

Southern Counties Regional Partnership Plan

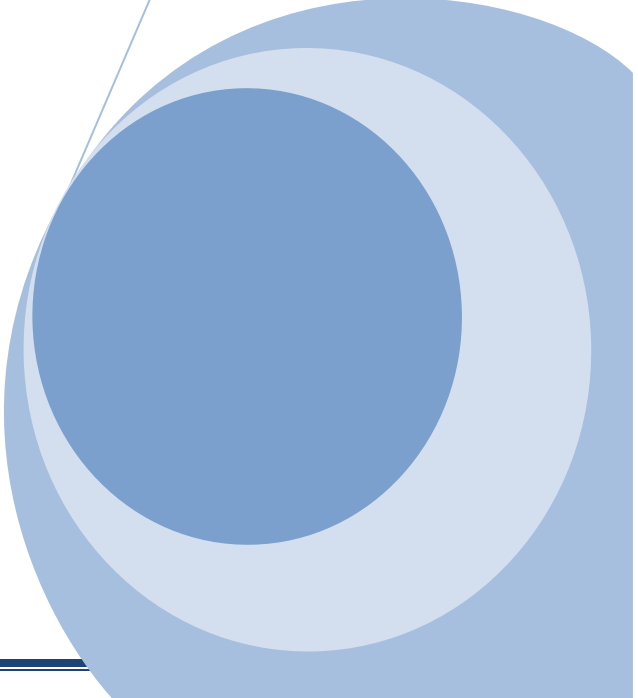


Upper Southern Region Counties: Santa Barbara, Kern, San Luis Obispo and Ventura

Lower Southern Region Counties: San Diego, Orange, Riverside, Imperial, Tri-Cities and San Bernardino

Mental Health Service Act Section 5822 (d)

Establishment of regional partnerships among the mental health system and the educational system to expand outreach to multicultural communities, increase the diversity of the mental health workforce, to reduce the stigma associated with mental illness, and to promote the use of web-based technologies, and distance learning techniques.



Executive Summary

The Southern Counties Regional Partnerships goals are to coordinate regional education programs, disseminate information and strategies throughout the region, develop common training opportunities and share programs that increase diversity of the public mental health system workforce, when those programs are more easily coordinated at a regional level.

The Southern Counties Regional Partnership Workforce Education and Training (WET) Plan is consistent with and supportive of the goals and objectives of the ten southern counties. The development of this regional WET plan includes seven program components and establishes a plan to enact these program goals. Progress and outcomes of education and training programs and activities listed in the WET plan will be reported and shared with appropriate adjustments made. The plan was developed with input from all SCRPP WET Coordinators.

The funding for the plan is \$600,000 annually for a total amount of \$1,800,000 for three years. As per section 15 5892 (h) of the MHSA it states "Other than funds placed in a reserve in accordance with an approved plan, any funds allocated to a county which have not been spent for their authorized purpose within three years shall revert to the state to be deposited into the fund and available for other counties in future years, ***provided however, that funds for capital facilities, technological needs or education and training may be retained for up to ten years before reverting to the Fund.***"

The purpose of this plan is to have in place a mechanism to carry out the priorities, allocate and approve funding for the Southern County Regional Partnership. The plan will also be used to establish a formal process for counties and organizations to request funding from the Southern Counties Regional Partnership.

Request for Southern Counties Partnership Funding

To request funding, a Southern Counties Regional Partnership *Request for Partnership Funding Form* must be completed and turned into the Southern Regional Coordinator.

The process for approval of funding is as follows:

- Funding requests must be posted fourteen days in advance on the agenda for the next available Southern Counties Regional Partnership Meeting.
- Each Southern Regional County will have one vote.
- Absentee votes may be sent to the Regional Coordinator (via e-mail). The e-mail vote must be sent prior to the beginning of the meeting or the county will forfeit its vote.
- A majority vote is needed to have an approval (The word "majority" in this context means, simply, *more than half*).
- The WET Coordinators can approve funding up to \$2,500 per project. If the dollar amount is greater than \$2,500, it will need to be referred to the Southern County Mental Health Directors for a majority vote.
- The Southern County Mental Health Directors will be notified via e-mail with a 14 day notice that their vote is needed. Each Southern County Mental Health Directors will have one vote. A majority vote is needed; with six votes necessary to carry the vote or the item cannot be passed.
- The request for funding form will be posted on the CIMH Website under the Southern Region Partnership.

