



Transforming Mental Health Services

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

Required Targets

Through the WET planning process, counties must incorporate Fundamental Concepts as essential elements driving all proposed Actions. Proposed Actions are grouped into five MHSa-provided Funding Categories:

WET Fundamental Concepts

1. **Wellness, Recovery and Resilience:** Belief in and support of a person with a mental health problem to live a meaningful life in a community of his or her choice while striving to achieve his or her full potential.
2. **Cultural Competence:** 1) Development and implementation of recruitment retention and promotion strategies for providing equal employment opportunities to those involved in service delivery who share the diverse racial/ethnic, cultural and linguistic characteristics of individuals with severe mental illness/emotional disturbance in the community. 2) Individuals who deliver services are trained to understand and effectively address the needs and values of the particular racial/ethnic, cultural and/or linguistic population or community they serve.
3. **Client/Family Driven Mental Health System:** Clients and families of children and youth have the primary decision-making role in identifying client needs, preferences and strengths, and a shared decision-making role in determining the services and supports that are most effective and helpful.
4. **Integrated Service Experience:** The client, and when appropriate, the client's family, is provided access to a full range of services provided by multiple agencies, programs and funding sources in a comprehensive and coordinated manner.
5. **Community Collaboration:** Clients and their families receiving services, agencies, organizations, businesses and other community members work together to share information and resources in order to fulfill a shared vision and goals.

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. Emphasis on equal opportunity, equal access, and inclusion of clients and family members.

4. **Residency, Internship Programs:** Funding for psychiatric residency programs, internship programs leading to licensure and physician assistant programs with a mental health specialty. Designed to address workforce shortages. Encourages partnerships with residency programs.
5. **Financial Incentive Programs:** Use of stipends, scholarships and loan assumption programs to recruit and retain both prospective and current public mental health employees who can address workforce shortages and under-representation of racial/ethnic, cultural or linguistic groups in the workforce. Loan assumption programs not to be included until State issues proposed guidelines.