

LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH

Community Planning Process - MHSA Three-Year Plan

Community Planning Team Session

BACKGROUND

FOCUS

- The MHSA Three-Year Plan contains the goals and recommendations to be implemented over the course of two years from July 1, 2024, through June 30, 2026.

COMMUNITY PLANNING STEPS

- Members of the Community Planning Team and/or community stakeholder groups identified critical issues from August through October across four areas:
 - Prevention and Early Intervention (PEI)
 - Community Supports Continuum (CSC)
 - Homeless Services and Housing Resources (HSHR)
 - Workforce, Education, and Training (WET)
- Consultants turned all the 'critical issues' into a list of 'recommendations' (i.e., proposals to address the critical issues) and confirmed this list with CPT members on October 3, 2023.
- DMH staff and consultants clustered all the recommendations based on similarities, created categories, and confirmed the categories with Workgroup members on October 27, 2023.
 - DMH staff identify if the program or service already exists or not.
 - If already exists, if its expand and/or improve
- On November 7, CPT members review and confirm recommendations for specific categories.
 - Clarification: The act of listing the services, programs, interventions does not mean they are endorsed. These will need to be ranked later on.
- On November 17, CPT members review and confirm recommendations for remaining categories.
- On December 5, CPT members review all the recommendations from Workgroups and provide initial ranking.
- On December 15, CPT members build consensus on key recommendations.

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GLOSSARY

1. Goal: Desired change (what we want)
2. Implementation: Action plan (how)
3. Critical Issues: Refers to unmet needs or service gaps.
4. Recommendations: Refers to proposals for action(s) that address unmet needs and/or service gaps.
5. Services: Refers to specific resources and/or support(s) for individuals and/or groups.
6. Programs: Refers to a set of services.
7. Policies: Refers to rules, protocols, standards, and/or criteria that guide and/or structure the delivery of programs, services, and/or interventions.
8. Practice(s): Refers to the specific ways that services are provided and/or delivered.
9. Advocacy: Refers to action that seeks to produce a change in practice, policies, programs, and/or services.

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WORKFORCE EDUCATION AND TRAINING

CATEGORIES

Category 1: Mental Health Career Pathways
Category 2: Residency and Internship
Category 3: Financial Incentives
Category 4: Training and Technical Assistance

WET CATEGORY 1: CAREER PATHWAYS

GOAL: Strong partnerships and mental health career pathways with local colleges/universities to increase the availability and diversity of the potential workforce pool.

A. PROGRAM, SERVICE, AND/OR INTERVENTION RECOMMENDATIONS

1. Improve or Expand Existing Programs (Exists Already)

Existing Program	Description	Expand or Improve	CPT Recs
Work with Universities	1. Continue Affiliation Agreements with local universities to delivery intern placement and training services. (Include Jr High School)	Expand & Improve	1, 2, 3
Post-Doctorate Programs	2. Continue and potentially expand post-doctoral program already in place at Harbor-UCLA.	Expand	1, 2
Peer Training	3. Under the direction of the Chief of Peer Services, the Department is committed to securing specialty training to peers interested in employment in the public mental health system. Efforts also include training for securing Medi-Cal certification and overall enhancement of skillset of those already employed in the specialty public mental health system.	Expand	
Parent Advocate Training	4. Potentially expand training program targeted to promote knowledge and skills relevant to individuals interested in working as Parent Advocates/Parent Partners in the public mental health system servicing families and their children.	Expand	

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The Stipend Program for MSWs, MFTs, Psychiatric Nurses, Psychologists and Psychiatric Technicians.	5. DMH can explore the viability of offering Stipends to other future workforce front line staff beyond those already identified.	Expand	
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2. *Add New Programs and/or Interventions (Does Not Exist)*

Program or Service Recommendation	DMH &/or Partner	CPT Recs
1.		

B. ACTION RECOMMENDATIONS: POLICY, PRACTICE, AND/OR ADVOCACY

1. Increase partnerships with universities to find staff who have similar culturally relevant backgrounds.

CPT RECOMMENDATIONS (through 10/27)

1. Strengthen connections with local universities and/or colleges to create pathways and mentorships.
2. Strengthen relationship with private schools to provide employment pathways.
3. Increase career planning opportunities in mental health during junior high school.
4. Increase partnerships with universities to find staff who have similar culturally relevant backgrounds.

BACKGROUND

WET Ongoing commitments: (WET PLAN)

1. Affiliation agreements (clinical related) (include current reach) UCLA – training for people in the system
 - a. Charles Drew – component that exposes HS to the health profession.
2. Harbor-UCLA – post doctorate pathway (elevates the dept) - This APA Accredited Post-Doctoral Program offers post-doctoral fellowship within the Department, during FY 2021-2022, 9 post-doctoral fellows were also funded as part of the Department’s Psychology Post-Doctoral Fellowship Program. Of these fellows, 5 represented un- or under- served communities and 5 individuals spoke a second language, other than English.
3. Peer training - Under the direction of the Chief of Peer Services, the Department is committed to securing specialty training to peers interested in employment in the public mental health system. Efforts also include training for securing Medi-Cal certification and

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overall enhancement of skillset of those already employed in the specialty public mental health system.

