

# Continuing Education Programs For County Employees

# 20/20 and PASH Program



- **This program supports employees that already hold a BA/BS degree who want to become a Clinical Therapist within RCDMH.**
- **The program permits staff to receive full time pay while reducing their time at work up to 50% as they attend graduate school to earn a MSW or MFT degree.**
- **Employees must have passed probation and worked for RCDMH for at least 2 years.**
- **RCDMH PASH and 20/20 Program is outlined in DMH Policy 342.**

# 20/20 and PASH Program

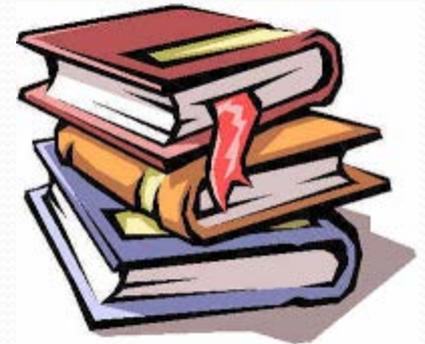
## One Program: 2 phases

**Paid Academic Support Hours (PASH)** : Participant receives paid hours away from their primary work site in order to **accommodate** MSW or MFT graduate school coursework in a non-field year of study when their approved work schedule would otherwise interfere with their school attendance. No more than 7 hours per week, but only the hours needed are authorized.

**20/20 Phase:** Participant receives full time pay while **attending** MSW or MFT field placement and only working part-time at their primary Department work site.

# 20/20 and PASH Program

- Targeted to employees who meet RDCMH's workforce development needs
- Employee must be in "good standing" with the department and maintain good attendance (25% or more of accrued sick time from start date with RCDMH must be on the books at time of application or must provide documentation if experienced extended illness).
- Employees who demonstrate a commitment to the public mental health service system and are dedicated to careers with RCDMH are preferred.



# 20/20 and PASH Program



- Employee must have been accepted or enrolled into an accredited MSW or MFT graduate program by the start of the Fall academic term.
- Upon academic study, employee must remain in “good standing” with their universities in order to continue in the program.
- By participating in the program, the employee consents to their University releasing academic information to RCDMH.
- Employee signs a legally binding agreement that is also signed by their Supervisor, Manager/Administrator, WET Coordinator, and the Director.

# 20/20 and PASH Program



- Upon graduation, employee has one calendar year to interview and accept a CT I position with RCDMH or may be required to compensate the Department for the amount of educational support hours provided.
- Employee has a legally binding commitment to work for the Department for a period of time equal to the period to which financial training assistance is granted (e.g., 4160 hours of training requires a commitment of 4160 service payback hours).
- Service payback hours do not begin until employee obtains a CT I position.

# National Health Service Corp



The mission of the NHSC is to provide incentives for professionals to work in rural and underserved areas. The NHSC determines this by looking at a provider area's Health Professional Shortage Area (HPSA) score.

The program is for licensed health providers (Licensed Clinicians, Psychologists, Psychiatrists, and Nurses). It offers between \$40,000 and \$60,000 in exchange for a two-year service obligation.

RCDMH currently has 2 clinics that qualify for the NHSC Loan Forgiveness Program: Blythe Clinic and the Indio Clinic (any program located at main campus). The Palm Springs FSP will soon be added to this list.

# Public Service Loan Forgiveness

Created in 2007 by Congress to encourage individuals to enter and continue full time work in public service jobs.

After 120 Loan Payments have been made you may be eligible for Loan Forgiveness.

First cancellation of loan balances will not be granted until October 2017.



"Couple more decades, when my college loans are paid off, I'll move out of here." [www.cartoonists.com](http://www.cartoonists.com)

# Public Service Loan Forgiveness

What Federal Student Loans are eligible for Forgiveness under the PSLF Program?

