

Exhibit Four Actions that Support Specific Goals and Objectives

Actions are to be implemented at the state and/or local level. The objectives presented promote the principles presented in Welfare and Institutions Code Section 5822 subsections (a) through (i) of the Mental Health Services Act.

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

Objective A: Expand loan repayment and scholarship programs offered in return for a commitment to employment in California's public mental health system and make loan repayment programs available to current employees of the public mental health system who want to obtain Associate of Arts, Bachelor of Arts, Masters Degrees, or Doctoral degrees (WIC Section 5822(b)).

- **Action:** Establish an MHSA Loan Assumption Program to provide loan repayments for current employees and for students wishing to become employed in the public mental health system.
- **Action:** Provide scholarship assistance to current employees and to students wishing to become employed in the public mental health system, whether in county or community based agencies, and employees and volunteers of client- and/or family-run organizations.

Objective B: Create a stipend program modeled after the federal Title IV-E stipend program for persons enrolled in academic institutions who want to be employed in the mental health system (WIC Section 5822(c)).

- **Action:** Establish stipend programs for psychiatrists, clinical psychologists, marriage and family therapists, psychiatric mental health nurse practitioners and social workers who commit to working in the public mental health system.

Objective C: Establish regional partnerships among the mental health system and the educational system to expand outreach to multicultural communities, increase the diversity of the mental health workforce, reduce the stigma associated with mental illness, and promote the use of Web-based technologies and distance learning techniques (WIC Section 5822(d)).

- **Action:** Establish regional partnerships between the public mental health and educational systems in order to strengthen training and education of the public mental health workforce in accordance with the principles and provisions of the MHSA.
- **Action:** Establish and fund mental health career pathway programs for individuals currently employed, whether full-time or part-time, in the mental health system who want to increase their skills and scope of responsibility, and to outreach to individuals who represent populations and communities that have been identified as unserved or underserved by the public mental health system.

- **Action:** Promote the use of Web-based technologies and distance learning techniques to expand access to relevant training and technical assistance and convert current training and technical assistance programs with demonstrated effectiveness into a blended learning format, which combines various learning methods to include classroom instruction and learning at a distance.

Objective D: Recruit high school students for mental health occupations, increasing the prevalence of mental health occupational training in high school career development programs, such as health science academies, human service academies, adult schools, and regional occupation centers and programs (WIC Section 5822(e)).

- **Action:** Increase the prevalence of mental health career development opportunities in high schools, adult education, regional occupational programs and community colleges.
- **Action:** Promote the development of culturally competent curricula in secondary education programs that promote careers in public mental health.

Objective E: Promote the employment of mental health clients and family members in the mental health system (WIC Section 5822(g)).

- **Action:** Establish a statewide client and family member technical assistance center to promote the employment, both full-time and part-time, of individuals with client and family member experience in the public mental health system.
- **Action:** Establish entry-level employment preparation programs and employment supports for individuals with client and/or family member experience receiving services in public mental health, to include travel and expense reimbursement, stipend and scholarship support.

Objective F: Increase eligibility for federal workforce funding by increasing the number of California communities recognized by the federal government as having a shortage of mental health professionals.

- **Action:** Collaborate with the Office of Statewide Health Planning and Development (OSHPD) to increase the number of mental health professional shortage area designations for California communities/counties.

Goal #2 – Increase the quality and success of educating and training the public mental health workforce in the expressed values and practices envisioned by the MHSA.

Objective G: Expand the capacity of postsecondary education to meet the needs of identified mental health occupational shortages (WIC Section 5822(a)).

- **Action:** Fund those portions of psychiatric residency programs that specialize in child or geriatric psychiatry, model a multidisciplinary team approach in a community public mental health setting, and/or focus on recruitment of residents who can meet diversity needs consistent with the vision and values of the MHSA.

- **Action:** Fund physician assistant and nurse practitioner programs that provide a mental health specialty and provide field placements in a public mental health setting.
- **Action:** Fund and support educational curricula that are consistent with MHSA values and priorities including wellness, recovery and resiliency
- **Action:** Include competencies consistent with MHSA values and priorities into internship hour, licensing and continuing education requirements.

Objective H: Develop curricula to train and retrain staff to provide mental health and other supportive services in accordance with the provisions and principles of the Mental Health Services Act (WIC Section 5822(f)).

- **Action:** Conduct ongoing assessments of state and local training needs and develop trainings to meet those documented needs.

Objective I: Promote the meaningful inclusion of mental health clients and family members and incorporate their viewpoint and experiences into all Workforce Education and Training programs (WIC Section 5822(h)).

- **Action:** Provide training to develop clients and family members as effective participants in the public mental health system.

Objective J: Promote the inclusion of cultural competence in all Workforce Education and Training programs (WIC Section 5822(i)).

- **Action:** Engage county ethnic services managers and other key experts in the field of cultural and linguistic competence in the development of all Workforce Education and Training strategies.