2.00							
Marriage and Family Therapist (MFT)	1.00	1	3.00	9.00	.50		1.00		1.00	10.5
MFT registered intern (or waived)	0	1	2.00		1.00					1.0
Other <i>Licensed</i> MH Staff (direct service)	0	0	0							
Subtotal, B (County)	1.50	Yes, 10	16.20	10.00	1.50		1.00		1.00	13.50
All Other (CBOs, CBO sub-contractors, network providers and volunteers):										
Psychiatrist, general										
Psychiatrist, child/adolescent										
Psychiatrist, geriatric										
Psychiatric or Family Nurse Practitioner										
Clinical Nurse Specialist										
Licensed Psychiatric Technician										
Licensed Clinical Psychologist										
Psychologist, registered intern (or waived)										
Licensed Clinical Social Worker (LCSW)										
MSW, registered intern (or waived)										
Marriage and Family Therapist (MFT)										
MFT registered intern (or waived)										
Other <i>Licensed</i> MH Staff (direct service)										
Subtotal, B (All Other)										
Total, B (County & All Other):	1.50	Yes, 10	16.20	10.00	1.50		1.00		1.00	13.50

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (unfilled) (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+(7)+(8)+(9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
C. Other Health Care Direct Service Staff:											
County (employees, independent contractors, volunteers):											
Physician	0	-	-								
Registered Nurse	0	1	2.00								
Licensed Vocational Nurse	0	1	2.00	.50						.50	
Physician Assistant	0	-	-								
Occupational Therapist	0	-	-								
Other Therapist (e.g., physical, recreation, art, dance)	0	-	-								
Other Health Care Staff (direct services, to include traditional cultural healers)	0	-	-								
Subtotal, C (County)	0	Yes, 2	4.00	.50						.50	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Physician											
Registered Nurse											
Licensed Vocational Nurse											
Physician Assistant											
Occupational Therapist											
Other Therapist (e.g., physical, recreation, art, dance)											
Other Health Care Staff (direct services, to include traditional cultural healers)											
Subtotal, C (All Other)											
Total, C (County & All Other):	0	Yes, 2	4.00	.50						.50	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (unfilled) (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+(7)+(8)+(9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
D. Managerial and Supervisory:											
County (employees, independent contractors, volunteers):											
CEO or manager above direct supervisor	0	1	1.00				1.00			1.00	
Supervising psychiatrist (or other physician)	0	-	-								
Licensed supervising clinician	0	1	3.00								
Other managers and supervisors	2.00	1	2.00	.25	1.00		1.00		1.00	3.25	
Subtotal, D (County)	2.00	Yes, 3	6.00	.25	1.00		2.00		1.00	4.25	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
CEO or manager above direct supervisor											
Supervising psychiatrist (or other physician)											
Licensed supervising clinician											
Other managers and supervisors											
Subtotal, D (All Other)											
Total, D (County & All Other):	2.00	Yes, 3	6.00	.25	1.00		2.00		1.00	4.25	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (unfilled) (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/ Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
E. Support Staff (non-direct service):											
County (employees, independent contractors, volunteers):											
Accountant, Analysts, tech support, quality assurance	0	0	4.00								
Education, training, research	0	-	-								
Clerical, secretary, administrative assistants	0	0	7.00	1.00	5.00		1.00			7.00	
Accountant, IT Staff, Other support staff (Non-Direct Services)	0	0	3.00	1.00						1.00	
Subtotal, E (County)	0	Yes, 0	14.00	2.00	5.00		1.00			8.00	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Analysts, tech support, quality assurance											
Education, training, research											
Clerical, secretary, administrative assistants											
Accountant, IT Staff, Other support staff (Non-Direct Services)											
Subtotal, E (All Other)											
Total, E (County & All Other):	0	Yes, 0	14.00	2.00	5.00		1.00			8.00	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (unfilled) (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)						
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)	# FTE filled (5)+(6)+(7)+(8)+(9)+(10) (11)
County (employees, independent contractors, volunteers) (A+B+C+D+E)	4.50		71.20	14.75	14.00		4.00		2.00	34.75
All Other (CBOs, CBO sub-contractors, network providers and volunteers) (A+B+C+D+E)										
GRAND TOTAL WORKFORCE (County & All Other) (A+B+C+D+E)	4.50	Yes, 18	71.20	14.75	14.00		4.00		2.00	34.75

F. TOTAL PUBLIC MENTAL HEALTH POPULATION

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE authorized (4)	PREVALENCE RATE Race/Ethnicity of individuals in need of mental health services (general population)						
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)	All individuals (5)+(6)+(7)+(8)+(9)+(10) (11)
F. TOTAL PUBLIC MH POPULATION	Leave col. 2, 3, & 4 blank			343	940	17	16	8	17	1,341

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

II. Positions Specifically Designed for Individuals with Consumer and Family Member Experience

Major Group and Positions	Estimated # FTE authorized and to be filled by clients or family members	Position hard to fill with clients or family members? (1 = Yes, 0 = No)	# additional client or family member FTEs estimated to meet need
(1)	(2)	(3)	(4)
A. Unlicensed Mental Health Direct Service Staff			
Consumer Support Staff	0	1	6.0
Family Member Support Staff	0	1	5.0
Other Unlicensed MH Direct Service Staff	0	-	-
Subtotal, A	0	Yes, 2	11.0
B. Licensed Mental Health Direct Service Staff	0	-	-
C. Other Health Care Direct Service Staff	0	-	-
D. Managerial or Supervisory	0	-	-
E. Support Staff (Non-Direct Services)	0	-	-
GRAND TOTAL (A+B+C+D+E)	0	Yes, 2	11.0

III. Language Proficiency

For languages other than English, please list (1) the major ones in your county/city, (2) the estimated number of public mental health workforce members currently proficient in the language, (3) the number of additional individuals needed to be proficient, and (4) the total need (2) + (3).

Languages, Other than English (1)	Number who are proficient (2)	Additional number who need to be proficient (3)	Total (2) + (3) (4)
1. Spanish	Direct Service Staff: 6 Others: 4	Direct Service Staff: 24 Others: 12	Direct Service Staff: 30 Others: 16
2.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:
3.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:
4.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:
5.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

IV. Remarks

Provide a brief listing of any significant shortfalls that have surfaced in the analysis of data provided in sections I, II, and/or III. Include any subset of shortfalls or disparities that are not apparent in the categories listed, such as subsets within occupations, racial/ethnic groups, special populations, and underserved communities.

A. Shortages by occupational category:

San Benito County's most significant staffing shortfall is found in Unlicensed Mental Health Direct Service Staff, where an additional 31.0 FTE staff members are needed. There is a shortfall in Licensed Mental Health Direct Service Staff, with a need of 16.20 FTE staff positions, as well as a need for 14.0 FTE Support Staff (non-direct service) positions. In addition, we need 6.0 FTE Managerial and Supervisory staff, and 4.0 FTE Other Health Care Direct Service staff. There is a significant need for bilingual, bicultural staff in all of these occupational categories.

