

**NOTICE OF AVAILABILITY FOR PUBLIC REVIEW & COMMENT  
And  
NOTICE OF PUBLIC HEARING  
San Luis Obispo County  
Mental Health Services Act**

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**NOTICE OF AVAILABILITY FOR PUBLIC REVIEW**

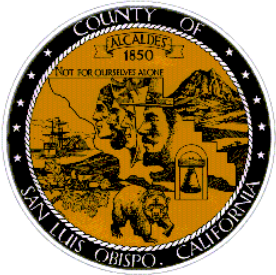
**WHO:** San Luis Obispo County Behavioral Health Department  
**WHAT:** The MHSA Workforce Education and Training Component proposed plan for San Luis Obispo County, outlining the recommendations for use of WET funds, is available for a 30-day public review and comment from February 9 through March 11, 2009.  
**HOW:** To review the proposed plan or submit comments,  
Visit: <http://www.slocounty.ca.gov/health/mentalhealthservices.htm>  
Call: (805) 788-2060  
Email: [Croos@co.slo.ca.us](mailto:Croos@co.slo.ca.us)  
*Comments must be received no later than March 11, 2009.*

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**NOTICE OF PUBLIC HEARING**

**WHO:** San Luis Obispo County Mental Health Advisory Board  
**WHAT:** A public hearing to receive comment regarding the Mental Health Services Act Workforce Education and Training Component proposed plan.  
**WHEN:** Wednesday February 18, 2009, 3:00 p.m. – 4:00 p.m.  
**WHERE:** Behavioral Health Campus, Second Floor, Large Conference Room,  
2180 Johnson Ave, SLO.

**FOR FURTHER INFORMATION:  
Please contact Casey Roos, (805) 788 - 2060 or [Croos@co.slo.ca.us](mailto:Croos@co.slo.ca.us)**



**SECOND NOTICE OF AVAILABILITY FOR PUBLIC REVIEW & COMMENT  
And  
NOTICE OF PUBLIC HEARING  
San Luis Obispo County  
Mental Health Services Act**

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**NOTICE OF AVAILABILITY FOR PUBLIC REVIEW**

**WHO:** San Luis Obispo County Behavioral Health Department  
**WHAT:** The MHSA Workforce Education and Training Component proposed plan for San Luis Obispo County, outlining the recommendations for use of WET funds, is available for a 7-day public review and comment from May 12 through May 18, 2009.  
**HOW:** To review the proposed plan or submit comments,  
Visit: <http://www.slocounty.ca.gov/health/mentalhealthservices.htm>  
Call: (805) 788-2060  
Email: [Croos@co.slo.ca.us](mailto:Croos@co.slo.ca.us)  
*Comments must be received no later than March 11, 2009.*

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**NOTICE OF PUBLIC HEARING**

**WHO:** San Luis Obispo County Mental Health Advisory Board  
**WHAT:** A public hearing to receive comment regarding the Mental Health Services Act Workforce Education and Training Component proposed plan.  
**WHEN:** Monday May 18, 2009, 8:30 a.m. – 9:30 a.m.  
**WHERE:** Behavioral Health Campus, Second Floor, Conference Room 225,  
2180 Johnson Ave, SLO.

**FOR FURTHER INFORMATION:  
Please contact Casey Roos, (805) 788 - 2060 or [Croos@co.slo.ca.us](mailto:Croos@co.slo.ca.us)**



**San Luis Obispo  
County Behavioral Health Services**

2178 Johnson Avenue  
San Luis Obispo, CA. 93401

**Mental Health Service Act**  
Workforce Education and Training Component  
Three-Year Program & Expenditure Plan  
Fiscal years 2006-07, 2007-08, 2008-09



## ACKNOWLEDGMENT

San Luis Obispo County Behavioral Health Services wishes to thank the many consumers and their family members from diverse backgrounds who gave serious thought and direction to this process. Their words of wisdom and stories of optimism, wellness, resiliency and recovery have shaped every component of this plan.

In addition, Behavioral Health Services wishes to recognize the contributions of the members of the Stakeholder Steering Committee who helped guide the development of the planning process and the creation of this plan.

**PART IV: REQUIRED EXHIBITS**

**EXHIBIT 1: WORKFORCE FACE SHEET**

**MENTAL HEALTH SERVICES ACT (MHSA) WORKFORCE EDUCATION AND TRAINING COMPONENT  
THREE-YEAR PROGRAM AND EXPENDITURE PLAN, Fiscal Years 2006-07, 2007-08, 2008-09**

County: San Luis Obispo

Date: February 09, 2009

This County's Workforce Education and Training component of the Three-Year Program and Expenditure Plan addresses the shortage of qualified individuals who provide services in this County's Public Mental Health System. This includes community based organizations and individuals in solo or small group practices who provide publicly-funded mental health services to the degree they comprise this County's Public Mental Health System workforce. This Workforce Education and Training component is consistent with and supportive of the vision, values, mission, goals, objectives and proposed actions of California's MHSA Workforce Education and Training Five-Year Strategic Plan (Five-Year Plan), and this County's current MHSA Community Services and Supports component. Actions to be funded in this Workforce Education and Training component supplement state administered workforce programs. The combined actions of California's Five-Year Plan and this County's Workforce Education and Training component together address this County's workforce needs as indicated in Exhibits 3 through 6.

Funds do not supplant existing workforce development and/or education and training activities. Funds will be used to modify and/or expand existing programs and services to fully meet the fundamental principles contained in the Act.

All proposed education, training and workforce development programs and activities contribute to developing and maintaining a culturally competent workforce, to include individuals with client and family member experience who are capable of providing client- and family-driven services that promote wellness, recovery, and resiliency, leading to measurable, values-driven outcomes. This Workforce Education and Training component has been developed with stakeholders and public participation. All input has been considered, with adjustments made, as appropriate.

Progress and outcomes of education and training programs and activities listed in this Workforce Education and Training component will be reported and shared on an annual basis, with appropriate adjustments made. An updated assessment of this county's workforce needs will be provided as part of the development of each subsequent Workforce Education and Training component.

**County Mental Health Director:**

Printed Name: Dr. Karen Baylor

Signature:

Street Address (or, PO Box): 2180 Johnson Avenue

City, ZIP Code: San Luis Obispo, CA 93401

Phone #: (805) 781-4719

Fax #: (805) 781-1273

E-mail address: KBaylor@co.slo.ca.us

Contact Person' Name: Casey Roos LMFT

Phone #: (805)-788-2060 Fax #: (805)-781-1273 E-mail: croos@co.slo.ca.us

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## **EXHIBIT 2: STAKEHOLDER PARTICIPATION SUMMARY**

Counties are to provide a short summary of their planning process, to include identifying stakeholder entities involved and the nature of the planning process; for example, description of the use of focus groups, planning meetings, teleconferences, electronic communication, use of regional partnerships.

San Luis Obispo County has made extensive use of community, consumer/family member, and ethnic minority stakeholders throughout the planning process for all stages of the Mental Health Services Act (MHSA), and the Workforce Education and Training (WET) component is no exception. To identify workforce education and training needs, San Luis Obispo County initiated a planning process that began in May 2007 and included several focus groups, planning meetings, and interviews with key stakeholders. The goal of the planning process was to encourage consumer and family member participation, to collaborate with community and regional stakeholders, and to identify specific projects that San Luis Obispo could address to meet the needs of the mental health workforce, with emphasis on the inclusion of consumer/family members and underserved populations. During this process, a 32 question consumer survey was utilized from a sister county and distributed in English and Spanish throughout the County of San Luis Obispo. Community Based Organizations (CBO) and Behavioral Health Services were able to return 129 surveys. Additionally, 8 consumer focus groups were held that included 62 participants. Please review appendixes A, B, and C for a complete breakdown of the surveys and focus group input.

The Stakeholders workgroup continues to consider the workforce development needs of the mental health system throughout San Luis Obispo County and to develop strategies and educational programs that meet the needs of the community and support the key concepts of the MHSA. In preparation of the Workforce Education and Training component, San Luis Obispo attended meetings held by the Southern Region Workforce Collaborative. These meetings helped identify regional trends in workforce shortages, addressed the specific needs of consumers and family members, discussed the lack of parity amongst underserved ethnic minority populations receiving mental health services, and introduced educators who would later be key stakeholders in the planning process. Workshops sponsored by California Institute of Mental Health (CiMH) also provided opportunities for collaboration.

In November 2008, San Luis Obispo convened a Mental Health Services Act WET Taskforce Committee to funnel community input and guide decisions on this Mental Health Services Act (MHSA) component. Consumers, mental health board members, consumer staff, and key community stakeholders were invited to join. As a result, the committee is currently composed of: three active consumers, one family Mental Health Board member, two family member support staff, one consumer staff, and the MHSA fiscal representative. Additional consumers and stakeholders are recruited as needed. The first task of the Committee was to examine the County's workforce needs assessment and consider recommendations. The Committee initially met every two weeks to digest new information and review progress. The Committee continues to meet monthly to discuss feedback from focus groups, key stakeholder meetings, as well as the other MHSA components.

