

INYO COUNTY BEHAVIORAL HEALTH

Mental Health Services Act Workforce Education and Training Component Program and Expenditure Plan Fiscal Year 2009-10

POSTED

March 8 through April 11, 2010

This MHSWA Workforce Education and Training Plan is available for public review and comment through April 11. We welcome your comments via phone, fax, or email, or during the Public Hearing to be held on Monday, April 12, 2010.

Public Hearing Information:

Inyo County Behavioral Health Wellness Center
587 N. 3rd Street, Bishop, CA 93514
Monday, April 12 at 10:00 a.m.

Comments or questions? Please contact:

Inyo County Behavioral Health
162 J Grove Street
Bishop, CA 93514
Phone 760-873-6533 Fax 760-873-3277
gzwier@inyocounty.us

Thank you!

EXHIBIT 1: WORKFORCE FACE SHEET

MENTAL HEALTH SERVICES ACT (MHSA) WORKFORCE EDUCATION AND TRAINING COMPONENT PROGRAM AND EXPENDITURE PLAN, Fiscal Year 2009-2010

County: **Inyo**

Date: **Posted MARCH 8, 2010 through April 11, 2010**

The Inyo County Workforce Education and Training (WET) component of the Program and Expenditure Plan addresses the shortage of qualified individuals who provide services within the public mental health system. This WET Plan is consistent with and supportive of the vision, values, mission, goals, objectives, and proposed actions of California's MHSA Workforce Education and Training Five-Year Strategic Plan (Five-Year Plan), and the Inyo County current MHSA Community Services and Supports component. Actions to be funded in this Workforce Education and Training component supplement state administered workforce programs. The California Five-Year Plan and the Inyo County WET Plan together address the County's workforce needs, as indicated in Exhibits 3 through 6.

WET funds do not supplant existing workforce development and/or education and training activities. Funds will be used to modify and/or expand existing programs and services to fully meet the fundamental principles contained in the MHSA legislative language.

All proposed education, training and workforce development programs and activities contribute to developing and maintaining a culturally competent workforce, to include individuals with client and family member experience who are capable of providing client- and family-driven services that promote wellness, recovery, and resiliency, leading to measurable, values-driven outcomes. This WET Plan has been developed with stakeholders and public participation. All input has been considered and incorporated into the planning and development process of this WET Plan.

Progress and outcomes of education and training programs and activities listed in this WET Plan will be reported and shared on an annual basis, with modifications made as we successfully implement these WET actions. An updated assessment of the Inyo County workforce needs will be provided as part of the development of each subsequent WET Plan.

County Mental Health Director

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Address: **162 J Grove Street, Bishop, CA 93515**

Email: gzwier@inyocounty.us

Phone: **760-872-2590** Fax: **760-873-3277**

Signature: *<to be signed prior to submitting to State>*

Date: *<to be signed prior to submitting to State>*

Contact Person's Name: **Gail Zwier** Phone #: **760-872-2590** Fax #: **760-873-3277** E-mail: gzwier@inyocounty.us

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EXHIBIT 2: STAKEHOLDER PARTICIPATION SUMMARY

Counties are to provide a short summary of their planning process, to include identifying stakeholder entities involved and the nature of the planning process; for example, description of the use of focus groups, planning meetings, teleconferences, electronic communication, use of regional partnerships.

The Inyo County Workforce Education and Training (WET) planning process continued the comprehensive work of our earlier MHSA planning efforts by utilizing our excellent partnership with consumers, family members, staff, and community stakeholders. Input on the WET component was obtained through a variety of sources, including WET surveys, MHSA Leadership Committee meetings, and several WET focus groups. Staff have also attended a number of regional and statewide trainings on WET which have facilitated and informed this planning process.

We developed two (2) WET surveys that provided staff, volunteers, consumers, and family members the opportunity to give feedback on training needs, effective learning methods, and career pathways. One survey was distributed to current staff in Behavioral Health and partner agencies; in addition to paid staff, volunteers in these areas were surveyed. Consumers and family members interested in volunteering or working for mental health were given WET survey specific to consumer and family member needs. See Appendices A and B for survey results.

We also completed the Workforce Needs Assessment (Exhibit 3) with input from our workforce.

The Inyo County MHSA Leadership Committee, comprised of consumers, family members, staff, and other stakeholders, reviewed and discussed the results of the survey and the Needs Assessment data. The group used these tools to determine the highest training needs, the most effective training methods, and possible recruitment strategies. Specific actions for each WET category were developed that will best fulfill our training and recruitment needs.

Input from these planning activities were compiled and developed into the core components of the WET Plan. An initial draft of the WET Plan was distributed to key stakeholders, including the Mental Health Board and MHSA Leadership Committee, for input and feedback. Their input was integrated into this proposed Workforce Education and Training Plan.

This proposed WET Plan has been posted on our website from March 8 through April 11, 2010. A copy of the WET Plan has been distributed to all members of the Mental Health Board and the MHSA Leadership Committee. Copies of the Plan are available in the Bishop Behavioral Health Clinic; Bishop Social Services office; Health and Human Services Administrative office; Health and Human Services Lone Pine office; and all county libraries, including the Bishop, Big Pine, Independence, Lone Pine, Furnace Creek, and Shoshone branches.

A public hearing will be held on Monday, April 12, 2010 at the Bishop Wellness Center (587 N. 3rd Street, Bishop, CA) at 10:00 a.m.. Input on the WET Plan will be reviewed and incorporated into the final document, as appropriate, prior to submission to DMH for approval.

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/ Caucasian (5)	Hispanic/ Latino (6)	African- Ameri- can/ Black (7)	Asian/ Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
A. Unlicensed Mental Health Direct Service Staff:											
County (employees, independent contractors, volunteers):											
Mental Health Rehabilitation Specialist-DD	0.00	0	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Case Manager/ Service Coordinator	8.00	0	2.00	4.00	1.00	0.00	0.00	1.00	0.00	6.00	
Employment Services Staff	1.00	0	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	
Housing Services Staff	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Consumer Support Staff	1.05	1	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Family Member Support Staff	0.75	1	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Benefits/Eligibility Specialist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other <i>Unlicensed</i> MH Direct Service Staff	5.00	0	.75	3.00	0.00	0.00	1.00	2.00	0.00	5.00	
Subtotal, A (County)	15.80	2	9.00	7.00	1.00	0.00	1.00	3.00	0.00	11.00	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Mental Health Rehabilitation Specialist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Case Manager/ Service Coordinator	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Employment Services Staff	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Housing Services Staff	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Consumer Support Staff	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Family Member Support Staff	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Benefits/Eligibility Specialist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other <i>Unlicensed</i> MH Direct Service Staff	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, A (All Other)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total, A (County & All Other):	15.80	2	9.00	7.00	1.00	0.00	1.00	3.00	0.00	11.00	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
B. Licensed Mental Health Direct Service Staff:											
County (employees, independent contractors, volunteers):											
Psychiatrist, general	0.96	0	0.25	0.96	0.00	0.00	0.00	0.00	0.00	0.96	
Psychiatrist, child/adolescent	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychiatrist, geriatric	0.00	0	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychiatric or Family Nurse Practitioner	0.00	0	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Clinical Nurse Specialist	0.00	0	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Psychiatric Technician	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Clinical Psychologist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychologist, registered intern (or waived)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Clinical Social Worker (LCSW)	0.00	0	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
MSW, registered intern (or waived)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Marriage and Family Therapist (MFT)	2.00	1	2.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	
MFT registered intern (or waived)	0.00	0	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	
Other <i>Licensed</i> MH Staff (direct service)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, B (County)	2.96	1	6.75	2.96	0.00	0.00	0.00	0.00	0.00	2.96	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Psychiatrist, general	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychiatrist, child/adolescent	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychiatrist, geriatric	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychiatric or Family Nurse Practitioner	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Clinical Nurse Specialist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Psychiatric Technician	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Clinical Psychologist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Psychologist, registered intern (or waived)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Clinical Social Worker (LCSW)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
MSW, registered intern (or waived)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Marriage and Family Therapist (MFT)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
MFT registered intern (or waived)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other <i>Licensed</i> MH Staff (direct service)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, B (All Other)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total, B (County & All Other):	2.96	1	6.75	2.96	0.00	0.00	0.00	0.00	0.00	2.96	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/ Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
C. Other Health Care Direct Service Staff:											
County (employees, independent contractors, volunteers):											
Physician	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Registered Nurse	1.00	1	1.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	
Licensed Vocational Nurse	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Physician Assistant	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational Therapist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other Therapist (e.g., physical, recreation, art, dance)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other Health Care Staff (direct services, to include traditional cultural healers)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, C (County)	1.00	1	1.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Physician	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Registered Nurse	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed Vocational Nurse	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Physician Assistant	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational Therapist	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other Therapist (e.g., physical, recreation, art, dance)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other Health Care Staff (direct services, to include traditional cultural healers)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, C (All Other)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total, C (County & All Other):	1.00	1	1.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/ Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
D. Managerial and Supervisory:											
County (employees, independent contractors, volunteers):											
CEO or manager above direct supervisor	1.20	0	1.00	1.20	0.00	0.00	0.00	0.00	0.00	1.20	
Supervising psychiatrist (or other physician)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed supervising clinician	2.00	1	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	
Other managers and supervisors	2.00	0	1.00	2.00	0.00	0.00	0.00	0.00	0.00	2.00	
Subtotal, D (County)	5.20	1	2.00	4.20	0.00	0.00	0.00	0.00	0.00	4.20	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
CEO or manager above direct supervisor	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Supervising psychiatrist (or other physician)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Licensed supervising clinician	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other managers and supervisors	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, D (All Other)	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total, D (County & All Other):	5.20	1	2.00	4.20	0.00	0.00	0.00	0.00	0.00	4.20	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/ Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
E. Support Staff (non-direct service):											
County (employees, independent contractors, volunteers):											
Accountant, Analysts, tech support, quality assurance	3.25	1	1.00	1.00	1.00	0.00	0.00	0.00	0.00	2.00	
Education, training, research	0.00	0	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Clerical, secretary, administrative assistants	3.80	0	1.20	3.80	0.00	0.00	0.00	0.00	0.00	3.80	
Accountant, IT Staff, Other support staff (Non-Direct Services)	0.00	1	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, E (County)	7.05	2	4.20	4.80	1.00	0.00	0.00	0.00	0.00	5.80	
All Other (CBOs, CBO sub-contractors, network providers and volunteers):											
Analysts, tech support, quality assurance	0.25	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.25	
Education, training, research	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Clerical, secretary, administrative assistants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Accountant, IT Staff, Other support staff (Non-Direct Services)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal, E (All Other)	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.25	
Total, E (County & All Other):	7.30	2	4.20	5.05	1.00	0.00	0.00	0.00	0.00	6.05	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

I. By Occupational Category

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE unfilled (4)	Race/Ethnicity of FTEs currently in the workforce – Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)		
County (employees, independent contractors, volunteers) (A+B+C+D+E)	32.01	7	22.95	19.96	2.00	0.00	1.00	3.00	0.00	24.96	
All Other (CBOs, CBO sub-contractors, network providers and volunteers) (A+B+C+D+E)	0.25	0	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.25	
GRAND TOTAL WORKFORCE (County & All Other) (A+B+C+D+E)	32.26	7	22.95	20.21	2.00	0.00	1.00	3.00	0.00	25.21	

F. TOTAL PUBLIC MENTAL HEALTH POPULATION

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1 = Yes 0 = No (3)	# FTE estimate to meet need in addition to # FTE authorized (4)	PREVALENCE RATE Race/Ethnicity of individuals in need of mental health services (general population)							All individuals (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	American Indian (9)	Multi Race or Other (10)		
F. TOTAL PUBLIC MH POPULATION	Leave col. 2, 3, & 4 blank			328	114	0	5	58	18	524	

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

II. Positions Specifically Designed for Individuals with Consumer and Family Member Experience

Major Group and Positions (1)	Estimated # FTE authorized and to be filled by clients or family members (2)	Position hard to fill with clients or family members? (1 = Yes, 0 = No) (3)	# additional client or family member FTEs estimated to meet need (4)
A. Unlicensed Mental Health Direct Service Staff			
Consumer Support Staff	1.05	1	2.00
Family Member Support Staff	0.75	1	1.25
Other Unlicensed MH Direct Service Staff	1.00	1	0.00
Subtotal, A	2.80	3	3.25
B. Licensed Mental Health Direct Service Staff	0.00	0	0.00
C. Other Health Care Direct Service Staff	0.00	0	0.00
D. Managerial or Supervisory	0.00	0	0.00
E. Support Staff (Non-Direct Services)	0.00	0	0.00
GRAND TOTAL (A+B+C+D+E)	2.80	3	3.25

III. Language Proficiency

For languages other than English, please list (1) the major ones in your county/city, (2) the estimated number of public mental health workforce members currently proficient in the language, (3) the number of additional individuals needed to be proficient, and (4) the total need (2) + (3).

Languages, Other than English (1)	Number who are proficient (2)	Additional number who need to be proficient (3)	Total (2) + (3) (4)
1. Spanish	Direct Service Staff: 1 Others: 1	Direct Service Staff: 1 Others: 1	Direct Service Staff: 2 Others: 2
2.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:
3.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:
4.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:
5.	Direct Service Staff: Others:	Direct Service Staff: Others:	Direct Service Staff: Others:

EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT

IV. Remarks

Provide a brief listing of any significant shortfalls that have surfaced in the analysis of data provided in sections I, II, and/or III. Include any subset of shortfalls or disparities that are not apparent in the categories listed, such as subsets within occupations, racial/ethnic groups, special populations, and underserved communities.

A. Shortages by occupational category:

Inyo County's most significant staffing shortfall is found in Unlicensed Direct Service Staff, where an additional 8.25 FTE staff members are needed. There is a shortfall in Licensed Direct Service Staff, with a need of 6.75 FTE staff positions, as well as a need for 4.90 FTE Support Staff positions. In addition, we need 2.0 FTE Managerial and Supervisory staff, and 1.00 FTE Health Care Direct Service staff.

B. Comparability of workforce, by race/ethnicity, to target population receiving public mental health services:

The Inyo County mental health staff members are predominately Caucasian. This staffing pattern reflects the general county population where almost 75% of the population is Caucasian. However, Latinos comprise almost 14% of the county population. Almost 25% of the children and youth in Inyo are Latino, indicating the need for bilingual, bicultural, Spanish-speaking staff to serve and support our community, especially for children and their families.

C. Positions designated for individuals with consumer and/or family member experience:

Population data emphasizes the need for bilingual, bicultural, Spanish-speaking consumer/family member staff to serve and support this population.

D. Language proficiency:

There is a slight disparity between the current number of direct service staff who speak Spanish (1.0 FTE) and the number of Spanish monolingual consumers (approximately 20 individuals). We estimate that we need an additional two (2) Spanish-speaking staff members to adequately serve these clients. While we continually recruit bilingual, bicultural staff, we have had limited success in hiring bilingual/bicultural individuals to meet this need due to the remoteness of our county.

E. Other, miscellaneous:

Inyo County's cultural competence needs are more complex than just a need for bilingual/bicultural staff. We also need staff who are competent in other cultures as well, such as gay/lesbian, co-occurring disorders, substance abuse recovery, and the consumer culture.

EXHIBIT 4: WORK DETAIL

Please provide a brief narrative of each proposed Action. Include a Title, short description, objectives on an annualized basis, a budget justification, and an amount budgeted for each of the fiscal years included in this Three-Year Plan. The amount budgeted is to include only those funds that are included as part of the County's Planning Estimate for the Workforce Education and Training component.

A. WORKFORCE STAFFING SUPPORT

Action #1 – Title: Workforce Education and Training Coordination

Description: Inyo County will contract with a Workforce Education and Training (WET) Coordinator to implement and sustain the Inyo County WET Plan. This individual, in coordination with the Mental Health and Substance Abuse Board and community stakeholders, will be responsible for developing and implementing an education and training program. These activities will include developing the curriculum for specific training modules and populations, conducting training in some of the modules, identifying trainers, and assisting staff and clients in developing opportunities for sharing their expertise. The contract for the WET Coordinator will be supervised by the Director.

