



# SOUTHERN COUNTIES REGIONAL PARTNERSHIP STRATEGIC PLAN

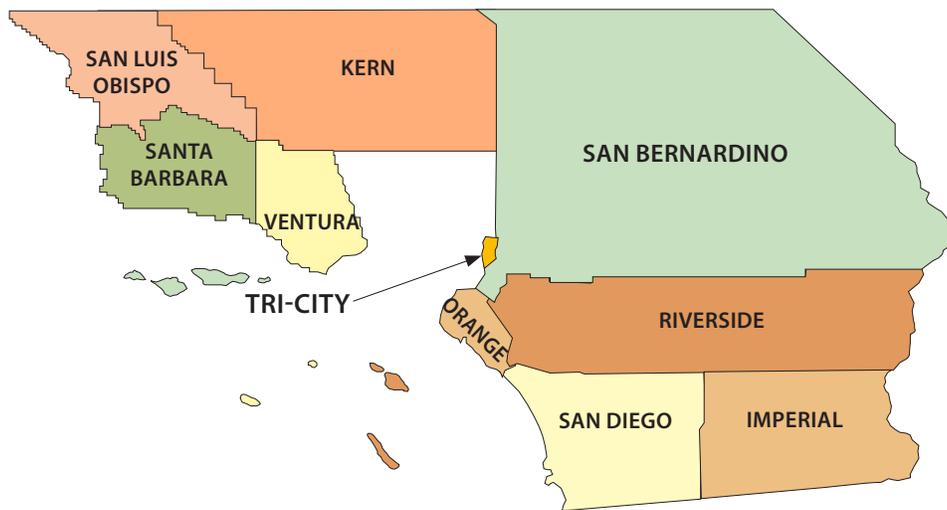
2013/14 -2015/16





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# SCRP MEMBERS

	<p><b>KERN COUNTY</b>          Director: James Waterman, Ph.D.          WET Coordinator: Lynette Canas</p>
	<p><b>SAN LUIS OBISPO COUNTY</b>          Director: Vacant          WET Coordinator: Frank Warren</p>
	<p><b>SANTA BARBARA COUNTY</b>          Interim Director: Takashi Wada, MD          WET Coordinator: Cuco Rodriguez</p>
	<p><b>VENTURA COUNTY</b>          Director: Meloney Roy, LCSW          WET Coordinator: Carla Cross, LMFT, ATR-BC</p>
	<p><b>IMPERIAL COUNTY</b>          Director: Michael W. Horn, MFT          WET Coordinator: Andrea Kuhlen, MPA</p>
	<p><b>ORANGE COUNTY</b>          Director: Mary Hale          WET Coordinator: Sheryl Curl</p>
	<p><b>RIVERSIDE COUNTY</b>          Director: Jerry Wengerd, LCSW          WET Coordinator: David Schoelen, LCSW</p>
	<p><b>SAN BERNARDINO COUNTY</b>          Director: CaSonya Thomas, MPA, CHC          WET Coordinator: Mariann Ruffolo, MBA</p>
	<p><b>SAN DIEGO COUNTY</b>          Director: Alfredo Aguirre, LCSW          WET Coordinator: Laura Colligan, MFT</p>
	<p><b>TRI-CITY MENTAL HEALTH</b>          Director: Jesse Duff, MPA          WET Coordinator: Gibran Carter</p>

# EXECUTIVE SUMMARY

The Southern Counties Regional Partnership is funded by the Mental Health Services Act (MHSA), under the auspices of, the State of California's Office of Statewide Health Planning & Development (OSHPD).

The Southern Counties Regional Partnership has determined its intent to coordinate programs and disseminate information on a regional basis. These efforts are designed to grow, support, and enhance the Southern California public mental/behavioral workforce.

The goals outlined in this Strategic Plan fall within the following categories:

1. Workforce Staffing Support
2. Training and Technical Assistance
3. Mental Health Career Pathways Programs
4. Residency, Internship Programs
5. Financial Incentive Programs

If you have any questions or would like more information, please contact the Coordinator via email at: [SCRPC@dbh.sbcounty.gov](mailto:SCRPC@dbh.sbcounty.gov), or visit our website at: [www.SCRPCalifornia.org](http://www.SCRPCalifornia.org).



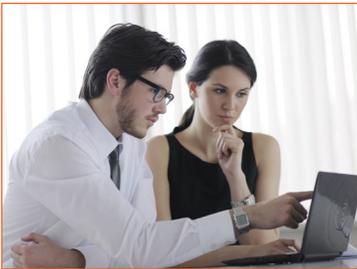
# INTRODUCTION



The Southern Counties Regional Partnership (SCRP) is governed under the direction of the State of California's Office of Statewide Health Planning & Development (OSHPD). The funding is provided by the Mental Health Services Act (MHSA), which became effective on January 1, 2005. This California Law began when voters approved Proposition 63, which assesses a one percent tax on personal income in excess of \$1 million. The current annual funding is \$600,000.



