BACKGROUND

This document contains the Community Planning Team's Recommendations (CPT Recs) and MHSA Proposals for each of the five categories discussed by the Workforce Education and Training (WET) Workgroup, as described below:

CATEGORIES	GOALS
1. Mental Health Career Pathways	Strong partnerships and mental health career pathways with local colleges/universities to increase the availability and diversity of the potential workforce pool.
2. Residency and Internship	Increase the department's residency and internship opportunities.
3. Financial Incentives	Strengthen the available financial incentives for recruiting new and retaining current DMH staff.
4. Training and Technical Assistance	Highly trained DMH workforce with the skills and capacity to deliver quality services

The recommendations are organized into two types:

A. Program, Service, or Intervention: (1) Exists Already; or (2) Does Not Exist
B. Policy, Practice, Advocacy

The last column of each table color-codes each recommendation based on its status, in the following manner:

COLOR	DESCRIPTON
GREEN	Good to go. DMH and/or a partner is already doing this work and ongoing funds are already appropriated, or additional funds can be appropriated.
RED	Cannot move forward. MHSA regulations prohibit funding this recommendation or the recommendation is outside of the DMH's authority. However, CPT members separately can still advocate for these measures, but they cannot be funded by MHSA.
YELLOW	Rank. DMH needs Workgroup members to provide additional feedback.

A. PROGRAM, SERVICE, AND/OR INTERVENTION RECOMMENDATIONS (PSI)

1. <u>EXISTS ALREADY</u>: Expand and/or Improve Existing Program, Service, or Intervention

WET CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
1	Work with Universities	1. Continue Affiliation Agreements with local universities to deliver intern placement and training services.	Expand and Improve	1, 2, 3, 6, 9, 25, 28, 31, 35, 36			
1	Post-Doctorate Programs	2. Continue and potentially expand post-doctoral program already in place at Harbor-UCLA.	Expand	1, 2			
1	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 specialty mental health services programs.	Expand	4, 11, 14, 15, 16	YES		
1	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 children.	Expand		YES		
1	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	6, 7	YES		
1	Nurse pathways	6. Follow up with Chief of Nursing to discuss relationships with nursing schools. DMH already has affiliation agreements with select schools for nursing practicum placement.	Expand	9, 40			

WET CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
1	Open Position Outreach	7. DMH holds regular job fairs that are only available to DMH/mental health employees. The Department also utilizes internal job announcements and advertisings to all current staff.	Improve	8,			
2	Master's Level Interns	8. The Department currently has a robust Student Intern training program with Master's level students placed throughout the county as part of their degree training requirements. In addition, intern placements have increased through a Board Motion. (Potentially expand # of interns and potential internship sites)	Expand	1			
2	Increase intern opportunities for Staff of color	9. The Department's Internship program provides opportunities for students of color to practice and be exposed to the specialty public mental health system. (Potentially expand # of interns and potential internship sites)	Expand	2			
2	Residency Programs	10. Residency opportunities are available in the public mental health system thru various agreements with educational institutions, some examples include UCLA, Charles Drew, Harbor, etc. Priority is given to those representing or serving un- or under- served communities. (Potentially expand # residents/cohort)	Expand	4, 5, 6	YES		
2	Post-Doctoral Program	11. At Harbor-UCLA, the Department operates an APA approved Post-Doctoral Program. (Potentially expand # of post-doctoral slots) Funds itself.	Expand	5, 6			
2	Psychiatrist Financial Incentive Programs	12. Mental Health Psychiatrist Student Loan Repayment Incentive • DMH offers a financial incentive towards the outstanding balance of student loans for full-time Mental Health	Expand		YES		

WET CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
		Psychiatrists and Supervising Mental Health Psychiatrists who have completed one-year of continuous service at DMH and have active, unpaid, graduate, or medical, student loans. • MH Psychiatrist Recruitment Incentive Program – This program targets recruitment of potential Mental Health Psychiatrists for employment in the public mental health system. • MH Psychiatrist Relocation Expense Reimbursement • Available to full-time, newly hired Mental Health Psychiatrists or Supervising Mental Health Psychiatrists who have been recruited by DMH. This program is expected to increase awards during the following Fiscal Years.					🟩
3	Stipend Program	13. DMH's Stipend Program provides graduating MSW, MFT, Psychology, Psych Tech and Psychiatric Nurse Practitioner (PNP) students with a stipend in exchange for one year service commitment. (Improve outreach and advertisement/awareness)	Improve and Expand	2, 9, 10, 12, 13	YES		🟩
3	Nurse Recruitment	14. The Department's Chief of Nursing coordinates nurse recruitment efforts. (Targeted hiring fairs are ongoing)	Improve	3			🟩
3	Increase financial incentives for specialty public mental health staff	15. The Department, with MHSA WET Regional Partnership (State) funding, is administering the Mental Health Loan Repayment Program. This opportunity offers financial incentives to staff. (Continuation and expansion will require County MHSA WET funding.) • Note: Will need to transition from State funding to local WET funding.	Expand	4, 5, 6, 7, 8, 9, 10, 11, 13	YES		🟨
3	Hiring Bilingual Staff	16. The Department already utilizes candidate lists of pre-tested bilingual individuals to ensure priority during hiring process in those areas where the need exist. (Targeted Hiring Fairs)	Move to HR	12, 13	NOT WET – HR		🟥