Objectives:

- Support a learning environment throughout our agency and across county partners.
- Implement and sustain our WET Plan.
- Coordinate efforts with the established MHSA stakeholder groups, including the Mental Health Board.
- Assess workforce education and training needs by employment category, including county staff, contract providers, interns, volunteers, consumers, family members, and allied agencies.
- Develop the curriculum and training materials for core components.
- Establish a viable education and training program that meets the needs of our workforce.
- Train staff on select core components.
- Assist staff to develop and deliver training related to their unique skills and experience.
- Review our WET Plan on a regular basis to ensure effectiveness, quality, and relevancy.
- Report our WET projects implementation to DMH, as required.

Budget justification: The WET Coordinator will be a contract position. Hours and contract duration will be determined by workload. Contract amount is estimated from the salary of a 0.5 FTE Behavioral Health Coordinator (\$80,000/year, full-time; \$40,000 half-time), plus travel expenses (estimated at \$5,000). *Note: the WET Coordinator position is a contract position; the salary of the Behavioral Health Coordinator was used as an estimate only, based on similar job duties and level of responsibility.*

Budgeted Amount:	FY 2009-2010: \$45,000
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B. TRAINING AND TECHNICAL ASSISTANCE

Action #2 – Title: Fundamental Learning Program

Description: Inyo County will develop contracts with various learning providers to deliver trainings to clients, family members, staff from Behavioral Health, members of the Mental Health and Substance Abuse Board, and partner agencies. Training topics will include psychosocial rehabilitation skills, the recovery model, and delivering comprehensive services for promoting wellness and recovery. Cultural competency and team building will also be a focus of our trainings. Potential training providers include *Essential Learning*, which offers online courses, staff ethics and regulations compliance training, and an array of clinical skills building courses that also fulfill continuing education requirements for licensed behavioral health professionals. We plan to purchase a bulk subscription package for our organization that will make these exemplary courses available to staff.

In addition, we will identify regional and statewide trainings – such as those offered through NAMI and CASRA – for staff, clients, family members, and other stakeholders to enhance their understanding of the recovery model, promote effective service delivery, increase cultural competency, promote leadership and team building, and learn other essential skills. To support consumer and family member training, we will develop and maintain a mental health information library; this library will allow consumers and family members to borrow publications and DVDs on mental health, the recovery model, cultural competency, and other mental health related information. As an added training component, we will provide staff and consumers with technical software training for core computer programs, such as Word and Excel; training and other core computer software programs will enhance the skill set of staff and consumers/family members who work or volunteer for Inyo County.

Objectives:

- Secure a long-term contract with *Essential Learning* for an organizational license package for *Essential Learning* trainings
- Train staff to utilize the *Essential Learning* online courses
- Coordinate core software training (e.g., Word, Excel, etc.) for staff and consumer/family members through off-site technical training centers in neighboring cities and/or counties.
- Identify training in computer skills and support individuals to attend the training
- Develop a consumer/family member mental health information library
- Document and record training received by individuals in the county
- Identify regional and statewide training for staff, clients, family, and other stakeholders and support the cost for individuals to attend these trainings
- Develop and deliver training on understanding consumer culture; gay, lesbian, bisexual, transsexual, and questioning culture; Latino culture, etc.
- Identify training in team building and leadership skills and support individuals to attend the training
- Identify training to deliver individual job skills and support individuals to attend the training
- Connect to the regional and state WET Program

Action #2 – Title: Fundamental Learning Program, *continued...*

Budget justification:

This component will fund a long-term contract (up to 8 years) with *Essential Learning* (EL) to allow staff and allied agencies to access the e-Learning training library and appropriate courses. It will also support staff and consumers in attending regional and statewide training in core topics related to job skills, wellness and recovery, leadership, and team building. In addition, these funds will provide up to eight (8) years of additional training opportunities for staff and consumers, pay for training materials, and allow staff to attend out-of town trainings.

The funding is estimated as follows: EL set-up (\$2,500) and annual maintenance/technical support fees (\$6,000); staff EL courses, \$126,500; funding for bringing in outside trainers for additional training opportunities (approximately 3 trainings per year X \$4,000/training X 8 years), \$96,000; registration/material fees and travel to external trainings (TBD), \$40,000.

Budgeted Amount:	FY 2009-2010: \$271,000
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C. MENTAL HEALTH CAREER PATHWAY PROGRAMS

Action #3 – Title: Consumer Pathways Program – Coach, Parent Partner, Peer Mentor positions

Description: This component will offer a credentialing program to consumers to develop skills for Coach, Parent Partner, or Peer Mentor positions with Inyo County. Individuals who qualify for this Consumer Pathways Program will attend courses at the local community college or adult education center to prepare them to become an Adult Services Coach, a Children’s Services Parent Partner, or a Transition Age Youth Peer Mentor. Some of the topics included in the curriculum include the following: wellness management and recovery; promoting resiliency skills in Transition Age Youth; putting recovery skills into practice; embracing wellness in all aspects of care; providing peer support; and creating a recovery-based mental health services plan.

Objectives:

- Contract with the local community college or adult education center to develop a 12-unit credentialing program
- Collaborate with the MHSA Leadership Committee and the Mental Health Board to develop the student selection process and the policies surrounding the Consumer Pathways program
- Identify and select consumers and family members who are interested in training to become a Coach, Parent Partner, or Peer Mentor
- Fund tuition and fees for program participants on a case-by-case basis
- Track and document progress of program participants
- Support persons to attend other regional and statewide training to enhance the learning for individuals
- Support persons to learn team building, develop leadership skills, and support individuals to attend training activities
- Identify other training opportunities to enhance individuals’ ability to be successful in the work environment
- Connect to the regional and state WET Program

Budget justification:

This funding will enable us to contract with the local community college or adult education center to develop a curriculum for the Consumer Pathways Program. It will also allow us to help pay college tuition and fees, and offer gas cards to ensure that participants are able to attend classes. The funding breaks down as estimated: Curriculum development = \$10,000. Tuition and fees calculation: \$1,000 tuition and fees per student, per semester; \$250 gas stipend per student, per semester; 3 students per year, for 4 years, depending on the number of students participating (approximately 12 students). \$2,500 per student, per year; 3 students per year x \$2,500 equals \$7,500 per year; \$7,500 x 4 years = \$30,000. \$10,000 (curriculum development) + \$30,000 (tuition and fees) = \$40,000.

Budgeted Amount:	FY 2009-2010: \$40,000
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D. RESIDENCY, INTERNSHIP PROGRAMS

Due to the limited educational resources available in Inyo County, we have determined that we will not be implementing any programs in this category at this time. We may develop internship programs in future fiscal years, as feasible and appropriate.

E. FINANCIAL INCENTIVE PROGRAMS

Inyo County Behavioral Health has determined that we will not be implementing any programs in this category. We may develop financial incentive programs in future fiscal years, as feasible and appropriate.

EXHIBIT 5: ACTION MATRIX

Please list the titles of *ACTIONS* described in Exhibits 4, and check the appropriate boxes that apply.

<p style="text-align: center;">Actions (as numbered in Exhibits 4, above)</p>	<p style="text-align: center;">Promotes wellness, recovery, and resilience</p>	<p style="text-align: center;">Promotes culturally competent service delivery</p>	<p style="text-align: center;">Promotes meaningful inclusion of clients/family members</p>	<p style="text-align: center;">Promotes an integrated service experience for clients and their family members</p>	<p style="text-align: center;">Promotes community collaboration</p>	<p style="text-align: center;">Staff support (infrastructure for workforce development)</p>	<p style="text-align: center;">Resolves occupational shortages</p>	<p style="text-align: center;">Expands postsecondary education capacity</p>	<p style="text-align: center;">Loan forgiveness, scholarships, and stipends</p>	<p style="text-align: center;">Regional partnerships</p>	<p style="text-align: center;">Distance learning</p>	<p style="text-align: center;">Career pathway programs</p>	<p style="text-align: center;">Employment of clients and family members within MH system</p>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
<p>Action #1: Workforce Education and Training Coordination</p>	X	X	X	X	X	X	X	X	X	X	X	X	X
<p>Action #2: Fundamental Learning Program</p>	X	X	X	X	X	X	X	X			X		X
<p>Action #3: Consumer Pathways Program</p>	X	X	X	X	X	X	X		X	X	X	X	X

**FY 2009/10 Mental Health Services Act
Workforce Education and Training Funding Request**

County: INYO

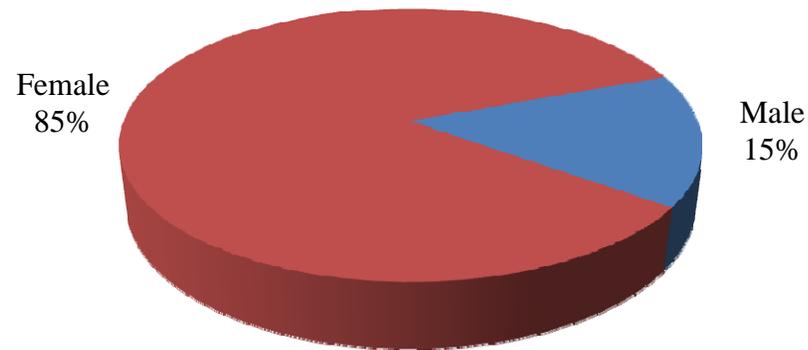
Date: 3/2/2010

Workforce Training and Education Work Plans				FY 09/10 Required MHSA Funding	Estimated Funds Requested by Funding Category				
No.	Name	New (N)/ Approved Existing (E)	Workforce Staffing Support		Training and Technical Assistance	Mental Health Career Pathway	Residency and Internship	Financial Incentive	
1.	WET Coordination	N	\$45,000	\$45,000					
2.	Fundamental Learning	N	\$271,000		\$271,000				
6.	Consumer Pathways	N	\$40,000			\$40,000			
7.									
8.									
9.									
10.									
11.									
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23.									
24.									
25.									
26.	Subtotal: Work Plans			\$356,000	\$45,000	\$271,000	\$40,000	\$0	\$0
27.	Plus County Administration			\$53,091					
28.	Plus Optional 10% Operating Reserve			\$40,909					
29.	Total MHSA Funds Required for Workforce Education and Training			\$450,000					

APPENDIX A: WET SURVEY RESULTS – AGENCY STAFF

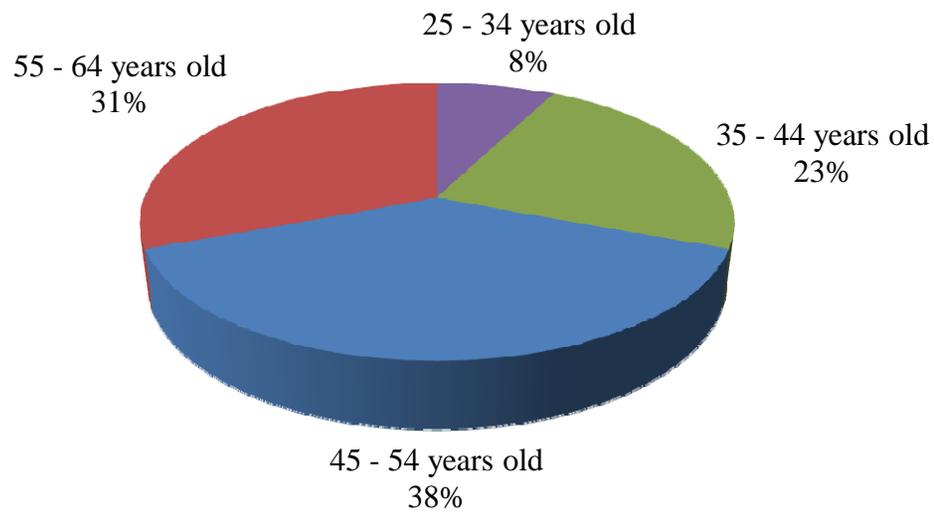
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

What is your gender? (N=26)



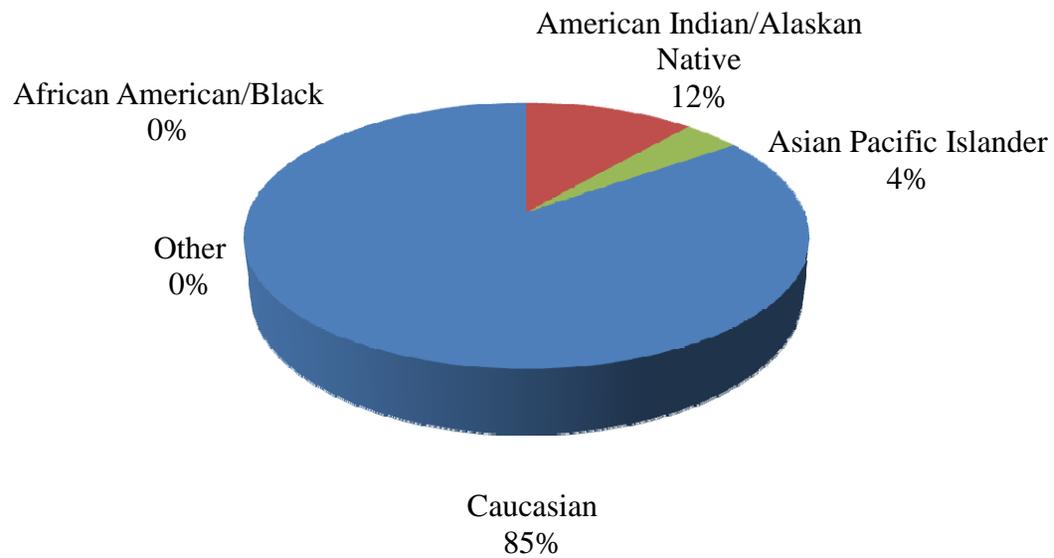
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

What is your age? (N=26)



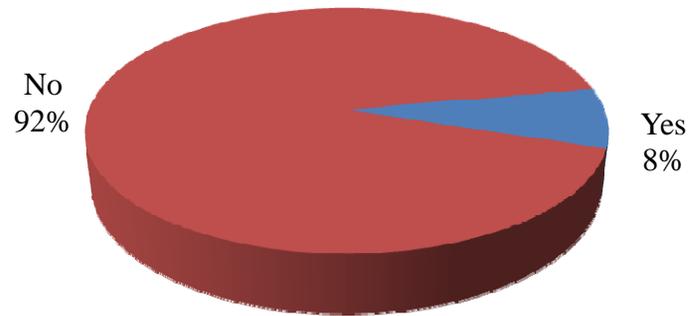
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

What is your race? (N=26)



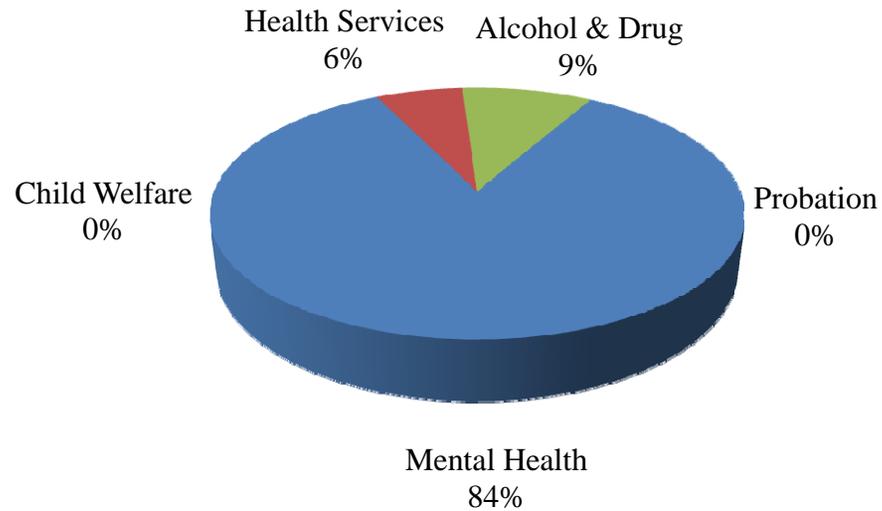
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