At the end of 2012, the SCRP members and community stakeholders convened to work on and eventually develop the 2013-2015 Strategic Plan in draft form. In November, the SCRP Directors reviewed the final draft and approved it for publication.



This Strategic Plan will be used to guide SCRP members and the Regional community in developing projects and ongoing communications within the spirit conveyed through the Vision Statement. The goals contained herein are the priorities as declared by the members, however, the SCRP recognizes the probability of other meaningful projects developing in the near future. Therefore, the SCRP may also consider participating in other projects that fall within the Mission Statement.

The Coordinator will lead the administrative efforts, organize projects, and serve as the primary representative of the SCRP in regional and statewide events. The WET Coordinators from each County will execute these projects within their respective County with assistance from the Coordinator through Regional implementation. The SCRP Directors will provide oversight and guidance to ensure the Strategic Plan is implemented throughout the Region.

If you have questions or would like more information, please contact the Coordinator via email at: [SCRP@dbh.sbcounty.gov](mailto:SCRP@dbh.sbcounty.gov), or visit our website at: [www.SCRPCalifornia.org](http://www.SCRPCalifornia.org).



## VISION STATEMENT

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We envision a current and future regional workforce that understands and supports recovery, resiliency, and wellness, is culturally and linguistically competent, and includes consumers and family members throughout the mental health system.



## MISSION STATEMENT

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To disseminate information and strategies throughout the region, coordinate education programs, develop/provide common training opportunities and share programs to enhance the public mental health system workforce, when those programs are more effectively coordinated at a regional level.



