

Workforce Education and Training

WET PROGRAM	PROGRAM DESCRIPTION	TYPES of TRAINING ACTIVITIES	FY11-12 EXPENDITURE	FY12-13 BUDGET	FY 13-14 PROPOSED	COMMENT
WA. Admin	Direct and indirect administrative and staff time are dedicated to the preparation and coordination of stakeholder meetings, consolidation of recommendations from the Advisory Committee process and coordinating/providing direct trainings. Organizational and professional memberships are also included in this category. Indirect costs include, 1. County wide administrative support such as Central Human Resources, County Executive Office and Auditor-Controller. The distribution method used to determine agency or department cost allocations is based on State guidelines. 2. Agency-wide Administration includes HCA costs for the Agency Director, and Assistant Director's offices, Compliance Office, Information Systems, Human Resources, and Financial and Administrative Services. 3. Service Area Administration includes the Service Area Deputy Directors, as well as administrative Program Support staff providing direct support to service areas.	Membership with California Institute of Mental Health (CiMH), American Psychological Association (APA), Institute for Medical Quality (IMQ)	\$690,091	\$539,447	\$529,652	Two staff shifted to another program. Admin is approximately 16% of total budget.
W1. Workforce Education & Training Coordination	The program provides a wide variety of trainings including recovery, disparity and stigma reduction to the community, consumers, family members, primary care and behavioral health providers.	Immersion, trainings on stigma and disparity reduction, 5150; conferences: Eliminating Racial Disparity & Disproportionality, Veterans' Behavioral Health	\$141,413	\$103,546	\$106,438	
W2. Consumer Employment Specialist Services	Consumer Support Staff interfaces with Behavioral Health contract agencies and community partners to promote/support employment of consumers in the public mental health system and provide trainings on work incentives to consumers and providers.	SSI/SSDI Work Incentives & Employment Training, Ticket to Work	\$47,044	\$82,195	\$87,673	Staff movement from W5
W3. Liaison to Regional Workforce Education & Training Partnership	The WET Coordinator and Assistant work collaboratively with the Southern Region to plan training activities and increase work force diversity/opportunities in the public mental health system.	Regional conference calls, in-person meetings	\$63,242	\$78,324	\$82,026	
W4. Training on Evidence-Based Practices	Client-centered, community- and evidence-based best practices are provided to all county staff, county-contracted agencies, community partners and consumers/family members. Besides Cognitive Behavior Therapy (CBT), training emphasis has been focused on evidence-based crisis interventions and trauma-informed approach.	Non-Violent Crisis Intervention (NVCi), Crisis Response Network, Group and Individual Crisis Response, Trauma Focus Cognitive Behavioral Therapy; conference: Crisis Intervention Therapy (CIT)	\$15,259	\$15,259	\$160,059	Added TCP contract to train staff on treatment planning

