

MHSA Workforce Education and Training (WET) Plan

“EDUCATION. VOCATION. TRANSFORMATION.”

Status Update February 2013

(Original plan approval 11/2008)



Action		
# 1 - 3 WET Staffing WET Coordinator: David Schoelen, LCSW	<ul style="list-style-type: none"> Staff Development Officer Tina Cho, LMFT University & School Liaison Sheree Summers, LMFT Mental Health Training Specialist Heather Sylvester, MSW Community Resource Educator Denise Garcia, BHS II Veterans' Services Liaison Douglas Tavira, SMHPS Lead Field Instructor Paula Alvarez, LCSW 	<ul style="list-style-type: none"> PD Field Instructors (3) Mekkia DeSanchez-Davis, LCSW Donna Lohman, LCSW Tanika Gayle, PsyD. Assistants (2) and Analyst Alice Hernandez, OA III Jennifer Lantry, OA III Ann Marie Foglio, ASA II 2 MSW intern(s) (academic year only) Future Direction: Clinical Therapist to conduct Clinical Supervision
Action	Developmental Highlights	Future Direction
# 4 Comprehensive New Employee Welcoming (NEW) Description New employee orientation and foundation training Lead: Heather Sylvester	<ul style="list-style-type: none"> Researched best practices and identified key competencies to serve as foundational training across job classifications Employee Recognition Program proposal developed, submitted, and reviewed 	<ul style="list-style-type: none"> Complete NEW proposal Develop corresponding curriculum and instructors Finalize and implement Partner with HR regarding mutual workforce development areas

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<p># 5 Evidence Based Practices (EBP), Advanced Treatment Services(ATS), and Recovery Skills Development (RSD) Program</p> <p>Description</p> <p>Provides primary support for training staff in clinical, recovery, and service delivery skills</p> <p>Lead: Tina Cho</p>	<ul style="list-style-type: none"> ▪ EBP: RM; NCI; CORE Manual Series; Advanced MI; MTFC; MDFT; DBT; DBT for Eating Disorders ▪ ATS: Clinical Supervision; Human Trafficking; Child and Elder Adult Abuse Reporting; Discharge and Community Integration; Tough Cases; Family Based Tx for Eating Disorders ▪ RSD: WRAP; Employment Success; Benefits Planning; Advanced Recovery; Leading & Coaching; Building Systems; Employment Challenges; Serving TAY ▪ Completed BHS Core Skills series ▪ Piloted Compassion Fatigue training ▪ Developed Older Adult Services training series proposal ▪ Community Partner Training: Crisis Intervention and Suicide Awareness for Alford School District; Depression in Middle and Later Life for Inter-Valley Health Plan ▪ Optimized LMS 	<ul style="list-style-type: none"> ▪ Partner with QI to develop modular trainings that include documentation standards for MH Assessment and Care Planning ▪ Improve and standardize fidelity across trainings offered (in conjunction with PEI Fidelity Reviewer) ▪ Complete next job classification training series: Support Staff ▪ Continue coordination of CORE Manual and training revision ▪ Master Training and Events' Calendars ▪ Explore collaboration to create instructional videos for Department trainings ▪ Improve WET webpage as WET information and navigation portal ▪ Develop on-going Compassion Fatigue supports ▪ Explore development of core competency “labs”

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<p># 6 Cultural Competency and Diversity Education Development Program</p> <p>Description Provides primary support for training regarding diversity and cultural competency</p>	<ul style="list-style-type: none"> ▪ CBMCS; Interpreters' Training; Bridges Out of Poverty; Deaf and Hard of Hearing Sensitivity; Spirituality and Mental Health; Veterans' and Military Culture; Gender Responsiveness ▪ WET staff trained to be CBMCS trainers 	<ul style="list-style-type: none"> ▪ Improve and enhance culturally competent information in every Department sponsored training presentation ▪ Continue support and development for culturally specific trainings
<p>#7 Professional Development for Clinical and Administrative Supervisors</p> <p>Description Comprehensive Public Mental Health Services leadership program</p>	<ul style="list-style-type: none"> ▪ Reconceptualized program toward Managerial succession training due to potential loss of leadership related to retirement ▪ Managerial Leadership Succession Training completed 	<ul style="list-style-type: none"> ▪ Develop training series specific to Department supervisors

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<p>#8 Law Enforcement Collaborative Education Enhancement</p> <p>Description Riverside Co. Law Enforcement training on MH crisis intervention</p> <p>Managerial Oversight: Deborah Johnson, Detention MH</p>	<ul style="list-style-type: none"> Expanded to RSO: both correctional and patrol deputies POST certified by RPD and RSO Training Team expanded – includes consumers, parents, and family members 	<ul style="list-style-type: none"> Outreach, smaller independent law enforcement agencies Develop program to educate staff/consumers/families on law enforcement
<p>#9 Integrated Services Resource Education</p> <p>Description Central coordination of Dept. and community resource data banks</p> <p>Lead: Denise Garcia</p>	<ul style="list-style-type: none"> Updated and revised Network of Care to make resources current and access more user-friendly Corresponding updates and revisions completed in RCDMH website Inservices provided on using NOC Supported development of revised Guides to Services Partnered with CC Committee to begin cultural specific resource guides 	<ul style="list-style-type: none"> Incorporate hyperlinks into our sponsored websites Centralize resource applications/brochures for on-line electronic access Develop resource education in-services for both RCDMH programs and partner agencies Inservice development to educate staff on complete system of care delivery

