

LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH
 Community Planning Process – MHSA Three-Year Program and Expenditure Plan, 2024-2026
 Community Planning Team – Workgroup Recommendations

WORKFORCE EDUCATION AND TRAINING

BACKGROUND

This section contains the recommendations of the WET Workgroup for each of the following categories:

CATEGORIES	GOALS
1. Mental Health Career Pathways	Strong partnerships and mental health career pathways with local colleges/universities to increase the availability and diversity of the potential workforce pool.
2. Residency and Internship	Increase the department’s residency and internship opportunities.
3. Financial Incentives	Strengthen the available financial incentives for recruiting new and retaining current DMH staff.
4. Training and Technical Assistance	Highly trained DMH workforce with the skills and capacity to deliver quality services

The recommendations are organized into two types:

A. Program, Service, or Intervention (PSI) Recommendations:

1. Exists Already: Expand and/or Improve Existing PSI
2. Does Not Exist: Add New PSI

B. Policy, Practice, and/or Advocacy Recommendations

The last column in each table color-codes each recommendation based on its status in the following manner:

COLOR	DESCRIPTON
GREEN	DMH or partner agency is already doing this work, ongoing funds are already appropriated, and/or additional funds can be appropriated.
RED	MHSA regulations prohibit funding this recommendation, the recommendation is outside of the DMH’s authority, or the recommendation was not clear. CPT members can still advocate for these recommendations, but they cannot be funded by MHSA.
YELLOW	DMH needs Workgroup members to provide additional feedback.

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A. PROGRAM, SERVICE, AND/OR INTERVENTION RECOMMENDATIONS (PSI)

1. EXISTS ALREADY: Expand and/or Improve Existing PSI

CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	ADDTL FUNDS	STATUS
1	Work with Universities	1. Continue Affiliation Agreements with local universities to deliver intern placement and training services.	Expand and Improve		
1	Post-Doctorate Programs	2. Continue and potentially expand post-doctoral program already in place at Harbor-UCLA.	Expand		
1	Peer Training	3. Under the direction of the Chief of Peer Services, the Department is committed to securing specialty training to peers interested in employment in the public mental health system. Efforts also include training for securing Medi-Cal certification and overall enhancement of skillset of those already employed in specialty mental health services programs.	Expand	YES	
1	Parent Advocate Training	4. Potentially expand training program targeted to promote knowledge and skills relevant to individuals interested in working as Parent Advocates/Parent Partners in the public mental health system servicing families and children.	Expand	YES	
1	The Stipend Program for MSWs, MFTs, Psychiatric Nurses, Psychologists and Psychiatric Technicians.	5. DMH can explore the viability of offering Stipends to other future workforce front line staff beyond those already identified.	Expand	YES	
1	Nurse pathways	6. Follow up with Chief of Nursing to discuss relationships with nursing schools. DMH already has affiliation agreements with select schools for nursing practicum placement.	Expand		

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CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	ADDTL FUNDS	STATUS
1	Open Position Outreach	7. DMH holds regular job fairs that are only available to DMH/mental health employees. The Department also utilizes internal job announcements and advertisings to all current staff.	Improve		
2	Master’s Level Interns	8. The Department currently has a robust Student Intern training program with Master’s level students placed throughout the county as part of their degree training requirements. In addition, intern placements have increased through a Board Motion. (Potentially expand # of interns and potential internship sites)	Expand		
2	Increase intern opportunities for Staff of color	9. The Department’s Internship program provides opportunities for students of color to practice and be exposed to the specialty public mental health system. (Potentially expand # of interns and potential internship sites)	Expand		
2	Residency Programs	10. Residency opportunities are available in the public mental health system thru various agreements with educational institutions, some examples include UCLA, Charles Drew, Harbor, etc. Priority is given to those representing or serving un- or under-served communities. (Potentially expand # residents/cohort)	Expand	YES	
2	Post-Doctoral Program	11. At Harbor-UCLA, the Department operates an APA approved Post-Doctoral Program. (Potentially expand # of post-doctoral slots) Funds itself.	Expand		
2	Psychiatrist Financial Incentive Programs	12. Mental Health Psychiatrist Student Loan Repayment Incentive <ul style="list-style-type: none"> • DMH offers a financial incentive towards the outstanding balance of student loans for full-time Mental Health Psychiatrists and Supervising Mental Health Psychiatrists who have completed one-year of continuous service at DMH and have active, unpaid, graduate, or medical, student loans. • MH Psychiatrist Recruitment Incentive Program – This program targets recruitment of potential Mental Health Psychiatrists for employment in the public mental health system. • MH Psychiatrist Relocation Expense Reimbursement 	Expand	YES	