The next step of the planning process was to survey all Behavioral Health Services staff to obtain their input on workforce needs, the direction of the workforce education and training plan, and their personal educational and career goals. A 20 questions Staff Education and Training Survey was distributed to all mental health staff and 63 surveys were returned. Staff was grouped by level of education to address their specific needs and pathways. Staff feedback was incorporated into meetings with colleges to address workforce needs and potential educational program capacity. Additional planning meetings were held with educational stakeholders including Cuesta College and California Polytechnic State University. Workforce needs and educational institution capacity was discussed, and as a result, new career pathway programs have been added to benefit San Luis Obispo County. This required coordinating and convening several key decision makers and organizational leaders to make informed decisions without the delay of extensive preparatory or follow up meetings that their schedules did not allow. The results of these collaborations are not only strong regional partnerships, but new certificate programs in development at Cuesta College. Additional focus groups, interviews, and information sessions were held with our Community Based Organizations (CBO), such as Transitions Mental Health Services (T-MHA) and Family Care Network (FCNI), the Mental Health Board, the Behavioral Health Services Substance Abuse Program, MHSA Latino Outreach Program and local Spanish-speaking support groups. Ideas and recommendations concerning workforce development received throughout this process have been included in this Workforce Education and Training component.



**MHSA WET Advocacy Committee**

Azarm Ghareman, Ph.D, MBA, BH Compliance Officer  
 Barry Johnson, T-MHA  
 Biz Steinberg, Economic Opportunity Commission  
 Casey Roos, WET Coordinator  
 Elisa Leigan, Drug and Alcohol Services  
 Francisco Ortiz, M.H.T. III  
 Gayne Crossland, T-MHA, Consumer  
 Hunter Perry, Cuesta College Career Development  
 Jan Gillette, LCSW, Cuesta College Family Studies  
 Janet Amanzio, BHS Division Manager  
 Jean Knox, Family Member  
 Jon Nibbio, MFT, Clinical Director, FCNI  
 Lisa M Anderson, MH ACT II  
 Lisa Sweatt, Ph.D., Cal Poly-Psychology Department  
 Mardi Geredes, Drug and Alcohol Services Therapist  
 Nancy Mancha Whitcomb, MHSA Division Manager  
 Patty Ford, LMFT BHS Program Supervisor  
 Pete Cepeda, Mental Health Therapist  
 Roger Gambs, NAMI SLOCO Vice President  
 Slivia Ortiz, Ph.D. MHSA Latino Outreach Program  
 Tyler Brown, Mental Health Board- Family Member  
 Wayne Hansen, Drug and Alcohol Services

**Mental Health Board Members**

Charmaine Quinlan, Consumer  
 David Odell, Family  
 David Reister, Professional  
 Jill Heuer, SLO County SELPA  
 Joyce Heddleson, Family  
 Karl Hansen, Consumer  
 Katcho Achadjian, Board of Supervisors  
 Kim Barrett, Chief Probation Officer  
 Lisa Kelley, Consumer  
 Mary Hoyt, Family  
 Mary LeeWaggoner, Family  
 Norma Hoffman, Family  
 Patrick Hedges, Sheriff  
 Tyler Brown, Family

**Alternates:**

Kelly Kenitz For Patrick Hedges  
 Jim Salio For Kim Barrett  
 Vicki Janssen For Katcho Achadjian

**SLO County:**

Jeff Hamm, Director, Health Agency  
 Karen Baylor, Ph.D, LFMT, Behavioral Health Administrator  
 Jane Ahlquist, Board Secretary  
 Brad Sunseri, Youth Services Division Mgr  
 Transitions:  
 Jill Bolster-White, Director T-MHA (Transitions) Mental Health  
 Denise Rea, Housing T-MHA

**FCN:**

Jon Nibbio, Clinical Director  
 Jim Roberts, CEO

A complete draft the Workforce Education and Training Plan that included all exhibits was posted for public review and comment on February 9, 2009. An electronic copy was posted on the County's website: (<http://www.slocounty.ca.gov/health/mentalhealthserviceslist> website). It was electronically sent to our San Luis Obispo County Network distribution list, San Luis Obispo Network Providers, all county mental health staff and members of the Mental Health Board, etc. Hard copies were placed at regional mental health clinics and public libraries. The general public was notified by public notice posted in The Tribune newspaper that circulates throughout San Luis Obispo County. The notice included reference to the website and a phone number for requesting a copy of the Plan. The public hearing, held at the Mental Health Board meeting on February 18, 2009 was advertised in the same manner. Public review and comment closed at 5pm on March 11, 2009.

The Plan was presented to San Luis Obispo's WET Taskforce Committee three days before the initial posting. During the presentation to the committee, feedback included verbal comments that voiced enthusiastic support for the plan and excitement about proceeding to the next step. Participants offered valuable advice about wording that would make the intent of the plan clearer, and they offered suggestions that would support sensitivity to the needs and culture of consumers and their families. The inclusiveness of the planning process was praised by all participants; there was general consensus that the planning process truly met the philosophy of MHSA. These revisions were made prior to posting the plan for 30-day review.

During the 30-day public review and comment period we received several positive comments from stakeholders praising the plan. One consumer asked if the cost of books would be included in the community college stipends. She was assured that books, tuition, and parking permits were included in the cost. She voiced excitement for the opportunity to go back to school and give back to the community. A representative from a CBO requested clarification on "Action #8: Internship Program" and if the interns would have an opportunity to work for the CBO's. He was informed that the interns would have an opportunity to work half their time for a CBO and the other half of their time for Behavioral Health Services. The representative voiced being satisfied with the clarification. Another person asked if the Drug and Alcohol Department and the Mental Health Department were in support of Action #6: All Workforce Training in Co-occurring Disorders. This individual was informed that both departments were highly motivated in integrating services for this population and that a Co-occurring workgroup had already been formed three months ago with stakeholders from both departments, consumers, family advocates, CBO's, and other community members.

On May 11, 2009, the Department of Mental Health shared that the San Luis Obispo County Workforce Education and Training Plan (WET ) needed to have another public hearing. In order to meet this expectation, a complete draft of the Workforce Education and Training Plan that included all exhibits was posted for public review and comment on May 12 to May 18, 2009. An electronic copy was posted on the County's website: (<http://www.slocounty.ca.gov/health/mentalhealthserviceslist> website). It was electronically sent to our San Luis Obispo County Network distribution list, San Luis Obispo Network Providers, all county mental health staff and members of the Mental Health Board, etc. Hard copies were placed at regional mental health clinics and public libraries. An example of the hard copy can be viewed on page 2 of this document. The general public was notified by public notice posted in The Tribune newspaper that circulates throughout San Luis Obispo County. The notice included reference to the website and a phone number for requesting a copy of the Plan. The public hearing, held at Behavioral Health Services on May 18, 2009 was advertised in the same manner. Public review and comment closed at 9:30 a.m. on May 18, 2009.

During the 7-day public review and comment period we received no input. There was no input or feedback during the advertised Public Hearing that was held May 18, 2009 from 8:30 a.m. to 9:30 a.m. The above information was emailed to DMH on May 18, 2009 per their request.

By using the full amount of San Luis Obispo County's planning estimate, we are proposing to implement this Workforce Development Plan.

**EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

I. By Occupational Category - page 1

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1=Yes; 0=No (3)	# FTE estimated to meet need in addition to # FTE authorized (4)	Race/ethnicity of FTEs currently in the workforce -- Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)		
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)				
<b>A. Unlicensed Mental Health Direct Service Staff:</b>													
<b>County (employees, independent contractors, volunteers):</b>													
Mental Health Rehabilitation Specialist	0	0	0										
Case Manager/Service Coordinator .....	2.0	0	4.0										
Employment Services Staff .....	0	0	0										
Housing Services Staff .....	0	0	0										
Consumer Support Staff .....	1.0	0	2.0										
Family Member Support Staff .....	0	0	0										
Benefits/Eligibility Specialist .....	0	0	0										
Other <i>Unlicensed</i> MH Direct Service Staff .....	1.0	0	2.0										
<i>Sub-total, A (County)</i>				<b>4.0</b>	<b>0</b>	<b>8.0</b>	<b>3.0</b>	<b>1.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4.0</b>
<b>All Other (CBOs, CBO sub-contractors, network providers and volunteers):</b>													
Mental Health Rehabilitation Specialist	60.4	1.0	120.8										
Case Manager/Service Coordinator .....	29.5	0	59.0										
Employment Services Staff .....	5.5	0	11.0										
Housing Services Staff .....	19.3	1	38.6										
Consumer Support Staff .....	16.0	0	32.0										
Family Member Support Staff .....	6.0	1.0	12.0										
Benefits/Eligibility Specialist .....	0	0	0										
Other <i>Unlicensed</i> MH Direct Service Staff .....	22.0	1.0	44.0										
<i>Sub-total, A (All Other)</i>				<b>158.7</b>	<b>4.0</b>	<b>317.4</b>	<b>115</b>	<b>31.7</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>158.7</b>
<b>Total, A (County &amp; All Other):</b>				<b>162.7</b>	<b>4.0</b>	<b>325.4</b>	<b>118</b>	<b>32.7</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>162.7</b>

**EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

I. By Occupational Category - page 2

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1=Yes; 0=No (3)	# FTE estimated to meet need in addition to # FTE authorized (4)	Race/ethnicity of FTEs currently in the workforce -- Col. (11)						# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)	
<b>B. Licensed Mental Health Staff (direct service):</b>										
<b>County (employees, independent contractors, volunteers):</b>										
Psychiatrist, general.....	10.0	1.0	20.0							
Psychiatrist, child/adolescent.....	1.0	1.0	2.0							
Psychiatrist, geriatric.....	0	0	0							
Psychiatric or Family Nurse Practitioner.....	4.0	1.0	8.0							
Clinical Nurse Specialist.....	0	0	0							
Licensed Psychiatric Technician.....	34.0	0	68.0							
Licensed Clinical Psychologist.....	3.0	0	6.0							
Psychologist, registered intern (or waived).....	0	0	0							
Licensed Clinical Social Worker (LCSW).....	11.0	1.0	22.0							
MSW, registered intern (or waived).....	2.0	1.0	4.0							
Marriage and Family Therapist (MFT).....	35.0	0	70.0							
MFT registered intern (or waived).....	12.0	0	24.0							
Other Licensed MH Staff (direct service).....	1.0	0	2.0							
<i>Sub-total, B (County)</i>	<b>113.0</b>	<b>5.0</b>	<b>226</b>	<b>86</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>98</b>
<b>All Other (CBOs, CBO sub-contractors, network providers and volunteers):</b>										
Psychiatrist, general.....	0	0	0							
Psychiatrist, child/adolescent.....	0	0	0							
Psychiatrist, geriatric.....	0	0	0							
Psychiatric or Family Nurse Practitioner.....	0	0	0							
Clinical Nurse Specialist.....	0	0	0							
Licensed Psychiatric Technician.....	5.5	0	0							
Licensed Clinical Psychologist.....	3.0	0	6							
Psychologist, registered intern (or waived).....	0	0	0							
Licensed Clinical Social Worker (LCSW).....	2.5	0	4							
MSW, registered intern (or waived).....	2.0	0	0							
Marriage and Family Therapist (MFT).....	18.4	0	22							
MFT registered intern (or waived).....	12.8	0	2							
Other Licensed MH Staff (direct service).....	0	0	0							
<i>Sub-total, B (All Other)</i>	<b>44.2</b>	<b>3.0</b>	<b>88.2</b>	<b>38.2</b>	<b>4.5</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44.2</b>
<b>Total, B (County &amp; All Other):</b>	<b>157.2</b>	<b>8.0</b>	<b>314.2</b>	<b>124.2</b>	<b>11.5</b>	<b>2.5</b>	<b>2.0</b>	<b>0</b>	<b>2.0</b>	<b>142.2</b>

(Licensed Mental Health Direct Service Staff; Sub-Totals Only)  
↓

(Licensed Mental Health Direct Service Staff; Sub-Totals and Total Only)  
↓

**EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

I. By Occupational Category - page 3

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1=Yes' 0=No (3)	# FTE estimated to meet need in addition to # FTE authorized (4)	Race/ethnicity of FTEs currently in the workforce -- Col. (11)							# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)		
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)				
<b>C. Other Health Care Staff (direct service):</b>													
<b>County (employees, independent contractors, volunteers):</b>													
Physician .....	1.0	0	2.0										
Registered Nurse .....	8.0	1.0	16.0										
Licensed Vocational Nurse .....	0	0	0										
Physician Assistant .....	0	0	0										
Occupational Therapist .....	0	0	0										
Other Therapist (e.g., physical, recreation, art, dance).....	0	0	0										
Other Health Care Staff (direct service, to include traditional cultural healers).....	0	0	0										
<i>Sub-total, C (County)</i>				<b>9.0</b>	<b>1.0</b>	<b>18.0</b>	<b>9.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9.0</b>
<b>All Other (CBOs, CBO sub-contractors, network providers and volunteers):</b>													
Physician .....	0	0	0										
Registered Nurse .....	1.5	1.0	3.0										
Licensed Vocational Nurse .....	0	0	0										
Physician Assistant .....	0	0	0										
Occupational Therapist .....	0	0	0										
Other Therapist (e.g., physical, recreation, art, dance).....	0	0	0										
Other Health Care Staff (direct service, to include traditional cultural healers).....	0	0	0										
<i>Sub-total, C (All Other)</i>				<b>1.5</b>	<b>1.0</b>	<b>3.0</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>
<b>Total, C (County &amp; All Other):</b>				<b>10.5</b>	<b>2</b>	<b>21.0</b>	<b>10.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10.5</b>	

**EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

I. By Occupational Category - page 4

Major Group and Positions (1)	Estimated # FTE authorized (2)	Position hard to fill? 1=Yes; 0=No (3)	# FTE estimated to meet need in addition to # FTE authorized (4)	Race/ethnicity of FTEs currently in the workforce -- Col. (11)						
				White/Caucasian (5)	Hispanic/Latino (6)	African-American/Black (7)	Asian/Pacific Islander (8)	Native American (9)	Multi Race or Other (10)	# FTE filled (5)+(6)+ (7)+(8)+ (9)+(10) (11)
<b>D. Managerial and Supervisory:</b>				(Managerial and Supervisory; Sub-Totals Only) ↓						
<b>County (employees, independent contractors, volunteers):</b>										
CEO or manager above direct supervisor.....	7.0	0	14.0							
Supervising psychiatrist (or other physician) .....	1.0	0	2.0							
Licensed supervising clinician.....	7.0	0	14.0							
Other managers and supervisors.....	2.0	1	4.0							
<i>Sub-total, D (County)</i>	<b>17.0</b>	<b>1</b>	<b>34.0</b>	<b>15.0</b>	<b>1.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.0</b>	<b>17.0</b>
<b>All Other (CBOs, CBO sub-contractors, network providers and volunteers):</b>				(Managerial and Supervisory; Sub-Totals and Total Only) ↓						
CEO or manager above direct supervisor.....	11.0	1.0	14.0							
Supervising psychiatrist (or other physician) ....	0.5	1.0	1.0							
Licensed supervising clinician.....	7.5	1.0	4.0							
Other managers and supervisors.....	22.0	2.0	14.0							
<i>Sub-total, D (All Other)</i>	<b>41.0</b>	<b>5.0</b>	<b>33.0</b>							
<b>Total, D (County &amp; All Other):</b>	<b>58.0</b>	<b>6.0</b>	<b>67.0</b>	<b>55.5</b>	<b>1.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>58.0</b>
<b>E. Support Staff (non-direct service):</b>				(Support Staff; Sub-Totals Only) ↓						
<b>County (employees, independent contractors, volunteers):</b>										
Analysts, tech support, quality assurance.....	3.0	0	6.0							
Education, training, research .....	1.0	1.0	2.0							
Clerical, secretary, administrative assistants .....	28.0	0	56.0							
Other support staff (non-direct services).....	11.0	0	22.0							
<i>Sub-total, E (County)</i>	<b>43.0</b>	<b>1.0</b>	<b>86.0</b>	<b>37.0</b>	<b>6.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>43.0</b>
<b>All Other (CBOs, CBO sub-contractors, network providers and volunteers):</b>				(Support Staff; Sub-Totals and Total Only) ↓						
Analysts, tech support, quality assurance.....	10.5	0	4.0							
Education, training, research .....	4.0	0	2.0							
Clerical, secretary, administrative assistants .....	13.8	0	4.0							
Other support staff (non-direct services).....	8.8	0	1.0							
<i>Sub-total, E (All Other)</i>	<b>37.2</b>	<b>0</b>	<b>11.0</b>							
<b>Total, E (County &amp; All Other):</b>	<b>80.1</b>	<b>1.0</b>	<b>97.0</b>	<b>67.4</b>	<b>12</b>	<b>0</b>	<b>0.8</b>	<b>0</b>	<b>0</b>	<b>80.2</b>

**EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

I. By Occupational Category - page 5

**GRAND TOTAL WORKFORCE  
(A+B+C+D+E)**

Major Group and Positions (1)	Esti- mated # FTE author- ized (2)	Position hard to fill? 1=Yes; 0=No (3)	# FTE estimated to meet need in addition to # FTE authorized (4)	Race/ethnicity of FTEs currently in the workforce -- Col. (11)						# FTE filled <b>(5)+(6)+ (7)+(8)+ (9)+(10)</b> (11)
				White/ Cau- casian (5)	Hispanic/ Latino (6)	African- Ameri- can/ Black (7)	Asian/ Pacific Islander (8)	Native Ameri- can (9)	Multi Race or Other (10)	
<b>County (employees, independent contractors, volunteers) (A+B+C+D+E) .....</b>	<b>186.0</b>	<b>8.0</b>	<b>372.0</b>	<b>150.</b>	<b>15.0</b>	<b>1.0</b>	<b>2.0</b>	<b>0</b>	<b>3.0</b>	<b>171.0</b>
<b>All Other (CBOs, CBO sub-contractors, network providers and volunteers) (A+B+C+D+E) .....</b>	<b>282.5</b>	<b>13</b>	<b>452.6</b>	<b>225.6</b>	<b>42.2</b>	<b>8.5</b>	<b>2.8</b>	<b>1.0</b>	<b>2.5</b>	<b>282.5</b>
<b>GRAND TOTAL WORKFORCE (County &amp; All Other) (A+B+C+D+E)</b>	<b>468.5</b>	<b>21</b>	<b>824.6</b>	<b>375.6</b>	<b>57.2</b>	<b>9.5</b>	<b>4.8</b>	<b>1.0</b>	<b>5.5</b>	<b>453.5</b>

**F. TOTAL PUBLIC MENTAL HEALTH POPULATION**

(1)	(2)	(3)	(4)	Race/ethnicity of individuals planned to be served -- Col. (11)						All individuals <b>(5)+(6)+ (7)+(8)+ (9)+(10)</b> (11)
				White/ Cau- casian (5)	Hispanic/ Latino (6)	African- Ameri- can/ Black (7)	Asian/ Pacific Islander (8)	Native Ameri- can (9)	Multi Race or Other (10)	
<b>F. TOTAL PUBLIC MH POPULATION</b>	<b>Leave Col. 2, 3, &amp; 4 blank</b>			<b>3382</b>	<b>684</b>	<b>131</b>	<b>50</b>	<b>49</b>	<b>113</b>	<b>4409</b>
<b>G. TOTAL % PUBLIC MH POPULATION</b>	<b>Leave Col. 2, 3, &amp; 4 blank</b>			<b>77.%</b>	<b>16%</b>	<b>3.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>2.0%</b>	<b>100%</b>

**EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

II. Positions Specifically Designated for Individuals with Consumer and Family Member Experience:

Major Group and Positions (1)	Estimated # FTE authorized and to be filled by clients or family members (2)	Position hard to fill with clients or family members? (1=Yes; 0=No) (3)	# additional client or family member FTEs estimated to meet need (4)
<b>A. <i>Unlicensed Mental Health Direct Service Staff:</i></b>			
Consumer Support Staff.....	7.0	0	7.0
Family Member Support Staff .....	6.0	1.0	6.0
Other <i>Unlicensed</i> MH Direct Service Staff.....	4.0	0	0
<b>Sub-Total, A:</b>	<b>17.0</b>	<b>1.0</b>	<b>13</b>
<b>B. <i>Licensed Mental Health Staff (direct service)</i>.....</b>	<b>16.2</b>	<b>0</b>	<b>0</b>
<b>C. <i>Other Health Care Staff (direct service)</i> .....</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D. <i>Managerial and Supervisory</i>.....</b>	<b>10.5</b>	<b>1.0</b>	<b>2.0</b>
<b>E. <i>Support Staff (non-direct services)</i>.....</b>	<b>25.3</b>	<b>0</b>	<b>0</b>
<b>GRAND TOTAL (A+B+C+D+E)</b>	<b>69.0</b>	<b>2.0</b>	<b>15.0</b>

### III. LANGUAGE PROFICIENCY

For languages other than English, please list (1) the major ones in your county/city, (2) the estimated number of public mental health workforce members currently proficient in the language, (3) the number of additional individuals needed to be proficient, and (4) the total need (2)+(3):

Language, other than English (1)	Number who are proficient (2)	Additional number who need to be proficient (3)	TOTAL (2)+(3) (4)
1. __ SPANISH _____	Direct Service Staff _ 44.0 ___ Others _ 10.0 _	Direct Service Staff _ 88.0 ___ Others _ 20.0 _	Direct Service Staff _ 132.0 ___ Others _ 30.0 _
2. __ VIETNAMESE _____	Direct Service Staff _ 0 _ Others _ 0 _	Direct Service Staff _ 2.0 ___ Others _ 1.0 _	Direct Service Staff _ 2.0 ___ Others _ 1.0 _
3. __ CANTONESE _____	Direct Service Staff _ 0 _ Others _ 0 _	Direct Service Staff _ 1.0 ___ Others _ 1.0 _	Direct Service Staff _ 1.0 ___ Others _ 1.0 _
4. __ HMONG _____	Direct Service Staff _ 1.0 ___ Others _ 0 _	Direct Service Staff _ 1.0 ___ Others _ 0 _	Direct Service Staff _ 1.0 ___ Others _ 0 _
5. __ _____	Direct Service Staff _____ Others _____	Direct Service Staff _____ Others _____	Direct Service Staff _____ Others _____



### **EXHIBIT 3: WORKFORCE NEEDS ASSESSMENT**

IV. REMARKS: Provide a brief listing of any significant shortfalls that have surfaced in the analysis of data provided in sections I, II, and/or III. Include any sub-sets of shortfalls or disparities that are not apparent in the categories listed, such as sub-sets within occupations, racial/ethnic groups, special populations, and unserved or underserved communities.

**Methodology:** The projections of estimated need for staff were based on a comparison of the overall prevalence of mental illness in San Luis Obispo County with the proportion of that prevalent need currently being met by existing providers. In general, San Luis Obispo County needs to increase its current providers by three times the current level. This Needs Assessment attempted to capture the current workforce within the San Luis Obispo County Public Mental Health Service System. Accurate data was obtained from the San Luis Obispo County Human Resources data system (from FY2007-08) and directly from each Community Based Organization (CBO). Language proficiency data was obtained by survey of staff or from current, existing human resources data. Data was obtained from Behavioral Health Services (BHS) and all of its organizational and network providers including those organizations serving diverse unserved, underserved and inappropriately served communities. San Luis Obispo County conducted a Workforce Needs Assessment Survey of all BHS Staff and all Network Providers in December of 2008. Through vigorous follow up, San Luis Obispo County was able to achieve a 100% response rate. The information was analyzed to prepare these remarks.

#### **A. Shortages by occupational category:**

- There is a need for additional bilingual/bicultural staff in all classifications, especially in our threshold language of Spanish, which we have found to be hard to recruit.
- Psychiatrist and Registered Nurses that work at the Psychiatric Health Facility (PHF) are very hard to recruit.
- Other employers in the county, such as the State University, California Men's Colony and Atascadero State Hospital pays higher wages draws on the limited resources of the mental health workforce.
- Most of our positions are impacted greatly by the county's cost of living that limits the qualified pool of applicants.
- There is a small pool of graduate students looking for work, however the pay is minimal.

#### **B. Comparability of workforce, by race/ethnicity, to target population receiving public mental health services:**

- The table below displays FTE-to-client ratios by race and ethnicity for total and direct service staff. There is an overall shortfall in the mental health workforce in regards to meeting the prevalence needs within San Luis Obispo County. The county and its providers have indicated that it only provides services to 33% of the consumers who need mental health services.
- As indicated in the chart below, direct service providers for the County of San Luis Obispo do not represent target population in race/ethnicity and there is a specific shortage in bilingual staff.
- Contract providers and Behavioral Health Services need to hire more bilingual Spanish speaking employees as indicated below.
- It has been very difficult to find, hire, and train bilingual therapists skilled at working with individuals, families, and children.

	Number of Consumers who Identify as:	Direct Service Staff		Total Staff	
		Who Identify as	Ratio	Who Identify as	Ratio
White/Caucasian	3382 (77%)	108	31:1	280	12:1
Hispanic/Latino	684 (16%)	9	76:1	48	14:1
African-American	131 (3%)	2.5	52:1	9.5	14:1
Asian/Pacific Islander	50 (1%)	2	25:1	4	12:1
Native American	49 (1%)	0	0:1	1	49:1
Multi/Other	113 (2%)	2	56:1	5	23:1

**C. Positions designated for individuals with consumer and/or family member experience:**

- There is a significant shortfall in the mental health workforce in regard to the employment of consumer and family staff throughout the system though some CBO contractors have been more successful than others in recruiting consumer staff.
- There is a need to employ consumer staff in regular benefited positions vs. relying on volunteers, stipends, personal service contracts, ect.
- We need a significant increase in bilingual Spanish-speaking direct service consumer and family member staff in order to meet service demands.