WET CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
4	Digital and Technology skill development	17. DMH currently provides online training for its entire workforce through Udemy and other offerings (for technical skill development).	Improve	1, 5			
4	Workforce Training on Cultural Competence and Culturally Competent Practices	18. DMH's Training Unit coordinates and delivers training covering these topics, many with consultation from the UsCCs. All staff also have an annual cultural competency requirement.	Expand	5, 6, 9, 10, 12, 17, 35, 41	YES		
4	Trainings to retain workforce	19. DMH provides training on how to manage high levels of stress to avoid burnout and compassion fatigue. Additional resources through UCLA Wellbeing site that offers accessible trainings.	Improve	7			
	Interpreter Training Program	20. DMH has an existing interpreter training program for all mental health interpreters.	Improve	8, 23			
4	Workforce Training on Cultural Competence and Culturally Competent Practices	21. Trainings for staff regarding mental health issues impacting the LGBTQIA2-S and can be expanded to include a culturally diverse focus (including, but not limited to: specific Latinx LGBTQIA2-S)	Expand	11, 15	YES		
4	Intake Trainings	22. The department provides trainings on the clinical intake process. Can look into expanding and improving regarding immigration.	Improve & Expand	13			
4	UsCC Related Trainings	23. DMH currently has ongoing training related to all UsCCs yearly. Can expand to include other topics related to: immigration, Eastern European/Middle Eastern population)	Improve & Expand	12, 13, 14, 16, 17, 28	YES		
4	Peer Certification	24. The Certified Peer Specialist program exists to certify peers to work in clinical settings.	Improve & Expand	25, 27	YES		
4	Peer Training	25. Internal program to provide peers training/practicum opportunities to build their capacity.	Expand	26, 30, 31	YES		
4	Customer Service Training	26. Ongoing DMH trainings to all staff on how to provide appropriate customer service.	Improve & Expand	20	YES		

WET CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
4	Training Unit	27. Currently offering training that covers 5150 and 5250 in partnership with LPS authorization, Patient's Rights Office and Public Guardian.	Improve & Expand	21			🟩
	Incubation Academy	28. Increase the number of partnerships with community organizations to better serve communities.	Expand	41	Not WET – under Darlesh		🟥
	Career Pathways for New Staff	29. DMH can improve the pathway/access for new interested applicants through MHLA Intensive MH Rehab Specialist program 2023-2024.		5	Check w/Debbie		🟥

2. <u>DOES NOT EXIST</u>: Add New Program, Service, or Intervention

WET CATEGORY	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	DMH OR PARTNER	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
1	1. Explore a way to embed youth employment opportunities in the mental health system.	DMH	20, 47			🟥
1	2. Explore developing a pilot program for DMH to partner with middle and high schools/school districts to increase the opportunities into mental health. (outreach, fairs, after school programs, etc.)	DMH	23, 25, 26, 32			🟨
1	3. Explore developing a marketing campaign/program for mental health services and careers.	DMH	27, 47, 48			🟨
1	4. Explore developing recruitment opportunities with community colleges to create pathways for potential mental health employees.	DMH	29, 35			🟨
1	5. Explore develop pilot project/mentorship program to mentor individuals from diverse backgrounds interested in future leadership positions.	DMH	34			🟨
1	6. Explore developing a program to build capacity among DMH staff to utilize American Sign Language (ASL).	Partner	46			🟨

WET CATEGORY	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	DMH OR PARTNER	CPT RECS	ADDTL FUNDS	MHSA PROPs	STATUS
1	7. Explore innovative efforts to recruit junior and high school students into employment/careers in the public mental health system. This would be a long-term project. *(Moved from Category 3)*	Both	13			🟨
1	8. Funding opportunities post high school (i.e., certification, AA, and BA) for people from under-served populations who desire a career in public specialty mental health.				YES	🟨
1	9. Explore a new program with leadership from Chief of Peer Services to offer peers paid internship (yearly stipend), or yearlong apprenticeship, leading to potential employment in public mental health. (Launching 2024)	Both	3	YES		🟩
3	10. Explore offering retention bonuses to current DMH staff (TBD which staff category(s) specifically).					🟨
4	11. Explore potential trainings for ASL interpreters on working with individuals with mental health disabilities.	DMH	2, 5, 6			🟨

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

WET CATEGORY	DESCRIPTION: POLICY, PRACTICE OR ADVOCACY			STATUS
1	1. Increase partnerships with universities to find staff who have similar culturally relevant backgrounds to clients served.			🟨
1	2. Continue using inclusive criteria for all pathways to ensure a diverse mental health workforce. (Ongoing-system)	39		🟩
1	3. DMH is prioritizing hiring diverse staff to be reflective of the County population. (Ongoing-system)	7, 8, 17, 36		🟩
1	4. Advocate systemwide to increase the value given to peers within the Department. (System-under – existing under the direction of Peer Services Chief)	13, 14		🟩
2	5. Implement ARDI committee's recommendations to create a diverse workforce. (Ongoing)		33	🟩
2	6. Ensure relevant and targeted trainings for DMH staff have a trauma informed approach. (No new funding needed)			🟩
2	7. DMH will continue to seek viable solutions to increase accessibility for DMH staff members with disabilities and/or accessibility challenges. (HR/system, not WET SPECIFIC)			🟨

WET CATEGORY	DESCRIPTION: POLICY, PRACTICE OR ADVOCACY			
4	8. Assess accessibility to Human Resources for individuals from underserved communities. Use findings to create a more welcoming environment and improve access. (Systemwide, NOT WET)			
4	9. Advocate for HR to review internally delivered customer services training for own staff. (Systemwide)			
4	10. Develop system to identify and notify DMH staff of third party trainings that meet requirements/criteria and fill a gap/need within the system.	18		
4	11. DMH is working with Human Resources (HR) and County Civil Service to improve clarity in job descriptions/titles. (Systemwide)	24		
4	12. DMH has a priority to hire staff and contract providers that have cultural/linguistic capacity to reach underserved populations. (Systemwide)	29, 39		