

Bay Area 2015-18 DRAFT Workplan.Version4 for Bay Area Directors.3.16.15

Goals	Desired Outcome
<p>I Develop regional training resources that integrate MHSA philosophy and values: promoting education and training of the mental health/behavioral health workforce to increase the practice of culturally competent, recovery oriented services along the mental health/behavioral health career pipeline</p>	<p>A. Coordinate training resources and information that meet local needs—increasing knowledge of wellness and recovery, consumer employment, and cultural competency—and leverages regional expertise and resources.</p> <p>B. Engage existing workforce in local and regional training events that promote practice and system change in service delivery and increase trainee satisfaction with learning process and opportunities.</p> <p>Ongoing Activities:</p> <ul style="list-style-type: none"> ▪ Convene meetings of Training Coordinators/WET Staff. ▪ Continue to employ and educate Collaborative on electronic/distributed education learning techniques. ▪ Promote/grow participation in Southern Bay Regional Partnership. ▪ Plan/coordinate regional training events as recommended by Steering Committee, Greater Bay Area Mental Health Directors, and County Training Staff, with an emphasis on evidence based practices. ▪ Identify and disseminate successful County/CBO/post secondary education workforce development activities on a regional level. ▪ Develop/disseminate Mental Health Core Competencies Project. ▪ Support regional Behavioral Health/Primary Care Integration /“whole health” efforts. <p>New/Proposed Activities:</p> <ul style="list-style-type: none"> ▪ Create and use evaluation tools and processes to determine the effectiveness of training and workforce initiatives, such as behavioral health pipeline processes. <ul style="list-style-type: none"> ▪ Use the Collaborative website to publicize and promote best practices in training and workforce development. ▪ Support regional Behavioral Health/Primary Care Integration efforts, including substance use disorder (SUD) treatment, through providing access to integrated care skills training and conferences. ▪ Assist in identifying trainers from diverse ethnic and cultural backgrounds to provide both training and technical assistance to faculty teaching behavioral health disciplines.

Bay Area 2015-18 DRAFT Workplan.Version4 for Bay Area Directors.3.16.15

	<ul style="list-style-type: none"> ▪ Plan/coordinate regional training events as recommended by Steering Committee, Greater Bay Area Mental Health Directors, and County Training Staff, with an emphasis on evidence based practices and cultural responsiveness/humility, including community-defined practices. ▪ Develop and disseminate a list of training topics and regional trainers with expertise in public mental health settings. <p>Greater Bay Area Behavioral Health Directors, County Training Staff, Greater Bay Area Workforce Steering Committee, and consumers/family members will participate in developing a regional training program that will be provided both in-person and also online with an emphasis on the following:</p> <ul style="list-style-type: none"> ▪ Community-Defined Practices ▪ Evidence Based Practices ▪ Cultural responsiveness/humility (in the broadest sense, including client culture) ▪ Leadership and management skills ▪ Integrated care – essentials of providing behavioral health care in primary care as well as addressing SUD issues in behavioral health locations ▪ Trauma informed care ▪ Recovery-oriented care including self management/whole health
<p>II Increase Human Resources/Civil Service responsiveness and operational support of public mental health/behavioral health employment needs</p>	<p>C. Engage County/CBO Human Resources staff and behavioral/mental health personnel in learning processes, problem solving, and implementation.</p> <p>D. Identify and promote recruitment and retention of consumers and family members and diverse populations in the public behavioral health workforce.</p> <p>E. Develop career pathways inclusive of direct services as well as management and leadership roles.</p> <p>Ongoing Activities:</p> <ul style="list-style-type: none"> ▪ Disseminate/promote findings and materials from Human Resources Convening.

Bay Area 2015-18 DRAFT Workplan.Version4 for Bay Area Directors.3.16.15

	<p>New/Proposed Activities:</p> <ul style="list-style-type: none"> ▪ Expand social media and web tools to highlight and promote access to ongoing resources identified in human resources convenings – e.g. best practices, job descriptions, updated hiring/retention strategies and policies, and networking opportunities (including financial incentive practices and flexible work practices, such as job sharing and part-time work). ▪ Identify opportunities to engage community-based organizations as well as counties in identifying/sharing effective human resources and behavioral health policies and practices and resources.
<p>III Strengthen and expand educational partnerships to increase the viability and accessibility of mental health/behavioral health workforce pipelines</p>	<p>F. Engage strategic partners including county mental/behavioral health systems, providers, education, CalMHSA, and OSHPD to develop the public behavioral/mental health workforce.</p> <p>G. Increase middle and high school students’ knowledge of behavioral/mental health service careers.</p> <p>H. Increase the numbers of consumers, family members, and culturally diverse students participating in career pathways and promote specific educational strategies and supports to recruit, support and retain these students.</p> <p>Ongoing Activities:</p> <ul style="list-style-type: none"> ▪ Offer technical assistance for middle and high school academy/pathway development. ▪ Convene Community Colleges to share resources on curriculum development and increase opportunities for entry-level employment and transition to 4-year and graduate level education. Continue to support Contra Costa College’s Human Services Program. ▪ Continue to link with and support graduate level educational partnerships and initiatives including the new MSW Program at California State University, Monterey Bay. ▪ Share internship program strategies and resources among public mental health/behavioral health providers. ▪ Serve on statewide and regional Health Workforce Initiative Advisory Committees and Community College Consortium. ▪ Support development of new MFT curriculum to meet BBS requirements.