B. Comparability of workforce, by race/ethnicity, to target population receiving public mental health services:

The San Benito County mental health staff members equally represent White/Caucasians (14.75 FTEs) and Hispanic/Latinos (14 FTEs). Very few staff are Asian/Pacific Islander (4 FTEs) or Multi Race/Other (2 FTEs). This staffing pattern closely mirrors the general county population: Hispanic/Latinos comprise 49.2% of the population; White/Caucasians comprise 45.2%, Asian/Pacific Islanders make up 2.5% of the population; and African-American/Blacks, Native Americans, and Multi Race/Other comprise less than 3% of the general county population. This data emphasizes the need for bilingual, bicultural, Spanish-speaking staff to serve and support our diverse population, especially our Latino community.

C. Positions designated for individuals with consumer and/or family member experience:

Population data emphasizes the need for bilingual, bicultural, Spanish-speaking consumer/family member staff to serve and support these diverse populations.

D. Language proficiency:

There is a disparity between the current number of direct service staff who speak Spanish (6 FTEs) and the number of monolingual clients (approximately 100 individuals). We estimate that we need an additional 46 Spanish-speaking staff members to adequately serve these clients. While we continually recruit bilingual, bicultural staff, we have had limited success in hiring bilingual/bicultural individuals to meet this need.

E. Other, miscellaneous:

San Benito County's cultural competence needs are more complex than just a need for bilingual/bicultural staff. We also need staff who are competent in other cultures as well, such as gay/lesbian, co-occurring disorders, substance abuse recovery, and consumer culture.

EXHIBIT 4: WORK DETAIL

Please provide a brief narrative of each proposed *Action*. Include a Title, short description, objectives on an annualized basis, a budget justification, and an amount budgeted for each of the fiscal years included in this Three-Year Plan. The amount budgeted is to include only those funds that are included as part of the County’s Planning Estimate for the Workforce Education and Training component. The following is provided as a format to enable a description of proposed Action(s):

A. WORKFORCE STAFFING SUPPORT

Action #1 – Title: Workforce Education and Training Coordination			
Description: San Benito County will contract with a Workforce Education and Training (WET) Coordinator to implement and sustain the San Benito County WET Plan. This individual, in coordination with the Mental Health and Substance Abuse Board and community stakeholders, will be responsible for developing and implementing an education and training program. These activities will include developing the curriculum for specific training modules and populations, conducting training in some of the modules, identifying trainers, and assisting staff and clients in developing opportunities for sharing their expertise. The contract for the WET Coordinator will be supervised by the Director.			
Objectives:			
<ul style="list-style-type: none"> • Support a learning environment throughout our agency and across county partners. • Implement and sustain our WET Plan. • Coordinate efforts with the established MHSA stakeholder groups, including the Mental Health and Substance Abuse Board. • Assess workforce education and training needs by employment category, including county staff, contract providers, interns, volunteers, consumers, family members, and allied agencies. • Develop the curriculum and training materials for core components. • Establish a viable education and training program that meets the needs of our workforce. • Train staff on select core components. • Assist staff to develop and deliver training related to their unique skills and experience. • Review our WET Plan on a regular basis to ensure effectiveness, quality, and relevancy. • Report our WET projects implementation to DMH, as required. 			
Budget justification: The WET Coordinator will be a contract position. Hours and contract duration will be determined by workload.			
Budgeted Amount:	FY 2006-07: Not applicable	FY 2007-08: Not applicable	FY 2008-09: \$30,000

B. TRAINING AND TECHNICAL ASSISTANCE

Action #2 – Title: Fundamental Learning Program

Description: San Benito County will develop contracts with various learning providers to deliver trainings to clients, family members, staff from Behavioral Health, members of the Mental Health and Substance Abuse Board, and partner agencies. Training topics will include psychosocial rehabilitation skills, the recovery model, and delivering comprehensive services for promoting wellness and recovery. Cultural competency and team building will also be a focus of our trainings. Potential training providers include *Essential Learning*, which offers online courses, staff ethics and regulations compliance training, and an array of clinical skills building courses that also fulfill continuing education requirements for licensed behavioral health professionals. We plan to purchase a bulk subscription package for our organization that will make these exemplary courses available to staff. In addition, we will identify regional and statewide trainings – such as those offered through NAMI and CASRA – for staff, clients, family members, and other stakeholders to enhance their understanding of the recovery model, promote effective service delivery, increase cultural competency, promote leadership and team building, and learn other essential skills. To support consumer and family member training, we will develop and maintain a mental health information library; this library will allow consumers and family members to borrow publications and DVDs on mental health, the recovery model, cultural competency, and other mental health related information. As an added training component, we will provide staff and consumers with technical software training for core computer programs, such as Word and Excel; training and other core computer software programs will enhance the skill set of staff and consumers/family members who work or volunteer for SBCBH.

Objectives:

- Secure a multi-year contract with *Essential Learning* for an organizational license package for *Essential Learning* trainings
- Train staff to utilize the *Essential Learning* online courses
- Coordinate core software training (e.g., Word, Excel, etc.) for staff and consumer/family members through off-site technical training centers in Salinas, Monterey or San Jose.
- Identify training in computer skills and support individuals to attend the training
- Develop a consumer/family member mental health information library
- Document and record training received by individuals in the county
- Identify regional and statewide training for staff, clients, family, and other stakeholders and support the cost for individuals to attend these trainings
- Develop and deliver training on understanding consumer culture; gay, lesbian, bisexual, transsexual, and questioning culture; Latino culture, etc.
- Identify training in team building and leadership skills and support individuals to attend the training
- Identify training to deliver individual job skills and support individuals to attend the training
- Connect to the regional and state WET Program

Budget justification: This component will fund a multi-year contract with *Essential Learning* to allow staff and allied agencies to access the e-Learning training library and appropriate courses. It will also support staff and consumers in attending regional and statewide training in core topics related to job skills, wellness and recovery, leadership, and team building. In addition, these funds will provide additional training opportunities for staff and consumers, pay for training materials, and allow staff to attend out-of town trainings.

Budgeted Amount:	FY 2006-07: Not applicable	FY 2007-08: Not applicable	FY 2008-09: \$295,000
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C. MENTAL HEALTH CAREER PATHWAY PROGRAMS

Action #3 – Title: Consumer Pathways Program – Coach, Parent Partner, Peer Mentor positions

Description: This component will offer a 12-unit credentialing program to consumers to develop skills for Coach, Parent Partner, or Peer Mentor positions with San Benito County. Individuals who qualify for this Consumer Pathways Program will attend courses at Gavilan College to prepare them to become an Adult Services Coach, a Children’s Services Parent Partner, or a Transition Age Youth Peer Mentor. Some of the topics included in the curriculum include the following: wellness management and recovery; promoting resiliency skills in Transition Age Youth; putting recovery skills into practice; embracing wellness in all aspects of care; providing peer support; and creating a recovery-based mental health services plan.

Objectives:

- Contract with Gavilan College to develop a curriculum for a 12-unit credentialing program. Classes may be held at the Hollister site or at the main campus in Gilroy.
- Identify consumers and family members who are interested in training to become a Coach, Parent Partner, or Peer Mentor
- Document progress of program participants
- Support persons to attend other regional and statewide training to enhance the learning for individuals
- Support persons to learn team building, develop leadership skills, and support individuals to attend training activities
- Identify other training opportunities to enhance individuals’ ability to be successful in the work environment
- Connect to the regional and state WET Program

Budget justification:

This funding will enable us to contract with Gavilan College to develop a curriculum for the program. It will also allow us to help pay college tuition and fees, and offer gas cards to ensure that participants are able to attend classes. Funds will support individuals to attend regional and statewide trainings in core topics related to job skills, wellness and recovery, leadership, and team building.

