

## Memorandum

**To:** Board Members  
**Date:** October 4, 2006

**From:** Christy Berger  
Legislation Analyst  
**Telephone:** (916) 574-7847

**Subject: Mental Health Services Act and the Workforce Education and Training Draft Strategic Plan**

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### Background

In November of 2004, California voters approved Proposition 63, now known as the Mental Health Services Act (MHSA). The overall purpose of the MHSA is to build a better public mental health system, and is funded through a 1% tax on personal incomes of over \$1 million. The Act provides a remarkable opportunity for the Department of Mental Health (DMH) to provide increased funding, personnel and other resources to support county mental health programs for youth, adults, older adults and families. The Act addresses prevention, early intervention and service needs as well as necessary infrastructure, technology and training elements.

The DMH has developed, with stakeholder input, a set of core values which apply to all MHSA activities:

- Promote wellness, recovery and resilience.
- Increase consumer and family member involvement in policy and service development, and employment in service delivery.
- Develop a diverse, culturally sensitive and competent workforce in order to increase the availability and quality of mental health services and supports for individuals from every cultural group.
- Deliver individualized, consumer and family-driven services that are outcome oriented and based upon successful or promising practices.
- Outreach to underserved and unserved populations.

The MHSA consists of six major components, the implementation of which are being staggered. Each component addresses critical needs and priorities to improve access to effective, comprehensive, culturally and linguistically competent county mental health services and supports. These components are:

- Community Program Planning Process – A local process to identify community issues, define populations to be served, and effective strategies to provide services.
- Community Services and Supports (CSS) – The programs and services being identified by each county to serve unserved and underserved populations.
- Education and Training – Targets workforce development programs to remedy the shortage of qualified individuals to provide services.
- Capital and Information Technology – Addresses the infrastructure needed to support the CSS programs.
- Prevention and Early Intervention – Programs designed to prevent mental illnesses from becoming severe and disabling.
- Innovation – Focuses on development and implementation of promising and proven practices.

## Workforce Education and Training Five-Year Strategic Plan

### *Background*

One component of the MHSA is the establishment of an education and training program with dedicated funding to remedy the shortage of qualified individuals and to implement a five-year education and training development plan. The mission is to develop and maintain a sufficient workforce, including consumers and family members, who are capable of providing consumer- and family-driven, culturally competent services that promote wellness, recovery, and resiliency, and lead to evidence-based, values-driven outcomes.

Statewide estimates indicate that over 4,300 new positions are being created with just the initial MHSA funding. Counties have reported the following challenges related to workforce:

- Language proficiency, cultural competency and diversity of the workforce, especially individuals with Hispanic/Latino or Native American heritage, and staff who are bicultural or bilingual.
- Geographical challenges or recruiting staff in remote areas as well as communities unable to compete economically for a limited pool of qualified workers.
- Recruiting and retaining licensed staff. The public mental health system has experienced a chronic shortage of individuals capable of prescribing medications, diagnosing serious mental illness and signing treatment plans. New MHSA-funded programs are exacerbating this problem.

### *Goals, Objectives and Actions*

The following Objectives are a specific set of outcomes stipulated by the MHSA to be included in the Five-Year Plan, and are proposed in order to accomplish each broad Goal. Additionally, we have included specific actions that will be taken in the 06/07 fiscal year that are relevant to the MFT Curriculum Committee's purpose.

#### **Goal #1 – Develop sufficient qualified individuals for the public mental health workforce.**

Objective A: Expand the capacity of postsecondary education programs meet the needs of identified mental health occupational shortages.

Action #4. Provide funding that enables release time for community public mental health service providers and education faculty to work together in their respective settings to impact curricula and stigma, and promote wellness, recovery and resiliency. Fund consumers and family members to participate in faculty and staff exchanges at the workplace and in educational settings.

Objective B: Expand loan forgiveness and scholarship programs offered in return for a commitment to employment in California's public mental health system. Extend these programs to interns and current employees of the mental health system who want to obtain Associate of Arts, Bachelor, Masters, and Doctoral degrees.

Objective C: Create stipend programs for persons enrolled in academic institutions who want to be employed in the public mental health system.

Objective D: Promote the employment of consumers and family members at all levels in the mental health system.

#### **Goal #2 – Increase the quality and success of educating and training the public mental health workforce in the expressed values of the Act.**

**Objective E:** Develop curricula to train and retrain staff to provide services in accordance with the expressed values of the Act.

**Objective F:** Promote the inclusion of cultural competency in all training and education programs.

**Action #12.** Cultural competency is a crosscutting objective that is proactively addressed in all goals and objectives. All MHSA funded education and training will be required to address how their program/training will include the principles and practices of cultural competency.

**Goal #3 – Increase the partnership and collaboration of all entities involved in public mental health workforce education and training.**

**Objective G:** Establish regional partnerships within the public mental health and educational systems in order to expand outreach to multicultural communities and increase the diversity of the public mental health workforce, reduce the stigma associated with mental illness, and promote the use of web-based technologies and distance learning techniques.

**Objective H:** Increase the prevalence of mental health career development opportunities in high schools, adult education and regional occupational programs, such as health science and human service academies, in order to recruit students for public mental health careers.

**Objective I:** Promote the meaningful inclusion of mental health consumers and family members, and incorporate their viewpoints and experiences in all training and education programs.

**Action #16.** Inclusion of consumers and family members is a crosscutting objective that is proactively addressed in all objectives. All MHSA funded education and training will be required to address how their program/training will include the viewpoints and experiences of consumers and family members.

**MHSA Funding**

As of May 2006, funding for the main MHSA components is as follows:

Local Assistance	Actual FY 04-05	Estimated FY 05-06	Projected FY 06-07
Education and Training	-	-	\$251,600,000
Capital Facilities & Technology	-	-	\$251,600,000
Local Planning	\$12,624,260	-	-
Prevention*	-	-	\$274,600,000
Community Services & Support*	-	\$356,870,000	\$398,300,000
<b>TOTAL</b>			<b>\$1,176,100,000</b>

Percentage Funding Distribution by Component	FY 04-05	FY 05-06	FY 06-07	FY 07-08
Education and Training	45%	10%	10%	10%
Capital Facilities & Technology	45%	10%	10%	10%
Local Planning	5%	0%	0%	0%
Prevention*	5%	5%	5%	5%
Community Services & Support*	0%	20%	20%	20%
<b>TOTAL</b>	<b>0%</b>	<b>55%</b>	<b>55%</b>	<b>55%</b>

\*5% of Prevention and CSS funding will be available for Innovative Programs

**Attachments**

LAO Summary of Proposition 63  
Workforce Education and Training Five-Year Strategic Plan (Draft)