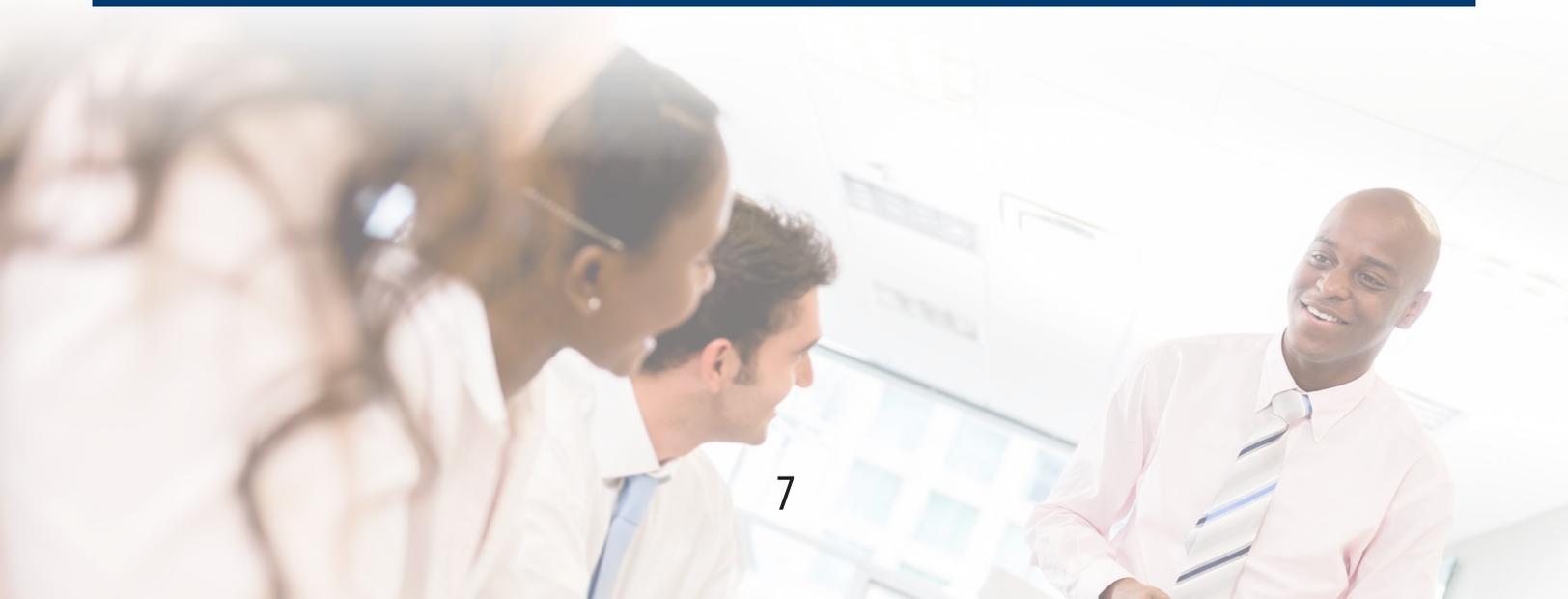
# ACTION PLANS

## WORKFORCE STAFFING SUPPORT

CATEGORY	WORKFORCE STAFFING SUPPORT			
DESCRIPTION	The SCRCP requires an administrative support system to organize and facilitate the activities required to implement the Strategic Plan.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
1	Internal Communications	Increase communications between the WET Coordinators and the SCRCP Coordinator's Office.	<p>Inform WET Coordinators of shared opportunities via email.</p> <p>Coordinator to meet with WET Coordinators and/or Directors on a quarterly basis.</p> <p>Coordinator to submit written quarterly program and fiscal reports to the Directors.</p>	<p>Copies of emails from Coordinator's Office.</p> <p>Calendar printout showing date and time of meeting.</p> <p>Copies of written reports.</p>
2	External Communications	Expand the SCRCP website to serve as a central hub of regional information and increase collaboration, access, and awareness among all stakeholders in the Workforce Development community.	<p>Create a new section of pages containing easily sortable information and links to access County specific information.</p> <p>Create a new section of pages devoted to tracking important Federal and State legislation related to Behavioral Health.</p>	<p>New web pages viewable at <a href="http://www.SCRPCalifornia.org">www.SCRPCalifornia.org</a>.</p> <p>New web pages viewable at <a href="http://www.SCRPCalifornia.org">www.SCRPCalifornia.org</a>.</p>



CATEGORY	WORKFORCE STAFFING SUPPORT			
DESCRIPTION	The SCRP requires an administrative support system to organize and facilitate the activities required to implement the Strategic Plan.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
3	External Communications	<p>Develop and implement a marketing campaign to inform possible collaborators and stakeholders of the SCRP Mission.</p> <p>Maintain and enhance positive public relations and collaborative associations with agencies linked to the public mental/behavioral health workforce, education, and training system.</p>	Produce a biographical video and PowerPoint Presentation to be used on the website, at Career Fairs, meetings/ conferences, and other informational outlets.	The video posted on the website and a CD/DVD containing the video and PowerPoint Presentation.
4	External Communications	Maintain and enhance positive public relations and collaborative associations with agencies linked to the public mental/behavioral health workforce, education, and training system.	The coordinator will participate in conference calls, workshops/meetings, and conferences aligned with the SCRP Vision and Mission.	Copies of the Coordinator's calendar and travel records.



# ACTION PLANS

## TRAINING AND TECHNICAL ASSISTANCE

CATEGORY		TRAINING AND TECHNICAL ASSISTANCE		
DESCRIPTION		To connect the workforce with educational curriculum delivered through various modalities and provide support in researching, organizing, and accessing professional development resources.		
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
1	Trainers Bureau	Develop and maintain an easily accessible list of culturally and linguistically competent trainers who are suitable for the public mental/behavioral health workforce.	Identify expertise of SCRP members able to facilitate trainings on an exchange basis with fellow member agencies.  Develop list of trainers utilized by SCRP members and other peer agencies to streamline the search and procurement of quality trainers.	Copies of a survey distributed to SCRP members to identify potential trainers.  An ongoing electronic list of trainers with detailed contact information.
2	Cultural Competency	Develop tools to assess/evaluate the cultural competency of the public mental/behavioral health workforce.	Research current tools used to assess/evaluate the cultural competency of the public mental/behavioral health workforce.	Provide a condensed list of the most effective tools for use by the SCRP Counties.



CATEGORY	TRAINING AND TECHNICAL ASSISTANCE			
DESCRIPTION	To connect the workforce with educational curriculum delivered through various modalities and provide support in researching, organizing, and accessing professional development resources.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
3	Trainings	Identify and prioritize, live and web-based training opportunities for SCRP counties that support wellness and recovery and are culturally and linguistically competent.	Survey SCRP members' current capacity for participating in web-based training events.  Next, pursue the prospect of upgrading SCRP members' technological equipment to enable their participation in web-based training events.	Copies of completed surveys from SCRP members and communication transcripts investigating the technological upgrades necessary.
4	Training Calendar	Provide a central medium to gather and post various training opportunities being held within the Region.	Create a Training Calendar on the website for SCRP members and stakeholders to inform the workforce about training opportunities being held within the Region.	New Training Calendar on the SCRP website accessible to all interested parties.
5	Maximize Funding	Develop Regional Sponsorship Program.	Send selected individuals to trainings/conferences for the purpose of creating a "Train-the-Trainers" model approach to providing various curriculums throughout the Region.	Agendas and/or Course Outlines for Trainings facilitated by individuals benefiting from being sent to trainings/conferences by SCRP.

