



# CaSEARCH Orientation – WET

# ORIENTATION OUTLINE

- Introduction of OSHPD & the CalSEARCH Program
- Expectations of the Student / Resident
- Expectations of the Preceptor / Mentor
- Conclusion



## Research, Policy, and Planning

### Research, Policy and Planning GIS/Data System –

Reviews California counties to assess provider-to-population ratios, poverty levels, and public health indicators for eligibility to receive federal assistance for health care.

### Health Care Reform (HRC) –

Advances and facilitates the implementation of health care reform in California as it relates to healthcare workforce policies and programs by engaging and supporting government and non-government stakeholders on activities that impact healthcare workforce development priorities.

### Healthcare Workforce Clearinghouse Program –

Serves as the state's central source for collecting, distributing, and analyzing healthcare workforce supply, demand, and education data.

## Systems Redesign

### Health Workforce Pilot Project (HWPP) –

Allows organizations to test, demonstrate, and evaluate new or expanded roles for healthcare professionals, or new healthcare delivery alternatives before changes in licensing laws are made by the Legislature.

### Shortage Designation Program (SDP) –

Primary Care Office for the state of California. Assists in identifying Health Professional Shortage Areas (HPSA) and Medically Underserved Area/Population (MUA/P) so state and federal resources can be prioritized and directed to those communities. SDP provides technical assistance, analyzes data, and makes recommendations for designation based on federal guidelines.

## Financial Incentives

### California Responsive Electronic Application for California's Healthcare (CaIREACH) –

Now the go-to electronic application and monitoring system for OSHPD's many (17 and growing) financial incentive programs, including grants, scholarships, and loan repayments.

### California State Loan Repayment Program (SLRP) –

Increases the number of primary care physicians, dentists, dental hygienists, physician assistants, nurse practitioners, certified nurse midwives, pharmacists, and mental health providers practicing in defined HPSA. SLRP authorizes repayment of educational loans to health professionals, who in turn must commit to practice in a HPSA in a public or non-profit entity for a minimum of two years.

## Career Awareness

### Health Careers Training Program (HCTP) –

Increases awareness of health careers via the Newsletter highlighting career pathways and the HCTP Resources Page exploring health careers, educational opportunities, scholarship and loan repayments, and job placement resources.

### The Mini Grants program –

Provides grants to organizations supporting underrepresented and economically disadvantaged students pursuit of careers in health care. Grants are offered through a Request for Application each fiscal year, with grant activities covering 12 consecutive months.



## Training and Placement

### Rural Health–

Maintains a free, on-line service to assist rural providers recruit health professionals.

### California's Student/Resident Experiences and Rotations in Community Health (CaSEARCH) –

Provides health and mental health professions students with clinical experiences linked to preceptors, mentors, and community projects. The program is designed to enhance the recruitment and retention of needed mental health and healthcare professionals within rural, urban, inner city, and underserved/unserved areas.

### Song-Brown Healthcare Workforce Training Program –

Provides grants to family medicine, primary care (internal medicine, obstetrics and gynecology and pediatric) residency programs, nurse practitioner, physician assistant training programs and registered nurse education programs to increase the number and distribution of these professions in underserved areas.

### Mental Health Services Act (MHSA) Workforce Education and Training (WET) Program –

Funded by Proposition 63, addresses the shortage of mental health practitioners in the public mental health system (PMHS) via programs that focus on career awareness, financial incentives, educational capacity expansion, recruitment and retention, consumer and family member employment, and regional workforce development engagement.

### Health Professions Education Foundation (HPEF) –

Awards up to \$12 million per year in financial incentives to students and practitioners in exchange for direct patient care in an underserved area.

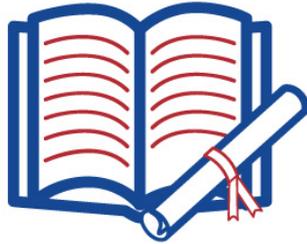
# STRATEGIC PLAN 2013-2015

## Career Awareness



- Augment funding for Mini-Grants to increase exposure to healthcare careers
- Rollout “Healthcare Workforce Academy” to support pathway programs
- Develop pathway programs to increase supply and diversity of health professionals
- Explore partnerships to support "frontline" and allied health workers

## Training & Placement



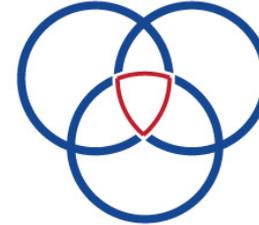
- Institutionalize CalSEARCH to provide clinical rotations in underserved areas
- Explore role in mental health peer support Fund innovative health training programs via Song Brown
- Explore funding of primary care and other training programs via Song Brown
- Explore development of innovative training/retraining programs for incumbents

## Financial Incentives



- Implement \$52 million grant to support health professionals and training programs
- Increase funding for existing programs
- Develop financial incentive programs for:
  - Entry-level Masters in Nursing
  - Nurse Educators
  - PharmD
- Expand eligibility of State Loan Repayment Program (SLRP) to pharmacists
- Explore other state's best practices for SLRP
- Implement CalREACH, OSHPD's e-app for financial incentive programs

## Systems Redesign



- Explore development of projects that support new healthcare delivery models
- Increase utilization of Healthcare Workforce Pilot Program to test, demonstrate and evaluate expanded skill set and test new health delivery models
- Oversee community paramedicine pilot project
- Continue to proactively designate health professional shortage areas
- Explore e-application for WET and shortage designations
- Explore regional partnerships across primary care and mental health

## Research & Policy



- Create five-year mental health workforce education and training plan
- Enhance Clearinghouse, adding supply, demand and education data for all healthcare professions
- Lead efforts to standardize healthcare workforce data
- Explore development of database with community identified and best practices in health workforce development
- Track and analyze legislation impacting health workforce
- Develop policy recommendations on health workforce issues Identify, promote, and facilitate attainment of additional federal resources and funding opportunities for students, practitioners, and organizations

