

Summary of Proposed WET Work Plans (aka Actions)
(Revised: 6-22-09)

Action (Work Plan)	Funding Category	Description	Objectives	Budget Justification	Annualized Budget for FY10
1. WET Coordination	Workforce Staffing Support	Leadership, management and administrative support to oversee implementation of effective WET work plans and alignment with local, regional and statewide education and training initiatives and partnerships.	<ul style="list-style-type: none"> a. Implement and integrate WET plans into the entire public mental health system. b. Establish collaborative WET relationships throughout the County, regionally and Statewide. c. Evaluate and communicate the effectiveness and outcomes of WET activities. d. Provides staff support to the Learning Partnership Steering Committee. e. Oversee ongoing stakeholder participation in the implementation and development of WET plan. 	1.0 FTE WET Coordinator (P13) 1.0 FTE Office Specialist (OSIII) Operating Expenses	\$ 152,904 \$ 77,472 \$ 23,038
2. Training to Improve Competencies & Move Towards MHSA General Standards	Training & Technical Assistance	Expansion of training programs to County and contractor staff, consumers, family members and key system partners. The training will promote and encourage the integration of evidence-based and promising practices that are consistent with the MHSA General Standards. Training plans will be developed annually and will be open to the entire lifespan.	<ul style="list-style-type: none"> a. Develop and implement integrated training programs to develop core competencies throughout the workforce. b. Develop and implement protocols for assessing education and training needs on an annual basis. c. Develop and implement protocols for evaluating the effectiveness of training programs. d. Continually identify and introduce wellness and recovery practices via a continuous learning model. 	.50 FTE Training Coordinator (MHPSI/II) Training Programs and workshops Operating Expenses	\$ 68,706 \$ 1,000,000 \$ 6,871
3. Improved Services and Outreach to Unserved and Underserved Populations	Training & Technical Assistance	Specialized cultural competency training to all staff to improve services to ethnic and cultural populations. This work plan includes special training for staff to effectively outreach to and engage unserved and underserved populations.	<ul style="list-style-type: none"> a. Develop and implement annual training plans to improve the effectiveness of staff in meeting the needs of unserved and underserved populations - including but not limited to: TAY, monolingual clients, and the hearing impaired. b. Develop and implement annual training plans that enable staff to effectively conduct outreach and engagement activities to unserved and underserved populations. 	.50 FTE Training Coordinator (MHPSI/II) Cultural Competency Training Programs and Workshops Training for Outreach Workers Operating Expenses	\$ 68,706 \$ 330,000 \$ 200,000 \$ 6,871

Summary of Proposed WET Work Plans (aka Actions)
(Revised: 6-22-09)

Action (Work Plan)	Funding Category	Description	Objectives	Budget Justification	Annualized Budget for FY10
4. Welcoming Consumers & Family Members	Training & Technical Assistance	Training, workshops, consultation and structured dialogues that create an environment in which consumers and family members are welcomed and contributing members of the public mental health system.	a. Design dialogues to improve working relationships among clinicians, consumers, peer support and family member staff.	1.0FTE Consumer / Family Member Training Coordinator (MHPS I/II)	\$ 137,412
			b. Provide education and training for providers on how to work effectively with consumer and family partners as providers.	Training Programs, Outreach, Workshops & Operating Expenses	\$ 385,000
			c. Provide consumer and family member staff ongoing support and training to help them transition into the Public Mental Health workforce. d. Provide existing staff and managers with ongoing support and training to help them effectively integrate consumers and family members into the public mental health workforce. e. Expand the utilization of peer-, client- and family member-driven / directed training throughout the system.	Operating Expenses	\$ 13,741
5. WET Collaboration with Key System Partners	Training & Technical Assistance	MHD collaborates with key system partners to develop and share training and education programs so that consumers and family members receive more effective integrated services.	a. Determine the training needs of system partners that are strategically aligned with those of the public mental health system. b. Develop and implement a training plan that brings MH training to system partners and vice versa.	Training Programs, Workshops, & Events (e.g. CIT)	\$ 100,000

Summary of Proposed WET Work Plans (aka Actions)
(Revised: 6-22-09)

Action (Work Plan)	Funding Category	Description	Objectives	Budget Justification	Annualized Budget for FY10
6. Comprehensive MH Career Pathways	Mental Health Career Pathways	This work plan establishes career pathways to increase consumers, family members, bicultural and/or bilingual staff in the workforce. Career pathways will be established utilizing specialized certificate, AA/AS, BA/BS and Masters Level programs. This work plan works in conjunction with financial incentive programs.	a. Establish a local MH Career Pathways Program to increase consumers and family members in the workforce.	MH Career Pathways & Internship Coordinator (MHPS I / II)	\$ 137,412
			b. Establish a local MH Career Pathways Program to increase bicultural/bilingual staff in the workforce.	Community Education (Marketing, Outreach)	\$ 30,000
			c. Establish a collaborative and sustainable relationship with educational institutions that allow for continuous evaluation and refinement of effective career pathways.	Operating Expenses	\$ 13,741
			d. Develop marketing and outreach strategies for local implementation to support career pathways.		
			e. Establish County position codes that prioritize the live experience of consumers and family members.		
			f. Develop and implement strategies to encourage high school students to enter MH Career Pathways.		
7. Stipends & Incentives to Support MH Career Pathways	Financial Incentive Programs	This work plan establishes flexible financial assistance programs that supports the implementation of local MH Career Pathways.	a. Develop, implement and evaluate financial incentive programs that allow target populations to complete their training/education and to enter the workforce.	Financial Incentives for Education / Training Programs (Certificate Programs, AA and BA Programs)	\$ 288,000
			b. Develop and implement internship programs for graduate level students in support of established MH Career Pathways and workforce needs.	Stipended Graduate Level Internship Program (80 Slots)	\$ 480,000
				Funding to Support C/FM to Transition into the workforce via Stipended Volunteers	\$ 40,000
				Funding to Support Supervision	\$ 146,000

Sub-Total of Work Plans	\$ 3,705,874
--------------------------------	---------------------

County Administration	\$ 411,858
------------------------------	-------------------

WET Plan Total Annualized	\$ 4,117,732
----------------------------------	---------------------