Budgeted Amount:	FY 2006-07: Not applicable	FY 2007-08: Not applicable	FY 2008-09: \$20,000
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D. RESIDENCY, INTERNSHIP PROGRAMS

Action #4 – Title: San Benito County Behavioral Health Internships – Graduate (MSW) and Undergraduate (BS) Internship Program

Description: This component will allow San Benito County Behavioral Health (SBCBH) to support three (3) interns to work at the county mental health program. The WET funds for this program will pay a stipend to Graduate-level MSW students from the San Jose State University (SJSU) to travel to San Benito County to participate in these placements. For many students, the cost of commuting to San Benito County and the lack of a stipend to defray other costs deters their choice in selecting a San Benito internship opportunity; instead, students select internship placements in the Bay Area that offer cash reimbursement and often convenience of location. These financial stipends will encourage SJSU students to select placements in San Benito County, and may encourage them to subsequently apply for positions in mental health services in our county.

In addition, SBCBH will strengthen an already existing relationship with the Health Services and Social Policy Department of Cal State University, Monterey. SBCBH is an approved field internship placement site for undergraduate bachelors level interns enrolled in the Health Services and Social Policy program of Cal State University, Monterey (CSUMB). This component will accept (3) interns from CSUMB. An obstacle to the successful recruitment of interns from the program for field placements has been the distance of San Benito from the Monterey campus and also the lack of ability to provide a stipend to offset student costs of selecting the San Benito field placement site. The lack of a stipend has also made SBCBH non-competitive with other optional field placement opportunities that offer stipends. Many of these students are Spanish speakers (65%) and these individuals provide the source to develop a natural segue into being mental health services providers that can help fulfill the need for bilingual/bicultural staff.

Under supervision, these bilingual Spanish-speaking interns can be involved in clinical therapy session experiences providing interpretation for clinical and non-clinical staff to support service delivery and quality of care. These interns will also experience administrative and research oriented exposure by assisting with data collection for the SBCBH Performance Improvement Project, a project that is required by Medi-Cal. These interns will help to design, implement, and facilitate client classes at our wellness center, *Esperanza*. Students may teach such life skills as budgeting, conflict management, cooking, etc. Interns at the 2nd year graduate level of the SJSU MSW intern program can also provide therapy while under the supervision of a licensed clinician/intern supervisor.

Objectives:

- Identify San Jose State University and CSUMB students who desire internship placements
- Offer exemplary supervision to students on internship
- Offer stipend reimbursement to interns
- Offer Essential Learning training modules to students to further encourage them to select SBCBH internships

Budget justification: Stipends for SJSU and CSUMB interns will allow SBCBH to provide reimbursement for travel, time worked, meals and other ancillaries while in placement at SBCBH for the at least three (3) interns from SJSU and (3) interns from CSUMB. We anticipate that each intern will work one (1) day each week, each semester (12 weeks).

Budgeted Amount:	FY 2006-07: Not applicable	FY 2007-08: Not applicable	FY 2008-09: \$105,000
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E. FINANCIAL INCENTIVE PROGRAMS

San Benito County Behavioral Health has determined that we will not be implementing any programs in this category. We may develop financial incentive programs in future fiscal years, as feasible and appropriate.

EXHIBIT 5: ACTION MATRIX

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

Actions (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: Workforce Education and Training Coordination		X	X	X	X	X	X	X	X	X	X	X	X
Action #2: Fundamental Learning Program	X	X	X	X	X	X	X	X			X		
Action #3: Consumer Pathways Program	X	X	X	X	X	X	X			X	X	X	X
Action #4: Behavioral Health Internships	X	X	X	X	X	X	X	X	X	X		X	

EXHIBIT 6: BUDGET SUMMARY

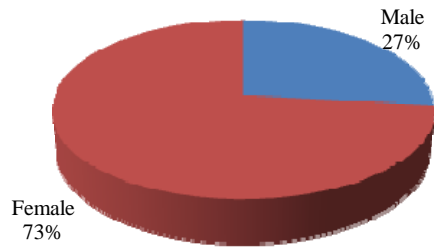
Fiscal Year: 2006-07			
Activity	Funds Approved Prior to Plan Approval (A)	Balance of Funds Requested (B)	Total Funds Requested (A + B)
A. Workforce Staffing Support:			
B. Training and Technical Assistance			
C. Mental Health Career Pathway Programs			
D. Residency, Internship Programs			
E. Financial Incentive Programs			
GRAND TOTAL FUNDS REQUESTED for FY 2006-07			

Fiscal Year: 2007-08			
Activity	Funds Approved Prior to Plan Approval (A)	Balance of Funds Requested (B)	Total Funds Requested (A + B)
A. Workforce Staffing Support:			
B. Training and Technical Assistance			
C. Mental Health Career Pathway Programs			
D. Residency, Internship Programs			
E. Financial Incentive Programs			
GRAND TOTAL FUNDS REQUESTED for FY 2007-08			

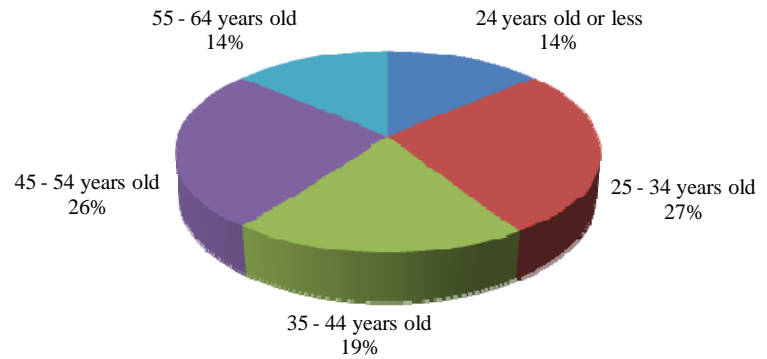
Fiscal Year: 2008-09			
Activity	Funds Approved Prior to Plan Approval (A)	Balance of Funds Requested (B)	Total Funds Requested (A + B)
A. Workforce Staffing Support	-	\$ 30,000	\$ 30,000
B. Training and Technical Assistance	-	\$ 295,000	\$ 295,000
C. Mental Health Career Pathway Programs	-	\$ 20,000	\$ 20,000
D. Residency, Internship Programs	-	\$ 105,000	\$ 105,000
E. Financial Incentive Programs	-	-	-
*GRAND TOTAL FUNDS REQUESTED for FY 2008-09			\$ 450,000

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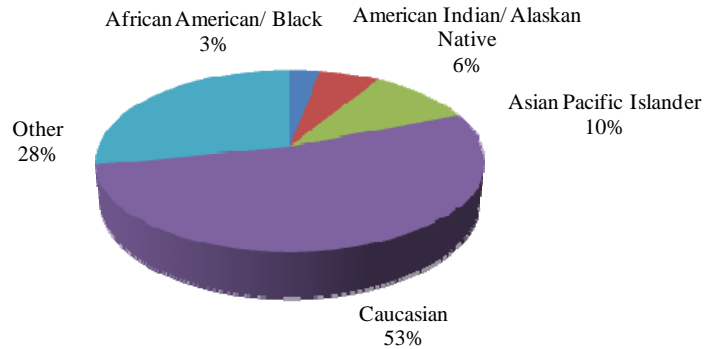
What is your gender? (n=94)