Request for Funding Form

Date Requested Funding:	Click here to enter a date.
Person Requesting Training:	
County or Organization:	
Phone:	Email:
Project/Training Name:	
List specific deliverables for this event:	
Which counties will benefit from this event? Imperial <input type="checkbox"/> Kern <input type="checkbox"/> Orange <input type="checkbox"/> Riverside <input type="checkbox"/> San Bernardino <input type="checkbox"/> San Diego <input type="checkbox"/> San Luis Obispo <input type="checkbox"/> Santa Barbara <input type="checkbox"/> Tri-Cities <input type="checkbox"/> Ventura <input type="checkbox"/> All <input type="checkbox"/>	
Will CEU's be offered? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, which disciplines: APA <input type="checkbox"/> BBS <input type="checkbox"/> BRN <input type="checkbox"/> CAADAC <input type="checkbox"/> CAADE <input type="checkbox"/>	
What percent of the funding request benefits Mental Health?	
Please list other funding sources	
Amount of Request:	\$
Date of Project/Training:	Click here to enter a date.
Event Location:	
Is this event open to the public? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Is there a fee for attending this event, project/training? Yes <input type="checkbox"/> No <input type="checkbox"/> If so, what is the amount of the fee? \$	
Please return an evaluation within 30 days of your event and state how the program objectives were met.	
Please attach any additional materials that support this request and email form to scrp@dbh.sbcounty.org	

A. WORKFORCE STAFFING SUPPORT

Program #1: Workforce Education and Training Coordination

Description: Workforce Education and Training (WET) requires a team responsible for the central management and the implementation of the WET plan on a regional basis. The Regional Coordinator is needed to lead the implementation of the Work Plan for the Southern Counties Regional Partnership in order to develop a culturally and linguistically competent, rehabilitation and recovery-oriented public mental health workforce. The Regional Coordinator will consult and work closely with members of the Southern Counties Regional Partnership, who represent a range of education and mental health organizations and community partners and will coordinate centralized Work Plan activities. The Work Plan will address areas such as: expanding the capacity of post-secondary education; work readiness in the classroom; multilingual and multicultural pipeline strategies; school-to-school career strategies; job retraining for mental health occupations; consumer and family member employment; licensing boards and professional recruitment; and rural strategies. Continuing the collaboration building and outreach include activities and costs associated with identifying partners, and explaining the partnership to those identified. Promoting the Regional Partnership throughout the region including regional educational programs, disseminate information and strategies regarding consumer and family member employment throughout the region; develop common online training opportunities; and share programs that increase diversity of the public mental health system workforce.

Objectives:

1. Organize, convene, and facilitate meetings of the Southern Counties Regional Partnership: assure minutes are taken.
2. Consult regularly with key personnel and organizations executing the Work Plan objectives to monitor progress and provide technical and administrative support.
3. Coordinate grant funded activities with California Mental Health Directors Association (CMHDA) and county Mental Health Services Act (MHSA) planning and implementation staff. Provide technical assistance to county mental health departments in the submission of MHSA proposals relating to workforce development.
4. Establish and maintain a system for tracking projects activities, progress, and outcomes; integrate and coordinate tracking with local MHSA Education and Training Plans.

Workforce Education and Training Coordination – Continued

5. Attend regular California Institute of Mental Health (CIMH) Project Manager Meetings; and coordinate grant activities with existing CIMH supported training for mental health personnel, consumers and family members.
6. Provide written and verbal reports, technical assistance, and training presentations, and materials to the Mental Health Planning Council, Department of Mental Health, California Mental Health Directors Association, and California Council of Community Mental Health

Agencies, California Association of Rehabilitation Agencies, and Multicultural Service Coordinators, CIMH Board of Directors and other relevant constituent groups.