Are you of Latino/Hispanic origin? (N=26)



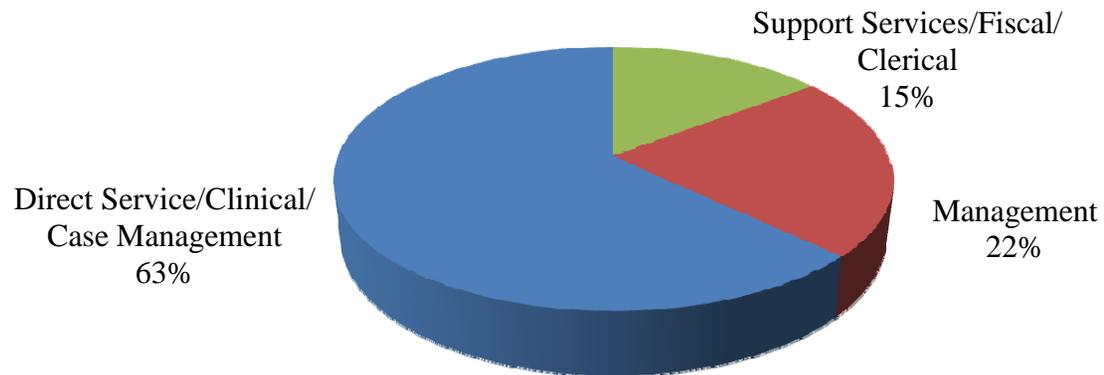
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

In which department do you work? (N=32)



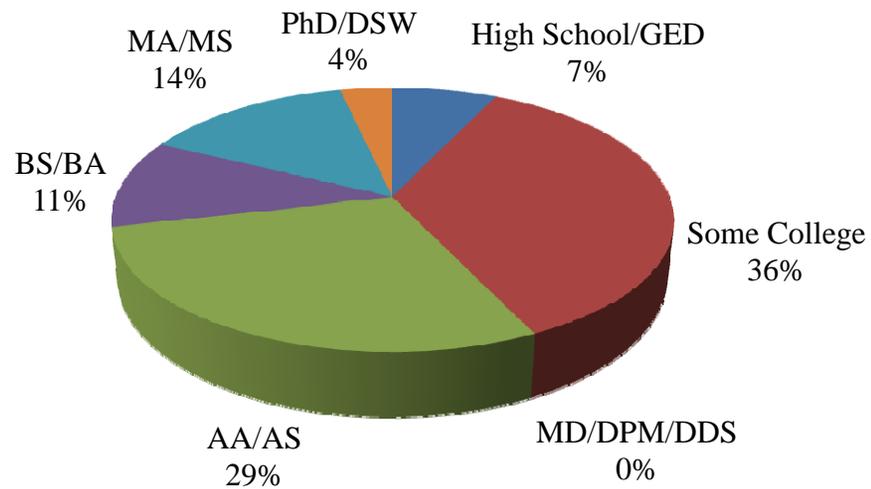
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

What is your job classification? (N=27)



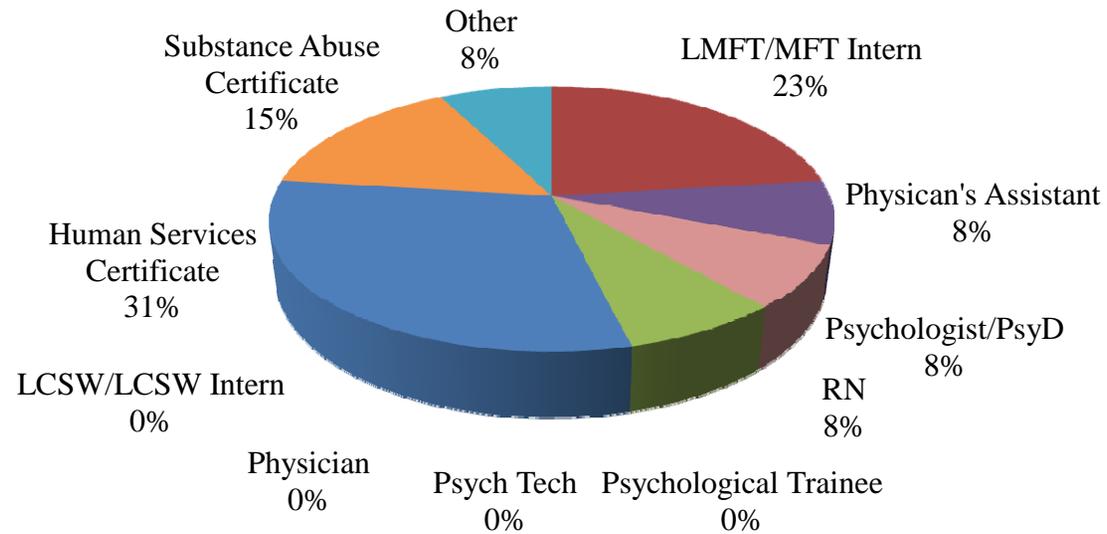
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

What is your highest level of education completed? (N=28)



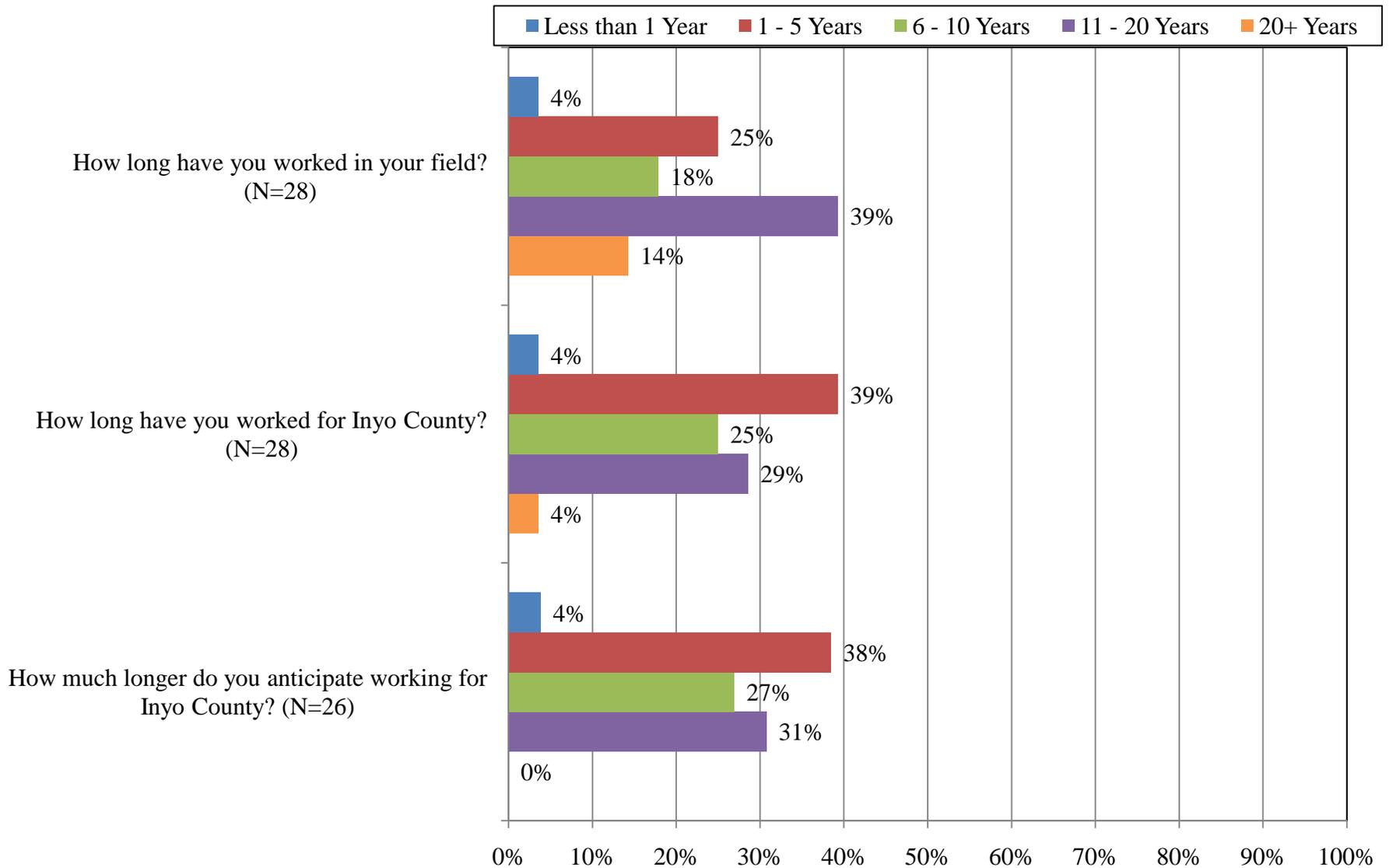
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

**If applicable, please check all licenses or certificates you have
attained? (N=13)**



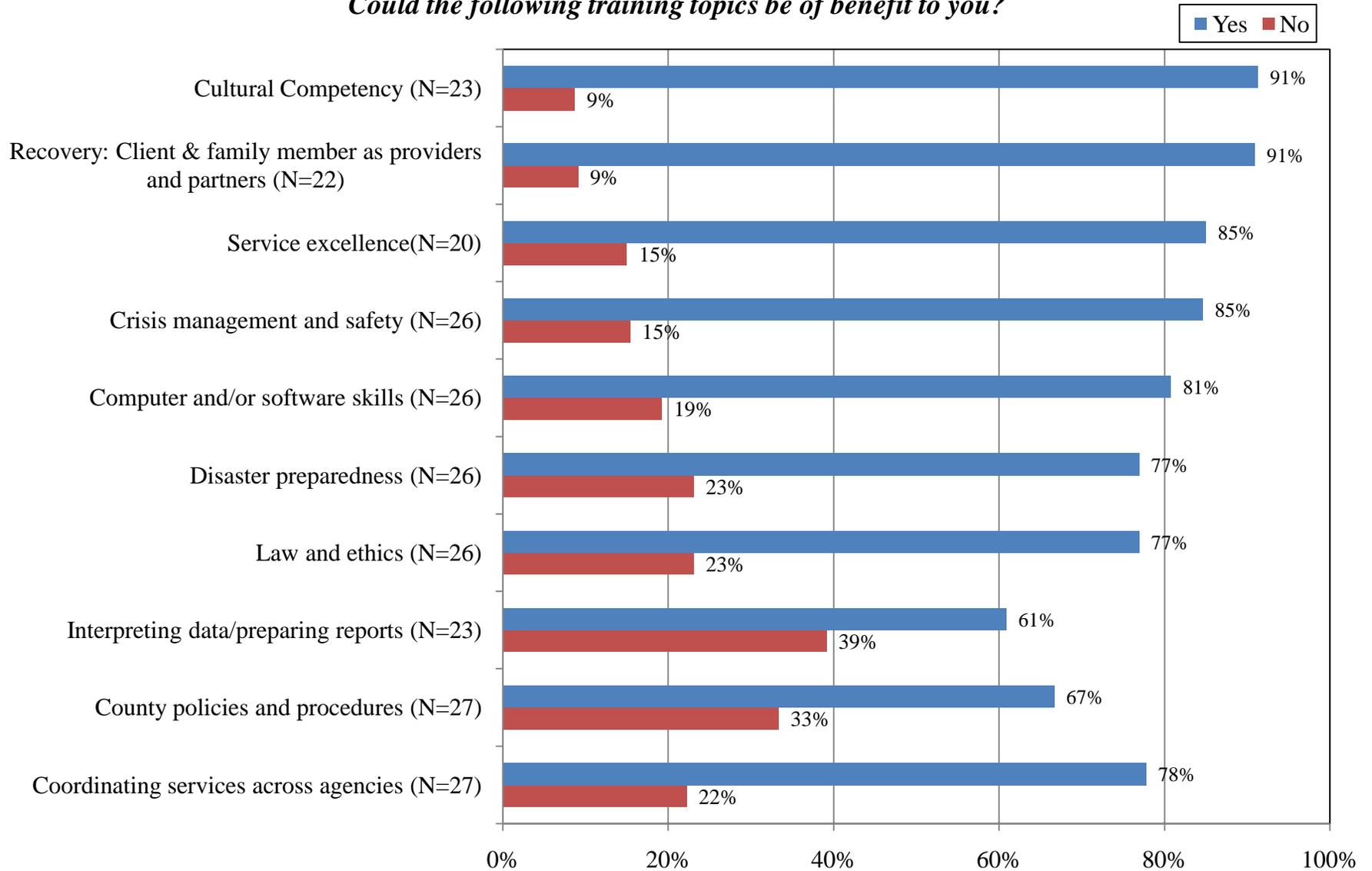
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

Working in Inyo County



Training Area 1: Core/Foundational Knowledge

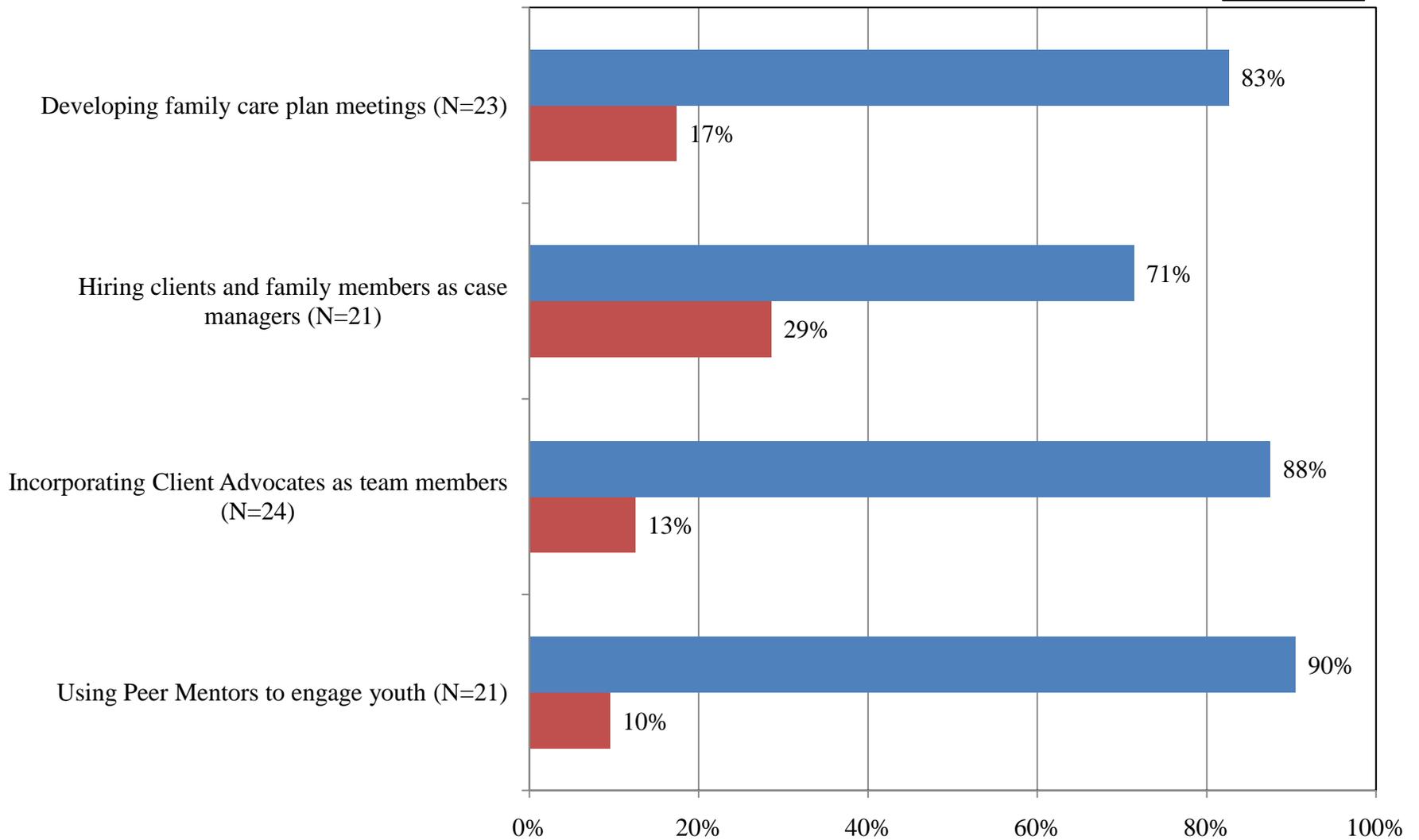
Could the following training topics be of benefit to you?