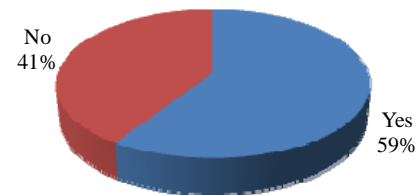
What is your age? (n=93)



What is your race? (n=68)

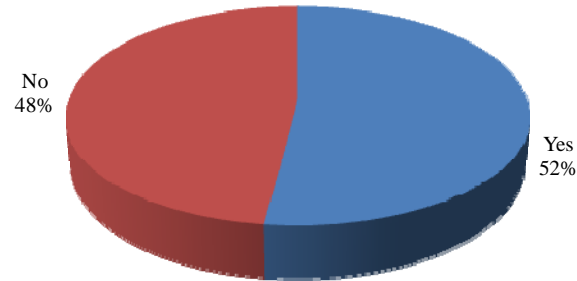


Are you of Latino/Hispanic origin? (n=93)

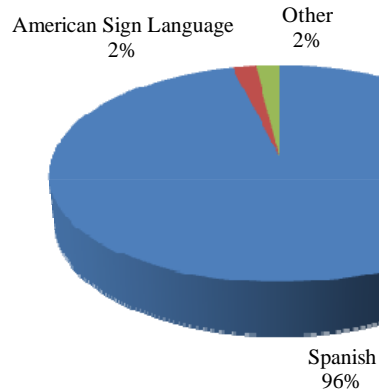


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Are you fluent in any language other than English? (n=102)

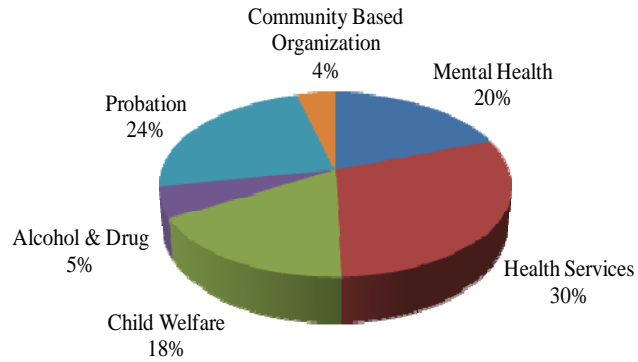


If yes, in what language are you fluent? (n=52)

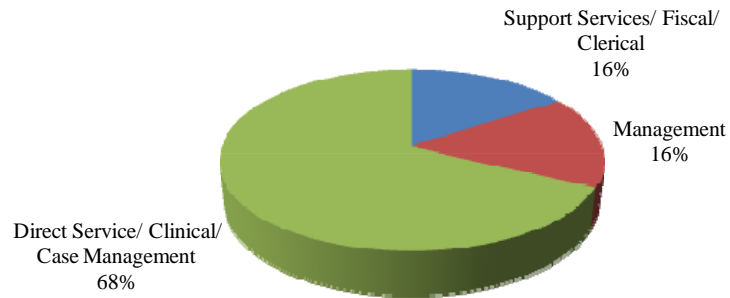


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Which department do you work in? (n=97)

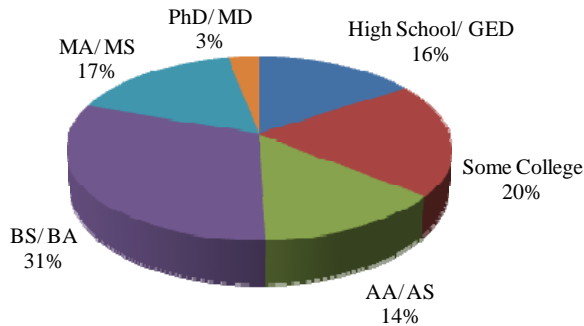


What is your job classification? (n=100)

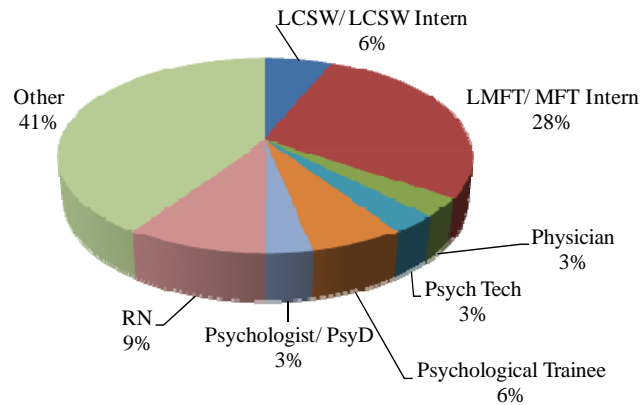


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What is the highest level of education you completed? (n=101)



If applicable, please check all licenses or certificates you have attained? (n=32)