7. Manage project budget and expenditures.
8. Expand the Southern Counties Regional Partnership membership based on strategic alliances necessary to achieve project goals.
9. Develop and/or refine Inter-Agency Agreements (IAG) and Memorandums of Understanding (MOU) with community agencies, educational institutions and other partners as they relate to recruitment, training, education, and internship opportunities and programs.
10. Provide technical assistance and logistical support to Southern California public and private mental health programs seeking to diversify internships and training opportunities.
11. Develop sustained funding for long-term project objectives including both public and private funds. Prepare and coordinate the preparation of grant applications on behalf of the Southern Counties Regional Partnership.
12. Coordinate the annual update and revision of the Work Plan as workforce conditions change.
13. Travel as necessary throughout the state and occasionally the nation; liaison effectively with other organizations; represent the agency at relevant committees, conferences and other meetings.
14. Supervise and coordinate activities to meet the Work Plan Requirements.

Budget Justification:

1 FTE Regional Coordinator

1 P/T Clerical Staff

Operating Costs

Regional Meetings

Professional Memberships

Publications

Professional Services (contract services)

B. TRAINING AND TECHNICAL ASSISTANCE

Program #2: Technical Assistance for the Upper Southern Region

Description: It was originally planned that the upper southern region would hire a Regional Coordinator and a part time clerical staff person to work directly for the upper region. After further consideration, the Upper Region decided to budget this money directly towards developing projects and using paid consultants to facilitate these priorities. It is agreed that 10% of the \$150,000 budgeted funding for each fiscal year would be allocated to the Southern Regions Coordinator salary for time spent on programs and trainings that affect all southern counties.

Objectives:

1. Upper Region will hire consultants to implement workforce development projects along with a designated internal county person to assist with the coordination of this process.
2. Utilizing funding for direct services such as trainings and employment opportunities (job fairs), specifically for the Upper Southern Region.
3. The Upper Region Directors and WET Coordinators will develop a prioritized list of workforce needs for their region.

Budget Justification:

Facilitation of the trainings/programs

B. TRAINING AND TECHNICAL ASSISTANCE

Program #3: Training and Technical Assistance for Workforce Innovations

Description: To provide technical assistance for projects that can support workforce, education and training innovations. An example of this would be to provide assistance in the mental health professional shortage area that has a significant shortage of Mental Health professionals. To provide technical assistance to the SCRIP with prioritizing projects and providing trainings throughout the region. These trainings may include but are not limited to; Structuring Stipends, Staff Development for Leadership, Succession Planning, Law Enforcement Collaborative , FSP, Billing, Cultural Competence, Valor, Clinical Supervision and Fiscal Training. Funding was allocated based on the percentage of the state allocation by county. Refer to the Operations Process Section on how to process spending these funds. Priorities need to be set by the region and funding allocated by these priorities.

Objectives:

1. Coordinate the development of regional trainings.
2. Develop and implement workforce development projects.
3. Create a Southern California Region Training Calendar.
4. Develop a list of prioritized training needs.

Budget Justification:

Variety of trainings opened to the southern region.

Provide technical assistance for programs throughout the region.

B. TRAINING AND TECHNICAL ASSISTANCE

Program #4: Development of Core Competencies

Description: To develop essential competencies that are required in the Mental Health Services Act Workforce, Education and Training Plan, in order to determine whether and how these competencies relate to duties and tasks performed on the job and how they impact county services. Evaluate performance reviews from various counties and explore the supervisors' role with evaluating job performance.

Objectives:

1. Develop Core Competencies for the Southern Counties Regional Partnership.
2. Hire a consultant to assist with this project.
3. Develop core competencies for each job classification.
4. Collaborate with consumers and family members to develop core competencies.

Budget Justification:

Provide technical assistance to develop SCRP Core Competencies.

Provide facilitation of this project to include hiring a consultant.

C. MENTAL HEALTH CAREER PATHWAYS PROGRAMS

Program #5: Outreach to Educational Institutions and Programs

Description: To provide technical assistance to counties in developing regional partnerships with local colleges and high school programs to promote job trainings and careers in the mental health field. This may include options for the counties to create certificate programs in mental health to be matriculated into AA and/or BA programs to assist those with lower levels of education to move through their educational attainment and onto a career pathway continuum. Refer to the Operations Process Section on how to process spending these funds.