- Federal Direct Stafford/Ford Loans (Direct Subsidized Loans)
- Federal Direct Unsubsidized Stafford/Ford Loans (Direct Unsubsidized Loans)
- Federal Direct PLUS Loans (Direct PLUS Loans)
- Federal Direct Consolidation Loans (Direct Consolidation Loans)



# Public Service Loan Forgiveness

**What are the borrower eligibility requirements for loan forgiveness under the PSLF Program?**

- You must not be in default on the loans for which forgiveness is requested.
- You must be employed full time by a public service organization when making the required 120 payments, when applying for loan forgiveness, and at the time remaining balance on your eligible loans is forgiven.
- Earlier payments do not count toward meeting this requirement.
- Each 120 monthly payments must be made for the full scheduled installment amount within 15 days of the due date (grace period).

# Campus Partners Tuition Discounts

Riverside County has partnered with local universities to encourage higher education.

Employees will receive a reduction in tuition costs while attending school.

Campus partners include: California Baptist University; University of La Verne; Brandman University; Ameritas College; University of Redlands; La Sierra University; and, the University of California, Riverside.



# Mental Health Loan Assumption Program (MHLAP)

- MHSA workforce development strategy administered by the Health Professions Education Foundation.
- MHLAP is a state wide program.
- Up to 10,000 dollars in loan assumption.
- 12 month service obligation.

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**"I've already forgotten most of the stuff  
I learned in college. Can I just pay  
for the parts I still remember?"**

# Mental Health Loan Assumption Program (MHLAP)

- Work or Volunteer in the public mental health system at least 20hrs a week.
- Work in hard to fill or retain positions in the county public mental health system.
  - Psychiatrist, Psychologist, Clinical Therapist I and II, Registered Nurse, LVN and LPT, Health Education Assistant, Program Manager or Supervisor
  - Unfortunately those working in Adult Corrections do not qualify.
- May not have any other service obligations during MHLAP period.
- Must have a commercial or government education loan which needs to be repaid.
- Loan must be in good standing.
- They cannot have been consolidated with any other debt and/or with another person, such as a spouse.

# Licensed Mental Health Services Provider Education Program (LMHSPEP)

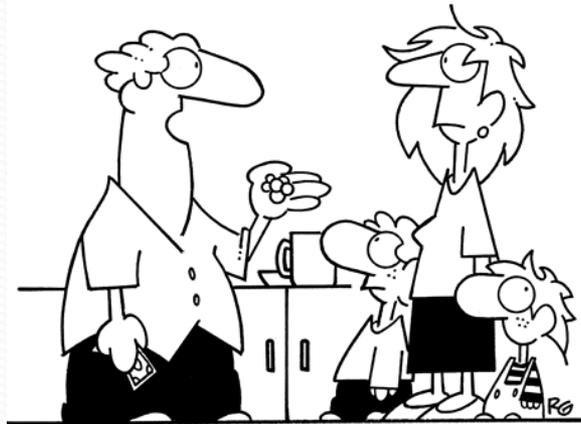
LMHSPEP is a loan repayment program funded by the Board of Behavioral Sciences and the Board of Psychology.

- A 24 month service obligation with a minimum of 32 hours worked each week.
- Up to 15,000 in Loan Repayments.
- Open to licensed psychologists, registered psychologists, postdoctoral psychological fellow/trainee, licensed marriage and family therapists, marriage and family therapist interns, licensed clinical social workers and associate clinical social workers.
  - Fortunately, those working in adult corrections do qualify.
- Loan repayment through LMHSPEP can be awarded twice, each with its own service obligation.

# Tuition Reimbursement Part A

- Allows permanent employees to receive tuition and textbook reimbursement while pursuing a certificate or a Bachelors or Masters degree.
- This includes technical, administrative, management, and clinical degrees.

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"I found \$3.29 under the sofa cushions this week. If we get 10 more sofas, we can pay for a year of college!"

# Tuition Reimbursement Part B



- Allows permanent employees to receive tuition and textbook reimbursement for completing individual coursework that will benefit their work performance or will meet the post degree educational requirements necessary to test for a license required for RCDMH employment.
- It can also be a good opportunity to “try out” school for those who are interested in pursuing a degree but are unsure if school is right for them at this time.
- This includes technical, administrative, management, and clinical coursework.