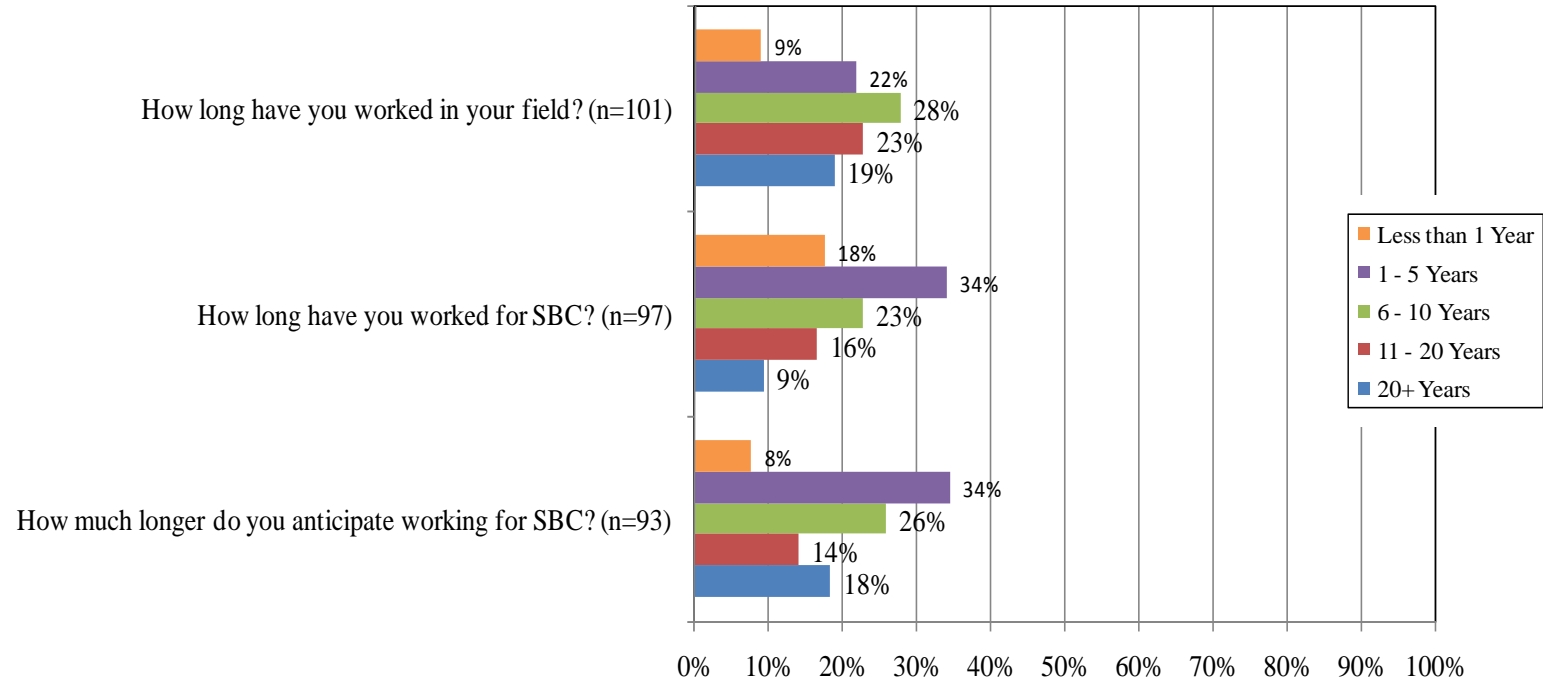


Are you interested in advancing your career in the public mental health field through additional education? (n=94)



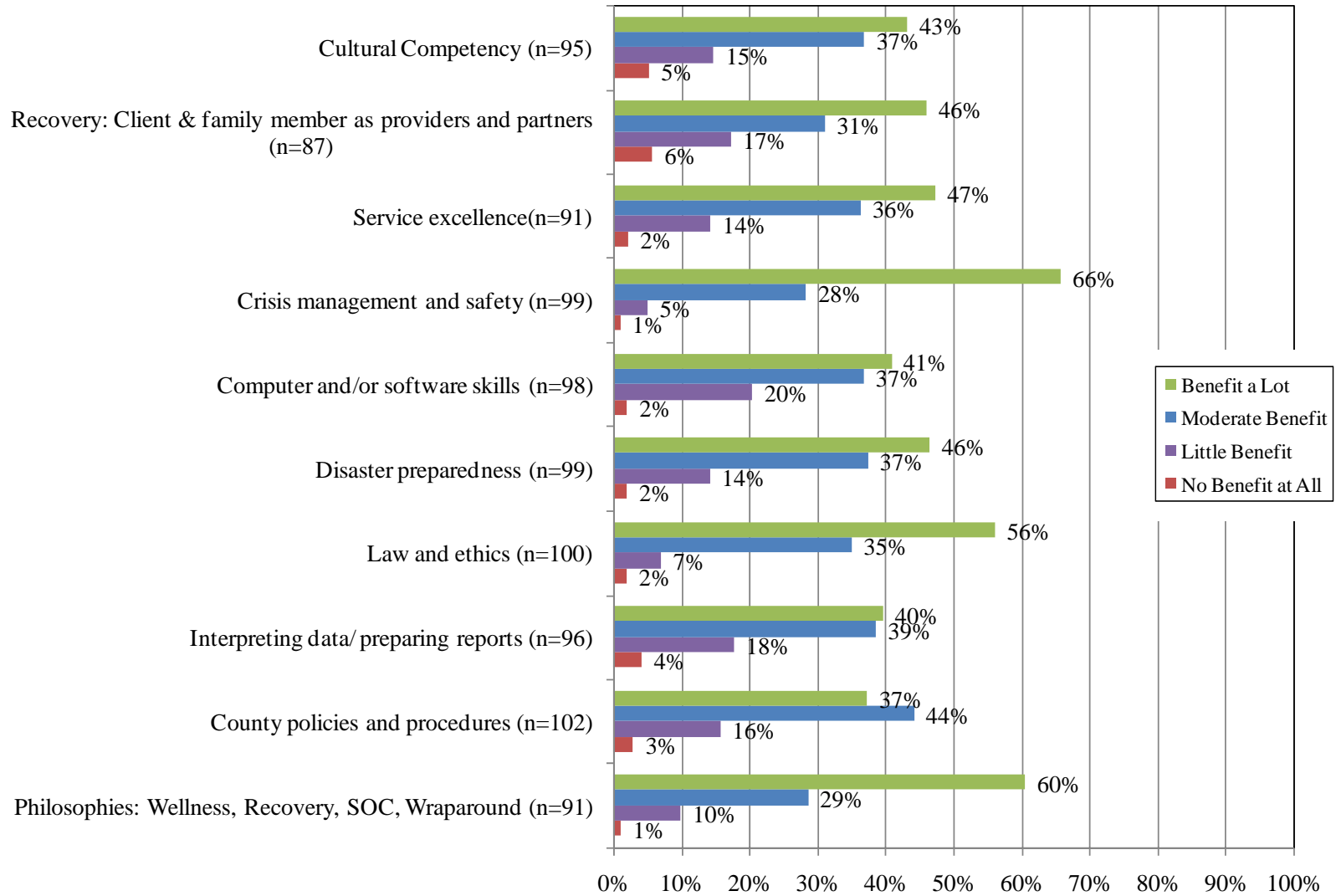
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Working in San Benito County (SBC)



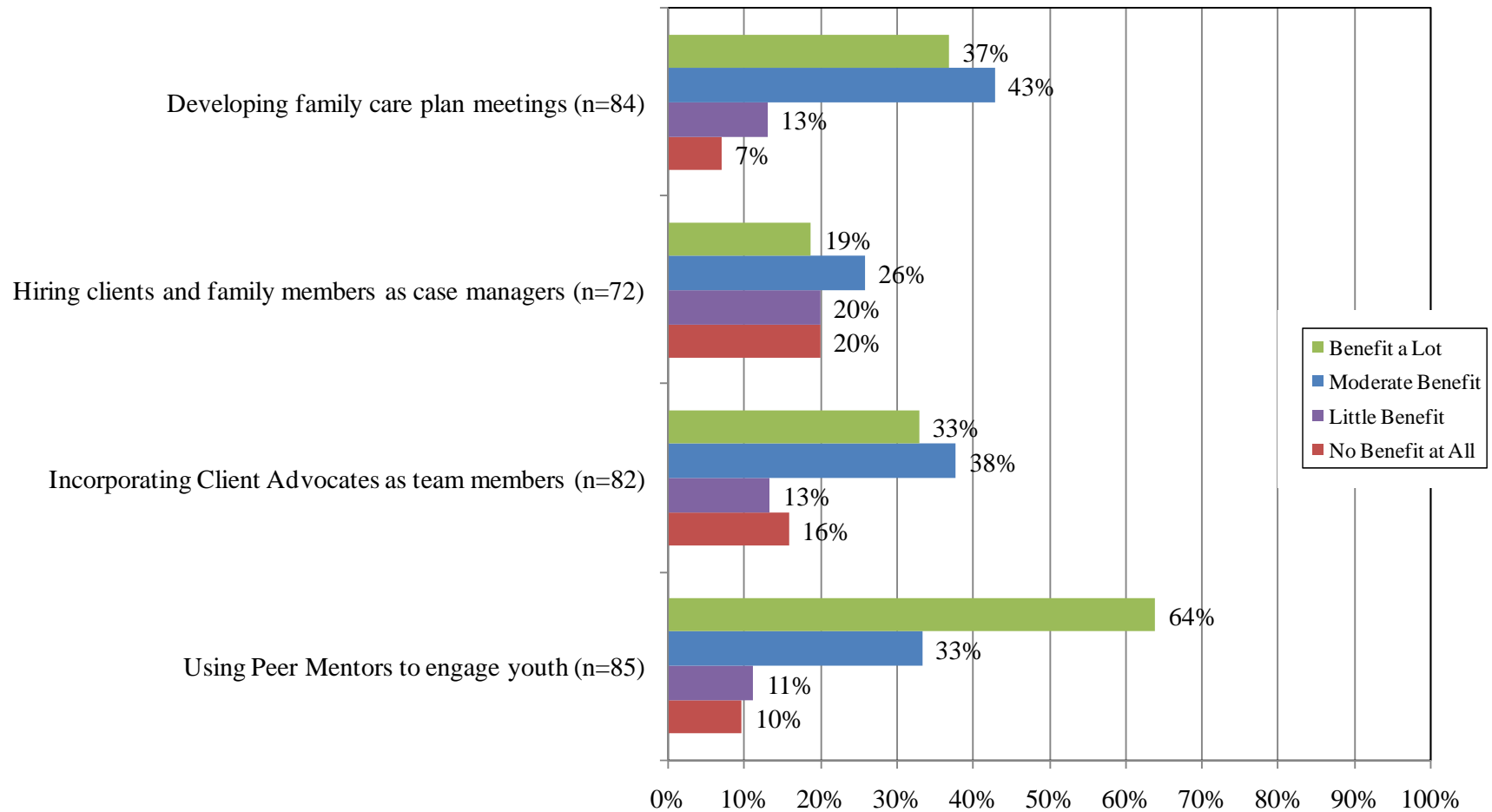
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Training Area 1: Core/Foundational Knowledge