4. Parent Advocate Training - This training program promotes knowledge and skills relevant to individuals interested in working as Parent Advocates/Parent Partners in the public mental health system servicing families and their children. It enhances resilience and wellness understandings increasing the availability of a workforce oriented to self-help, personal wellness and resilience grounded in parent advocate/parent partner empowerment. Lastly, the training program supports the employment of parents and caregivers of children and youth consumers. During FY 2021/2022, 2,387 individuals received this training through 26 training events. Recently this program has been expanded to include Peer Certification Training.
5. In 11/23 DMH is starting a Psychology Academic Consortium meeting with local psychology schools for purposes of aligning student and school training needs and readiness for public mental health training and careers. DMH participates in social work and MFT consortiums.
6. The Stipend Program for MSWs, MFTs, Psychiatric Nurses, Psychologists and Psychiatric Technicians. LACDMH provides 2nd year students with education stipends in the amount of \$18,500 in exchange for a contractual work commitment (a minimum of 1 year) to secure employment in a hard-to-fill/hard to recruit program/area. This program targets students who are linguistically and/or culturally able to service the traditionally unserved and underserved populations of the County. The Department disbursed 144 awards.

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WET CATEGORY 4: TRAINING AND TECHNICAL ASSISTANCE

GOAL: Highly trained DMH workforce with the skills and capacity to deliver quality services

A. PROGRAM, SERVICE, AND/OR INTERVENTION RECOMMENDATIONS

1. Improve or Expand Existing Programs (Exists Already)

Existing Program	Description	Expand or Improve	CPT Recs
Digital and Technology skill development	1. DMH currently provides online trainings for its entire workforce through Udemy (for technical skill development).		1, 5
Workforce Training on Cultural Competence and Culturally Competent Practices	2. DMH's Training Unit coordinates and delivers training covering these topics, many with consultation from the UsCCs.	Expand	5, 6

2. Add New Programs and/or Interventions (Does Not Exist)

Program or Service Recommendation	DMH or Partner	CPT Recs
1. Develop and implement a training for ASL interpreters on working with individuals with mental health disabilities	DMH	2, 5, 6

B. ACTION RECOMMENDATIONS: POLICY, PRACTICE, AND/OR ADVOCACY

1. Assess accessibility to Human Resources for individuals from underserved communities. Use findings to create a more welcoming environment and improve access. Advocate for HR to review internally delivered customer services training for own staff.

CPT RECOMMENDATIONS (through 10/27)

1. Increase trainings focused on digital literacy and functional technology skills.
2. Strengthen capacity of American Sign Language (ASL) interpreters with mental health background.
3. Increase accountability in the system via an accountability structure to provide staff members a method to safely report and address bias or hostility in the workplace.
4. Improve customer service experiences within Human Resources.
5. Provide trainings for people already inside DMH.
6. Increase training that focuses on providing cultural relevant and generational services.

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NOTES/BACKGROUND

DMH's training and technical assistance are reviewed to ensure the need for existing training is identified and training programs are updated as needed. In the past this agreement has delivered the following:

- UCLA-DMH Public Mental Health Partnership (PMHP) - Focused on implementation of exemplary training and technical assistance activities for vulnerable populations with serious mental illness in ways that build excellence in public mental health care across Los Angeles County (LAC); and to do so in the context of a transparent, trusting partnership with the Los Angeles County Department of Mental Health (DMH) that generates benefits for both the University and public health communities. Training topics range from Cultural Humility to Team-Based Clinical Services. During FY 2021-2022, 443 training sessions were delivered to 14,012 participants (not unique count).
- Bilingual and Spanish Interdisciplinary Clinical Training (BASIC-T) - The Hispanic Neuroscience Center of Excellence (HNCE) had two broad focuses: 1) work with Promotores de Salud and 2) build relationships with faith- and community-based organizations (FBO/CBO). Some of the training topics included Culturally Competent COVID-19 and Creating Mental Health Ministries (including Psychological First Aid & Skills for Psychological Recovery) for Faith Based Organizations and Churches (159 participants) and Culturally Competent COVID-19 Mental Health Intervention with Community Based Organizations (431 participants). In total 56 training sessions were delivered to 986 participants.
- The Psychiatry Residency and Fellowships Professional Trainees – Public Psychiatry Professional trainees of the UCLA Graduate Medical Education program at the Jane and Terry Semel Institute for Neuroscience and Human Behavior consisted of adult residents and fellows specializing in child and adolescent, geriatric, and forensic psychiatry. During the reporting period, the 12 trainees provided a total of 7,073 patient visits during their public psychiatry rotations.
- DMH + UCLA General Medical Education (GME) - Psychiatry Residency and Fellowships Professional Trainees – Public Psychiatry Professional trainees of the UCLA Graduate Medical Education program at the Jane and Terry Semel Institute for Neuroscience and Human Behavior consisted of adult residents and fellows specializing in child and adolescent, geriatric, and forensic psychiatry. During the reporting period, the 12 trainees provided a total of 7,073 patient visits during their public psychiatry rotations.
- LACDMH + Semel Institute National Clinician Scholars Program (NCSP) Professional Trainees – NCSP serves to advance and promote the work of clinician leaders (physicians, nurses) who address health equity over the course of their career, through postdoctoral training as part of the National Clinician Scholars Program, with DMH as their sponsor. The National Clinician Scholars Program is a multi-site program for all physician specialties and nurses with a PhD. The program provides training in partnered research, quality

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improvement, health services and policy research and leadership. Scholars are selected within a competitive process with applicants from across the country. Public Psychiatry Professional trainees of the LACDMH + Semel Institute position for National Clinician Scholars Program consisted of 1 Adult Psychiatrist/Researcher who provided 114 patient visits.

- ACT (Academy of Cognitive Therapy) – The Academy of Cognitive Therapy provides training and certification in the usage of Individual Cognitive Behavioral Therapy to 300 clinicians in the public mental health system.