**D. Language proficiency:**

- There is a great demand for bilingual (English/Spanish) clinicians.
- There is a strong need to improve the training and recruitment of language proficient and bicultural individuals.
- There is a need for bilingual (English/Spanish) consumer and family member staff.

**E. Other, miscellaneous:**

The geographic size and rural location of San Luis Obispo County makes the provision of services to all those in need of mental health services a challenge. For those individuals that do enter the mental health field, they seek higher paying positions with the State Hospital, Men's Colony Prison, or Cal Poly State University. Due to a high cost of living, it is particularly challenging to recruit professional staff into relocating to this area.

#### **EXHIBIT 4: WORK DETAIL**

Please provide a brief narrative of each proposed *Action*. Include a Title, short description, objectives on an annualized basis, a budget justification, and an amount budgeted for each of the fiscal years included in this Four-Year Plan. The amount budgeted is to include only those funds that are included as part of the County's Planning Estimate for the Workforce Education and Training component. The following is provided as a format to enable a description of proposed Action(s):

#### **A. WORKFORCE STAFFING SUPPORT**

##### **Action #1 – Title: Workforce Education and Training Coordination**

**Description:** Using WET planning dollars, a Behavioral Health staff was reassigned to 20 hours per week as the WET Coordinator as of December 1, 2008. A part-time WET intern will be hired in the first year to further assist in the planning and implementation of the WET plan. These part-time positions are in charge of coordinating the implementation of Education and Training strategies identified in San Luis Obispo County by performing tasks such as conducting an assessment of county staff, contract providers, consumers, youth, and family members training needs, assisting in the development and implementation of a strategic training plan for San Luis Obispo County Behavioral Health, and participating both at a state and regional level to ensure coordination of training and to maximize training opportunities. The Workforce Education and Training Coordinator and intern will ensure that training exemplifies wellness, recovery, and resilience; is culturally competent; ensures a consumer/family-driven mental health system; promotes an integrated service experience; and incorporates the community collaboration process.

**Overview of Possible Tasks:** Staff to support planning, development and operation of comprehensive workforce program that meets MHSA requirements and supports development of workforce, including:

- Assess needs, including current bilingual/linguistic competency and proficiency.
- Ongoing assessment.
- Liaison with stakeholders.
- Coordination with Training Institute management and instructors.
- Coordination with clinical settings (county operated and CBOs).
- Liaison with County Administration.
- Program planning and development.
- Work with consultants to:
  - Assess, develop, and recommend programs at the community college level including evaluating articulation components (staff or consultant) to connect across all institutions.
  - Assess education and enrollment capacity.

- Assess requirements for E-learning and provide recommendations on software and hardware, instructional design requirements, and course conversion costs.

**Action Objectives:** To provide staffing and support to the Workforce Education, and Training component and to enhance San Luis Obispo County's training infrastructure:

- Increase capability to meet special needs of clients.
- Continually enhance development of staff to integrate advancements in the field (e.g. evidence-based practices, best practices, leadership and management practices, etc.).
- Promote the integration of wellness, recovery and resiliency concepts throughout the mental health delivery system (all levels of services).
- Develop cultural competence of staff throughout the mental health system.
- Increase capacity and capability for the provision of clinical supervision (mentoring, coaching, etc.).
- Improve the coordination and streamlining of training efforts throughout the mental health system.
- Ensure that consumers, family members, and underserved and underrepresented communities are included as both trainers and participants.
- Design training interventions to meet the needs of a multidisciplinary workforce, including mental health, substance abuse, and primary care.
- Design trainings to cut across various "tiers" of the workforce, including licensed providers, unlicensed, health care, etc. – providing consistent messages and skill development for all; and enhance collaboration with community-based organizations (CBOs).

**Budget justification:**

This position is necessary to build a pipeline of education and training to help underrepresented populations to enter the behavioral health workforce and/or to advance within the system to licensed and/or managerial roles, as desired. Significant coordination is necessary to create and/or strengthen alliances with the K-16 educational systems and graduate schools to ensure that San Luis Obispo County has an increasingly representative workforce and that consumers are better served by way of a culturally and linguistically competent staff. In addition, the team will work together to coordinate training for San Luis Obispo County and CBO staff to improve cultural competence and incorporation of a recovery approach throughout the mental health system of services. This is no small task and requires a Workforce, Education, and Training Position.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
0.5 FTE Workforce Education & Training Coordinator	\$ 26,868	\$ 56,152	\$ 58,678	\$ 61,319	\$ 203,017
0.5 FTE Student Intern	\$ 6,000	\$ 6,270	\$ 6,552	\$ 6,847	\$ 25,669
Operating Expenses	\$ 4,930	\$ 9,290	\$ 9,391	\$ 9,945	\$ 33,556
<b>Total Estimated Cost</b>	<b>\$ 37,798</b>	<b>\$ 71,712</b>	<b>\$ 74,621</b>	<b>\$ 78,111</b>	<b>\$ 262,242</b>

Note: The budget for Salary and Benefits includes a 4.5% COLA for each fiscal year.

<b>Budgeted Amount:</b>	<b>FY 2006-07: \$ N/A</b>	<b>FY 2007-08: \$ 96,600</b>	<b>FY 2008-09: \$ 262,242</b>
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## **B. TRAINING AND TECHNICAL ASSISTANCE**

### **Action #2 – Title: Transitions – Mental Health Association Peer Advisory, Mentoring, and Advocacy Team**

**Description:** San Luis Obispo County will work with Transitions – Mental Health Association, a community based organization, and their “Peer Advisory/Advocacy Team”, to advocate and educate the community about mental health and recovery. Transitions – Mental Health Association supports an integrated system that reflects the principles of hope, choice, promotes a recovery environment, encourages education, honors each individual’s spiritual pathway, and embraces self-awareness and compassion for others.

Members of the peer advisory team who have been consumers and family members will join and co-facilitate recovery groups with mental health staff. Groups that advisory members may join are Co-occurring and Illness Management Recovery (IMR). Peer advisory members will be able to access training and classes in wellness, recovery, and resiliency to aid in the progression of entering the mental health field and meet the needs of the consumers being served. Advisory members will be offered classes in the Psychosocial Rehabilitation Certificate Program to increase training and to be seen as a “paraprofessional”, and increasing credibility. The desired outcome is that this will also support the consumer/family members to begin college courses that may aid the progression toward entering the mental health field. This will address identified shortages in occupations, skills sets, and individuals with unique cultural and linguistic competence at San Luis Obispo County Mental Health and organizations providing services in the Public Mental Health System. The program will be designed to market and outreach to consumers, family members, individuals from underrepresented racial/ethnic and cultural groups.

#### **Objectives:**

1. Eliminate the stigma attached to mental illness.
2. Advocate and educate the mental health system about the valuable workforce contributions to be made by the individuals it serves.
3. Educate individuals served and family members about their rights and responsibilities in the mental health system.

4. Provide support to peer employees and other leaders of the peer movement to ensure that they have the tools they need to achieve and maintain success and job satisfaction.
5. Promote the concept of wellness versus illness and focus attention on personal responsibility and a balanced life, grounded in wholeness.
6. Attend recovery groups at Mental Health Services and provide support and guidance to other consumers.

**Budget justification:** The costs for this program are based on an estimated budget from Transitions – Mental Health Association, who will hire, supervise, and implement this action.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
0.35 FTE Program Support (Contracted)	\$ 3,170	\$ 12,870	\$ 12,870	\$ 12,870	\$ 41,780
Operating Expenses (Contracted)	\$ 6,830	\$ 12,130	\$ 12,130	\$ 12,130	\$ 43,220
<b>Total Estimated Cost</b>	<b>\$ 10,000</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ 85,000</b>

<b>Budgeted Amount:</b>	<b>FY 2006-07: \$ N/A</b>	<b>FY 2007-08: \$ N/A</b>	<b>FY 2008-09: \$ 85,000</b>
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**Action #3 – Title: E Learning Contract**

**Description:** E-Learning will be an invaluable resource that will allow us to develop, deliver and manage educational opportunities and distance learning for staff, consumers/family members, and community based organizations. Funding will be used for access to the course catalog and to customize courses to meet the specific, diverse needs of our community. Trainings will be wellness, recovery, and resiliency oriented. All employees, including consumer and family members, will be able to access trainings. The Workforce Development Workgroup (which includes consumers and family members) will be utilized in making recommendations for training curriculum and processes for accessing training. Training effectiveness will be monitored through evaluations, pre and post tests, as well as agency wide surveys, focus groups, and computer based message board discussions.