Training Area 2: Client and Family Involvement

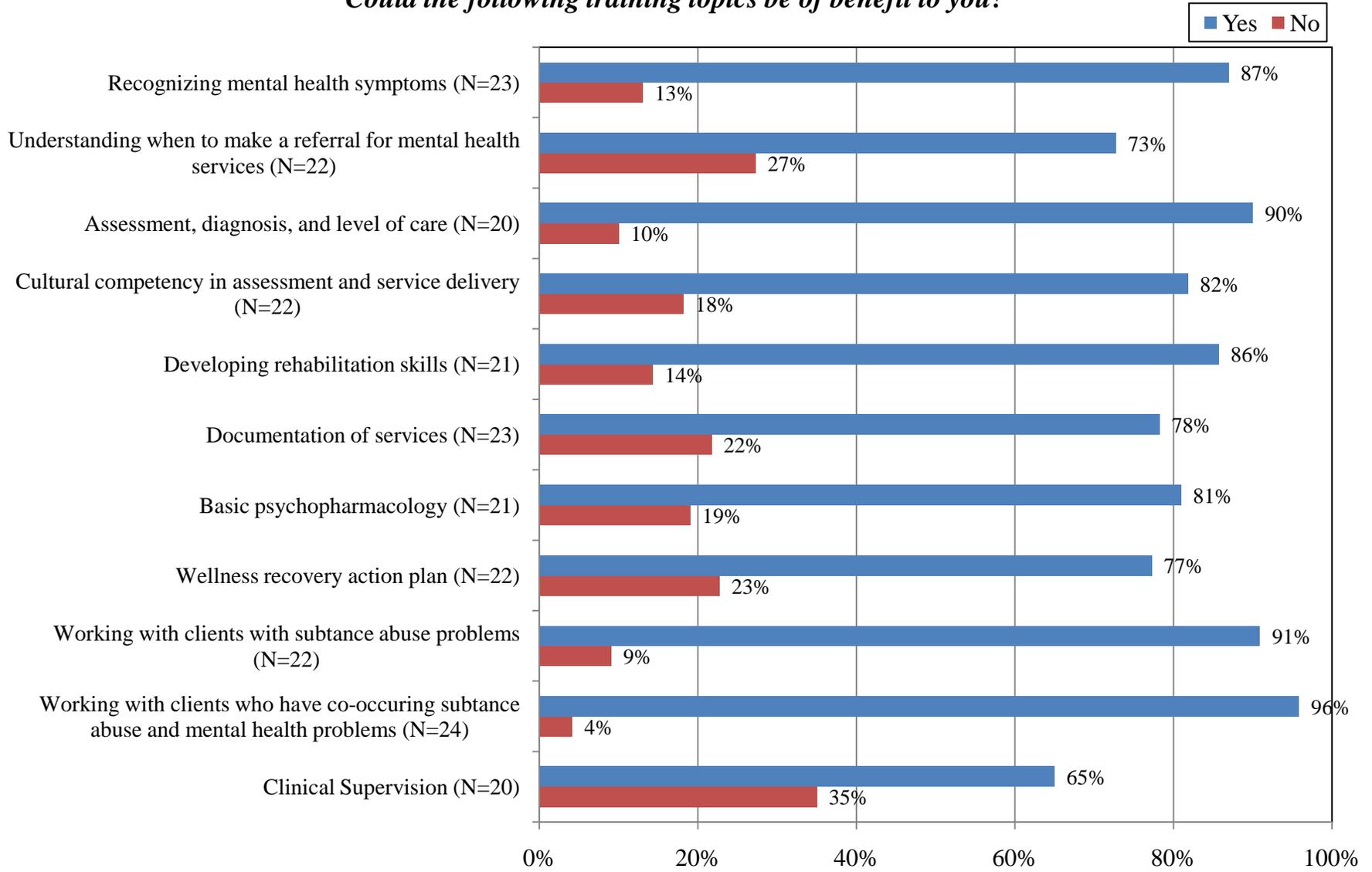
Could the following training topics be of benefit to you?

■ Yes ■ No



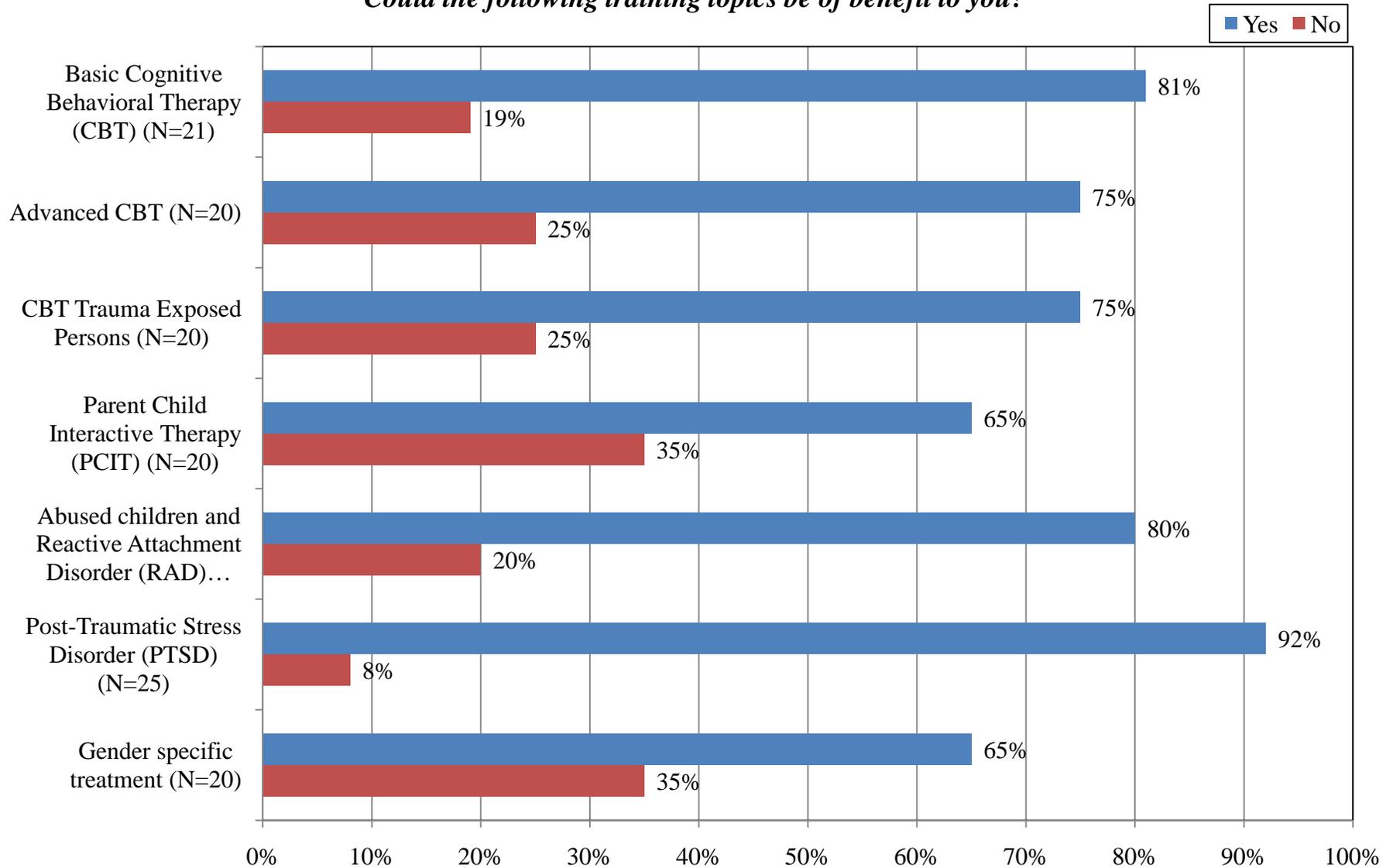
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

Training Area 3: Clinical Skills
Could the following training topics be of benefit to you?



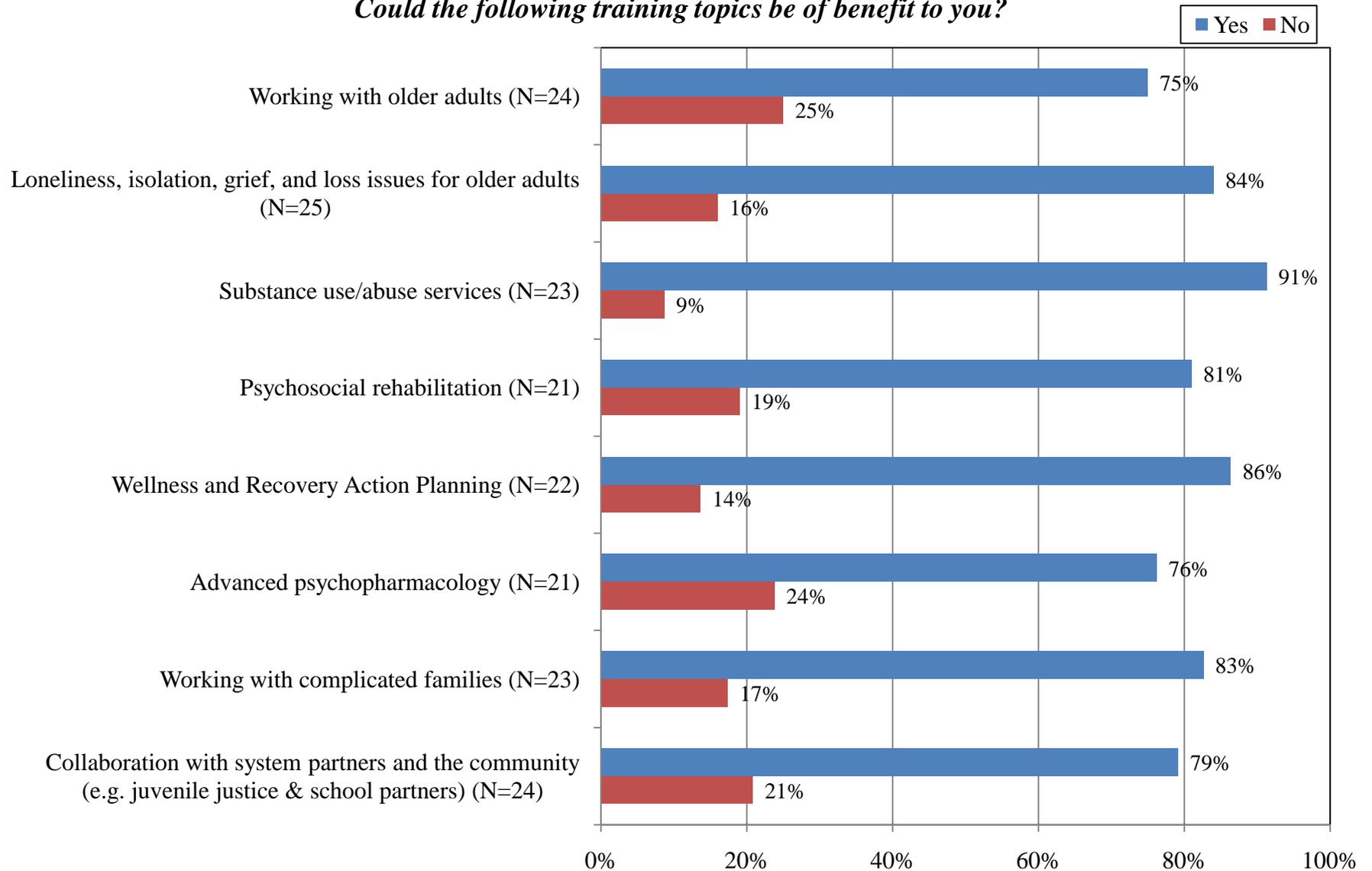
Training Area 4: Clinical Interventions (Graph 1 of 2)

Could the following training topics be of benefit to you?



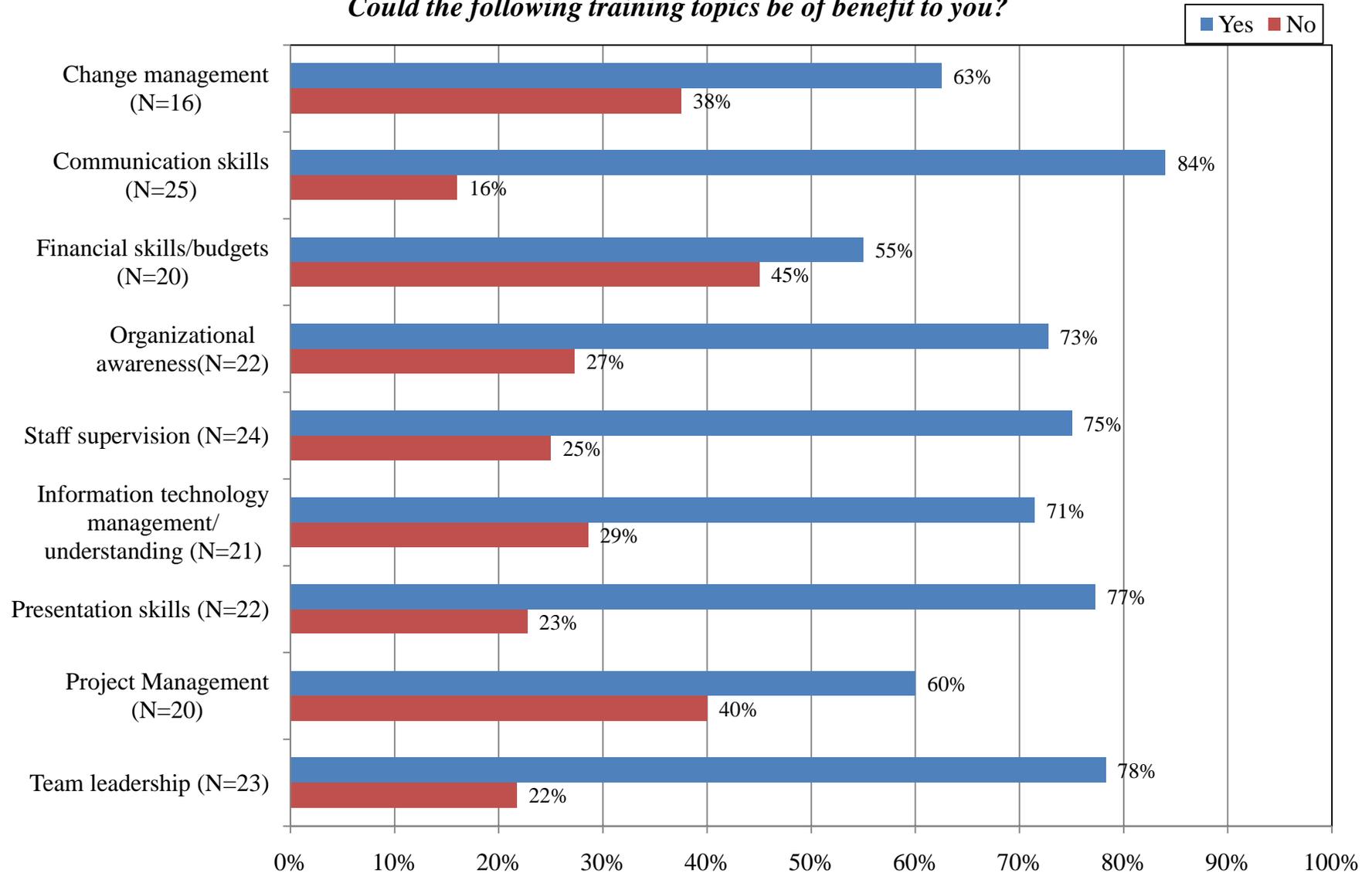
Training Area 4: Clinical Interventions (Graph 2 of 2)

Could the following training topics be of benefit to you?