# CALSEARCH

- In November 2004, the passage of Proposition 63, known as the **Mental Health Services Act**, provided a unique opportunity to increase access to much needed services.
  - Increase the supply and distribution of the public mental health workforce
  - Serve children, transition age youth, adults, older adults, and their families with mental health services
- CalSEARCH's goal is to support the rotation and experiences students to gain exposure to the Public Mental Health System



# EXPECTATIONS: STUDENT / RESIDENT

## REQUIRMENTS

- Complete Pre Survey
- Complete 80 hour rotation
- Complete Learning Objectives
- Complete Community Project
- Complete Post Survey
- Complete Demographic Data Sheet



# EXPECTATIONS OF THE PRECEPTOR / MENTOR

## REQUIRMENTS

- Complete Pre Survey
- Ensure Student / Resident completes 80 hour rotation, Learning Objectives, and Community Project
- Complete Post Survey



# 80 HRS. ROTATION / EXPERIENCE

Activities will vary from program to program, but should center around:

- Completing the Learning Objectives
- Student training, education, and preparation
- Identifying and assessing the community's unique needs
- Increased integration of mental health services and education into the community
- Introduction to career possibilities



# LEARNING OBJECTIVE # 1

## The Public Mental Health System

Students and residents will be able to:

- Describe the Public Mental Health System including the background and history of Public Mental Health System in California.
- Define Proposition 63, The Mental Health Services Act (MHSA) and describe/explain how it has impacted California's communities and what led up to its passing.

Full list of Learning Objectives can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-WET.pdf>



# LEARNING OBJECTIVE # 1 (CONT.)

## The Public Mental Health System

Students and residents will be able to:

- Understand the values of the Workforce Education and Training Five Year Plan, which carries forth the vision of the MHSA to create a transformed, culturally-competent system that promotes wellness, recovery and resilience.
- Identify and learn how to use and apply to OSHPD'S funding and what resources are available to students and professionals in the Public Mental Health System.



# LEARNING OBJECTIVE # 2

## Cultural and Linguistic Competence in Public Mental Health Systems

Students and residents will be able to:

- Define medically underserved areas (MUAs) and populations (MUPs), and Mental Health Professions Shortage Areas (MHPSA) and hard-to-fill/hard-to-retain positions.
- Identify the importance of cultural and linguistic competence and skills needed to provide culturally and linguistically responsive care within unserved, underserved and inappropriately served populations



# LEARNING OBJECTIVE # 2 (CONT.)

## Cultural and Linguistic Competence in Public Mental Health Systems

Students and residents will be able to:

- Describe the role of language skills for effectively serving diverse and multi-cultural populations, and enumerate tools for working with multi-lingual groups.
- Identify resources available for patients who are non-English speaking and/or have socioeconomic barriers to care.
- Understand and define the principles of stigma reduction, prevention and early intervention, and elements of substance use treatment, as well as trauma informed care.



# LEARNING OBJECTIVE # 3

## Teamwork and Collaboration

Students and residents will be able to:

- Identify roles of other care providers within the Public Mental Health System.
- Identify the role and value of consumer and family member workforce in the Public Mental Health System.
- Identify the importance and benefits of working in coordinated, collaborative, and integrated care settings, such as collaborating with others in criminal justice, social services, and education.



# LEARNING OBJECTIVE # 3 (CONT.)

## Teamwork and Collaboration

Students / residents will be able to:

- Recognize and model collaboration to deliver individualized, strength based, consumer and family driven services.
- Exposure to career pathways, ladders, and lattices in mental/behavioral and primary care.

Full list of Learning Objectives can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-WET.pdf>



# COMMUNITY PROJECT

Student and Residents will be able to:

- Identify an issue or community need that affects health or behavioral health within public mental health system or the individuals served in the public mental health system.
- Review and apply relevant literature and publications.
- Discuss issues with other colleagues and team members.
- Summarize policy issues associated with the issue or community need identified.
- Outline solutions to addressing the issue or community need within the public mental health system.



# COMMUNITY PROJECT (CONT.)

- Project formats include, but are not limited to:
  - Brochures
  - Presentations
  - Policy recommendations
  - Reports
- Projects can be used to educate:
  - Community members, patients, students, or providers.
- Components of the Community Project:
- Additional instructions are located at:  
<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-WET.pdf>



# COMMUNITY PROJECT (CONT.)

## Characteristics of a good Community Project

- Clearly defined mental health issue that addresses achieving MHSA goals
- Use of local evidence and literature to substantiate issue
- Applicable recommendation(s) to a specific target audience
- Ability to implement and sustain the project

## Examples of past CalSEARCH Community Projects

- The True Face of Homelessness
- Screening for Emotional and/or Behavior Disorders in Four to Ten Year Olds Using the SDO
- Teen Clinic Survey



# PRE & POST SURVEYS

- Both Preceptor and student will be required to complete the Pre and Post Surveys:
  - LINK
- Preceptors will also need to complete a Demographic Data Sheet:
  - LINK



# CONCLUSION

THE OSHPD TEAM WISHES YOU MUCH SUCCESS!





Office of Statewide Health  
Planning and Development

Healthcare Workforce Development Division  
400 R Street, Suite 330, Sacramento, CA 95811  
(916) 326-3700 | <http://oshpd.ca.gov/hwdd>

**Office of Statewide Health Planning and Development**

Robert P. David, Director

**Healthcare Workforce Development Division**

Lupe Alonzo-Diaz, Deputy Director



**State of California**

Edmund G. Brown Jr., Governor

**California Health and Human Services Agency**

Diana S. Dooley, Secretary