**Objectives:**

1. Provide greater ease for staff, community providers, consumers and family members to access training and educational courses which meet license requirements and/or provide career path development, as well as rehabilitation and consumer employment courses.
2. Explore providing a community access portal for consumers and family members and key stakeholders to meet their training and information needs.
3. Increase quality and availability of diverse training offerings while reducing cost.
4. Provide compliance and quality control for legal requirements by linking to the County’s existing education and licensing tracking system.
5. Research existing training modules that offer established credibility.
6. All San Luis Obispo County staff will be trained in a set of core wellness, recovery, and resiliency oriented classes within 3 years.

**Budget justification:** Funding for this action item will pay for the on-going cost of an e-learning course catalog for Mental Health Employees and CBO’s (including consumers and family members) to access the course catalogue.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

\$14,000 E-learning contract with Essential Learning for 250 active users per year.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
E-Learning Contract	\$ 14,000	\$ 14,000	\$ 14,000	\$ 14,000	\$ 56,000
<b>Total Estimated Cost</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>\$ 56,000</b>

<b>Budgeted Amount:</b>	<b>FY 2006-07: \$ N/A</b>	<b>FY 2007-08: \$ N/A</b>	<b>FY 2008-09: \$ 56,000</b>
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**Action #4 – Title: Law Enforcement, First Responders and Crisis Intervention Training (CIT)**

**Description:** This Action would include a strategy to train law enforcement officers to handle crisis situations involving individuals with serious mental illness. This will be done in collaboration with the local Police Officers Association, and community colleges and involves police personnel, mental health professionals from both adult and children’s services, as well clients and family members from National Alliance on Mental Illness. This action proposes to expand the training to additional law enforcement personnel and to modify the program for first responders, including fire personnel, dispatchers and other emergency response personnel. Two trainings per year will use the curriculum modeled on Crisis Intervention Training (CIT) program and includes topics like understanding mental illness, stigma and its implications, assessing risk, minimizing harm and reducing the use of force. These two trainings per year will provide presentations by Mental Health Staff, role playing, videos and consumer and family panels to further promote intervention training with first responders.

**Objectives:**

1. Train an additional 40 law enforcement personnel, 3 fire personnel, 2 dispatchers and 5 other emergency response personnel annually.
2. Increase awareness of the signs and symptoms of mental illness and behavioral disorders in youth.
3. Decrease stigma associated with mental illness or behavioral disorders in youth.
4. Decrease the use of force and minimize harm in crisis situations.
5. Decrease arrest rates for non-criminal behaviors.
6. Provide an integrated service experience for those seen by law enforcement, emergency response and mental health personnel.

**Budget justification:** Funding for the CIT training includes the cost of the trainers, facility, training materials, and supplies at \$4,000 per training, two per year.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
Trainer fees and travel expenses (Contracted)	\$ 3,000	\$ 6,000	\$ 6,300	\$ 6,615	\$ 21,915
Operating Expenses	\$ 2,602	\$ 1,635	\$ 1,700	\$ 1,750	\$ 7,687
<b>Total Estimated Cost</b>	<b>\$ 5,602</b>	<b>\$ 7,635</b>	<b>\$ 8,000</b>	<b>\$ 8,365</b>	<b>\$ 29,602</b>

**Budgeted Amount: FY 2006-07: \$ N/A**

**FY 2007-08: \$ N/A**

**FY 2008-09: \$ 29,602**

**Action #5 – Title: Integrating Cultural Competence in the Public Mental Health System and Increasing Linguistic Competency of Staff**

**Description:**

While cultural competence is embedded in all actions of the WET Plan, this action focuses on specific technical assistance and trainings necessary to achieve Cultural and Linguistic Competency within the public mental health system. We will be coordinating the BHS Cultural Competence Committee comprised of direct care staff from Mental Health Services, Drug and Alcohol Services, Gay and Lesbian Alliance (GALA), Community Based Organizations, consumer and family members. This committee will create the cultural competency plan and develop recommendations for a year round training plan. As this training program is completed, additional training needs will be identified and this action would support such training. It will also cover the cost of a refresher course for interpreters, specialized training focused on the County's various ethnic populations and attendance at State-wide Cultural Competence trainings.

The purpose of cultural competence training is to develop understanding, skills and strategies to assist in embedding cultural competence into the MHS implementation process and support of cultural competence integration in San Luis Obispo County. Our hope is that the training will provide the tools and skills necessary to increase the County's capacity for the delivery of culturally relevant services therefore resulting in better outcomes for the County's culturally diverse clients. The California Brief Multi-Cultural Competence Scale (CBMCS) and Training Program will be an integral component of the training curriculum for staff. The CBMCS is designed to measure and improve the self-reported multicultural competence of mental health service providers. Training will focus on the disparities identified in the planning process and work with administration and programs to apply the strategies created in the Community Services and Support (CSS) plans. Training will also include continued culturally focused discussions with community based organizations, community agencies, community leaders, clients and family members for their perspectives on the cultural aspects of the organization's MHS and cultural competence plan. Trainings will be consulting with the Multi-Cultural Services Development Center of the California Institute for Mental Health (CiMH).

Also embedded in this action is the intent to increase the number of staff able to provide services in Spanish or are able to communicate in basic conversational Spanish. This will be accomplished by contracting with a Community Adult School to provide a High Intensity Spanish Language training program. The program has a linguistic culture component with an emphasis on workplace communication. Additional specific medical and psychiatric terminology would be covered during the course. Additionally, The Cultural Competency Committee will work to identify consumers, family members, and/or mental health staff who are bilingual and looking to further advance professionally in the mental health field. These identified bilingual individuals will be eligible for grants, stipends, or internships.

**Objectives:**

1. Utilize the CBMCS Self Assessment Tool to determine a baseline for San Luis Obispo staff and its contractors in the summer of 2009.
2. Provide training which will enhance supervision and support of culturally specific services.
3. Provide trainings specifically focused on the diverse needs of the Latino community as well as the African-American, Asian Pacific Islander communities.
4. Provide training in working with and in alternative and traditional cultural healers and healing methods and developing skills of clients and family members as service providers.
5. Provide training specifically focused on understanding consumers and family members life experiences and treatment needs.
6. Provide translation and interpretation services for non-English speaking trainees who are direct service providers.
7. Complete the CBMCS Scale and Training Program and identify other necessary trainings to enhance supervision and support of culturally specific services.
8. Provide additional trainings specifically focused on the diverse needs of other alternative life styles or cultures.
9. Provide funding for staff to attend state-wide cultural competence trainings.
10. Interpreter training.
11. Expand Spanish language training, recruitment and retention.

**Budget justification:**

The budget includes the cost for cultural competency trainings, recruitment efforts and stipend awards for bilingual individuals.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
Cultural Competency Consultant (Contracted)	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 40,000
Trainer fees (Contracted)	\$ -	\$ 6,000	\$ 6,000	\$ 6,000	\$ 18,000
Operating Expenses	\$ 500	\$ 6,000	\$ 6,000	\$ 6,000	\$ 18,500
<b>Total Estimated Cost</b>	<b>\$ 10,500</b>	<b>\$ 22,000</b>	<b>\$ 22,000</b>	<b>\$ 22,000</b>	<b>\$ 76,500</b>

<b>Budgeted Amount:</b>	<b>FY 2006-07: \$ N/A</b>	<b>FY 2007-08: \$ N/A</b>	<b>FY 2008-09: \$ 76,500</b>
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**Action #6 – Title: All Workforce Training in Co-Occurring Disorders**

**Description:** Stakeholders expressed extensive interest in promoting system-wide competencies in co-occurring disorders. Based on this interest, San Luis Obispo County will provide workforce training in treating individuals with co-occurring mental health and substance disorders in a culturally competent manner to staff and volunteers of the County and contracting CBOs, and to consumers and family members. San Luis Obispo will continue to seek the assistance from professionals who will help create a system-wide integration of services that address the needs of unserved, underserved and inappropriately served individuals with co-occurring substance and mental health disorders. Our intention is to ensure that we are able to integrate the skills and knowledge gained through trainings into consistent practice by all providers of public mental health services. To do so, we recognize that a single training session will not be sufficient; rather, we will need to develop a multi-modal technical assistance and training program and a team of “Change Agents” (Co-occurring Disorder Workgroup) who will help guide knowledge into practice.

Stage 1: Change Agents (Co-occurring Disorder Workgroup)—San Luis Obispo County will support a team of Change Agents, made up of stakeholders who share an interest in system transformation. The team includes San Luis Obispo administrators, departmental managers, and direct service providers, including clinicians, medical staff and outreach workers. The team also include representation by consumers and family members and individuals from underserved cultural and linguistic backgrounds. Currently, the Co-occurring Disorder Workgroup (Change Agents) is being chaired by the Division Manager for Drug and Alcohol Services.

Stage 2: System-wide assessment: The team of Change Agents from the Co-occurring Disorder Workgroup will work collaboratively to ensure broad-based stakeholder participation. The result of this needs assessment will be to develop a strategy for integrating services, developing the infrastructure needed to support universal dual diagnosis capability, clinical training and competency development.

