

# ▶▶ Mental Health Services Act Workforce Education and Training

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LOS ANGELES COUNTY  
**DEPARTMENT OF  
MENTAL HEALTH**  
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# ▶▶ MHSA WET Overview

## Goal and Overview

The Los Angeles County MHSA – WET Plan seeks to address the fundamental concepts of supporting, recruiting, and developing a workforce (both present and future) that is culturally competent, consumer/family driven, and promotes the delivery of mental health services with a strength based approach that is inclusive of recovery, resilience and wellness. The Plan provides opportunities to recruit, train and re-train public mental health staff to meet those overall goals.

## ▶▶ Categories under MHSA WET

- **Training and Technical Assistance:** Provided for a highly trained DMH workforce with the skills and capacity to deliver quality services.
- **Residency and Internship:** Increase the Department's residency and internship opportunities
- **Mental Health Career Pathways:** Strong partnerships and mental health career pathways with local colleges and universities to increase the availability and diversity of the potential workforce pool.
- **Financial Incentives:** Strengthen the available financial incentives for recruiting new staff as well as retaining current DMH staff.

# ▶▶ Training and Technical Assistance Programs

- **Learning Net System**
  - An online registration and training tracking system called EventsHub that manages both registration, transcripts, and certificates/credit for trainings and conferences coordinated by the Department. EventsHub is administratively inclusive of posting, registration, e-ticket, and other training logistics important for tracking purposes.
- **Public Mental Health Partnership: UCLA Public Partnership for Wellbeing Agreement**
  - The Public Mental Health Partnership (PMHP) focuses on training and technical assistance for the Full Service Partnership (FSP) and HOME Teams run by LACDMH. Since inception, the PMHP has created a large library of virtual trainings and resources that are now organized and housed on the Wellbeing for LA Learning Center website. These resources, while customized to meet the needs of the FSP and HOME Teams individually, are available and can be applied across all programs and providers.

# ▶▶ Training and Technical Assistance Programs

Public Mental Health Partnership (PMHP) Trainings 2023-2024

Topic Name	Number of Trainings	Training Hours	Number of Participants
Cultural Humility	14	38	610
Crisis & Safety Intervention	19	85	974
Continuous Quality Improvement	60	61	939
Ethical Issues	4	8	456
Manualized Evidence-Based Practices	25	55	1,359
Psychiatric Disorders & Symptoms	13	48	584
Co-Occurring Disorders	15	47	683
Service Delivery Skills	23	36	785
Team-Based Clinical Services	44	67	803
Provider Wellbeing	30	27	611
Trauma	13	41	705
Person Centeredness	22	51	565
Everyday Functioning	5	6	176
Persistent & Committed Engagement	2	4	102
Whole Person Care	2	10	64
<b>TOTAL:</b>	<b>291</b>	<b>581</b>	<b>9,416</b>

# ▶▶ Training and Technical Assistance Programs

- **Interpreter Training Program (ITP)**
  - Offers trainings for monolingual English speaking mental health providers as well as bilingual staff currently performing or interested in performing interpreter services, as well as for those building their bilingual mental health clinical terminology. The use of linguistically and culturally competent interpreters is highly important to bridging the language and cultural gap in the delivery of services in public mental health.  
FY 2023/2024 Outcomes: 136 total attendees participated in the program.
- **Licensure Preparation Program (MSW, MFT, PSY)**
  - Subsidized study preparation materials for licensure examination for Social Workers, Marriage and Family Therapists, Licensed Professional Clinical Counselors and Psychologists.  
FY 2023/2024: 88 individuals across these professions participated;  
69% from a un- or under- served community; 71% speak a threshold language

# ▶▶ Training and Technical Assistance Programs

- Academy of Cognitive Therapy
  - Individual Cognitive Behavioral Therapy (Ind CBT) is one of the most frequently utilized evidence-based practice (EBP), with considerable research supporting its effectiveness and adaptability in clinical practice. Ind CBT helps individuals deal with their difficulties by changing their thinking patterns, behaviors, and emotional responses.
  - Academy of Cognitive Therapy Outcomes for FY 2023-24