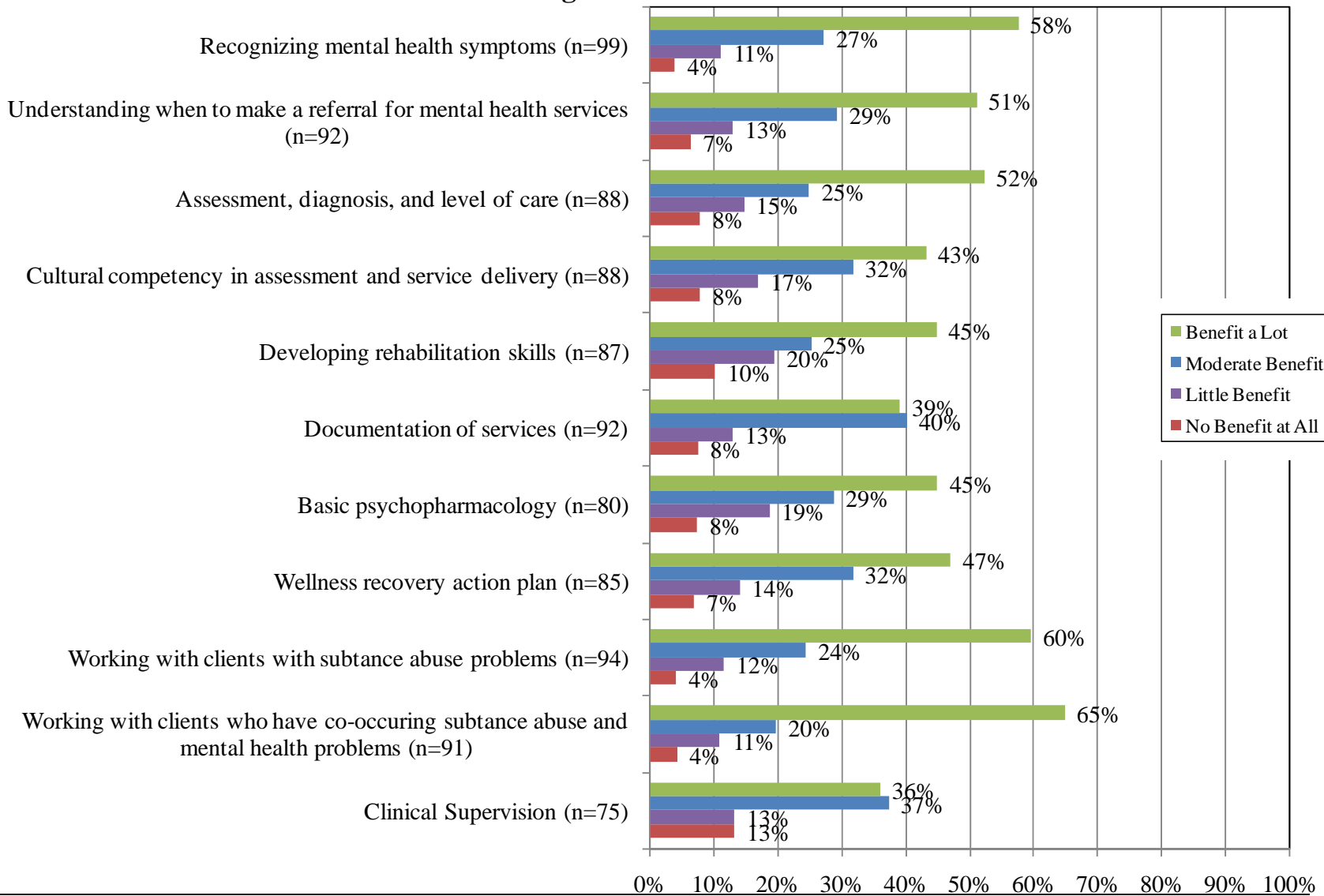
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Training Area 2: Client and Family Involvement



