



Mental Health Workforce Education and Training Recruitment Activities

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Overview

- **Background**
- **Program infrastructure and administration**
- **Eligibility, applications, matching, demographics**
- **Successes and lessons learned**
- **Moving forward**
- **Work plan overview**
- **Initial questions and/or feedback**



Health Careers Training Program



As part of Healthcare Workforce Development Division's pathways, training and placement activities, HCTP administers Mini-Grants and Cal-SEARCH



WET Recruitment Activities

The Five-Year Plan states:

“Increase career awareness outreach activities to rural, underrepresented, underserved, and inappropriately served communities in K-12, community colleges, universities, and community groups/organizations via OSHPDs **Mini Grants Program**” (Goal 1, Objective A-Action 3)

“Increase rotations, internships, and supervision in community public mental health settings via OSHPD’s **California Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH) Program**” (Goal 1, Objective C-Action 3)

Funding for 4-year budget: FY 2014-15 to FY 2017-18

- Mini-Grants \$1,000,000
- Cal-SEARCH \$1,000,000



Mini-Grants

The HCTP Mini-Grants are designed to strengthen educational and social foundations by providing direct and indirect program support for underrepresented and/or economically disadvantaged students to build on as they pursue careers in the health industry.



Cal-SEARCH Background

California's Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH)

- Originally established as a three-year partnership between the Office of Statewide Health Planning and Development (OSHPD), California Primary Care Association (CPCA), and Statewide Area Health Education Center (AHEC)
- Funded for three years via Health Resources and Services Administration (HRSA) as part of the National Health Service Corps



Cal-SEARCH Background

- Created structured program infrastructure
- Enhanced recruitment and retention within rural and urban/inner city community clinics and health centers (CCHCs)
- Focused on underserved, culturally competent care
- Provided health professions students and residents with clinical experiences
- Linked to preceptors and mentors
- Included community project component



Cal-SEARCH Background

- \$579,000 funded for three years (2009-2012)
- Supported 150 students and residents
- \$700/stipend to students and residents upon completion of rotation and community project
- \$1000/stipend to clinics (preceptors and mentors) upon completion of students and residents rotation and community project



Program Administration

- Steering Committee
- Program Evaluation
- Application and Matching Process (Centralized)
- Training Modules
- Orientation/Webinars
- Virtual Resource Library (preceptors/mentors)
- Data collection and reporting
- Contracts and subcontracts



Prior Eligibility *

- Physicians specializing in Internal Medicine, Family Practice, Pediatrics, or Obstetrics and Gynecology
- Dental Hygiene
- Nurse Practitioner
- Physician Assistant
- Certified Nurse Midwives
- Clinical Psychologists
- Clinical Social Workers
- Marriage and Family Therapists
- Psychiatric Nurse Specialists
- Psychiatry

* Site eligibility mirrored NHSC



Prior Student and Resident Placements

Table 1: Types of Students/Residents

	2009-10	2010-11	2011-12
Medical Student	5	16	27
Resident	2	3	7
Nurse Practitioner	6	8	15
Physician Assistant	7	5	26
Dental Student	6	12	2
Clinical Psychology		1	1
Social Work			1
Total	26	45	79



Prior Student and Resident Demographics

- 58% Ethnically Diverse
 - 15% Under Represented Minorities
(based on HRSA definition for program)
- 62% Spoke Languages Other than English
- 29% Disadvantaged Backgrounds (self identified)
- 70% Female
- 64% Received Educational Credit



Prior Site Demographics

- 85 applications over 3 years
- Active site list fluctuated from 44 to 63 per year
- 94% NHSC approved
- 44% Rural and 56% Urban across 25 counties



Prior Students and Residents Matched to Sites

- 750 Applications initiated
- 254 Eligible to be matched, however...
 - Were not able to be matched
 - Withdrew application
 - Matched to future program year (but no funding)
- 150 Rotations



Feedback from Students and Residents

- “...should be offered to more social workers to improve quality of mental and behavioral healthcare FQHCs.”
- “...all the hands-on experience helped me greatly improve my clinical skills and understand the challenges of providing care in a medically underserved area.”
- I knew that I wanted to work with the underserved and this only solidified my intentions. It also provided excellent networking and professional development.”
- “...humbling experience and opened my eyes at how much of a need there is for providers in the primary care setting.”



Feedback from Sites (Preceptors and Mentors) Indicated that Cal-SEARCH...