Stage 3: E-Learning: The entire workforce, including new hires, will take an e-learning introductory course on co-occurring disorders. The course will be tailored to the specific needs of the department and the strategies developed with the Co-occurring Disorder Workgroup, and will take advantage of best practices in on-line instruction methods.

Stage 4: Workforce trainings: Trainings in co-occurring disorders will be provided to all staff and volunteers and will be tailored to specific occupations and service departments. They will focus on improvements in access, wraparound services for adults and children, infrastructure development, inter/intradepartmental communications, regulations, funding, program standards and design, clinical practice and treatment interventions, prevention and early intervention. A central objective of training will be to develop a universal understanding and a common language of service delivery. Trainings will be initially delivered with train-the-trainer sessions for staff working in the co-occurring treatment program, so that they can provide continuous in-house trainings in future years.

Stage 5: Needs assessment and evaluation: On an ongoing basis, the WET Coordinator, in partnership with the WET Taskforce Committee, will survey staff and/or management to identify and prioritize training needs. The WET Coordinator will also be responsible for developing a set of outcome measures and data collection protocols for an outcome evaluation of training-related activities. At regular intervals, the WET Coordinator will administer pre- and post-surveys to training recipients to identify what is being learned, by whom, and how knowledge is being applied. San Luis Obispo will use WET funds to support professional trainers, e-learning modules, and technical assistance for transforming core competencies into effective practice.

**Objectives:**

1. Train all San Luis Obispo and contracting CBO staff and volunteers in co-occurring disorders and develop the infrastructure for system-wide integration of services for dually diagnosed individuals.
2. Train the entire workforce in at least one core competency each year, with curriculum tailored to specific occupations and departments.
3. Develop a practice of prioritizing ongoing competency training needs and transforming knowledge of core competencies into effective practice through the use of train-the-trainers and Change Agents.
4. Assign all workforce and occupation-specific and workplace-specific web-based courses to BHS and CBO staff. Establish a training schedule.
5. Management system that assigns specific courses and tracks course completion and competency.
6. Evaluate training outcomes and implement changes as needed to meet best practice standards.

**Budget justification:**

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
0.05 FTE Drug & Alcohol Services Division Mgr (Annual Salary \$157,196)	\$ 1,965	\$ 8,213	\$ 8,583	\$ 8,969	\$ 27,730
0.05 FTE Drug & Alcohol Services Specialist (Annual Salary \$105,855)	\$ 1,323	\$ 5,531	\$ 5,780	\$ 6,040	\$ 18,674
Community College Education (12 staff - 9 units+books)	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 21,000
Trainer fees (includes travel and facility rental)	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 21,000
Operating Expenses	\$ 1,212	\$ 2,213	\$ 1,594	\$ 1,667	\$ 6,686
<b>Total Estimated Cost</b>	<b>\$ 10,500</b>	<b>\$ 27,957</b>	<b>\$ 27,957</b>	<b>\$ 28,676</b>	<b>\$ 95,090</b>

Note: The budget for Salary and Benefits includes a 4.5% COLA for each fiscal year.

<b>Budgeted Amount:</b>	<b>FY 2006-07: \$ N/A</b>	<b>FY 2007-08: \$ N/A</b>	<b>FY 2008-09: \$ 95,090</b>
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#### EXHIBIT 4: WORK DETAIL

##### C. MENTAL HEALTH CAREER PATHWAY PROGRAMS

###### **Action #7 – Title: Psychosocial Rehabilitation Certification Program**

**Description:** Through our stakeholder process it was determined that both consumers and family members as well as existing employees wanted more support with regard to consumer and family employment. All groups agreed that increased training and certification would benefit the entire organization. Stakeholders agreed that to make consumer employment successful, training and support for both the consumer employees and their co-workers is necessary. Consumers and family members voiced the desire to have increased training and to be seen as a “paraprofessional”, and increasing credibility. The desired outcome is that this will support the consumer/family member employee as well as the existing staff to create a healthy and productive work environment. Additionally, allowing consumer/family members to begin college courses may aide the progression toward entering the mental health field. This will address identified shortages in occupations, skills sets, and individuals with unique cultural and linguistic competence at San Luis Obispo County Mental Health and organizations providing services in the Public Mental Health System. The program will be designed to market and outreach to consumers, family members, individuals from underrepresented racial/ethnic and cultural groups, community mental health providers, and Mental Health staff. MHSA funded staff would include trainers, employment service personnel and staff time in public mental health settings to provide supervision of work experience. The program will be a combination of curriculum based on principles of psychosocial rehabilitation and work experience. The curriculum will meet criteria to be considered for and may lead to a certification as a psychosocial rehabilitation professional.

**Activities:**

1. Research existing training modules that offer established credibility (CASRA, RICA, NAMI, SAMHSA, etc)
2. Purchase a Psychosocial Rehabilitation Curriculum (e.g. CASRA, META) along with necessary call-specific resource materials to provide training.
3. Train San Luis Obispo County Staff to “train the trainer” to teach course curriculum to current/potential mental health staff (including consumers/family members).
4. Research and outreach to local junior colleges including Cuesta College to explore offering the recovery oriented mental health courses as a class for credit.
5. Pursue stipends/scholarships toward USPRA certification and class enrollment if outreach to Cuesta College is successful.
6. Work with County, Human Resources Department, and CBO’s to explore and develop career pathways for consumers.

**Objectives:**

1. Address the issues of stigma and discrimination faced by mental health consumers and by family members.
2. Ensure that staff and community are exposed to various client and family member viewpoints and to better understand the client and family experience.
3. Enhance the skill level of consumers/family members working in the mental health field.
4. Provide opportunities to enhance job skills and educational advancement.
5. Encourage consumers and family members to further pursuit the mental health field.
6. Increase consumer voice within mental health organizations.
7. Train all staff in relevant course material within 3 years.

**Budget justification:**

- Funding used in this action item covers the cost of the Psychosocial Rehabilitation Curriculum and train the trainer package for at least 2 employees.
- Other costs such as: Consultation with public mental health agency and with San Luis Obispo local Cuesta College to design the course for credit, teacher/trainer, facility, and costs for USPRA certification will be designed and implemented beyond the timeframe of this 3-year budget.
- Funding includes stipends for 40 individuals annually to complete the CASRA certification program.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
Contract with Cuesta College	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 60,000
CASRA Certificate Program Stipends (40 @ \$1,200 each)	\$ -	\$ 48,000	\$ 48,000	\$ 48,000	\$ 144,000
<b>Total Estimated Cost</b>	<b>\$ 15,000</b>	<b>\$ 63,000</b>	<b>\$ 63,000</b>	<b>\$ 63,000</b>	<b>\$ 204,000</b>
<b>Budgeted Amount: FY 2006-07: \$ N/A FY 2007-08: \$ N/A FY 2008-09: \$ 204,000</b>					

#### **D. RESIDENCY, INTERNSHIP PROGRAMS**

##### **Action #8 – Title: Internship Program**

##### **Description:**

Funding will be used to support (current, recent, and prospective) students to gain experience/knowledge in working for the Public Mental Health System within a recovery approach. The following categories will be considered to expand San Luis Obispo's internship programs: 1- Master's level interns (students and post graduate) will be offered supervision and stipends (particularly bilingual/bicultural). 2- Consumers/family member interns who want practical experience to pursue a mental health career will be offered 1:1 support for working within the mental health system and stipends. 3- Medical field interns (e.g. Nursing/psychiatric technicians) will be offered stipends. The Intern Program Supervisor will track the number of interns who obtain employment with San Luis Obispo County or with local community based organizations and will begin to develop strategies for retaining interns in the public behavioral health field.

##### **Actions:**

- Establish a summer institute program for undergraduate students that will include college credit options.
- Create collaborative programs with local APA approved internship program to enhance the recruitment of three interns.
- Coordinate with residency programs to establish field placements or establish a mental health component with a primary care residency program.
- Establish a mental health training program in partnership with CBO's. Interns will be given the opportunity to work at 2 agencies during their year of training. This will strengthen their connection to the mental health community and further enhance collaboration.

##### **Objectives:**

- Outreach to attract individuals into advanced level mental health service careers.



- Integrate wellness, recovery and resiliency concepts and practices into advanced educational curriculum.
- Integrate cultural competency concepts and practices into advanced educational curriculum.
- Recruit culturally diverse and bi/multi-lingual students to fit regional needs.
- Develop new and/or enhance existing advanced educational programs for clinical positions (Psychologist, Psychiatric Social Worker, and Marriage and Family Therapist, Psychiatrist, Mental Health Nurses).

**Budget Justification:** Funding includes costs for intern supervision, three intern positions, and associated operating costs. Internships will begin in fiscal year 2009-10.