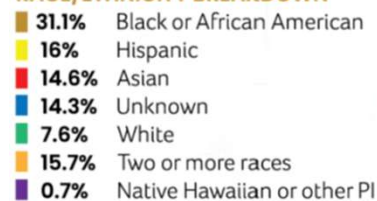
Training Cohort # and Completion Date	# of Participants Completed
49 - 7/10/23	35
50 - 10/30/23	31
51 - 1/03/24	39
52 - 3/04/24	43
53 - 6/26/24	37
<b>TOTAL</b>	<b>185</b>

# ▶▶ Residencies and Internships

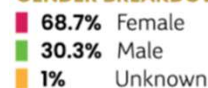
- **Charles R. Drew Affiliation Agreement: Psychiatric Residency Program**
  - The program is contracted with Charles Drew University to develop the psychiatric residency program and to manage, administer, and coordinate training of resident physicians at DHS and DMH facilities. The Psychiatric Residency Program encompasses the Adult Psychiatry Residency Training Program, the Child Psychiatry Fellowship Program, the Geriatric Psychiatry Fellowship Program, and the Forensic Psychiatry Fellowship Program.

NCSP	#Fellows/Residents	Estimated # of patient visits *
Adult Psychiatrist/Researcher	2	1,070
<b>GME</b>		
Adult Psychiatry Residency	7	2,513
Child Psychiatry Fellowship	4	3,172
Geriatric Psychiatry Fellowship	2	2,190
Forensic Psychiatry Fellowship	3	5,053
<b>Total</b>	<b>16</b>	<b>12,928</b>

#### RACE/ETHNICITY BREAKDOWN



#### GENDER BREAKDOWN



\*Total number of patient visits from FY2020 through FY2024.

\*\*In FY2023-24, GME trainees provided 3,378 patient visits.



## ▶▶ Residencies and Internships

- **Student Professional Development Program (SPDP) Internship Program**
  - Involves a training partnership with accredited professional schools that places students in a wide variety of clinical and administrative settings. In addition to the learning that occurs while in their professional placement, students have opportunities to participate in a wide variety of trainings preparing them as future public mental health workforce. As a result of their placement within LACDMH, many students have become permanent employees within DMH or one of our contract providers.
- FY 2023/2024: 101 student interns, from 16 regional universities, placed at 33 unique placement sites within DMH; including disciplines of: psychology, social work, marriage and family therapy, nurse practitioner, occupational therapy, and pharmacology.

## ▶▶ Mental Health Career Pathways

- Parent Partners Training Program (PPTA)

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. The Parent Partners Training Program (PPTA) provides mandated "Essential Skills" training to LA County Parent Partners through the 72-hour PPTA Essential Skills training, Continuing Education for all LA County Parent Partners, Reflective Practice Training for supervisors and also conducts the PPTA Certification Exam and PPTA training evaluation.

During FY 2023/2024, the PPTA provided mandated "Essential Skills" training included over 288 hours of training for more than 100 Parent Partners.

## ▶▶ Mental Health Career Pathways

- Expanded Employment and Professional Advancement Opportunities for Peers, Parent-Child Advocates and Caregivers in the Public Mental Health System - The Department continued to develop new, innovative training opportunities to prepare peers, parent advocates, child advocates and caregivers for employment in the public mental health system.
- As such, during FY 2023-2024 the Department delivered the following trainings:

Training Title	# of Trainings Offered	# of Participants
Recovery Practices for Organizations	3	66
Recovery Practices for Leaders	1	13
Recovery Principles in Law and Ethics for Peer Support Specialists	2	40
Peer Certification Exam Preparation Training	2	43
Resilient Culture Playbook Workshop	3	23
Suicide Peer-Vention	2	53
Crisis Response Training/Recovery Responders-Providing Peer Support in Crisis Services	2	29
Resilient Debriefing and Reconciliation	3	29
Recovery Welcoming Process	1	16
Wellness Recovery Action Plan (WRAP) – Seminar I	2	20
Wellness Recovery Action Plan (WRAP) Facilitator Training	2	16
<b>TOTAL</b>	<b>23</b>	<b>348</b>

# ▶▶ Mental Health Career Pathways

- Pathways to Health Meaningful Health Careers Academy

The program provides high school students interested in improving community health through public health and mental health professions the opportunity to develop skills that will prepare them for higher education and careers in these health professions. The 9th - 12th grade students accepted into PHCA participate in educationally enriching experiences that include a paid 5-week summer intensive program, a paid internship, mentorship, tutoring, college credit-granting public health, mental health courses, math enrichment, and college preparation/SAT courses. It also provides academic and community internship to prepare young people for health careers with a partnership between the following: Los Angeles County Departments of Public Health and Mental Health, Charles R. Drew University of Medicine and Science (CDU) in South Los Angeles, and Local community partners.

PHCA Applicants	Total
Number of Applications Submitted	130
Number of Applicants Accepted – 23-24 Cohort	39

## ▶▶ Financial Incentive Programs

- **Mental Health Psychiatrist (MHP) Student Loan Repayment Incentive**
  - Offers a financial incentive towards the outstanding balance of student loans for full-time Psychiatrists who have completed one-year of continuous service at DMH and have active, unpaid, graduate, or medical, student loans. Eligible psychiatrists will receive a maximum annual amount of up to \$50,000 for a period of five years which equates to a lifetime total of up to \$250,000.
  - During FY 2023/2024, 38 mental health psychiatrists participated in this program.
- **MHP Recruitment Incentive Program**
  - This program targets recruitment of potential Mental Health Psychiatrists for DMH. A one-time award of \$25,000 will be granted consisting of \$12,500 upon completion of the first year of continuous service at DMH, and an additional payment of \$12,500 upon completion of the second year of continuous service (if have not participated in or received funds from the Student Loan Repayment Incentive program).
  - During FY 2023/2024, 3 individuals participated in this financial opportunity.