	<p>New/Proposed Activities:</p> <ul style="list-style-type: none"> ▪ Create and promote training for internship program coordinators to foster training and supervision practices that embody MHSA values (wellness and recovery, diversity, collaboration, and integrated care). <ul style="list-style-type: none"> ▪ Identify/promote internships with integrated care focus. ▪ Support educational pipeline strategies: <ul style="list-style-type: none"> ▪ Grade school pipeline/behavioral health career curriculum development. ▪ Additional pipeline programs: e.g. mini grants for pipeline projects, train college students to train/mentor high school students, and offer behavioral health training workshops/exposure at schools. ▪ Encourage youth engagement activities to stimulate awareness/interest in behavioral health and behavioral health careers: <ul style="list-style-type: none"> ▪ Mentoring opportunities with behavioral health staff: <ul style="list-style-type: none"> ▪ Meet and greet career fairs with behavioral health staff and consumers. ▪ Fieldtrips to behavioral health centers. ▪ Promote youth career development: <ul style="list-style-type: none"> ▪ Opportunities to participate in culturally-responsive and community-based behavioral health practices (e.g. drumming circles, rap groups, art projects). ▪ Mental Health First Aid (MHFA) for high school students. ▪ Annual high school behavioral health conference. ▪ Create a regional high school behavioral health summer program (e.g. Career Summer Institute in Santa Clara County).
<p>IV Increase the number of consumers and family members hired, retained and supported in career advancement pathways in</p>	<p>I. Engage consumers and family members in leadership roles in The Collaborative including planning activities, work groups, and monthly meetings.</p> <p>J. Provide regional supports and resources to enhance the participation, voice and leadership of consumers and family members.</p>

Bay Area 2015-18 DRAFT Workplan.Version4 for Bay Area Directors.3.16.15

<p>the public mental health/behavioral health system</p>	<p>Ongoing Activities:</p> <ul style="list-style-type: none"> ▪ Increase consumer and family member participation in Collaborative meetings and Steering Committee. ▪ Develop/support regional trainings and technical assistance that promote consumer and family member employment. ▪ Support and disseminate information on the roles of peers in Primary Care/Behavioral Health Integration. <p>New/Proposed Activities:</p> <ul style="list-style-type: none"> ▪ Identify employment preparation programs for peers. ▪ Identify and promote strategies for retention and morale building in a diverse workforce (e.g. mentoring and peer support opportunities). ▪ Disseminate outcomes from OSHPD peer employment initiatives.
<p>V Promote and support a diverse and culturally and linguistically competent public mental/behavioral health workforce serving unserved, underserved and inappropriately served consumers and their families</p>	<p>K. Develop regional outreach strategies and resources to increase the diversity and cultural competency of the behavioral/mental health workforce.</p> <p>Ongoing Activities:</p> <ul style="list-style-type: none"> ▪ Identify regional cultural competency training opportunities. ▪ Participate in the Community College Consortium’s diversity initiatives. <p>New/Proposed Activities:</p> <ul style="list-style-type: none"> ▪ Develop/promote education and training that addresses the needs of diverse adult learners to increase cultural responsiveness and reduce health disparities—e.g. interpreter training, promotores, and health literacy.
<p>VI Increase public awareness of and interest in pursuing public mental health/behavioral health careers</p>	<p>L. Increase participation in public behavioral/mental health career development activities.</p> <p>Ongoing Activities:</p> <ul style="list-style-type: none"> ▪ Convene regular Collaborative meetings in Oakland as well as the Southern and Northern Bay Regions.

- Promote the Collaborative’s website www.mentalhealthworkforce.org for resource sharing and workforce development.
- Identify local events/groups to promote public behavioral/mental health career pathways.
- Publish quarterly online newsletter through the Collaborative’s website.
- Use social marketing techniques to expand the reach of the Collaborative.

New/Proposed Activities:

- Continue to build the Collaborative website as a “resource hub” using website tools and social media forums. Resources to be disseminated include jobs postings, best practices, and training resources.
- Use best practices to promote the “resource hub” among counties, community based organizations, colleges/universities, students, consumers/families, and other identified stakeholders.
- Educate stakeholders regarding best practices for using social media and outreach tools.