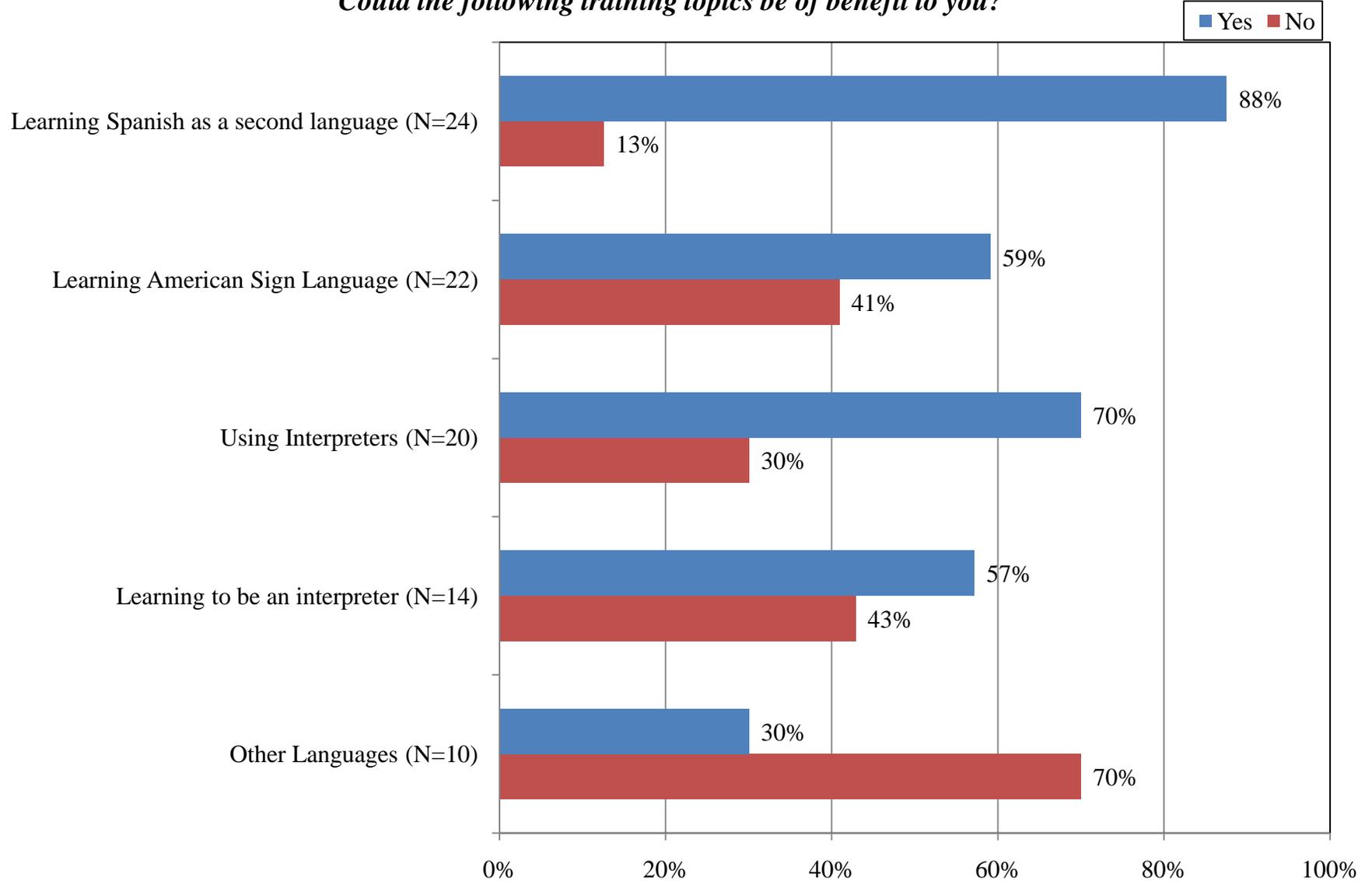
Training Area 5: Leadership/Management Training

Could the following training topics be of benefit to you?



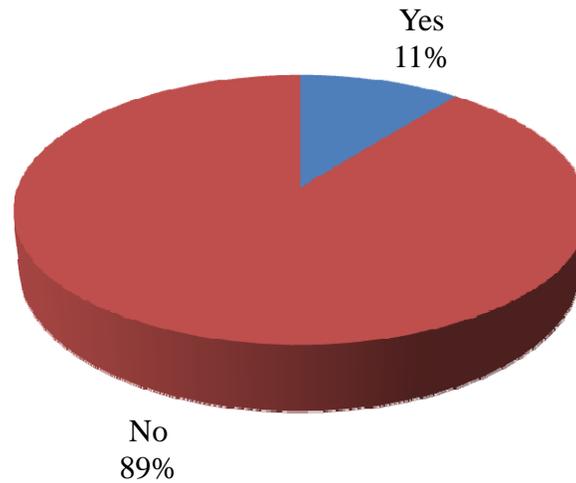
Training Area 6: Learning Another Language

Could the following training topics be of benefit to you?



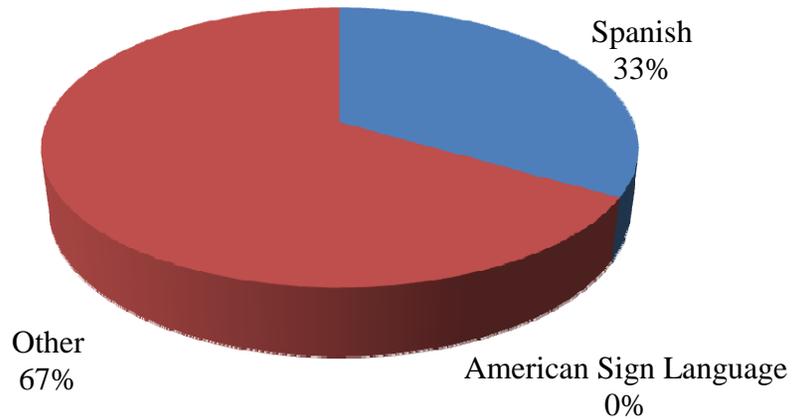
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

Are you fluent in any languages other than English? (N=28)

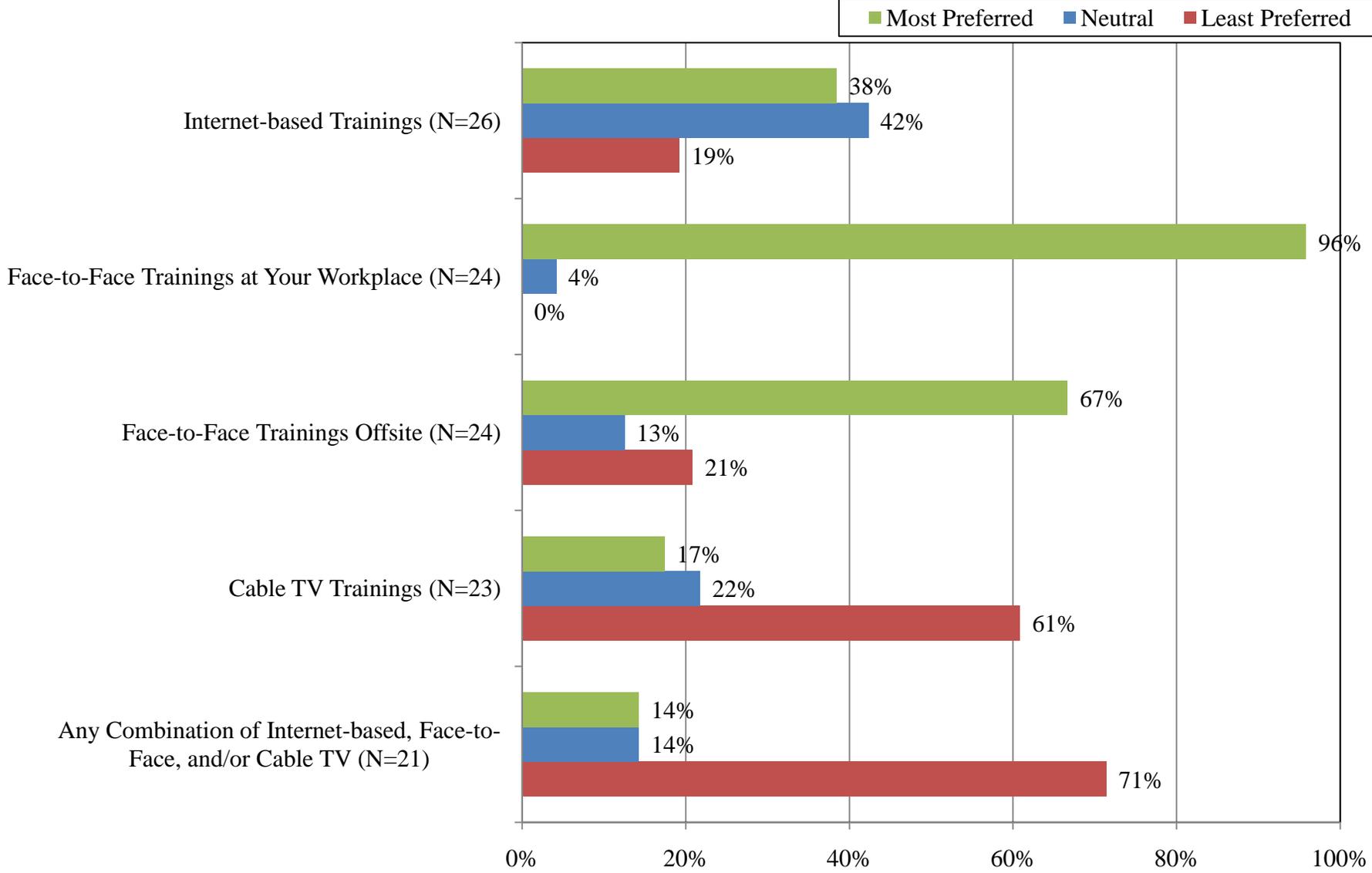


**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

If yes, in which language are you fluent? (N=3)



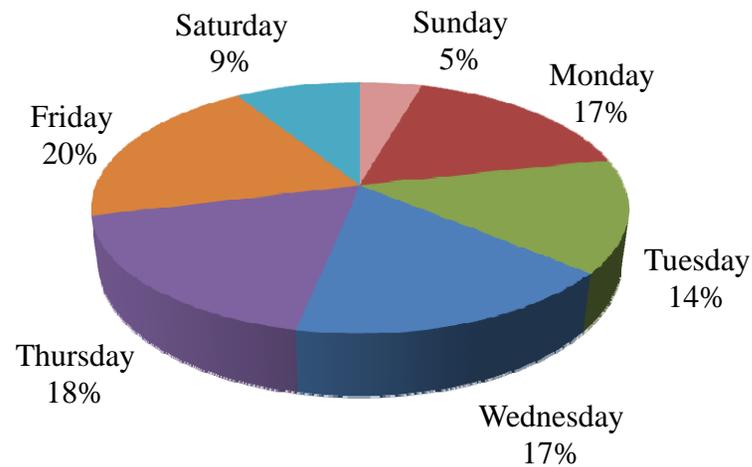
Preferred Types of Training



**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

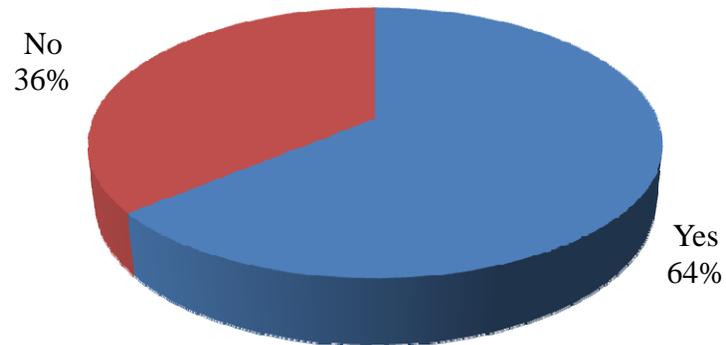
**Please indicate which days you would be able to
attend education and trainings.**

(Duplicated count as some people may have more than one answer.)



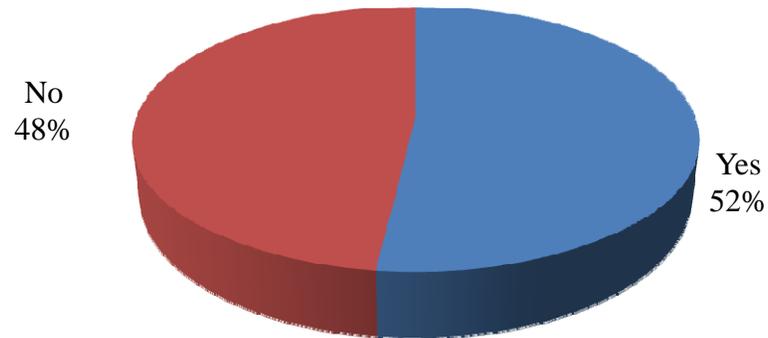
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

Are you interested in advancing your career in the public mental health field through additional education? (N=25)



