



# Transforming Mental Health Services

## San Joaquin County Behavioral Health Services MHSA Workforce Education and Training Planning Process

### WET Actions

Proposed Actions will fall into one of five Funding Categories. MHSA Guidelines provide a number of Potential Strategies for Actions within each category:

#### WET Funding Categories

- 1. Workforce Staffing Support:** Includes funds to plan for, administer, support or evaluate the workforce programs and trainings in the remaining four funding categories. Counties must identify a Workforce Education and Training Coordinator as an ongoing workforce staffing support role.
- 2. Training and Technical Assistance:** Funds events and activities that assist all individuals who provide or support the Public Mental Health System in better delivering services consistent with the fundamental concepts intended by the Act.
- 3. Mental Health Career Pathway Programs:** Educational, training and counseling programs that are designed to recruit and prepare individuals for entry into a career in the Public Mental Health System.
- 4. Residency, Internship Programs:** Funding for psychiatric residency programs, internship programs leading to licensure and physician assistant programs with a mental health specialty.
- 5. Financial Incentive Programs:** Use of stipends, scholarships and loan assumption programs to recruit and retain both prospective and current public mental health employees. Loan assumption programs not to be included until State issues proposed guidelines.

#### Potential WET Strategies

1. Expand capacity of post-secondary education to meet needs of mental health occupational shortages.
2. Develop loan repayment, stipend and scholarship programs in return for commitment to employment in public mental health system.
3. Establish regional partnerships among mental health and educational systems to train staff, expand outreach, increase diversity and reduce stigma.
4. Promote use of web-based training and distance learning techniques.
5. Increase Mental Health Pathway Programs to recruit high school students and individuals from underserved communities.
6. Train staff to provide services in accordance with provisions and principles of MHSA.
7. Develop strategies to employ mental health clients and family members and to include their input into all training and educational programs.
8. Develop strategies for inclusion of cultural competency in all training and educational programs.