Objectives:

1. Develop a regional partnership with Community Colleges to promote and offer a certificate program in mental health that would be consistent throughout the region for job placements.
2. Attend regional community colleges consortium meetings.
3. Develop a matrix of community colleges and human services certificate programs that are offered throughout the southern region.
4. Provide information for consumer and family members to enter the AA degree or certificate program.
5. Attend college career days and provide information on county positions in Behavioral Health/Mental Health.
6. Work with school districts and ROP health training academies to ensure that mental health careers are represented in the curriculum.
7. Fully articulate the AA degree program with local 4-year BA programs in mental health.

Budget Justification:

Provide career days for high schools and community colleges.

Create brochures and purchase giveaways for events.

C. MENTAL HEALTH CAREER PATHWAYS PROGRAMS

Program #6: Career Pathways in Behavior/Mental Health

Description: Addressing Behavior/Mental Health careers that may cross over to different job classifications and requirements. Concerns have been voiced over the disparities of job descriptions among the southern counties in the Behavioral/Mental Health field. Provide assistance to counties to work with their Human Resources Departments to insure that acceptances of these certificate programs in Behavioral/Mental Health are equally accepted. This will assist the individuals that are attending college programs in one county to consistently be eligible for job positions in other counties.

Objectives:

1. Create a matrix with all southern region counties to compare similar job classifications and job requirements.
2. Share best practices among counties to assist county human resources departments for better consistencies of acceptance for a mental/behavior certificate programs.

D. RESIDENCY, INTERNSHIP PROGRAMS

Program #7: Internship and Volunteer Programs

Description: Providing technical assistance to counties for internship and consumer and volunteer opportunities. The plan will also assist counties with various avenues for utilizing interns and volunteers. Provide necessary training for utilizing interns/volunteers and share best practices among the counties for recruiting, training and supervision.

Objectives:

1. Provide technical assistance to counties with various avenues for utilizing interns and volunteers.
2. Share best practices among the counties for recruiting, training and supervision.
3. Provide training on utilizing interns and volunteers.

E. FINANCIAL INCENTIVE PROGRAMS

Program #8: Financial Incentives to Increase Workforce Diversity

Description: MHSA calls for the expansion of postsecondary education to meet the needs of identified mental health occupational shortages. Strategies include plans for loan forgiveness and scholarship programs offered in return for a commitment to employment in California's public mental health system. MHSA also provides for establishment of regional partnerships among the mental health system and for the educational system to expand outreach to multicultural communities, increase the diversity of the system and for the educational system to expand outreach to multicultural communities, increase the diversity of the mental health workforce, reduce the stigma associated with mental illness, and promote the use of web-based technologies and distant learning techniques.

Objectives:

1. Provide regional training on structuring stipends/scholarships.
2. Provide technical assistance to counties on a regional basis with educational institutions in the community to establish contracts for awarding stipends and scholarships.

Share other counties best practices on financial incentives.

SCRP Budget "B"		FY 10/11 Southern Counties Regional Partnership Funding	Regional Partnership Funds by Category			
NO.	Name		Workforce Staffing Support	Operating Costs	Training & Technical Assistance	Career Pathways Programs
1.	*Staffing Costs Upper Region	\$135,000	\$135,000			
2.	*Staffing Costs Lower Region	\$150,000	\$150,000			
3.	Travel Costs - Regional Coordinator	\$15,000	\$15,000			
4.	Operating Costs (Regional Meetings, Professional Memberships, Publications, Professional Services)	\$20,000		\$20,000		
5.	Regional Programs	\$190,000			\$175,000	\$15,000
6.						
7.						
9.	Subtotal	\$510,000	\$300,000	\$20,000	\$175,000	\$15,000
10.	Plus 15% San Bernardino County Administration	\$90,000				
11.	Total	\$600,000				
12.	Unexpended funds from FY 09/10	\$443,781				
	Total Available Funds FY 10/11	\$1,043,781				

Note: * As Indicated in Program 2 of the SCRCP WET Plan, the upper region will be using their allocated salary funding towards developing projects and using paid consultants to facilitate their programs/projects.