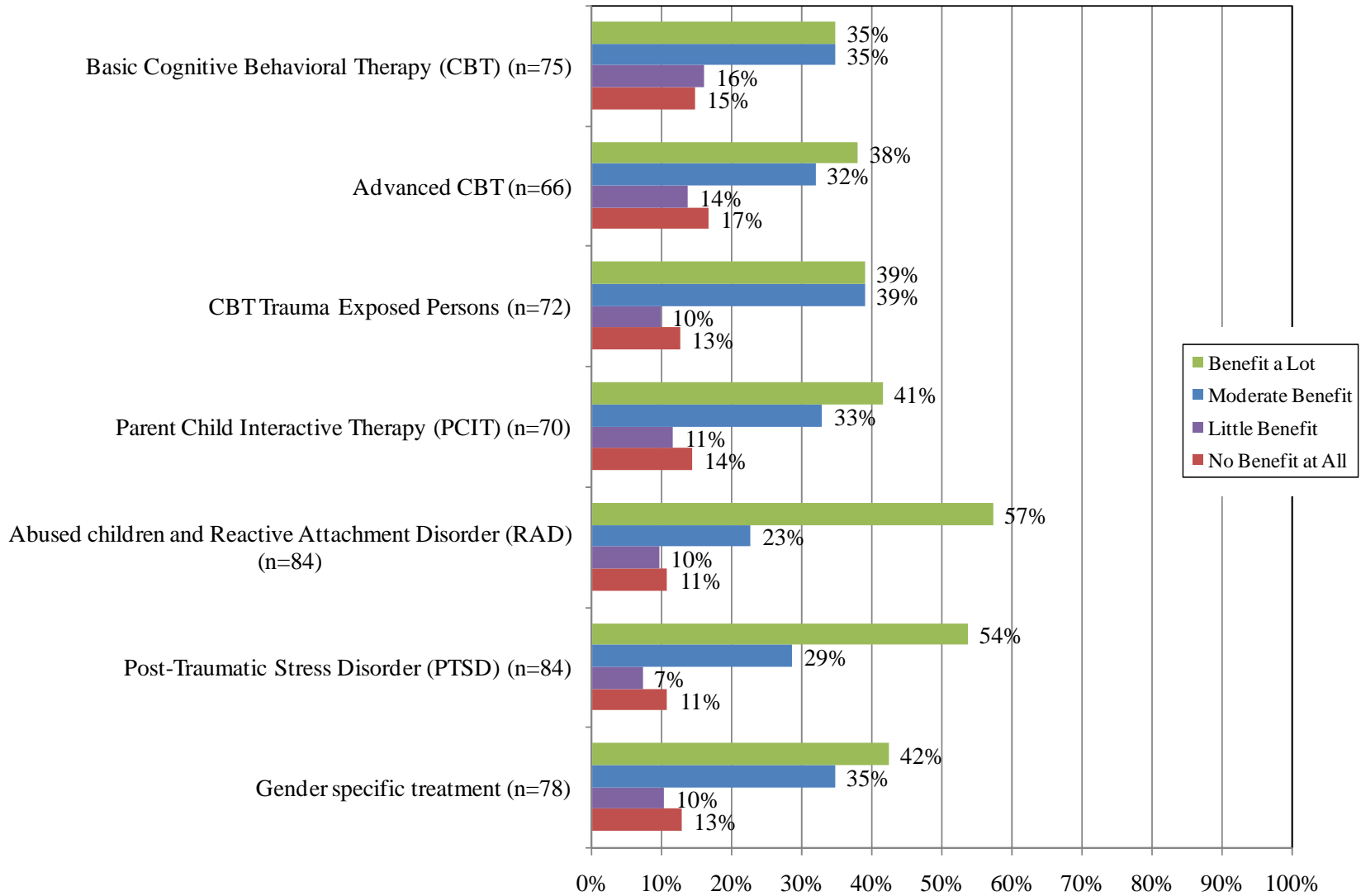
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Training Area 3: Clinical Skills



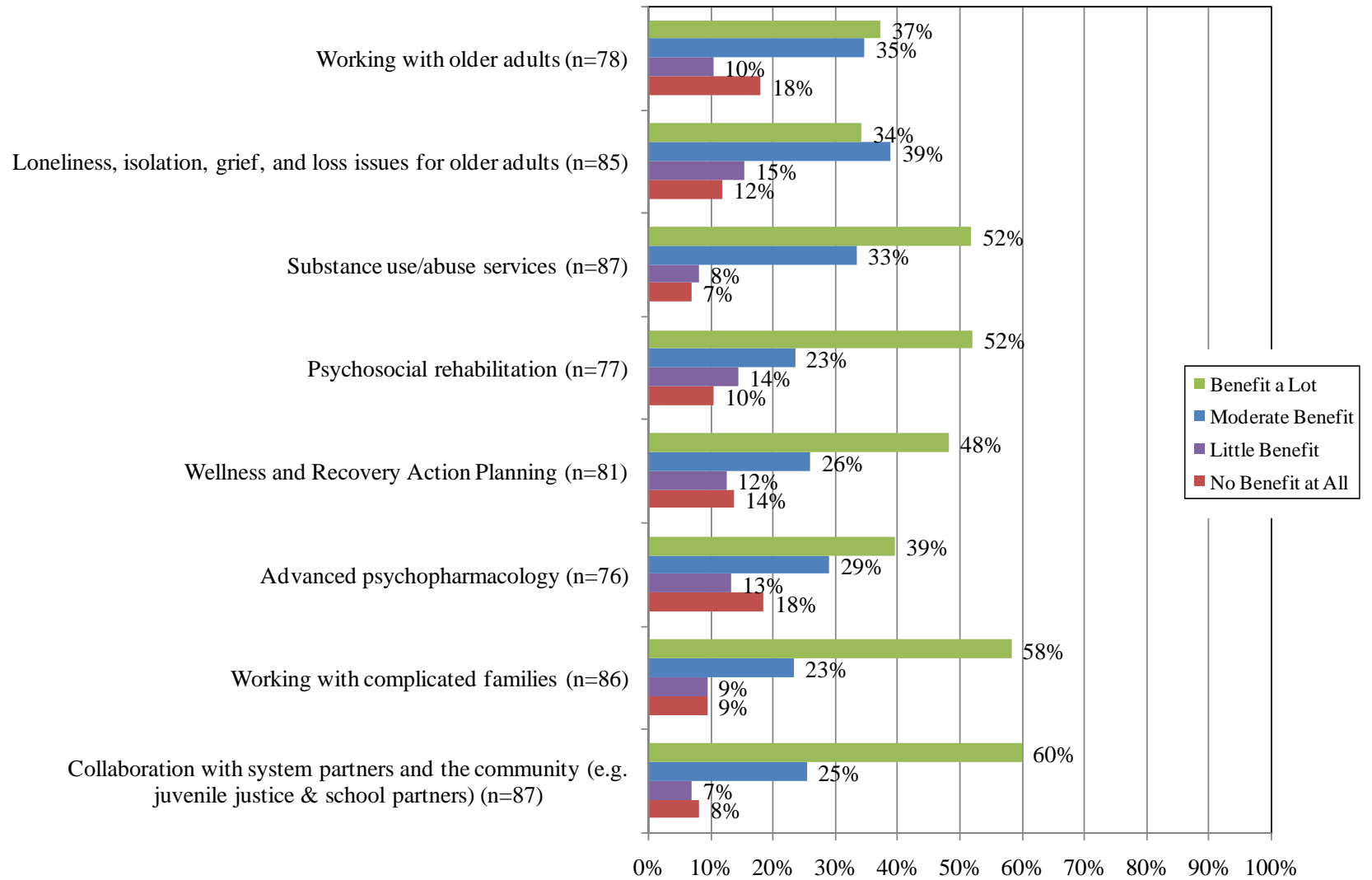
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Training Area 4: Clinical Interventions (Graph 1 of 2)