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
0.20 FTE Supervising Mental Health Therapist (Annual Salary \$122,285)	\$ -	\$ 24,457	\$ 25,558	\$ 26,708	\$ 76,723
Student Interns (1.50 FTE for 40 weeks)	\$ -	\$ 33,600	\$ 35,112	\$ 36,692	\$ 105,404
Operating Expenses	\$ -	\$ 5,274	\$ 6,251	\$ 8,064	\$ 19,589
<b>Total Estimated Cost</b>	<b>\$ -</b>	<b>\$ 63,331</b>	<b>\$ 66,921</b>	<b>\$ 71,464</b>	<b>\$ 201,716</b>

Note: The budget for Salary and Benefits includes a 4.5% COLA for each fiscal year.

<b>Budgeted Amount:</b>	<b>FY 2006-07: \$ N/A</b>	<b>FY 2007-08: \$ N/A</b>	<b>FY 2008-09: \$ 201,716</b>
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#### EXHIBIT 4: WORK DETAIL

##### E. FINANCIAL INCENTIVE PROGRAMS

###### **Action #9 – Title: Stipends and Scholarships**

###### **Description:**

This action addresses the Mental Health workforce shortages and diversity needs, as well as increasing consumer and family member participation in the workplace by offering stipends and incentives to those individuals interested in pursuing education in delivering mental health care in San Luis Obispo County. Through the Workforce Needs Assessment and Stakeholder process, it was

determined that San Luis Obispo County is in need of licensed social workers, certified/trained para-professional direct service staff and diverse staff who are bicultural/bilingual. There is a critical need for Psychiatric Nurses and Psychiatrists. In addition, there is an identified need for mental health trained supervisors and managers.

**Actions:**

- Create stipends for undergraduate students (four year degree) to participate in a Summer Institute. Emphasis will be placed on bilingual and bicultural students.
- Establish scholarships for a existing Bachelor of Arts program to cover the costs of tuition, books, mileage, and allow flex work schedule to support bilingual and bicultural staff in pursuing advanced degrees.
- Establish scholarships for a Bachelor of Arts program to cover the costs of tuition, books, mileage, and provide additional support to individuals who have unique experience and that may live with their families.
- Assess the feasibility of a 20/20 type program for current full-time staff interested in pursuing MSW, MFT/Public Mental Health sector focus, doctoral degree, or nursing (basic RN) education (criteria to be developed).
- Provide stipends for bilingual students who are providing public mental health services within community based agencies focused on underserved communities.
- Stipend for staff choosing to participate in educational pathways.
- Stipend students to participate in internship opportunities.
- Provide financial support specifically designated for consumers and family members to attend education programs.
- Assess feasibility of both Textbook and Tuition benefits in concert with adjusted work schedule to pursue course opportunities.

**Objectives:**

- Outreach to attract individuals into advanced level mental health service careers.
- Integrate wellness, recovery and resiliency concepts and practices into advanced educational curriculum.
- Integrate cultural competency concepts and practices into advanced educational curriculum.
- Recruit culturally diverse and bi/multi-lingual students to fit regional needs.
- Develop new and/or enhance existing advanced educational programs for clinical positions (Psychologist, Psychiatric Social Worker, and Marriage and Family Therapist, Psychiatrist, Mental Health Nurses).

San Luis Obispo County intends to support the development and operation of the Workforce Education and Training (WET) programs through the end of Fiscal year 2011-12. The table below shows the budget estimate for FY 2008-09 through FY 2011-12. The County will provide ongoing support for the WET component through the MHSA Integrated Plan beginning in Fiscal Year 2012-13.

Description	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	Total Funding Request for FY 2008-09
Consumer & Family Member Stipends	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 44,000
Undergraduate Stipends	\$ 10,000	\$ 10,000	\$ 20,000	\$ 20,000	\$ 60,000
Graduate Stipends	\$ 12,000	\$ 12,000	\$ 18,000	\$ 12,000	\$ 54,000
Outreach and recruitment of bilingual staff	\$ 11,000	\$ 16,000	\$ 11,000	\$ 8,000	\$ 46,000
Operating Cost	\$ 6,000	\$ 6,000	\$ 6,750	\$ 7,000	\$ 25,750
<b>Total Estimated Cost</b>	<b>\$ 50,000</b>	<b>\$ 55,000</b>	<b>\$ 66,750</b>	<b>\$ 58,000</b>	<b>\$ 229,750</b>
<b>Budgeted Amount: FY 2006-07: \$ N/A FY 2007-08: \$ N/A FY 2008-09: \$229,750</b>					

**EXHIBIT 5: ACTION MATRIX**

Please list the titles of *ACTIONS* described in Exhibit 4, and check the appropriate boxes (☐) that apply.

Actions (as numbered in Exhibit 4, above)	Promotes wellness, recovery, and resilience	Promotes culturally competent service delivery	Promotes meaningful inclusion of clients/family members	Promotes an integrated service experience for clients and their family members	Promotes community collaboration	Staff support (infrastructure for workforce development)	Resolves occupational shortages	Expands postsecondary education capacity	Loan forgiveness, scholarships, and stipends	Regional partnerships	Distance learning	Career pathway programs	Employment of clients and family members within MH system
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
<b>Action #_1_: WET Coordinator and Interns</b>	☑	☑	☑	☑	☑	☑	☑	☑		☑		☑	☑

<b>Action #_2_:</b> Transitions-Mental Health Association Peer Advisory, Mentoring, and Advocacy Team	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
<b>Action #_3_:</b> E Learning	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	
<b>Action #_4_:</b> Law Enforcement and First Responders- Crisis Intervention Training	✓	✓	✓	✓	✓	✓				✓			✓
<b>Action #_5_:</b> Integrating Cultural Competency in the Public Mental Health System and Increasing Linguistic Competency of Staff	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Action #_6_:</b> All Workforce Training in Co-occurring Disorders	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Action #_7_:</b> Psychosocial Rehabilitation Certification Program	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
<b>Action #_8_:</b> Internship Program	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
<b>Action #_9_:</b> Stipends and Scholarships	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

**EXHIBIT 6: BUDGET SUMMARY**

<b>Fiscal Year: 2006-07</b>			
<b>Activity</b>	<b>Funds Approved Prior to Plan Approval (A)</b>	<b>Balance of Funds Requested (B)</b>	<b>Total Funds Requested (A + B)</b>
A. Workforce Staffing Support:			
B. Training and Technical Assistance			
C. Mental Health Career Pathway Programs			
D. Residency, Internship Programs			
E. Financial Incentive Programs			
<b>GRAND TOTAL FUNDS REQUESTED for FY 2006-07</b>			

<b>Fiscal Year: 2007-08</b>			
<b>Activity</b>	<b>Funds Approved Prior to Plan Approval (A)</b>	<b>Balance of Funds Requested (B)</b>	<b>Total Funds Requested (A + B)</b>
A. Workforce Staffing Support:	\$96,600		\$96,600

B. Training and Technical Assistance			
C. Mental Health Career Pathway Programs			
D. Residency, Internship Programs			
E. Financial Incentive Programs			
<b>GRAND TOTAL FUNDS REQUESTED for FY 2007-08</b>			<b>\$96,600</b>

<b>Fiscal Year: 2008-09</b>			
<b>Activity</b>	<b>Funds Approved Prior to Plan Approval (A)</b>	<b>Balance of Funds Requested (B)</b>	<b>Total Funds Requested (A + B)</b>
A. Workforce Staffing Support:			\$262,242
B. Training and Technical Assistance			\$342,192
C. Mental Health Career Pathway Programs			\$204,000
D. Residency, Internship Programs			\$201,716
E. Financial Incentive Programs			\$229,750
<b>GRAND TOTAL FUNDS REQUESTED for FY 2008-09</b>			<b>\$1,239,900</b>

**EXHIBIT 7: ANNUAL PROGRESS REPORT (NOTE: This exhibit is for information purposes only, and does not need to be submitted with the Plan.)**

List any objectives from any of the Actions that have been met during the period being reported, any issues that significantly impact on the accomplishment of objectives, and any positive accomplishments. Events, milestones, products, or outcomes are to be reported as measurable activities that can be quantitatively compared for the duration of the contract period.

<b>ANNUAL PROGRESS REPORT</b>	
County: _____	Fiscal Year: _____
Component: <b>Workforce Education and Training</b>	Period Covered: _____
<b>Progress on Objectives (short narratives, below)</b>	
Workforce Staffing Support:	

Training and Technical Assistance:

Mental Health Career Pathways Programs:

Residency, Internship Programs:

Financial Incentive Programs:

**Form completed by:** Name: \_\_\_\_\_ Title or position: \_\_\_\_\_  
Phone#: \_\_\_\_\_ Email: \_\_\_\_\_ Date: \_\_\_\_\_