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CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	ADDTL FUNDS	STATUS
		<ul style="list-style-type: none"> Available to full-time, newly hired Mental Health Psychiatrists or Supervising Mental Health Psychiatrists who have been recruited by DMH. This program is expected to increase awards during the following Fiscal Years. 			
3	Stipend Program	13. DMH's Stipend Program provides graduating MSW, MFT, Psychology, Psych Tech and Psychiatric Nurse Practitioner (PNP) students with a stipend in exchange for one year service commitment. (Improve outreach and advertisement/awareness)	Improve and Expand	YES	
3	Nurse Recruitment	14. The Department's Chief of Nursing coordinates nurse recruitment efforts. (Targeted hiring fairs are ongoing)	Improve		
3	Increase financial incentives for specialty public mental health staff	15. Increase financial incentives for specialty public mental health staff, such as Mental Health Loan Repayment Program, which will require LA County MHSA WET funding.	Expand	YES	Q1
3	Hiring Bilingual Staff	16. The Department already utilizes candidate lists of pre-tested bilingual individuals to ensure priority during hiring process in those areas where the need exist. (Targeted Hiring Fairs)	Move to HR	NOT WET – HR	
4	Digital and Technology skill development	17. DMH currently provides online training for its entire workforce through Udemy and other offerings (for technical skill development).	Improve		
4	Workforce Training on Cultural Competence and Culturally Competent Practices	18. DMH's Training Unit coordinates and delivers training covering these topics, many with consultation from the UsCCs. All staff also have an annual cultural competency requirement.	Expand	YES	

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CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	ADDTL FUNDS	STATUS
4	Trainings to retain workforce	19. DMH provides training on how to manage high levels of stress to avoid burnout and compassion fatigue. Additional resources through UCLA Wellbeing site that offers accessible trainings.	Improve		
	Interpreter Training Program	20. DMH has an existing interpreter training program for all mental health interpreters.	Improve		
4	Workforce Training on Cultural Competence and Culturally Competent Practices	21. Trainings for staff regarding mental health issues impacting the LGBTQIA2-S and can be expanded to include a culturally diverse focus (including, but not limited to: specific Latinx LGBTQIA2-S)	Expand	YES	
4	Intake Trainings	22. The department provides trainings on the clinical intake process. Can look into expanding and improving regarding immigration.	Improve & Expand		
4	UsCC Related Trainings	23. DMH currently has ongoing training related to all UsCCs yearly. Can expand to include other topics related to: immigration, Eastern European/Middle Eastern population)	Improve & Expand	YES	
4	Peer Certification	24. The Certified Peer Specialist program exists to certify peers to work in clinical settings.	Improve & Expand	YES	
4	Peer Training	25. Internal program to provide peers training/practicum opportunities to build their capacity.	Expand	YES	
4	Customer Service Training	26. Ongoing DMH trainings to all staff on how to provide appropriate customer service.	Improve & Expand	YES	
4	Training Unit	27. Currently offering training that covers 5150 and 5250 in partnership with LPS authorization, Patient's Rights Office and Public Guardian.	Improve & Expand		
	Incubation Academy	28. Increase the number of partnerships with community organizations to better serve communities.	Expand	Not WET	

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CATEGORY	EXISTING PSI	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	EXPAND OR IMPROVE	ADDTL FUNDS	STATUS
	Career Pathways for New Staff	29. DMH can improve the pathway/access for new interested applicants through MHLA Intensive MH Rehab Specialist program 2023-2024.		Not WET	

2. DOES NOT EXIST: Add New PSI

CATEGORY	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	DMH OR PARTNER	ADDTL FUNDS	STATUS
1	1. Explore a way to embed youth employment opportunities in the mental health system.	DMH		
1	2. Explore developing a pilot program for DMH to partner with middle and high schools/school districts to increase the opportunities into mental health. (outreach, fairs, after school programs, etc.)	DMH		Q2
1	3. Explore developing a marketing campaign/program for mental health services and careers.	DMH		Q3
1	4. Explore developing recruitment opportunities with community colleges to create pathways for potential mental health employees.	DMH		Q4
1	5. Explore develop pilot project/mentorship program to mentor individuals from diverse backgrounds interested in future leadership positions.	DMH		Q5
1	6. Explore developing a program to build capacity among DMH staff to utilize American Sign Language (ASL).	Partner		Q6
1	7. Explore innovative efforts to recruit junior and high school students into employment/careers in the public mental health system. This would be a long-term project. <i>(Moved from Category 3)</i>	Both		Q7
1	8. Funding opportunities post high school (i.e., certification, AA, and BA) for people from under-served populations who desire a career in public specialty mental health.			Q8

