

Mental Health Intern Program and Career Pathways

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The Mission:

The mission of the Intern Program is to provide a comprehensive training opportunity with principles founded in the fundamentals of the Mental Health Services Act: cultural competence; client/family driven; integrated service experience; community collaboration; and wellness, recovery and resilience.

The Vision:

Interns successfully complete their training through MHSAs stipend internships, which will provide them the skill and knowledge base needed to serve the underserved and unserved communities with a wellness and recovery model, and they will be able to secure employment in public mental health settings throughout Santa Clara County.

Program Highlights

- ◆ Development of Mental Health Services Act (MHSA) core competencies for both Student Intern and Consumer/Peer Intern programs throughout county and contract agencies.
- ◆ Development of Peer Intern Program to include training, supervision group and varying placement opportunities which include: peer support, education, community outreach and project development. Program focuses on developing work competencies to support re-entry into workforce and public mental health employment.
- ◆ Trainings provided for students: Wellness & Recovery, Behavioral Health Integration, Group Therapy, Process of Engagement, Psychopharmacology, Client Culture, Cultural Competence, Clinical considerations for Chinese, African American, Filipino, Vietnamese, American Indian & LGBTQ, Cognitive Behavioral Therapy, Suicide & Crisis, Motivational Interviewing, Domestic Violence, Harm Reduction, Childhood Mental Health, Milestones of Recovery, Co-occurring Disorders, Assessment throughout the Lifespan, & Trauma Care.
- ◆ Development of Veterans Outreach Project within Peer Intern Program.

Intern Program

FY12 Field Placement Sites

- ◆ Juvenile Hall
- ◆ Fair Oaks Family & Children's Services
- ◆ Las Plumas
- ◆ Kidscope
- ◆ Narvaez
- ◆ PACE

FY12 Student Interns

Fiscal Year	Interns	Bilingual and/or underserved population
FY12	13	5 Spanish, 1 Bahasa Indonesia
FY 11	12	6 Spanish, 1 tagalong, 1 Hindi, 1 African

FY12 Peer Interns

Fiscal Year	Interns	Bilingual and/or underserved population
FY12	7	2 Bilingual, 5 represent underserved populations
FY 11	2	1 Bilingual

- ◆ Recruitment of Peer Interns involved initial screening all applicants through a small group interview process. This allowed an interview opportunity for all applicants.

- ◆ FY 12: 75 applicants/ 7 hired

FY13 Student Intern Field Placement Sites

- ◆ Juvenile Hall
- ◆ Fair Oaks Family and Children's Services
- ◆ Las Plumas
- ◆ Kidscope
- ◆ Narvaez
- ◆ PACE
- ◆ 24 Hour Care
- ◆ Central Wellness and Benefits

FY13 Student Interns

Interns	Bilingual and/or underserved population
12	1 Vietnamese 5 Spanish 1 Korean 1 Luganda

Intern Collaborative

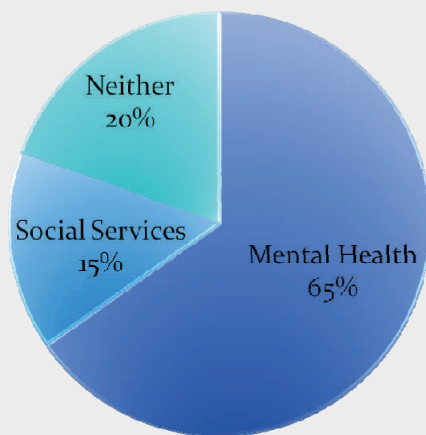
- ◆ The Intern Collaborative is a group of community based mental health agency representatives who share the common purpose of workforce development in the public mental health system.
- ◆ The group meets monthly at the Learning Partnership Division of the Santa Clara County Mental Health Department (SCCMHD), and develops ongoing training activities for interns to support a recovery oriented workforce in the public mental health system.
- ◆ Agencies of the Intern Collaborative are eligible to receive a limited allotment of MHSA stipend money for qualified students, and consumer and family members.

In Fiscal Year 12:

- ◆ Placement of 30 student interns throughout the Community Based Organizations
- ◆ Placement of 17 peer interns
- ◆ 22 student interns speak threshold language

MHSA Stipend Outcomes

Post Graduation Employment



Post Graduation Survey

- ◆ FY10 and FY11: Contacted 73 students and 46 responded to survey
- ◆ Current Employment
 - ◆ 65% employed in a mental health program
 - ◆ 15% employed in a social service program
 - ◆ 20% had another type of employment or did not answer
- ◆ 37% completed an internship at their current employer
- ◆ 63% employed with a program with public mental health funding

Career Pathways Program

Continued workforce development through ongoing outreach to high schools and community colleges. Presentations include consumers presenting their story, as well as educational and vocational information.

Career Pathways Events FY12

- ◆ Presentation to 360 students at Andrew Hill High School, Live Oak High School; and Gavilan College.
- ◆ 2 High School/Career Pathways Event at SCCMHD, which included opportunities for high school students to interview consumers and learn about the several sites and services that are part of the Santa Clara County Mental Health System.
- ◆ Events incorporated the participation of student and peer interns as group leaders to support workforce development.

Career Summer Institute

- ◆ A summer program for one week which enables high school students to visit several mental health programs and learn about the public mental health services and jobs to support workforce development.
- ◆ Collaboration with Mission College, Andrew Hill High School and the Intern Collaborative to create and coordinate the event.

College Collaboration

- ◆ Collaborating with Mission College to create a Mental Health Certificate Program

Greater Bay Area Mental Health & Education Workforce Collaborative

County participants:

- ◆ Santa Clara
 - ◆ San Mateo
 - ◆ Alameda*
 - ◆ San Francisco**
 - ◆ Marin
 - ◆ Contra Costa
 - ◆ Napa*
 - ◆ Sonoma*
 - ◆ Solano*
 - ◆ Santa Cruz***
 - ◆ Monterey**
 - ◆ San Benito
- * Program in Process
 ** Program not developed
 ***Discontinuing Program

Implemented MHSA Stipend Program	County MHSA Stipend Student Interns	Provide MHSA Stipend to Contract Agencies	Hired MHSA Stipend Interns
Contra Costa	FY12: 22 FY11: 25	Yes	None
San Mateo	FY12: 10 FY11: 10	No	A few as Extra-help
Marin	FY12: 6	Yes	None
San Benito	FY12: 2 FY11: 1	No	FY12: 1
Santa Cruz	FY12: 3 FY11: 7	No	None