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<p>#10 Consumer and Family Member Mental Health Workforce Development</p> <p>Description MH Workforce Development of consumer and family member employees</p> <p>Managerial Oversight: Alison Emery, Consumer Affairs; Claudia Espinoza, Family Advocate; Lorie Lacey-Payne, Parent Support</p>	<ul style="list-style-type: none"> Supported implementation of Peer Intern Program and selection of intern candidates Maintained pre-employment training/advanced training 	<ul style="list-style-type: none"> Continue support of Peer Intern Program Continue education support for NAMI/Family Advocate Support employment training for Family Advocate NCI and Compassion Fatigue Training for Family members
<p>#11 Mental Health Recovery Certificate Exploration and Planning</p> <p>Description Recovery or service delivery certification</p>	<ul style="list-style-type: none"> Supported development of study program to prepare Senior Peers for CPRP 	<ul style="list-style-type: none"> Expand CPRP study to PSS and BHS Continue exploration of higher education, recovery certification as fiscal climate improves

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<p>#12 Clinical Licensure Advancement and Support (CLAS) Program</p> <p>Description Support pre-licensed, professional staff to become licensed; Provide BBS required courses to maintain clinical licensure</p> <p>Lead: Sheree Summers</p>	<ul style="list-style-type: none"> Developed Clinical Licensure Advancement and Support (CLAS) Program for pre-licensed CTs: on-line test banks, centralized workshops, and coordination of study groups Provided Law & Ethics and Clinical Supervision trainings to meet on-going licensing requirements Advised on LPCC integration 	<ul style="list-style-type: none"> Explore development of centralized case conferences Open next cycle of CLAS participants
<p>#13 Graduate Intern, Field and Traineeship (GIFT) Program</p> <p>Description Field Site and academic support for developing community mental health practitioners</p>	<ul style="list-style-type: none"> RCDMH placement highly sought by area grad students GIFT webpage allows for electronic submission of application Newsletter developed 2011-12 Academic year: 41 students placed into RCDMH Field Sites: 30 MSW; 8 MFT; 3 PsyD 	<ul style="list-style-type: none"> Complete Cultural Immersion curriculum to include all cultural groups Enhance supports for Department field Instructors Create Co-Occurring AOD intern rotation


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 <p>Lead: Sheree Summers</p>	<ul style="list-style-type: none"> ▪ Group and individual supervision provided in each region: dedicated WET field instructor housed in each ▪ Representation affirmed with MHSA stipend student selection with 3 primary administrators: CSUSB; LLU; and IE MFT Consortium ▪ RCDMH hosts 40% of CSUSB and 40% LLU MHSA stipend students ▪ Increased standardized, university affiliation agreements (16 Southern California Universities) ▪ Expansion of Cultural Immersion rotation: LGBTQ; African-American; Veterans; Native American ▪ Guest lecture or academic support on community MH Recovery at LLU, CSUSB, La Sierra University, Argosy, and CBU ▪ Hosted first all Department field instructor Meeting 	<ul style="list-style-type: none"> ▪ Expand MFT, 1st year MSW, and Bachelor placements ▪ Establish formal CAPPIC approved doctoral internship program ▪ Partner with local nursing program to place student nurses into Integrated Health Project ▪ Explore research collaborative placement opportunity between RCDMH and local universities ▪ Develop outstanding student awards and presentation

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<p>#14 Financial Incentives for Workforce Development</p> <p>Description Financial incentives for the recruitment or retention of public mental health workforce; focus on meeting disparity needs and hard-to-fill positions</p> <p>Lead: Heather Sylvester</p>	<ul style="list-style-type: none"> Revised 20/20 Policy and developed Paid Academic Support Hours (PASH) Program Four 20/20 participants graduated in 2011 and are now RCDMH CTIs: 2 bilingual AOD counselors; a peer, and a parent partner Next 20/20 cycle open for 2013 – policy revised MHLAP August 2012 cycle: unprecedented 68 Riverside County applications ; 57 applicants awarded over 8k each Centralized NHSC administration through WET Textbook and Tuition Reimbursement proposal approved 	<ul style="list-style-type: none"> Maintain support for university stipend programs Maintain liaison for MHLAP and NHSC
<p>Veterans’ Services Liaison</p> <p>Description Assist in identification of strategies to outreach, engage, and serve Veterans and their families regarding mental health</p>	<ul style="list-style-type: none"> Action Plan developed RCDMH representative for MH Board Vet Subcommittee Conducted educational presentations at a variety of public venues 	<ul style="list-style-type: none"> Assist in PEI development of Prolonged Exposure treatment for PTSD Advise Cultural Competency on Veteran Culture

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<p>Senior MH Peer Support Specialist: Douglas Tavira</p>	<ul style="list-style-type: none"> Developed training curriculum for GIFT program, cultural immersion rotation on veterans Collaboration started with Family and Parent programs Update Veterans' NOC 	<ul style="list-style-type: none"> Recruit Veteran volunteers for Department outreach and service Partner with HHOPE program to improve services to homeless vets Consult and support on the development of Veterans' MH Court
<p>Southern California Regional Partnership www.SCRPCalifornia.org</p> <p>Description WET Partnership of 9 southern counties and Tri-City</p> <p>RCDMH Designee: David Schoelen, WET Coordinator</p>	<ul style="list-style-type: none"> Refined and strategized a regional workforce plan and by-laws Identifying regional core competencies for professional and paraprofessional job classifications 4 Riverside HPSAs completed and submitted – new contractor hired Cultural Competency training 	<ul style="list-style-type: none"> Regional job board Finalize regional plan and by-laws