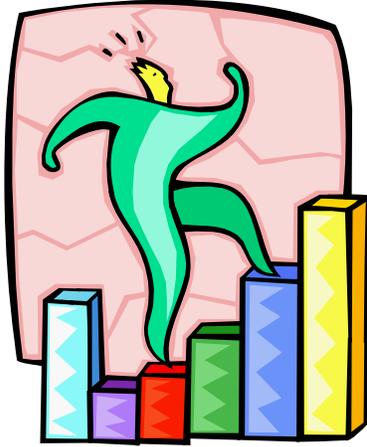


The Behavioral Health Services Career Ladder

SOLUTION



Psychiatrist

Need: 1.25

Have: 1.25

NHSC will repay a psychiatrist up to \$50,000 of student loans for 2 yrs of service in high need areas.

Clinician

Need: 7.5

Have: 6*

Qualified clinicians applying for open positions or current clinicians in good standing are also eligible for loan reimbursement programs such as those funded by OSHPD or by HealthProfessions.ca.gov.

Case Manager positions receive the highest level of qualified applicants. Current Case Manager could obtain their BA & apply for the County Loan Assistance Program. Or, they could further their career by obtaining their MSW (possibly through the county sponsored program), or an MFT program. If hired for an open clinical position, their tuition could be reimbursed through a State or County Loan Reimbursement Program, funded by MHSA & OSHPD funds, in return for a service commitment. HealthProfessions.ca.gov & CALSWEC also have loan assistance programs for licensed clinicians.

Case Manager

Need: 7

Have: 6

Community Svc Liaison

Need: 7

Have: 5

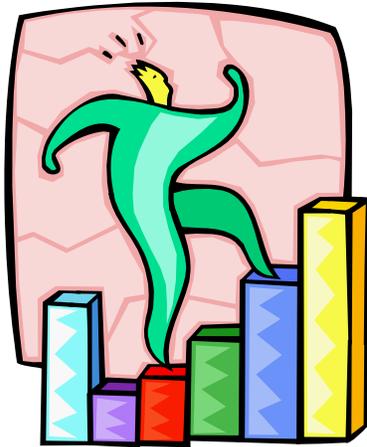
The new 12-unit Peer Support and Psychosocial Rehab certificates are designed for entry level lived-experience "CSL" positions in mental health and are ideal for existing CSLs or those interested in the CSL position. If a CSL went on to obtain their Bachelor's, they could be eligible for a Case Manager position and the County Loan Assistance Program could assist with the cost in return for a commitment of service in the mental health field.

****If the Counselor Licensure Bill (SB788) were to pass, our department would have a total of 6 additional licensed personnel on staff.***

Where would the tuition assistance come from?

- | | | |
|---------------------------|-------|--|
| ▪ Reimbursement (Local) | \$27K | community college reimbursement financial incentive program |
| ▪ Loan Assistance (Local) | \$20K | bachelor's level loan assistance financial incentive program |
| ▪ Loan Repay (Local) | \$30K | master's level loan assumption financial incentive program* |
| ▪ MHSA (State) | \$10K | ST loan assumption program, est. small county amount |
| ▪ Loan Repay (OSHPD) | \$30K | per county, will match MHSA funds* for MH fields only |
| ▪ Stipends (CALSWEC) | \$18K | per person, approx amount, for 1-yr of service |
| ▪ Loan Repay (NHSC) | \$50K | per person, psychiatrists only for a 2-yr of service |
| ▪ Loan Repay (St/Fed*) | \$15K | per person, for licensed MH fields only for 2-yr of service |
- healthprofessions.ca.gov

The Behavioral Health Services Fiscal Ladder



SOLUTION

Senior Account Technician

Have: 0

Senior Account Technicians may also obtain their Masters Degree. A variety of state funding programs are available.

Account Technician 4

Have: 0

Account Technician 4 staff can continue their education and qualify for the Senior Account Technician position by obtaining their Bachelor's Degree. The County Loan Assistance Program is available to help.

