Mental Health
Workforce Education and Training
Recruitment Activities

June 10, 2014

Presenter: Felicia Borges
Overview

• Background
• Program infrastructure and administration
• Eligibility, applications, matching, demographics
• Successes and lessons learned
• Moving forward
• Work plan overview
• Initial questions and/or feedback
Health Careers Training Program

As part of Healthcare Workforce Development Division’s pathways, training and placement activities, HCTP administers Mini-Grants and Cal-SEARCH
WET Recruitment Activities

The Five-Year Plan states:

“Increase career awareness outreach activities to rural, underrepresented, underserved, and inappropriately served communities in K-12, community colleges, universities, and community groups/organizations via OSHPDs Mini Grants Program” (Goal 1, Objective A-Action 3)

“Increase rotations, internships, and supervision in community public mental health settings via OSHPD’s California Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH) Program” (Goal 1, Objective C-Action 3)

Funding for 4-year budget: FY 2014-15 to FY 2017-18
- Mini-Grants $1,000,000
- Cal-SEARCH $1,000,000
The HCTP Mini-Grants are designed to strengthen educational and social foundations by providing direct and indirect program support for underrepresented and/or economically disadvantaged students to build on as they pursue careers in the health industry.
Cal-SEARCH Background

California’s Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH)

• Originally established as a three-year partnership between the Office of Statewide Health Planning and Development (OSHPD), California Primary Care Association (CPCA), and Statewide Area Health Education Center (AHEC)

• Funded for three years via Health Resources and Services Administration (HRSA) as part of the National Health Service Corps
Cal-SEARCH Background

- Created structured program infrastructure
- Enhanced recruitment and retention within rural and urban/inner city community clinics and health centers (CCHCs)
- Focused on underserved, culturally competent care
- Provided health professions students and residents with clinical experiences
- Linked to preceptors and mentors
- Included community project component
Cal-SEARCH Background

- $579,000 funded for three years (2009-2012)
- Supported 150 students and residents
- $700/stipend to students and residents upon completion of rotation and community project
- $1000/stipend to clinics (preceptors and mentors) upon completion of students and residents rotation and community project
Program Administration

- Steering Committee
- Program Evaluation
- Application and Matching Process (Centralized)
- Training Modules
- Orientation/Webinars
- Virtual Resource Library (preceptors/mentors)
- Data collection and reporting
- Contracts and subcontracts
Prior Eligibility *

- Physicians specializing in Internal Medicine, Family Practice, Pediatrics, or Obstetrics and Gynecology
- Dental Hygiene
- Nurse Practitioner
- Physician Assistant
- Certified Nurse Midwives

* Site eligibility mirrored NHSC

- Clinical Psychologists
- Clinical Social Workers
- Marriage and Family Therapists
- Psychiatric Nurse Specialists
- Psychiatry
## Prior Student and Resident Placements

### Table 1: Types of Students/Residents

<table>
<thead>
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<th>2009-10</th>
<th>2010-11</th>
<th>2011-12</th>
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<tbody>
<tr>
<td>Medical Student</td>
<td>5</td>
<td>16</td>
<td>27</td>
</tr>
<tr>
<td>Resident</td>
<td>2</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>6</td>
<td>8</td>
<td>15</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>7</td>
<td>5</td>
<td>26</td>
</tr>
<tr>
<td>Dental Student</td>
<td>6</td>
<td>12</td>
<td>2</td>
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<tr>
<td>Clinical Psychology</td>
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<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Social Work</td>
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<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>45</td>
<td>79</td>
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</table>
Prior Student and Resident Demographics

• 58% Ethnically Diverse
  – 15% Under Represented Minorities (based on HRSA definition for program)
• 62% Spoke Languages Other than English
• 29% Disadvantaged Backgrounds (self identified)
• 70% Female
• 64% Received Educational Credit
Prior Site Demographics

- 85 applications over 3 years
- Active site list fluctuated from 44 to 63 per year
- 94% NHSC approved
- 44% Rural and 56% Urban across 25 counties
Prior Students and Residents Matched to Sites

• 750 Applications initiated
• 254 Eligible to be matched, however…
  – Were not able to be matched
  – Withdrew application
  – Matched to future program year (but no funding)
• 150 Rotations
Feedback from Students and Residents

• “…should be offered to more social workers to improve quality of mental and behavioral healthcare FQHCs.”