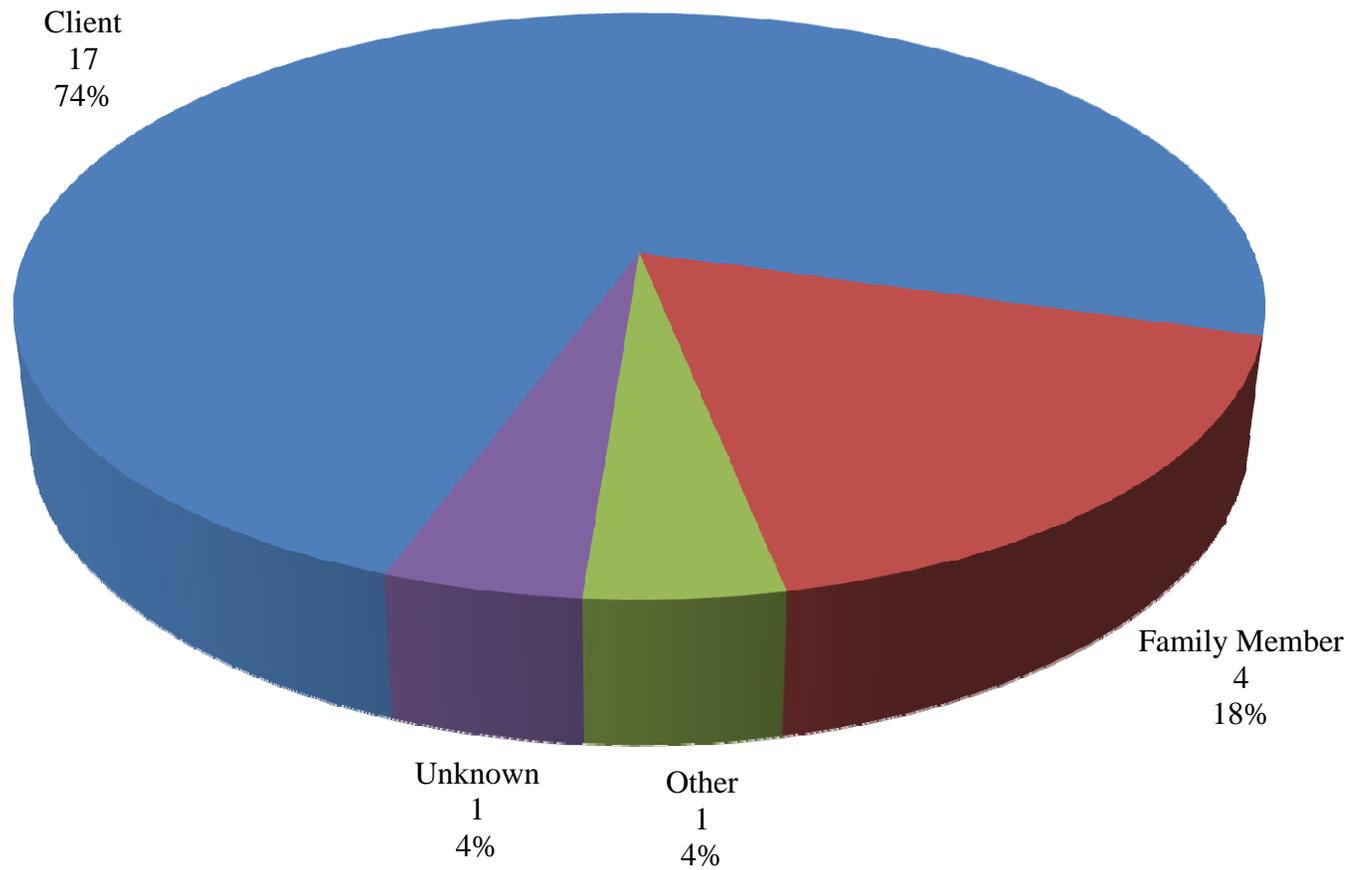
**Inyo County Behavioral Health
Workforce Education and Training Survey Results - Agency Staff
January 2010**

Have you ever taken a course via the internet? (N=27)

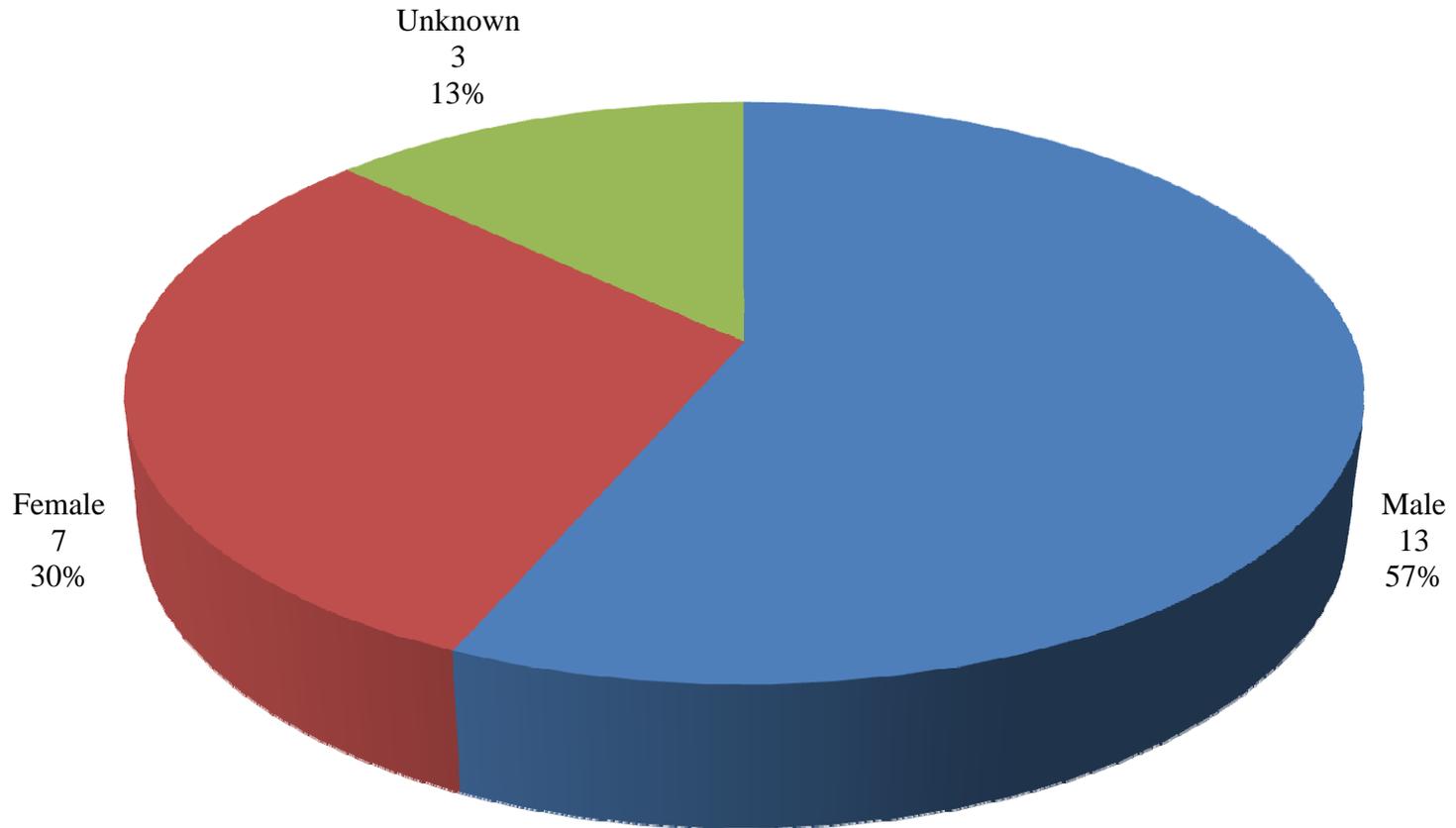


APPENDIX B: WET SURVEY RESULTS – CONSUMERS AND FAMILY MEMBERS

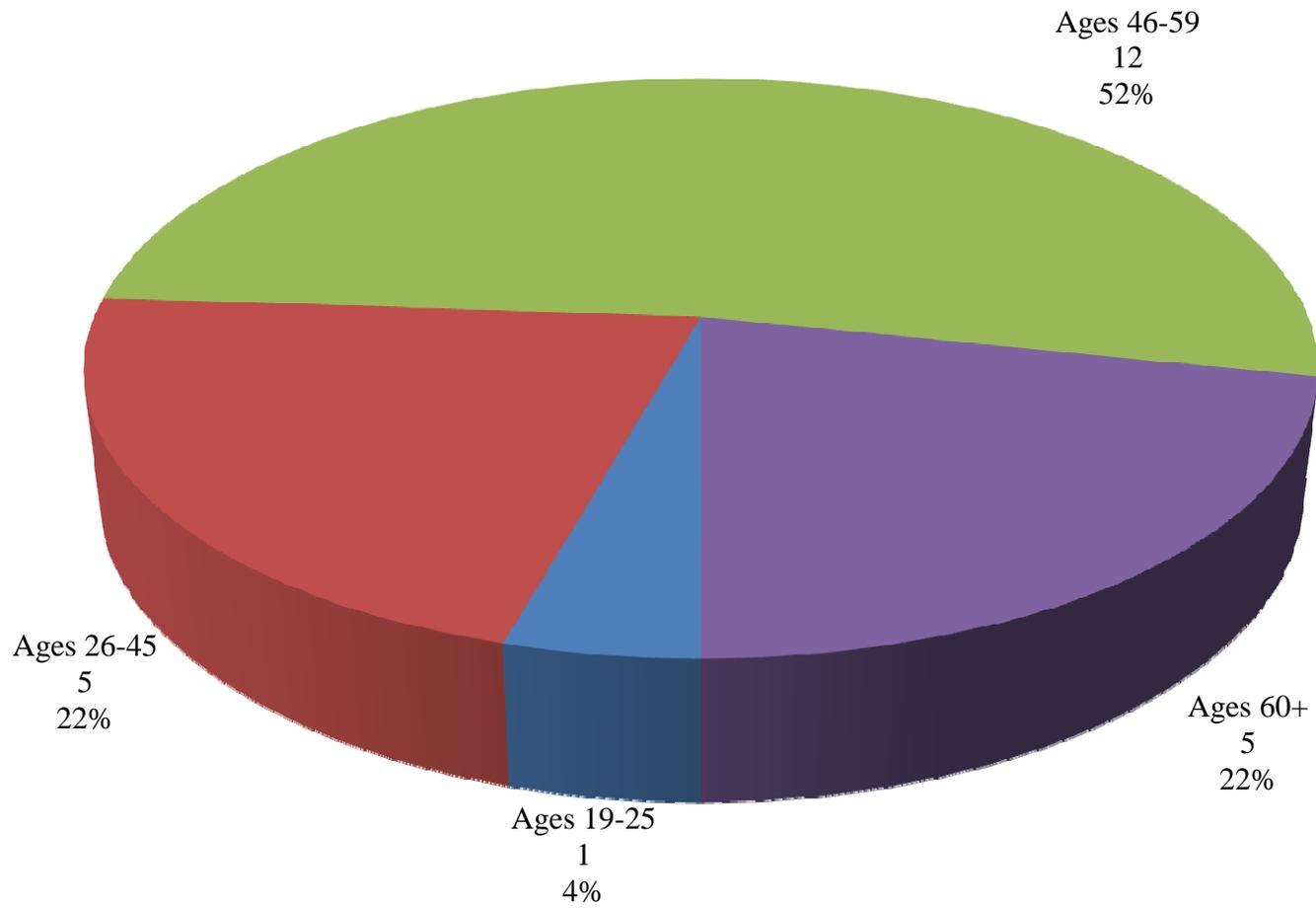
Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
What is your role as a stakeholder?
(N=23)



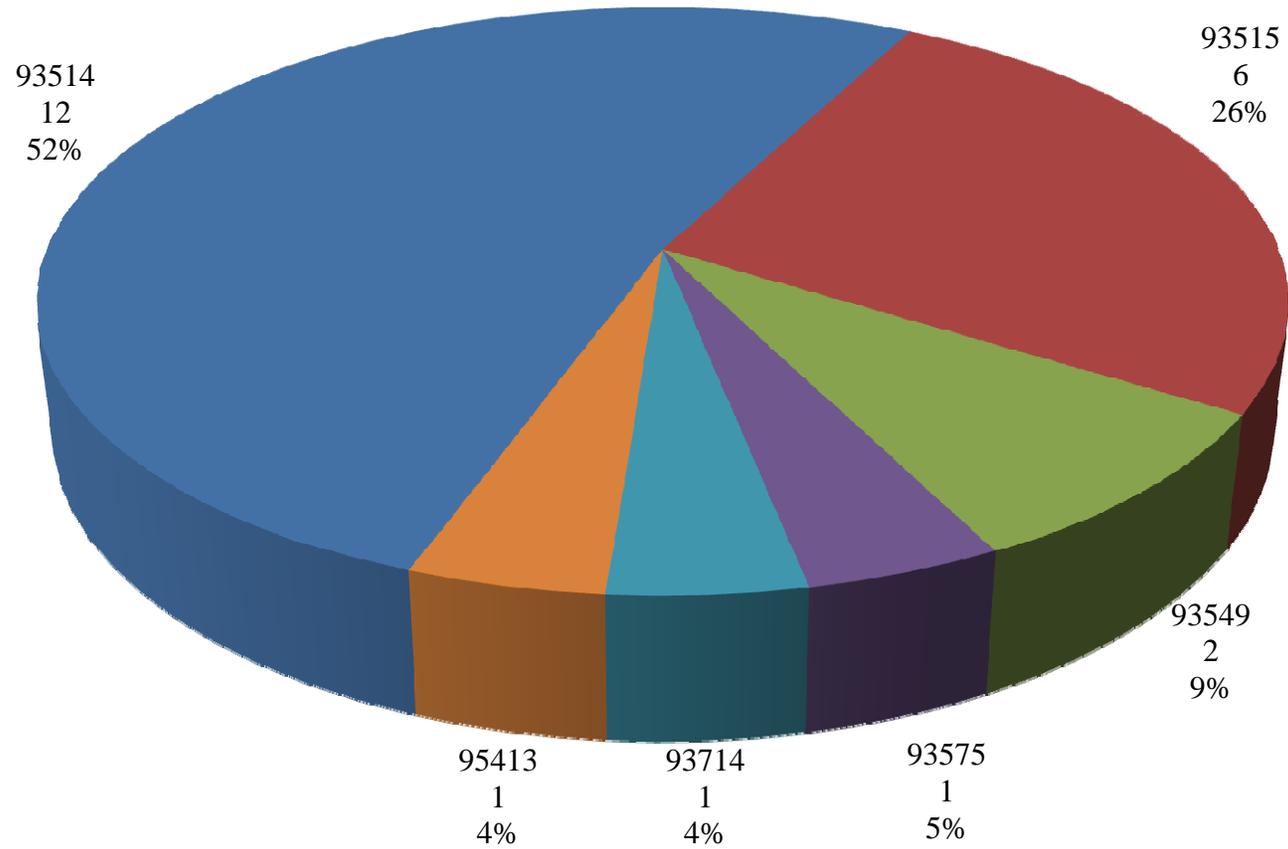
**Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members**
What is your gender?
(N=23)



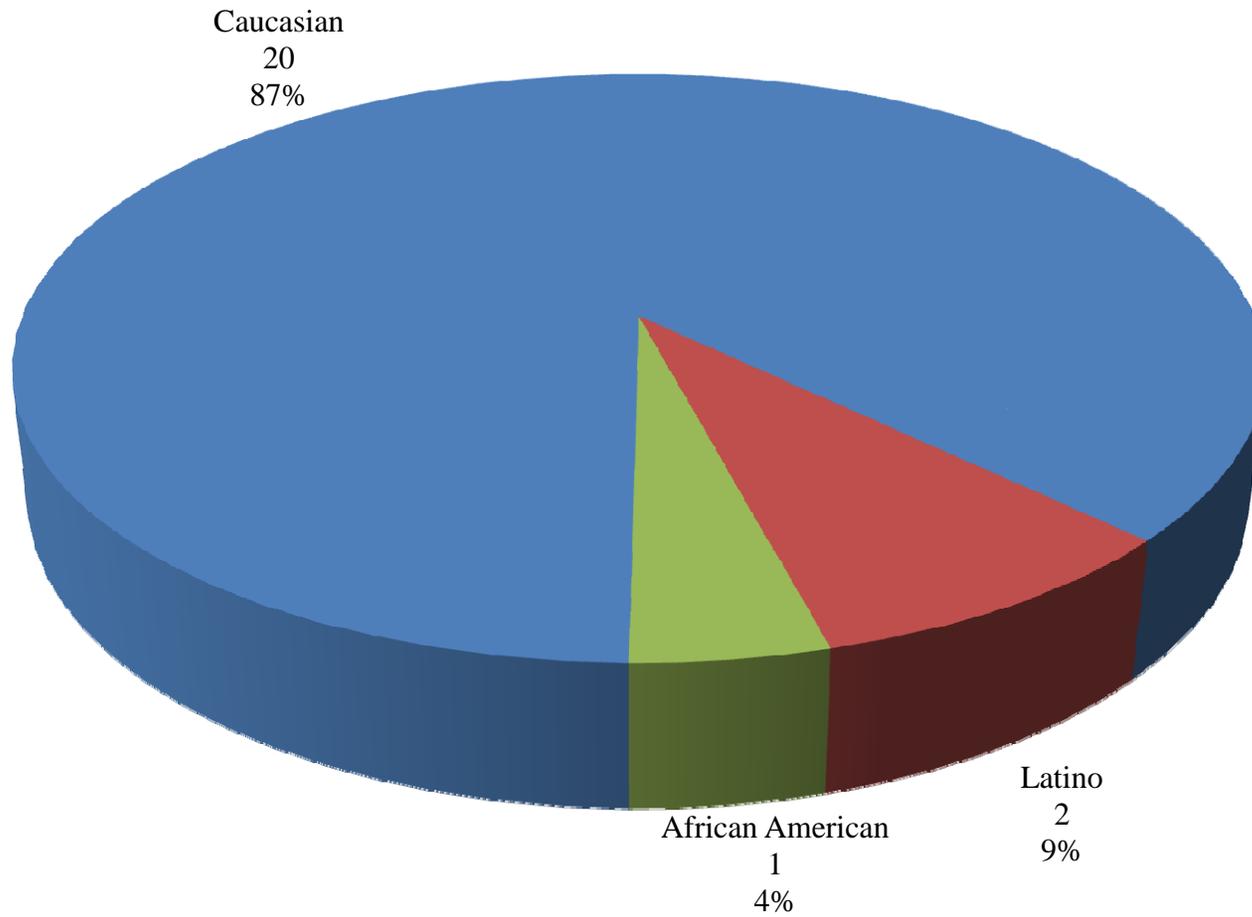
Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
What is your age?
(N=23)