Account Technician 3

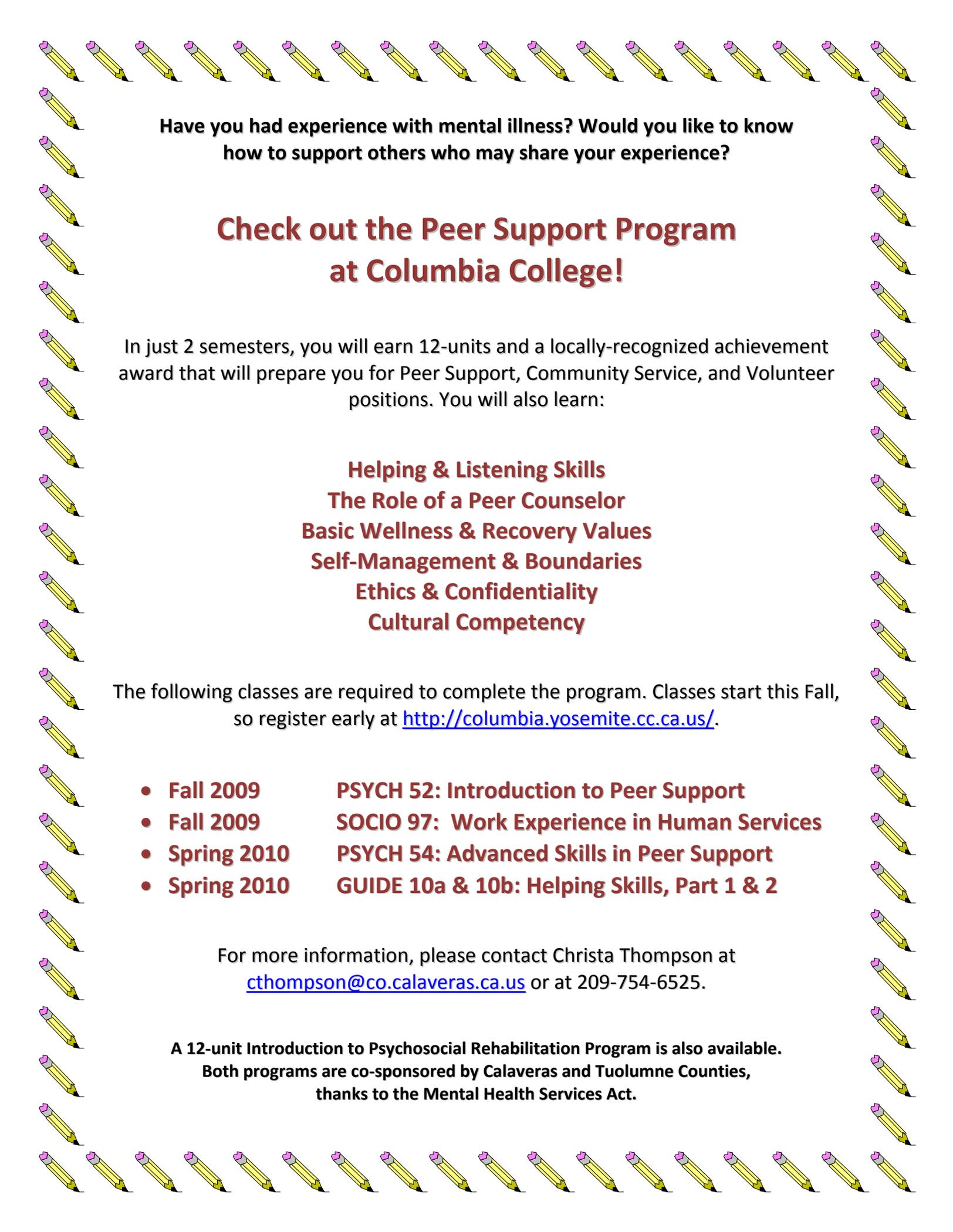
Have: 2.5

Account Technician 3 staff can continue their education by obtaining their Associate Degree (if applicable), or by working towards their Bachelor's degree in Business or Accounting. The County Community College Tuition Reimbursement Program and Bachelor's Loan Assistance Program will help defray the cost, in return for a commitment of service to public mental health. Once they have obtained their AS, or preferably their BS, they are eligible for the Account Technician 4 position.

Clerical 3

Have: 3

There are several certificate programs available to qualify high school or GED graduates for entry level fiscal positions in mental health, such as the online program at San Joaquin Delta College. If a clerical staff obtained a Certificate, or preferably an Associates Degree in Accounting they would be eligible for an Account Technician 3 position and the County Tuition Reimbursement Program could assist with the related costs.



Have you had experience with mental illness? Would you like to know how to support others who may share your experience?

Check out the Peer Support Program at Columbia College!

In just 2 semesters, you will earn 12-units and a locally-recognized achievement award that will prepare you for Peer Support, Community Service, and Volunteer positions. You will also learn:

**Helping & Listening Skills
The Role of a Peer Counselor
Basic Wellness & Recovery Values
Self-Management & Boundaries
Ethics & Confidentiality
Cultural Competency**

The following classes are required to complete the program. Classes start this Fall, so register early at <http://columbia.yosemite.cc.ca.us/>.

- **Fall 2009** **PSYCH 52: Introduction to Peer Support**
- **Fall 2009** **SOCIO 97: Work Experience in Human Services**
- **Spring 2010** **PSYCH 54: Advanced Skills in Peer Support**
- **Spring 2010** **GUIDE 10a & 10b: Helping Skills, Part 1 & 2**

For more information, please contact Christa Thompson at cthompson@co.calaveras.ca.us or at 209-754-6525.

**A 12-unit Introduction to Psychosocial Rehabilitation Program is also available.
Both programs are co-sponsored by Calaveras and Tuolumne Counties,
thanks to the Mental Health Services Act.**



Would you like to know more about supporting others in their recovery from mental illness?

Check out the Psychosocial Rehabilitation Program at Columbia College!