# ACTION PLANS

## MENTAL HEALTH CAREER PATHWAYS PROGRAMS

CATEGORY		MENTAL HEALTH CAREER PATHWAYS PROGRAMS		
DESCRIPTION	Educate and recruit a diverse population and provide a knowledgeable entrance into the public mental/behavioral health workforce.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
1	Workforce Development	Develop medium to centrally advertise current job openings, internships, and volunteer opportunities within the region.	Create a web-based Job Board for SCRPs Counties to manually post opportunities within the region.	New web site viewable to job seekers.
2	Needs Assessments	<p>Determine current workforce needs and evaluate/efficacy of previous strategies for the following purposes:</p> <ul style="list-style-type: none"> <li>• Communicate outcomes within the region and statewide.</li> <li>• Have the data available for use towards future funding opportunities.</li> <li>• Heighten the awareness around the need to make more quality trainings accessible to the workforce.</li> <li>• Leverage the hiring process.</li> </ul>	<p>Find appropriate tool/method and conduct evaluation on Needs Assessments previously conducted.</p> <p>Develop and execute reported Assessments in the areas of training and workforce.</p>	<p>Published report of findings.</p> <p>Copies of completed needs assessments.</p>



CATEGORY	MENTAL HEALTH CAREER PATHWAYS PROGRAMS			
DESCRIPTION	Educate and recruit a diverse population and provide a knowledgeable entrance into the public mental/behavioral health workforce.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
3	Outreach Materials	Develop outreach resources of various modalities to inform, educate, and recruit future members of the public mental/behavioral health workforce, including those individuals and family members with “lived experience.”	<p>Create a video and PowerPoint Presentation to be used at outreach events that compliments the use of the “Mental Health Careers Pathway to SUCCESS” Activity Book.</p> <p>Develop inventory of job types in Counties requiring lived experience and the legalities/HR approval process for hiring.</p> <p>Participate in Peer Support Certification and advocacy efforts.</p>	<p>New CD/DVD containing the video and PowerPoint Presentation.</p> <p>Published report of findings.</p> <p>Documented participation in advocacy efforts, and copies of materials dispersed to stakeholders to inform them and/or recruit them into the process.</p>



# ACTION PLANS

## RESIDENCY, INTERNSHIP PROGRAMS

CATEGORY	RESIDENCY, INTERNSHIP PROGRAMS			
DESCRIPTION	To provide supervised, quality opportunities experiencing the realities of working in the public mental/behavioral health field.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
1	Best Practices	Identify common/best practices for Interns working in the public mental/behavioral health system.	<p>Survey SCRP counties to identify common practices amongst Interns. Then, cross-reference with industry standards/ recommendations to develop new best practices for Interns working in the public sector.</p> <p>Create inventory of all levels of pre-degree Internships and Residency Programs. Inventory may include:</p> <ul style="list-style-type: none"> <li>• Disciplines and levels</li> <li>• What are the duties?</li> <li>• Employee or Volunteer?</li> <li>• Policies and procedures for Internship programs</li> <li>• Are stipends available and at what amounts?</li> <li>• What programs/ clinics?</li> <li>• Supervision structure</li> </ul>	<p>Published list of new best practices recommended by SCRP.</p> <p>Publish inventory of pre-degree Internships and Residency Programs on SCRP website.</p>

# ACTION PLANS

## FINANCIAL INCENTIVE PROGRAMS

CATEGORY	FINANCIAL INCENTIVE PROGRAMS			
DESCRIPTION	Programs containing monetary enticements to complete the predetermined requirements, focused on improving the quality of the overall public mental/behavioral health workforce.			
#	PROGRAMS	GOALS/OUTCOMES	STRATEGIES	EVALUATION
1	Program Research	Explore financial and other incentives for the public mental/behavioral health workforce.	Inventory workforce development, education, and training financial incentive programs.  Disciplines and levels What are the duties?  Employee or Volunteer?  Policies and procedures for Internship programs  Are Stipends available and at what amounts?  What programs/clinics?  Supervision structure	Published list of programs and/or resources on the SCRP website.
2	Legislative Advocacy	Advocate for an equitable distribution of funds geographically among the public mental/behavioral health disciplines.	Participate in Statewide discussions on the use and allocation of the State's financial incentive funds.	Agendas of meetings (minutes if available) where this topic is discussed and advocacy comments were contributed by SCRP member(s).





SOUTHERN COUNTIES REGIONAL PARTNERSHIP

**STRATEGIC PLAN**  
2013/14 – 2015/16

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