



Mental Health Workforce Education and Training Recruitment Activities

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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



Mini-Grants

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
- Clinical Psychologists
- Clinical Social Workers
- Marriage and Family Therapists
- Psychiatric Nurse Specialists
- Psychiatry

* Site eligibility mirrored NHSC



Prior Student and Resident Placements

Table 1: Types of Students/Residents

	2009-10	2010-11	2011-12
Medical Student	5	16	27
Resident	2	3	7
Nurse Practitioner	6	8	15
Physician Assistant	7	5	26
Dental Student	6	12	2
Clinical Psychology		1	1
Social Work			1
Total	26	45	79



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 be 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 match able 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



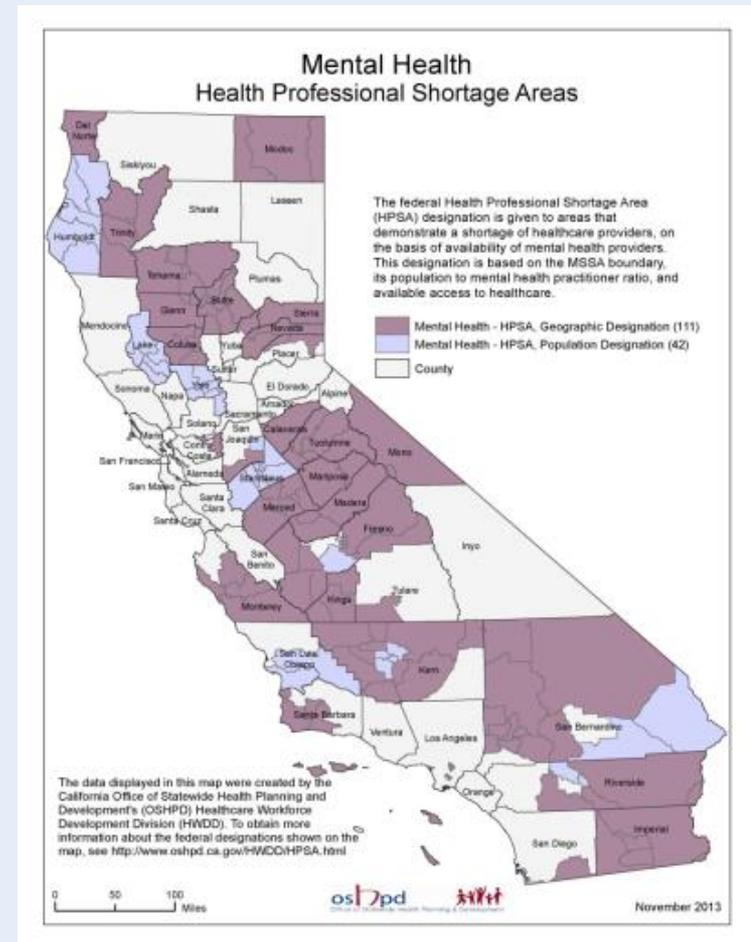
Prospective Mental Health Careers?

- 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





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