In just 2 semesters, you will earn 12-units and a locally-recognized achievement award that will prepare you for Peer Support, Community Service, and Volunteer positions. This is also a great 1st step towards a career in Personal Service Coordination or Case Management. You will learn:

**Basic Wellness & Recovery Values
Self-Management & Boundaries
Case Management Skills
Ethics & Confidentiality
Cultural Competency**

The following classes are required to complete the program. Classes start this Spring, so register early at <http://columbia.yosemite.cc.ca.us/>.

- **Fall 2009** **PSYCH 56: Intro to Psychosocial Rehabilitation (PSR)**
- **Fall 2009** **SOCIO 97: Work Experience in Human Services**
- **Spring 2009** **PSYCH 58: Current Trends & Issues in PSR**
- **Spring 2009** **PSYCH 59: Case Management**

For more information, please contact Christa Thompson at cthompson@co.calaveras.ca.us or at 209-754-6525.

**A 12-unit Introduction to Peer Support Program is also available.
Both programs are co-sponsored by Calaveras and Tuolumne Counties,
thanks to the Mental Health Services Act.**

Rural Mountain County Master of Social Work Program

Description:

To address a long standing shortage of Masters-level clinicians, Calaveras County Behavioral Health Services conducted an extensive staffing needs assessment:

- Last year, Calaveras had a 50% clinician vacancy rate, 2x the statewide average
- Of those vacancies, one management-level position took over 9 months to fill
- Staff list geography, accessibility, and late night classes as major barriers to higher education beyond a bachelor's degree.

As a result, Calaveras identified an opportunity to establish an accessible Masters in Social Work Program in partnership with Tuolumne, Amador, El Dorado and CSU Sacramento Division of Social Work. (The cost to administer the program will be split between the four counties and will be funded by the Mental Health Services Act.)

Program Benefits (for staff):

- 3-year weekend program, once a month, 10 weekends per year
- Rural mental health emphasis to ensure local cultural competency
- Regionally-located on CSU Sacramento campus for accessibility
- County cohorts created for study groups and support
- Use of county vehicles to offset rising fuel costs
- Clinical staff available for supervision and mentorship

County Objectives:

- Provide access to a regional Master of Social Work program
- Enroll at total of 30-40 students from the mountain counties
- Support a program with minimal impact on work/personal schedules
- Assist with education planning, support, and mental health career direction
- Increase client/family member participation in mental health education

Rural social work program gets 'master-ful' boost

By SEAN JANSSEN
The Union Democrat

A new master's degree program is designed to boost social work programs in Calaveras and Tuolumne counties.

The two Mother Lode counties are joined by Amador, El Dorado and Nevada counties in a newly-formed partnership with Cal State-Sacramento to offer a Master of Social Work program beginning fall 2009. The program is thought to be the first of its kind in California, with a specific emphasis on rural mental health.

The degree program is funded by the Mental Health Services Act (Prop 63) and follows local needs assessments showing a chronic shortage of master's-level clinicians and a lack of qualified applicants in small counties who have a rural, cultural or language proficiency, according to a Calaveras County Behavioral Health Services press release.

The program has taken more than a year to come to fruition, according to Calaveras County Behavioral Health Services Director Rita Downs.

It provides an "opportunity to be able to grow your own program ... (we) have a hard time recruiting people too," Downs said. "County employees who are

interested helped it (happen) and ... have priority to (enter) the program."

Christa Thompson of Calaveras County Behavioral Health Services said she worked with Anne Robin, assistant director for the Tuolumne County Behavioral Health Department, to bolster support for the program and the other rural counties later became involved as well.

"Calaveras took the lead on this. Kudos to Christa," Robin said.

She added that several Tuolumne County employees had expressed interest in the program and the county will be contributing toward its administrative costs.

The Sac State program will allow for "a program full of rural

experience. A meeting for those interested in the program is scheduled for 5:30 p.m. on Dec. 11 at the Behavioral Services Annex, 373 W. St. Charles St., Suite E, San Andreas. A similar meeting in Tuolumne County is to be announced. The deadline to enroll is Jan. 16. For more information, contact Christa Thompson in Calaveras County at 754-2810 or cthompson@co.calaveras.ca.us. In Tuolumne County, call Anne Robin at 533-6245.

al residents, who live and work in rural counties ... with a group from each county able to become a cohesive unit and bond together over three years," Thompson said.

Thompson plans to matriculate in the program herself. Downs said Thompson and other

er students will come out better prepared for social work in a rural setting that has its considerable differences from urban social work.

Rural mental health patients have greater problems with transportation logistics, for example, she said, and thus more services are offered at schools and in homes than in a central location. In a rural culture, more stigma can be attached to mental health issues as well. Downs added.

"There's not the anonymity you have in a larger county," she said. "Also, with the elderly, the first thing in their mind is not to go to the mental health department to seek services."

Instead, they first go to a doctor and her department, in turn, consults with those physicians, Downs said.

Another major issue facing rural areas of California is a burgeoning Hispanic and Spanish-speaking population.

"There's not the staff to provide services in their language," Downs said.

The graduate students learning to better cope with these issues may choose to focus outside mental health work and instead contribute to any number of other social service agencies, Downs added.

Contact Sean Janssen at sjanssen@uniondemocrat.com or 736-8097.

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