- Assisted sites with recruiting students and residents to complete a rotation
- Helped sites have a better understanding of types of employees they want to recruit (i.e. bilingual).
- Encouraged students and residents to return for additional internships and possibly employment.
- Encouraged sites to learn from this experience and continue to provide training opportunities for future students and residents



Prior Community Project Topics

- Perinatal Depression Screening Tools
- Patient Education Handouts on Bedwetting, Chickenpox, Colic, Fever, Depression, and Stress
- Resource Guide to Pain Management
- Reduce Negative Perceptions about Insulin
- Public Assistance for Adults with Disabilities
- New Advertising for Humboldt Open Door Teen Clinic (Male Health Focus)



Successes

- Demonstrated interest for a program like Cal-SEARCH to continue encouraging students and residents to consider a rotation in community clinics and health centers
- Feedback from sites were positive as it related to the experience of working with students, residents, and the infrastructure the program provided the site
- Pre and post surveys noted that Cal-SEARCH reinforced student and resident interest and commitment to becoming primary care professionals and working in underserved areas
- Interest from schools, students and residents remains strong



Lessons Learned

- Admin. requirements were overwhelming to some
- Concerns about finding preceptors and accommodating rotations given resource limitations
- Not prepared to track students and residents during clinical rotations or after they had concluded
- Mental health students may not be able to build a case load and complete clinical work given the short duration of the rotation
- Required significant in-kind support
- Federal program requirements evolved over three- years requiring numerous changes in data collection and reporting
- Challenging to maintain centralized site and student/resident application and matching
- Lack of sites to accommodate otherwise eligible and match able students and residents (i.e. some sites very restrictive in their rotation expectations)



Cal-SEARCH Moving Forward Fiscal Year 2014/15

WET Funding

- **\$250,000/year for 4 years**
- **Mental health focus**
- **Public Mental Health System**

TCE Funding

- \$450,000 total for FY 2014-15
- Promotores/CHWs and other frontline workers focus
- 14 Building Healthy Communities

Additional funding opportunities are continuously explored.



WET Funding

Cal-SEARCH will provide grant opportunities for mental health rotations for students and residents within the public mental health system.

- \$1M (approx. \$250K per year for four years)
- May serve approx. 312 students and residents over four years (approx. 78 per year for four years)
- Each contract will fund student and resident rotations and site hosting each student and resident



Cal-SEARCH Work Plan FY 2014/15 Funding Cycle

Preparing for Release of RFA

Summer-Fall 2014

- Advisory Committee engagement
- Program infrastructure (i.e. Program orientation & learning objectives)

Releasing RFA

January-March 2015

- RFA released
- Application deadline
- Review/scoring by Advisory Committee
- Awards

Contract Management

through August 2016

- Site visits (TBD)
- Final reports

Program Evaluation

through October 2016

- Final program assessment
- External reporting



Cal-SEARCH WET Advisory Committee to be Formed

- OSHPD will establish a committee to advise us on the implementation of Cal-SEARCH specific to Mental Health Workforce Education and Training funding.
- OSHPD expects to release a notice soliciting applications from individuals interested in serving on this advisory committee this month. If you are interested in serving on this Cal-SEARCH Advisory Committee, please submit an application.



Roles and Responsibilities of the Advisory Committee

The WET Cal-SEARCH Advisory Committee requires a two year commitment, ending in June 2016. For a complete list of roles and responsibilities, please go to the following link <http://www.oshpd.ca.gov/HWDD/2014/WET/WET-CalSEARCH-Advisory-Committee-Roles-Responsibilities.pdf>



The WET Cal-SEARCH Application

You are invited to submit an application and resume to serve on the WET Cal-SEARCH Advisory Committee by email to

Cal-SEARCH@oshpd.ca.gov

- The application can be found using the following instructions:
- Click on the following link: [The WET Cal-SEARCH Application](#)
- Click on the “Advisory Committees tab.”
- Under the “WET CalSEARCH Advisory Committee” click on “Advisory Committee Application.”



Where to Find the Application

<http://www.oshpd.ca.gov/HWDD/WET.html>

The screenshot shows the website for the State of California Office of Statewide Health Planning & Development. The page is titled "Workforce Education and Training Program" and is funded by Proposition 63, the Mental Health Services Act. The background section provides a detailed overview of the program's history and goals. A navigation menu at the bottom of the page includes "WET Programs", "RFPs/Funding Opportunities", "Advisory Committees", "Reports and Resources", and "Archives/Historical Documents". The "Advisory Committees" link is highlighted with a red checkmark. Below the navigation menu, there are sections for "Mental Health Loan Assumption Program (MHLAP)", "Stipend Programs", "Educational Capacity Programs", and "Recruitment and Retention Programs".

State of California
Office of Statewide Health Planning & Development

HOME PROGRAMS DATA SERVICES PUBLICATIONS LAWS & REGULATIONS

Home → HWDD → WET

Workforce Education and Training Program

Funded by Proposition 63, the Mental Health Services Act

Background:

The passage of Proposition 83, the Mental Health Services Act (MHSA), in November 2004 provided a unique opportunity with funding to increase staffing and other resources that support public mental health programs, increase access to much-needed services, and monitor progress toward statewide goals for serving children, transition age youth, adults and older adults and their families. California's public mental health system has suffered from a shortage of public mental health workers, maldistribution of certain public mental health occupational classifications, a recognized lack of diversity in the workforce, and under-representation of professionals with consumer and family member experience, and of racial, ethnic, and cultural communities in the provision of services and support. To address the public mental health workforce issues, the MHSA included a component for Mental Health Workforce Education and Training (WET) programs. In 2008, the former California Department of Mental Health (DMH) developed the first WET Development Five-Year Plan, which covered the period April 2008 to April 2013 and provided vision, values and mission for state and local implementation of WET Programs. In July 2012, the MHSA WET programs were transferred to OSHPD which assumed the responsibility of administering the WET Programs and developing the second MHSA WET Five-Year Plan. OSHPD, with advice from stakeholders and approval by the California Mental Health Planning Council, developed the second MHSA WET Five-Year Plan which covers the period of April 2014 to April 2019 and includes the elements outlined in WIC Section 5822, providing a framework on strategies that state, local government, community partners, education and training institutions, and other stakeholders can enact to further public mental health workforce, education, and training efforts. To view the MHSA WET Five-Year Plan 2014-2019, please click on the following link: <http://www.oshpd.ca.gov/HWDD/pdfs/WET/WET-Five-Year-Plan-2014-2019-FINAL.pdf>