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CATEGORY	DESCRIPTION: PROGRAM, SERVICE, OR INTERVENTION	DMH OR PARTNER	ADDTL FUNDS	STATUS
1	9. Explore a new program with leadership from Chief of Peer Services to offer peers paid internship (yearly stipend), or yearlong apprenticeship, leading to potential employment in public mental health. (Launching 2024)	Both	YES	
3	10. Explore offering retention bonuses to current DMH staff (TBD which staff category(s) specifically).			Q9
4	11. Explore potential trainings for ASL interpreters on working with individuals with mental health disabilities.	DMH		Q10

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B. POLICY, PRACTICE, AND/OR ADVOCACY RECOMMENDATIONS

CATEGORY	DESCRIPTION: POLICY, PRACTICE OR ADVOCACY	
1	1. Increase partnerships with universities to find staff who have similar culturally relevant backgrounds to clients served.	Q11
1	2. Continue using inclusive criteria for all pathways to ensure a diverse mental health workforce. (System: Human Resources)	
1	3. DMH is prioritizing hiring diverse staff to be reflective of the County population. (System: Human Resources)	
1	4. Advocate systemwide to increase the value given to peers within the Department. (System: Peer Services Chief)	
2	5. Implement ARDI committee’s recommendations to create a diverse workforce. (System: ARDI)	
2	6. Ensure relevant and targeted trainings for DMH staff have a trauma informed approach. (No new funding needed)	
2	7. DMH will continue to seek viable solutions to increase accessibility for DMH staff members with disabilities and/or accessibility challenges. (System: Human Resources)	
4	8. Assess accessibility to Human Resources for individuals from underserved communities. Use findings to create a more welcoming environment and improve access. (System: Human Resources)	
4	9. Advocate for HR to review internally delivered customer services training for own staff. (System: Human Resources)	
4	10. Develop system to identify and notify DMH staff of third party trainings that meet requirements/criteria and fill a gap/need within the system.	
4	11. DMH is working with Human Resources (HR) and County Civil Service to improve clarity in job descriptions/titles. (System: Human Resources)	
4	12. DMH has a priority to hire staff and contract providers that have cultural/linguistic capacity to reach underserved populations. (System: Human Resources)	

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WET WORKGROUP – CONSENSUS

CPT Recommendations/MHSA Proposals Needing Additional Feedback

QUESTION	DESCRIPTION: RECOMMENDATION OR PROPOSAL	% STRONG OR VERY STRONG	ACTIONS
Q2	Explore developing a pilot program for DMH to partner with middle and high schools/school districts to increase the opportunities into mental health (outreach, fairs, after school programs, etc.).	88%	ENDORSED: Adopted Consent Agenda
Q3	Explore developing a marketing campaign/program for mental health services and careers.	88%	ENDORSED: Adopted Consent Agenda
Q4	Explore developing recruitment opportunities with community colleges to create pathways for potential mental health employees.	88%	ENDORSED: Adopted Consent Agenda
Q1	Increase financial incentives for specialty public mental health staff, such as Mental Health Loan Repayment Program, which will require LA County MHSA WET funding.	63%	CONSENSUS: Moved to Tier 1
Q10	Explore potential trainings for ASL interpreters on working with individuals with mental health disabilities.	75%	CONSENSUS: Moved to Tier 1
Q5	Develop pilot project/mentorship program to mentor individuals from diverse backgrounds interested in future leadership positions.	63%	CONSENSUS: Moved to Tier 1
Q7	Implement innovative efforts to recruit junior and high school students into employment/careers in the public mental health system. This would be a long-term project.	63%	CONSENSUS: Moved to Tier 1
Q6	Explore developing a program to build capacity among DMH staff to utilize American Sign Language (ASL).	75%	ENDORSED: Adopted Consent Agenda
Q8	Funding opportunities post high school (i.e., certification, AA, and BA) for people from under-served populations who desire a career in public specialty mental health.	75%	ENDORSED: Adopted Consent Agenda

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QUESTION	DESCRIPTION: RECOMMENDATION OR PROPOSAL	% STRONG OR VERY STRONG	ACTIONS
Q11	Increase partnerships with universities to find staff who have similar culturally relevant backgrounds to clients served	75%	ENDORSED: Adopted Consent Agenda
Q9	Explore offering retention bonuses to current DMH staff, to be determined later which staff category(ies) specifically.	50%	ENDORSED: Adopted Consent Agenda