• “…all the hands-on experience helped me greatly improve my clinical skills and understand the challenges of providing care in a medically underserved area.”

• I knew that I wanted to work with the underserved and this only solidified my intentions. It also provided excellent networking and professional development.”

• “…humbling experience and opened my eyes at how much of a need there is for providers in the primary care setting.”
Feedback from Sites (Preceptors and Mentors) Indicated that Cal-SEARCH…

- Assisted sites with recruiting students and residents to complete a rotation
- Helped sites have a better understanding of types of employees they want to recruit (i.e. bilingual).
- Encouraged students and residents to return for additional internships and possibly employment.
- Encouraged sites to learn from this experience and continue to provide training opportunities for future students and residents
Prior Community Project Topics

• Perinatal Depression Screening Tools
• Patient Education Handouts on Bedwetting, Chickenpox, Colic, Fever, Depression, and Stress
• Resource Guide to Pain Management
• Reduce Negative Perceptions about Insulin
• Public Assistance for Adults with Disabilities
• New Advertising for Humboldt Open Door Teen Clinic (Male Health Focus)
Successes

• Demonstrated interest for a program like Cal-SEARCH to continue encouraging students and residents to consider a rotation in community clinics and health centers

• Feedback from sites were positive as it related to the experience of working with students, residents, and the infrastructure the program provided the site

• Pre and post surveys noted that Cal-SEARCH reinforced student and resident interest and commitment to becoming primary care professionals and working in underserved areas

• Interest from schools, students and residents remains strong
Lessons Learned

- Admin. requirements were overwhelming to some
- Concerns about finding preceptors and accommodating rotations given resource limitations
- Not prepared to track students and residents during clinical rotations or after they had concluded
- Mental health students may not able to build a case load and complete clinical work given the short duration of the rotation
- Required significant in-kind support
- Federal program requirements evolved over three years requiring numerous changes in data collection and reporting
- Challenging to maintain centralized site and student/resident application and matching
- Lack of sites to accommodate otherwise eligible and matchable students and residents (i.e. some sites very restrictive in their rotation expectations)
### Cal-SEARCH Moving Forward

#### Fiscal Year 2014/15

**WET Funding**
- **$250,000/year for 4 years**
- Mental health focus
- Public Mental Health System

**TCE Funding**
- **$450,000 total for FY 2014-15**
- Promotores/CHWs and other frontline workers focus
- 14 Building Healthy Communities

Additional funding opportunities are continuously explored.
WET Funding

Cal-SEARCH will provide grant opportunities for mental health rotations for students and residents within the public mental health system.

- $1M (approx. $250K per year for four years)
- May serve approx. 312 students and residents over four years (approx. 78 per year for four years)
- Each contract will fund student and resident rotations and site hosting each student and resident
Cal-SEARCH WET
Advisory Committee to be Formed

• OSHPD will establish a committee to advise us on the implementation of Cal-SEARCH specific to Mental Health Workforce Education and Training funding.

• OSHPD expects to release a notice soliciting applications from individuals interested in serving on this advisory committee this month. If you are interested in serving on this Cal-SEARCH Advisory Committee, please submit an application.
Cal-SEARCH Work Plan
FY 2014/15 Funding Cycle

Preparing for Release of RFA
Summer-Fall 2014
- Advisory Committee engagement
- Program infrastructure (i.e. Program orientation & learning objectives)

Releasing RFA
January-March 2015
- RFA released
- Application deadline
- Review/scoring by Advisory Committee
- Awards

Contract Management
through August 2016
- Site visits (TBD)
- Final reports

Program Evaluation
through October 2016
- Final program assessment
- External reporting
Prospective Mental Health Careers?

- Alcohol and other Drug Use Counselors
- Clinical Psychologists
- Licensed Professional Clinical Counselors
- Marriage and Family Therapists
- Physician Assistants
- Designated Consumer and Family Member Positions/Peer Support Specialists
- Social Workers
- Psychiatric Mental Health Nurse Practitioners
- Clinical Nurse Specialists
- Psychiatrists
- Other disciplines?
Potential Site Types/Locations

• Within Public Mental Health System
• Designated Mental Health Professional Shortage Areas (MHPSA)
• Other criteria?
Initial Questions and/or Feedback

What eligibility requirements should be considered including but not limited to:

• Mental health disciplines
• Potential sites
• Geographic locations
• Other initial questions or feedback
Primary Contacts for Cal-SEARCH

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