

**Santa Cruz County Mental Health Services Act: Workforce Education & Training Plan Summary**

The overall goal of the WET component is to "develop and maintain a competent and diverse workforce capable of effectively meeting the mental health needs of the public" (according to DMH guidelines). The guidelines also clearly state that "funds budgeted in a County's Work Detail are intended to benefit Public Mental Health System employers and current and prospective employees, and include community based organizations and individuals and entities who contract or volunteer in the Public Mental Health System". Below is a summary of the Actions developed by the Workforce Education & Training Workgroup for each of the five funding areas (in bold), with the State's definition of each in the shaded boxes.

Actions	Goals
<b>Workforce Staffing Support:</b>	To administer, support or evaluate the workforce programs and trainings; to plan the programs in the other categories; to identify a Workforce Education & Training Coordinator.
Action #1: Workforce Education & Training Coordination	To implement and coordinate the Santa Cruz County WET plan and to create a well-run welcoming environment for all training audiences.
Action #2: Professional Development for Clinical Supervisors	Supervisors to be better equipped to provide supportive and constructive guidance to line staff, including consumer and family employees.
<b>Training &amp; Technical Assistance</b>	Events and activities that help individuals and/or organizations who provide or support the public mental health system in better delivering services consistent with the fundamental principles by the Act.
Action #3: The Training Academy	<p>To increase the skills of staff in order to improve public mental health services.</p> <p>To offer employees trainings on how to create a welcoming and customer service attitude towards families, especially "newcomers" to the system, and empower consumers and families to take charge of their recovery.</p> <p>To offer new employees (including consumers and family members) and interns an opportunity to learn the "basics" of working in public mental health.</p> <p>To create a mental health system that supports prevention, identification and treatment of mental health issues across the lifespan.</p> <p>To utilize county education providers to deliver in-service education where doing so will result in cost savings through leveraging existing public investments in education.</p>
Action #4: Medical Staff Training	To ensure that public mental health psychiatrists and nurse practitioners are equipped with the education and training needed to help transform the public mental health service system towards the new MHSA paradigm.

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Action #5: Consumer Culture Training	To educate providers about the important role that consumers play in their wellness and recovery, and to foster consumer involvement and participation in primary clinical decision-making.
Action #6: Family Culture Training	To educate the providers about the important role that families can play in wellness and recovery, and to foster family involvement and participation in primary clinical decision-making.
<b>Mental Health Career Pathways</b>	Educational, training and counseling programs that are designed to recruit and prepare individuals for entry into a career in the public mental health system. These programs should provide an exposure to careers and service delivery in public mental health, and MHSA’s vision of wellness, recovery and resilience, consumer and family member driven services, cultural competence, community collaboration, and integrated service experiences.
Action #7: Santa Cruz County Career Pathways	To create an application process and work experience that encourages all potential applicants, including consumers and family members, to work for public mental health.
Action #8: High School Outreach	To foster knowledge and create interest in mental health as a career path amongst high school students, with a focus on bilingual (Spanish) and bicultural students.
Action #9: Entry Level Employment Preparation	To develop an entry-level preparation program (for consumers and family members and the general public) for services in the public mental health sector which incorporates the five fundamental elements of MHSA (consumer and family driven services, community collaboration, recovery/resiliency strength-based, integrated services, and culturally competent services) into the courses offered.
<b>Residency, Internship Programs</b>	Funding for psychiatric residency programs, internship programs leading to licensure, and physician assistant programs with a mental health specialty. Designed to address workforce shortages and increase the share of licensed professionals in public mental health.
Action #10: Public Mental Health Internship Program	To create a more cohesive internship program for trainees at county mental health, and to foster greater support for registered interns on licensure track.
Action #11: Local Graduate School Initiative	To support the creation of a masters of social work program at CSUMB and continue to collaborate with other local institutions of higher learning (such as Bethany, JFK, Santa Clara University, and San Jose State University).
<b>Financial Incentive Programs</b>	Stipends, scholarships, and loan forgiveness programs are financial incentives to recruit and retain both prospective and current public mental health employees who meet employers’ need for 1) workforce shortages of critical skills, 2) diversity and language proficiency shortfalls, and 3) promoting employment and career opportunities for individuals with consumer and family member experience in all public mental health positions.
Action #12: Stipends for Clinical Trainees	To address workforce shortages of critical skills and address diversity and language proficiency shortfalls.