Subscribe to Receive Mental Health Services Act Workforce Education and Training Updates

WET Programs RFPs/Funding Opportunities **Advisory Committees** Reports and Resources Archives/Historical Documents

Mental Health Loan Assumption Program (MHLAP): OSHPD offers loan repayment of up to \$10,000 to mental health workers in hard-to-fill and/or hard-to-retain positions in the Public Mental Health System (PMHS) in exchange for a 12-month service obligation.

Stipend Programs: OSHPD contracts with educational institutions to provide stipends for graduate students who plan to work in the PMHS: Masters of Social Work (MSW); Marriage and Family Therapists (MFT); Clinical Psychologists (PsyD/PhD); and Psychiatric Mental Health Nurse Practitioners (PMHNP). In exchange for a stipend, students in MSW, MFT, PsyD/PhD, and PMHNP programs perform their supervised hours and work for 12 months in the community PMHS.

Educational Capacity Programs: OSHPD contracts with Psychiatric Residency and Psychiatric Mental Health Nurse Practitioner programs to fund residency and training slots in Psychiatric Residency and Psychiatric Mental Health Nurse Practitioner education programs to increase their capacity to train residents and trainees and to provide clinical rotations in the PMHS.

Consumer and Family Member Employment Program: OSHPD funds organizations that engage in training, education, placement, support, planning, and development activities that lead to increased consumer and family member employment in the PMHS.

Recruitment and Retention Programs: OSHPD provides grants to organizations across three separate programs that:

- Develop pathways programs to expose students to careers in mental health
- Provide clinical rotations in the PMHS
- Develop programs for retaining the incumbent PMHS workforce



Where to Find the Application (cont'd)

WET Programs RFPs/Funding Opportunities **Advisory Committees** Reports and Resources Archives/Historical Documents

WET Advisory Committee

- [MHSA WET Advisory Committee Roles and Responsibilities](#)
- [Roster of WET Advisory Committee Members](#)
- [Meeting Date: June 10, 2014 | Agenda | WET Retention Activities | WET CalSEARCH Presentation | WET CalSEARCH Handout](#)
- **Archived Meetings**
 - [Meeting Date: August 8, 2012 | Agenda | Minutes | PowerPoint Presentation | Stipend Recipients by Region](#)
 - [Meeting Date: December 3, 2012 | Agenda | Minutes | MHSA WET Five-Year Plan Workplan Draft | Meeting Materials](#)
 - [Meeting Date: January 29, 2013 | Agenda | Minutes | Meeting Materials](#)
 - [Meeting Date: June 20, 2013 | Agenda | Minutes | PowerPoint Presentation | Reconciliation FAQs](#)
 - [Meeting Date: September 19, 2013 | Agenda | PowerPoint](#)
 - [Meeting Date: December 13, 2013 | Agenda | Draft WET Five-Year Plan 2014 - 2019 | Draft WET Five-Year Plan Budget | Needs Assessment PowerPoint](#)

WET Consumer and Family Member Employment Advisory Committee

- [Meeting Date: June 24, 2014 | Agenda | Potential Support and Development Programs](#)
- [Meeting Date: May 21, 2014 | Agenda | Program Categories and Activities | Support and Development Category Questions | Meeting Minutes](#)
- [Meeting Date: April 3, 2014 | Agenda | Meeting PowerPoint | Proposed Program Buckets | Career Pathways Presentation WWT Presentation | Meeting Minutes](#)
- [WET Consumer and Family Member Employment Advisory Committee Roles and Responsibilities](#)
- [Member Roster](#)

WET CalSEARCH Advisory Committee

- [Roles and Responsibilities](#)
- [Advisory Committee Application](#)

Inactive Advisory Committees

- **Workforce Education and Training (WET) Five-Year Plan Advisory Sub-Committee**
 - [MHSA WET Five-Year Plan Advisory Sub-Committee Roles and Responsibilities](#)
 - [Roster of WET Five-Year Plan Advisory Sub-Committee Members](#)



Questions about Serving on the Advisory Committee

- What is the time commitment?
- How often will we meet?
- Will I have to travel?
- Will travel expenses be paid?
- If I am a consumer, will it disqualify me?
- What if I am a student?



Important Dates

The deadline for applications is June 30, 2014. Selected members of the WET Cal-SEARCH Advisory Committee will be announced by July 11, 2014.



Questions

We will now unmute the phones and respond to questions that you may have noted on the chat function of the webinar.





Primary Contacts for Cal-SEARCH

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