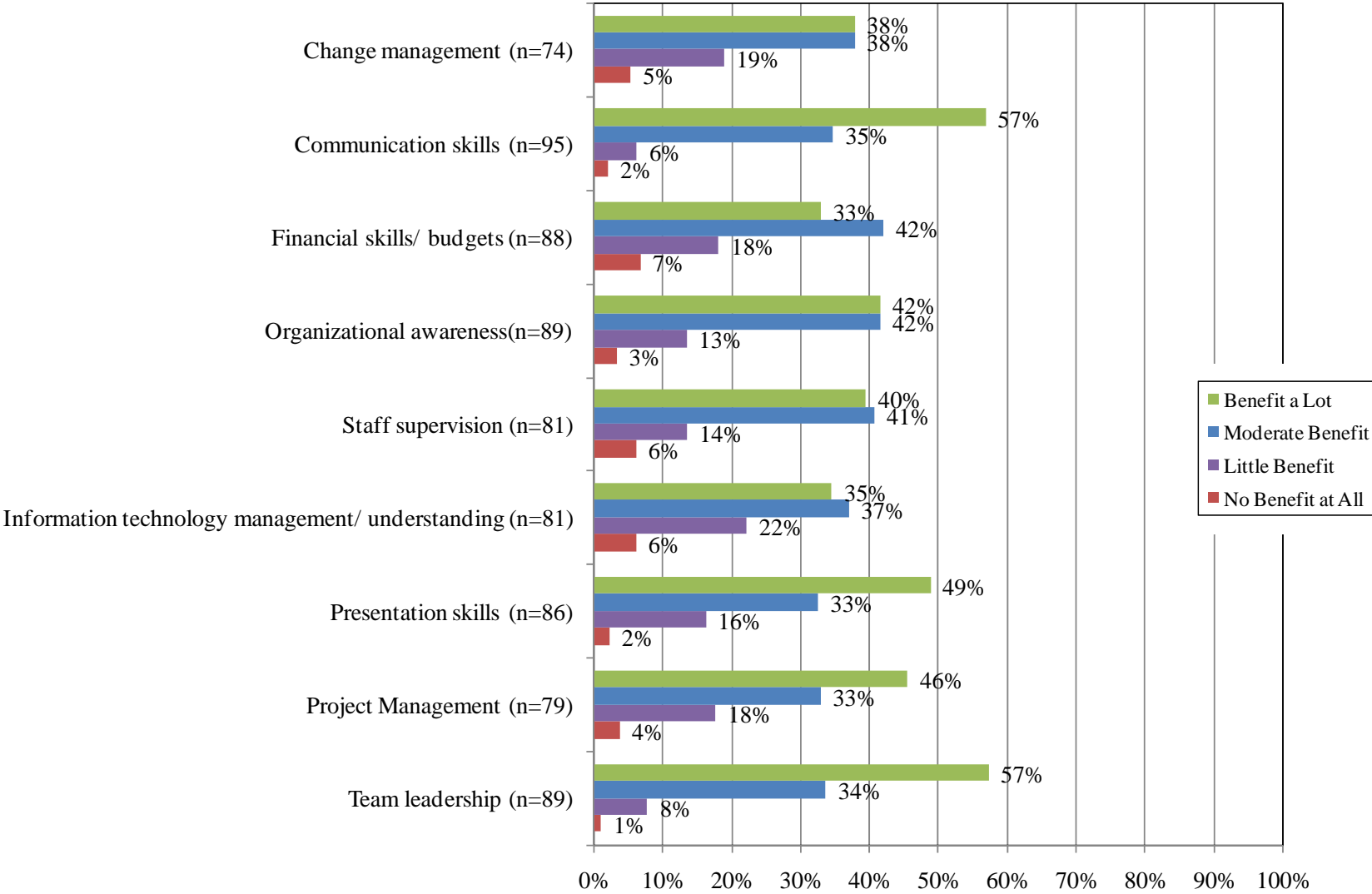
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Training Area 4: Clinical Interventions (Graph 2 of 2)



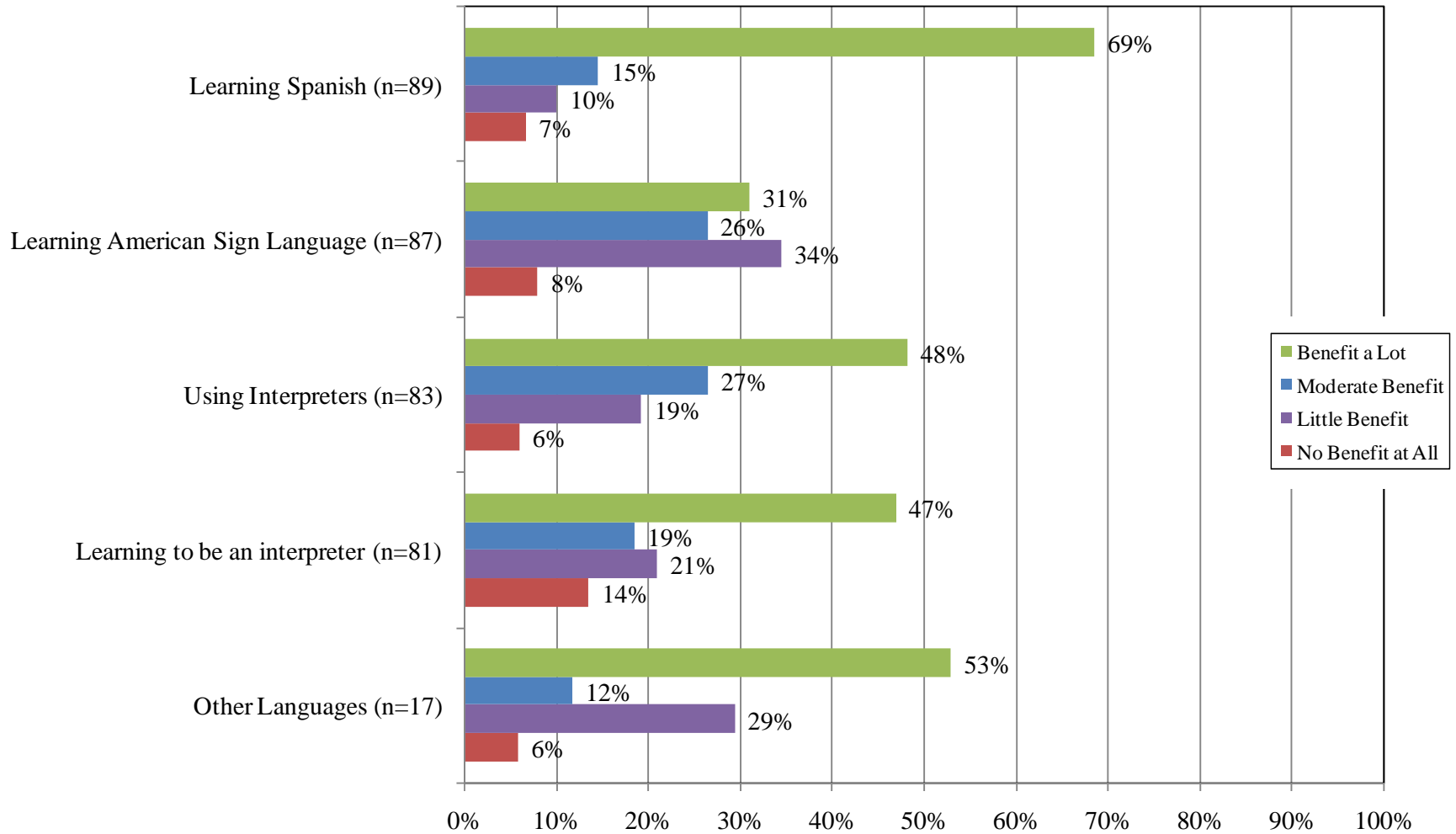
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Training Area 5: Leadership/Management Training



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Training Area 6: Learning Another Language



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Preferred Types of Training

