

Mental Health Services Act (MHSA) Workforce Education and Training Workgroup

What is the task of the MHSA Workforce Education and Training work group?

The tasks of the Workgroup are to:

1. Initiate a planning process that involves getting input from stakeholders.
2. Adhere to State requirements for the Plan.
3. Develop and present proposal to the MHSA Steering Committee, including proposed priorities for the Plan.

What is MHSA?

In 2004 California passed Proposition 63, known as the Mental Health Services Act. It imposes a tax on California's millionaires and the money is used to provide Mental Health Services. The Department of Mental Health, along with the Oversight Accountability Commission and the California Mental Health Directors Association, provide guidance for the Counties for the MHSA requirements. Three components of MHSA focus on direct clinical services (Prevention and Early Intervention, Community Services and Supports, and Innovative Programs), and three focus on infrastructure (**Workforce Education and Training**, Capital Facilities, and Information Technology).

What is the purpose of the Workforce Education and Training component?

The focus of this component is to strengthen the public mental health workforce both by training and educating current staff (including concepts of recovery and resiliency), and to address occupation shortages in the public mental profession by a variety of means (including strengthening coursework relevant to current practice, fostering internships, providing stipends and education about the mental health field).

What are the funding categories for Workforce Education and Training?

The County may apply for funding for some or all five of the funding categories below:

- **Workforce Staffing Support:** Funds to plan for, administer, support or evaluate workforce programs and trainings. Each County must identify a "Workforce Education and Training Coordinator".
- **Training and Technical Assistance:** 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 intended by the Act.
- **Mental Health Careers Pathways Program:** 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.
- **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 and increase the share of licensed professionals in public mental health.
- **Financial Incentives Program:** 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.