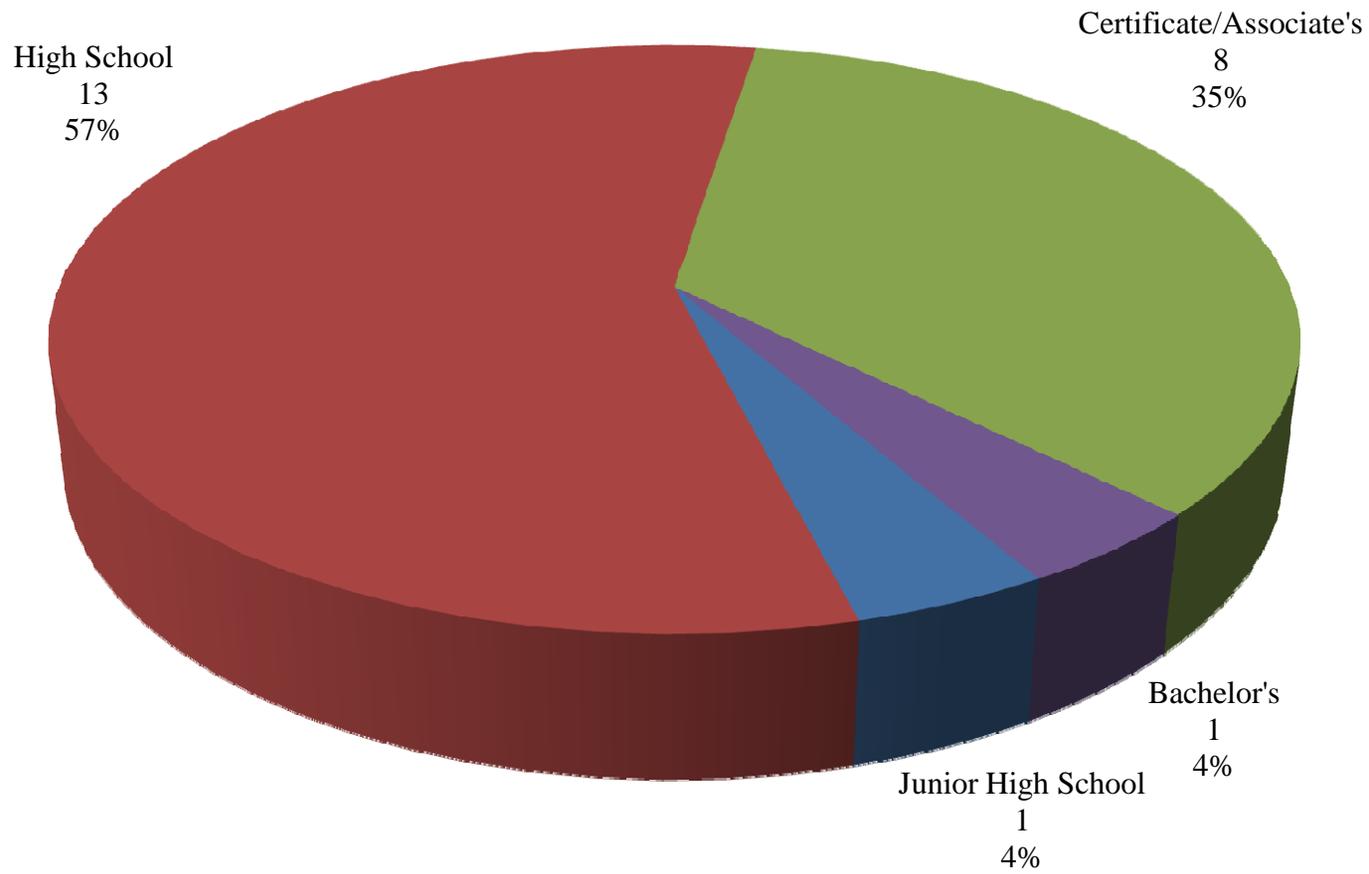
Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
What is your zip code?
(N=23)



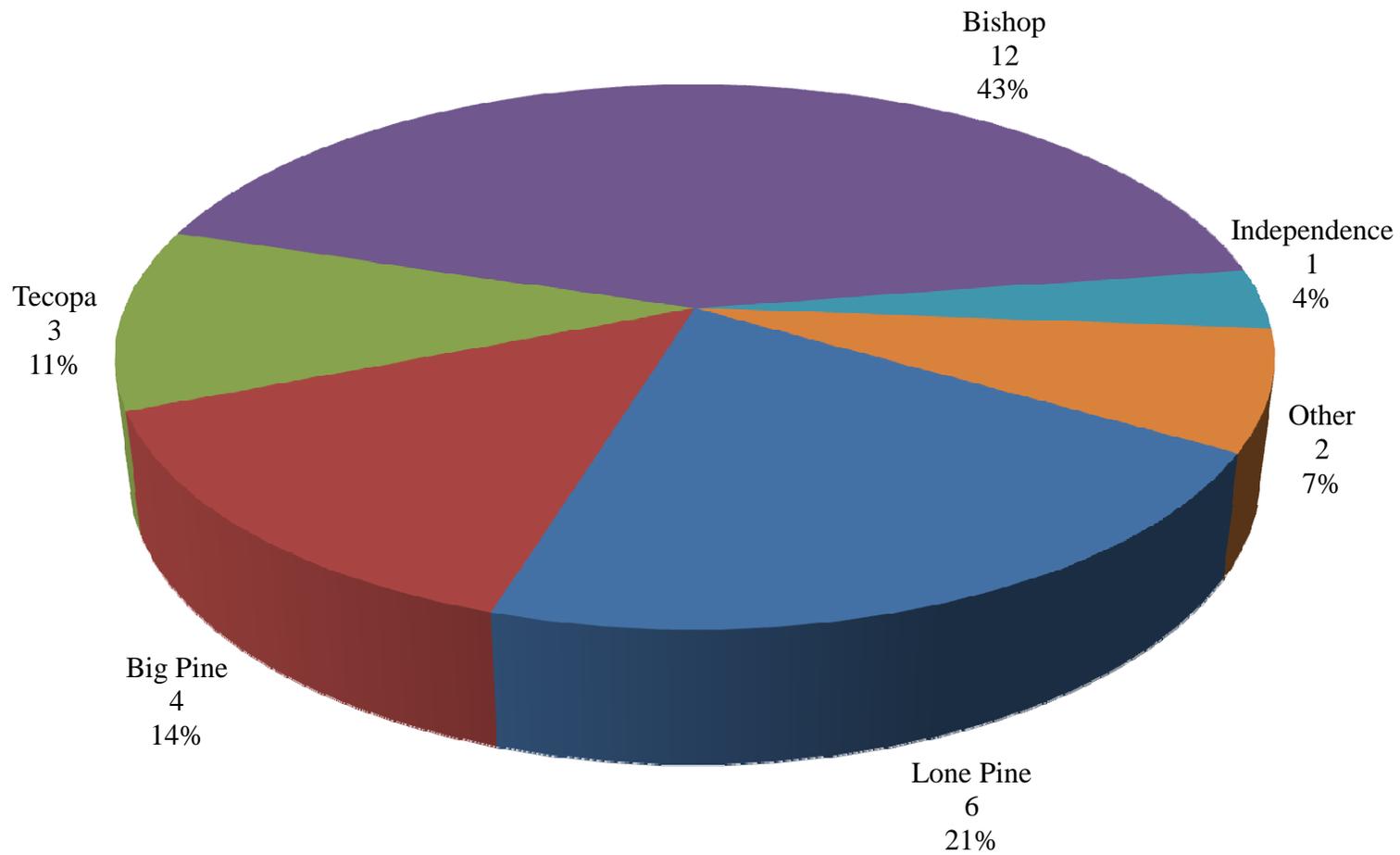
Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
What is your race/ethnicity?
(N=23)



Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
What is the highest level of education that you have received?
(N=23)

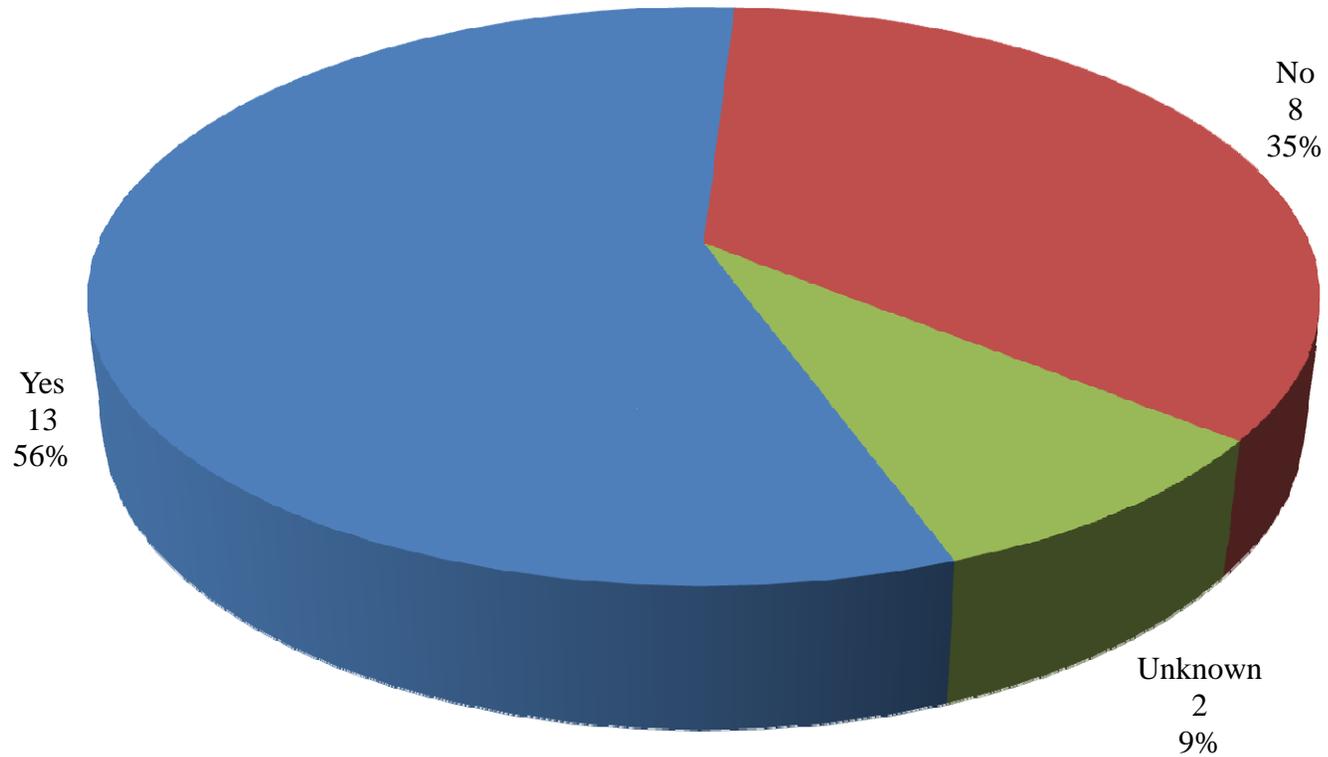


Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
In Inyo County, where do you think more mental health services are needed?
(N=28*)

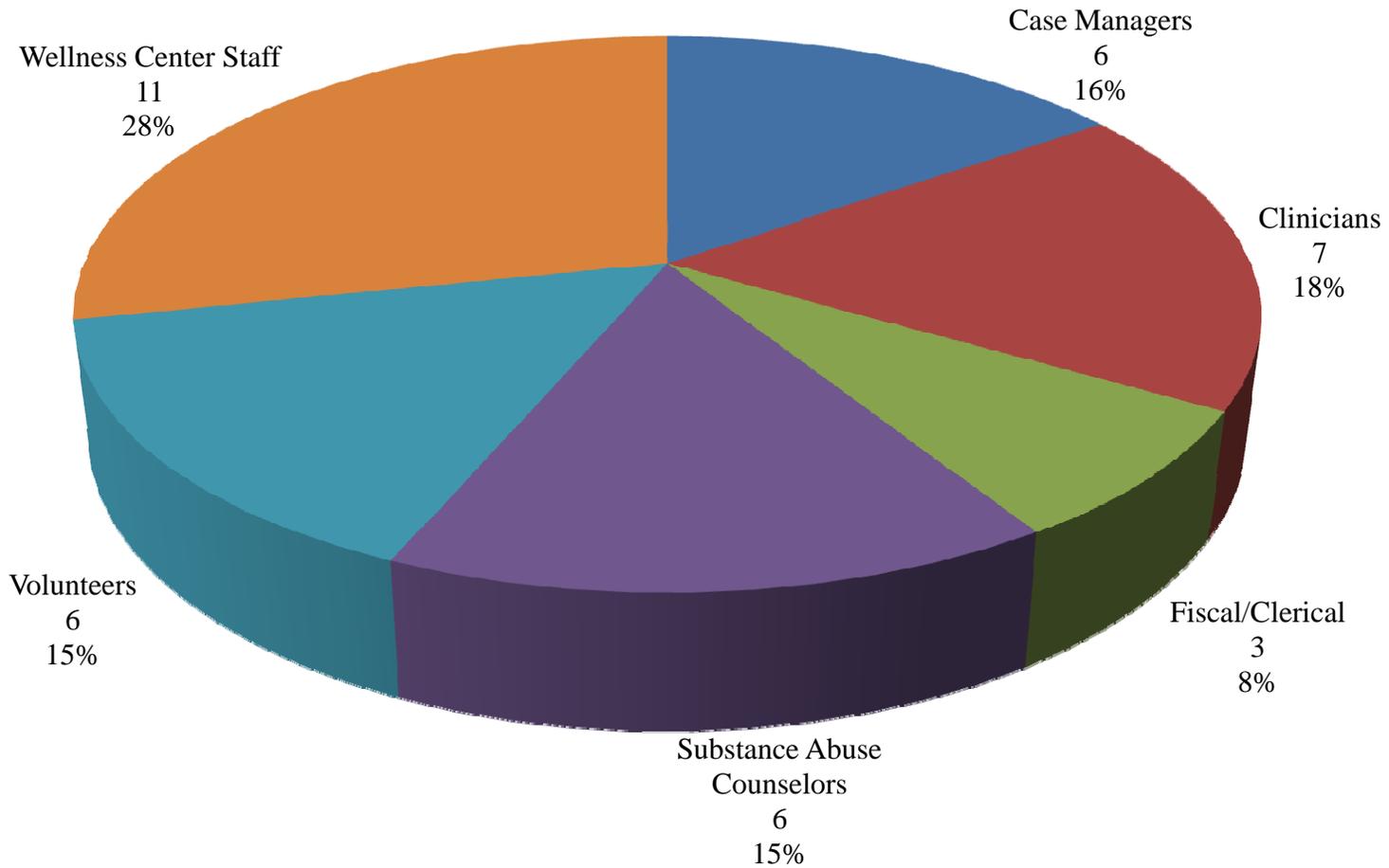


* This is a duplicated count. Respondents could list multiple answers to this question.

Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
Do you think it would be helpful to have apartments and mental health clinics
located in the same building?
(N=23)

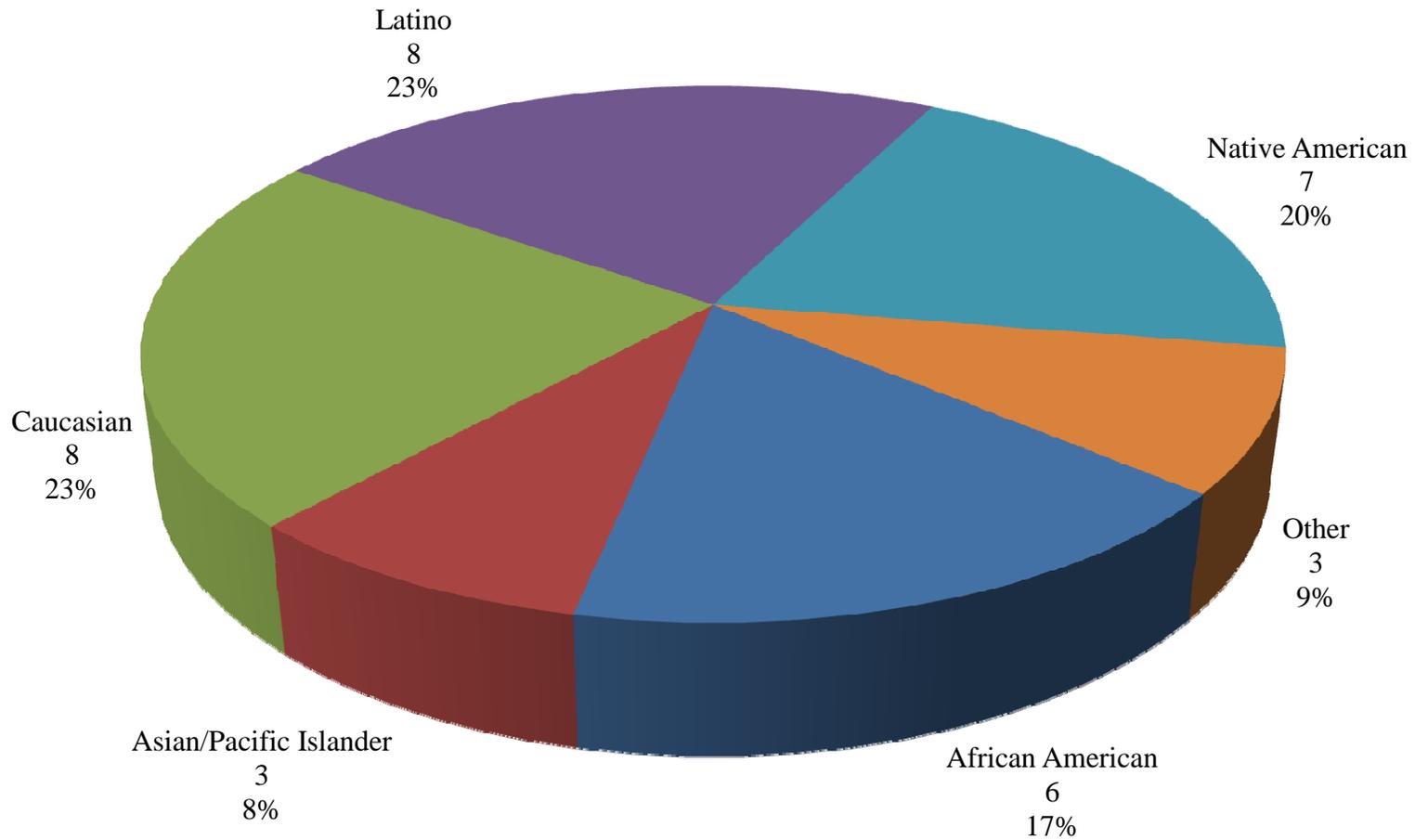


Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumer and Family Members
Which positions do you think Behavioral Health Services needs?
(N=39*)



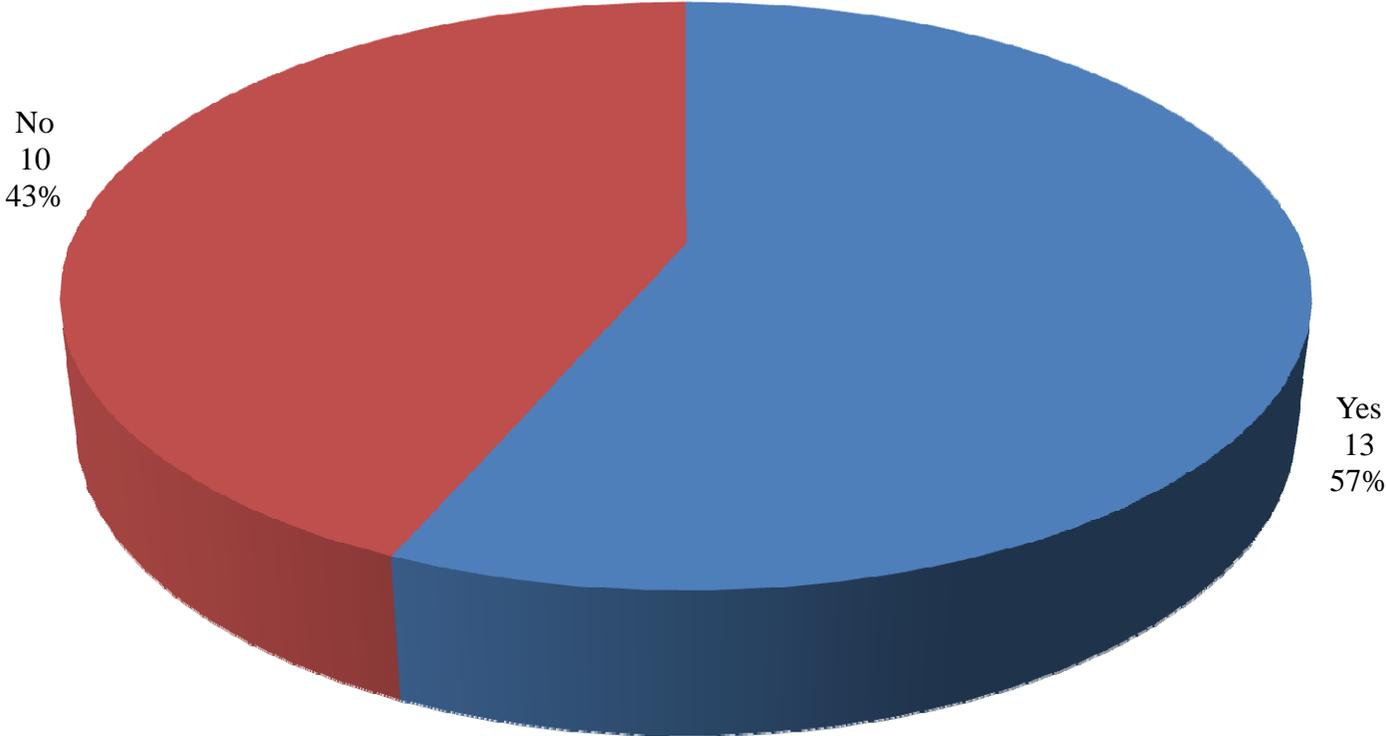
* This is a duplicated count. Respondents could list multiple answers to this question.

Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
Which races/ethnicities should be more represented by Behavioral Health Services staff?
(N=35*)

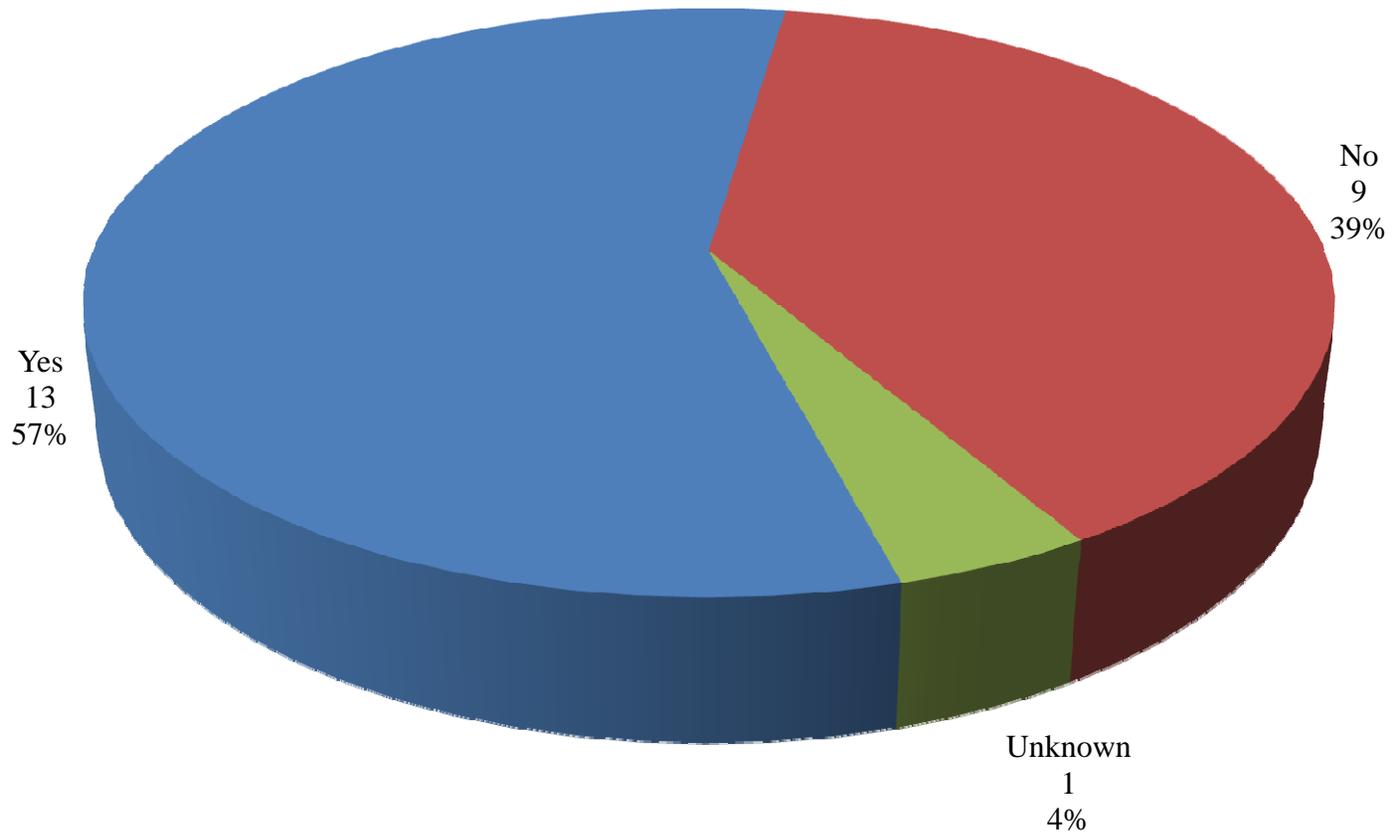


* This is a duplicated count. Respondents could list multiple answers to this question.

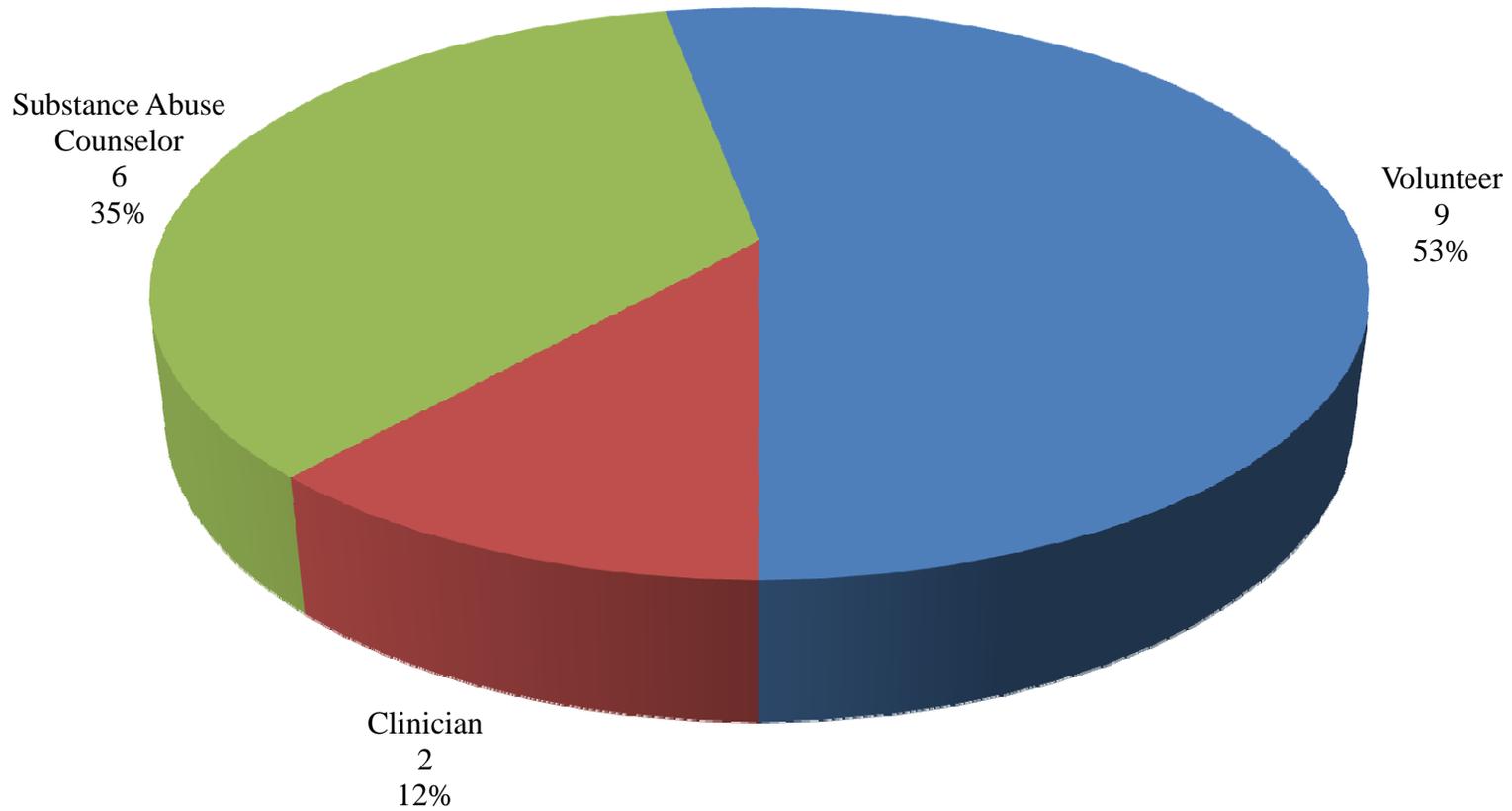
Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumer and Family Members
Are you interested in receiving vocational training?
(N=23)



Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
Are you interested in working in the mental health field?
(N=23)



Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
If you are interested in working in the mental health field, which position(s)
interest you?
(N=17*)



* This is a duplicated count. Respondents could list multiple answers to this question.

Inyo County Behavioral Health Services
MHSA WET Survey Results - Consumers and Family Members
Would tuition assistance motivate you to seek education and employment in the
mental health field?
(N=23)