## ▶▶ Financial Incentive Programs

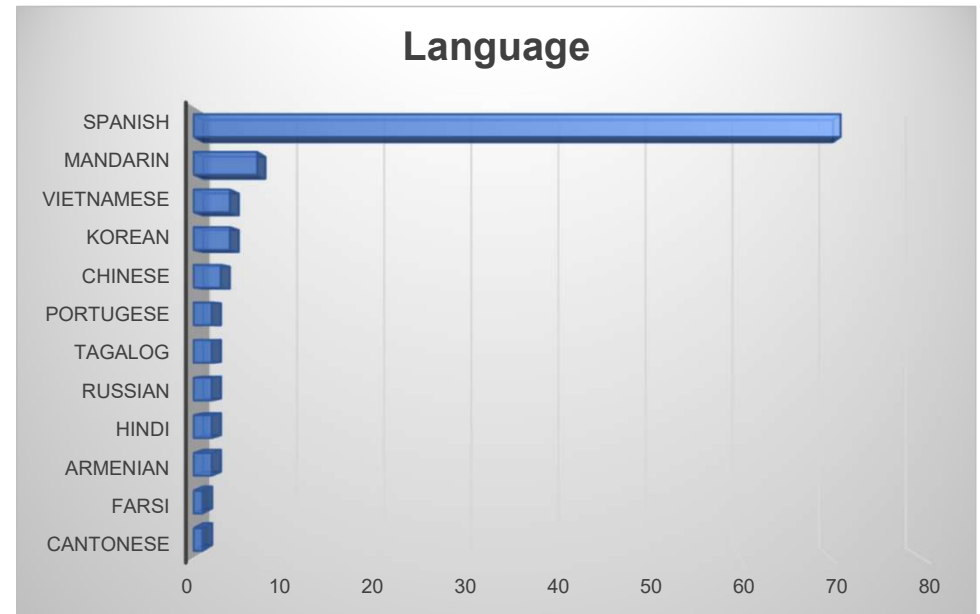
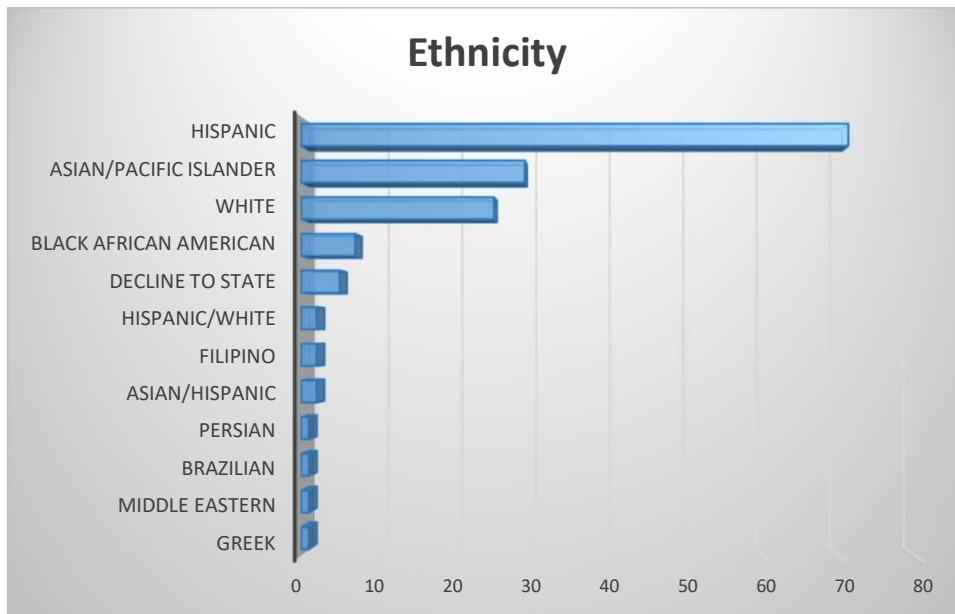
- LAC DMH Stipend Program

Provides students with education stipends in the amount of \$18,500 in exchange for one year work commitment in a Los Angeles County public mental health program/agency. This program targets students who are linguistically and/or culturally able to service the traditionally unserved and underserved populations of the County. Program eligibility includes Psychologists, MSWs, MFTs, LPCCs, Psychiatric Technicians and PNPs students in the final year of their educational degree program.

During FY 2023-24, 164 stipends were awarded.

# ▶▶ Financial Incentive Programs

- LAC DMH Stipend Program FY 2023-24



## ▶▶ New Programs for FY 24-25 (In development)

**Youth Outreach/Media Campaign:** With a significant number of vacancies throughout the specialty public mental health system, the need to recruit students early in their education is crucial to address long-term staffing deficits. The proposed outreach media campaign will advertise career opportunities in the mental health field, while emphasizing the meaningful impact individuals can deliver within their communities. The campaign will include depictions of professionals from diverse backgrounds that look like them to provide positive role models. This project will create and launch an online media campaign tailored for social media platforms, where young adults spend significant amount of time. The mental health profession is not one historically highlighted as a career for middle, high and post-high school students, especially for students from communities of color. This campaign will specifically target those populations.

**Recruitment Hiring Bonus:** These financial incentive opportunities may include signing bonuses for direct service levels, with emphasis on high need classifications that have experienced a historical high vacancy/turnover rate. These retention efforts will provide a financial award in exchange for a contractual work commitment to work in a hard-to-recruit program or area, as identified by the Department of Mental Health (DMH).



# Questions?



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