Workforce Education and Training

WET PROGRAM	PROGRAM DESCRIPTION	TYPES of TRAINING ACTIVITIES	FY11-12 EXPENDITURE	FY12-13 BUDGET	FY 13-14 PROPOSED	COMMENT
W5. Training Provided by Consumers & Family Members for Staff, Consumers/Family, Community	Recovery trainings are provided by and from the lived-experience perspectives of consumers/family members and non-English speaking communities to reduce stigma among staff in the mental health system, and to raise awareness of behavioral health conditions in the community.	Mental Health First Aid, NAMI Provider Education; conference: Annual Institute for Peer Support Services	\$78,264	\$7,473	\$7,473	Movement of one staff to W2. Cost to this objective is mainly office supplies. Additional training done by consumers/family members is reflected in activities under W1, W4, W6 & W12.
W6. Cultural Competence Training for Staff and Community	Trainings on culturally sensitive and effective working approach with the Deaf and Hard-of-Hearing, LGBTIQ individuals and underserved populations to raise awareness/acceptance of cultural diversity are provided to behavioral health providers and community partners. Staff time is also dedicated to interpretation and translation of materials into Spanish, Vietnamese, and Farsi. This provides linguistically appropriate behavioral health information and resources to the underserved monolingual consumers and family members. Guided by an interfaith community and behavioral health collaborative committee, a workshop series was developed to offer providers a culturally competent approach by including spirituality	Understanding Vietnamese American Culture, Client Culture, Working Effectively with Sign Language Interpreters in Mental Health Settings, Integrating Spirituality & Behavioral Health workshops; conferences: Vietnamese American-Recovery from Trauma, Spirituality Integration	\$115,047	\$520,147	\$540,340	Addition of 3 staff. The Multicultural Development Program staff provide consultation, evaluation, supervision (including intern staff) and training/education for the entire behavioral health system of care to ensure services provided are culturally and linguistically appropriate; translation (transliteration) of written and verbal materials into the threshold languages as well as American Sign Language; and participate in all aspects of MHA community/program planning, implementation as well as performing required system evaluation and reports to the State oversight agencies. The service chief for the MDP program implements quality review activities and participates in ongoing county wide program development
W7. Training for Foster Parents & Others Working w/ Foster Children & Youth	The program provides trainings to trainers of foster parents and residential child care workers, Therapeutic Behavioral Coaches, direct service staff working with foster children and Transitional Age Youth (TAY), and foster parents to enhance their skill in interacting with foster children and youth.	Conferences: Annual Transitional Age Youth, Child Abuse Prevention	\$2,390	\$2,390	\$2,390	
W8. Mental Health Training for Law Enforcement	Currently, fifteen best-practice trainings are provided to Orange County law enforcement officers throughout the fiscal year. Each training uses a 16-hour curriculum developed and taught with the assistance of mental health consumers and family members and modeled after the Crisis Intervention Training (CIT) program.	CIT Law Enforcement trainings	\$67,395	\$67,395	\$67,395	Another 16 hour training is offered by our annual CIT conference. Parallel to the Subcommittee's recommendation for reviewing/updating training under this objective, COE staff has been working with stakeholders in improving our current CIT program. Program update and budget modification will likely occur for FY 14-15.
W12. Recovery Education Institute	To prepare consumers and family members who aspire to a career in behavioral health, the Recovery Education Institute provides training on basic life and career management skills, academic preparedness and certified programs needed to solidify the personal and academic skills necessary to work in the system.	Wellness Recovery Action Plans, Peer Empowering Peer, Self Managing Wellness	\$509,439	\$817,000	\$817,000	The REI has moved to a new location with increase in staffing pattern to meet the new program objective. FY 11-12 doesn't reflect the full annual budget as the previous provider contract ended in Feb'12. The current contract provides training and academic advisement services for a minimum of 400 students by offering 60 workshop courses, 40 pre-vocational courses, 15 college credit courses, and 15 extended education courses annually.

Workforce Education and Training

WET PROGRAM	PROGRAM DESCRIPTION	TYPES of TRAINING ACTIVITIES	FY11-12 EXPENDITURE	FY12-13 BUDGET	FY 13-14 PROPOSED	COMMENT
W13. Graduate Student Interns	In order to overcome shortage and increase a culturally diverse, bilingual work force committed to working in the public behavioral health system, clinical supervision is provided to graduate intern students on a clinical licensure track in social work, psychology, marriage and family therapy, or psychiatric nursing.	Supervision trainings for Waivered Psychologists, MFT and MSW Interns in Non-MHSA programs toward licensure	\$585,919	\$643,427	\$648,579	
W16. Psychiatry Residencies and Fellowship	In order to overcome shortage of child and community psychiatrists working in the public mental health system, supervision, multicultural and client-centered training are provided to psychiatry residents and fellows to recruit talented people, reduce stigma and enhance understanding from the consumer and family perspectives.	Supervision for Psychiatry Residents/Fellows from UCI School of Medicine	\$51,300	\$51,300	\$51,300	
W17. Financial Incentives: AA & BA Stipends	To increase a diverse bilingual/bicultural workforce of Latino, Vietnamese and inclusion of consumer professionals, tuition incentives are provided to potential staff to obtain the necessary AA & BA degrees and required educational skills.	Tuition incentive program	\$10,123	\$10,123	\$10,123	
W18. Financial Incentives: Graduate Degree Stipends (MA Level)	To increase a diverse bilingual/bicultural workforce of Latino, Vietnamese and inclusion of consumer professionals, tuition incentives are provided to potential staff to obtain the necessary graduate degrees and required educational skills.	Tuition incentive program	\$164,666	\$164,666	\$164,666	
GRAND TOTAL			\$2,541,592	\$3,102,692	\$3,275,114	