**SCRP WET Coordinators In-Person Meeting**

**September 22, 2015**

**10:00 a.m. – 3:00 p.m.**

**Minutes**

**In Attendance:**

Lauren Chin – San Diego

Anne Fitzgerald – San Diego

Steve Devore – Kern

Bill Walker – Director, Kern

Tiffany Ross –Riverside (rep for David Schoelen)

Gibran Carter – Tri-Cities

Rimmi Hundal – Tri-Cities

K.C. Pickering– Orange

Sheryl Curl – Orange

Tina Wooton – Santa Barbara

Dennis Terrones – San Bernardino (rep for Mariann Ruffolo)

Carla Cross – Ventura

Ron Lowenberg – Golden West College, Justice Training Center

Scott Whyte – Golden West College, Justice Training Center

Brad Moore – Golden West College

Lyra Monroe – SCRP

Kathryn Benner – SCRP

**On the phone:**

Clarissa Padilla – SCRP

Luis Tovar – Ventura

Alice Gleghorn –Director, Santa Barbara

Brent Houser – OSHPD

Theresa Ly – CalMSHA

Kathleen Synder – LivingWorks Education

**Coordinators Successes & Challenges**

* **Successes**
* Striving to become a trauma informed workforce
* Trainers have been very well received – but I am too new to my position to be able to say more
* CIT program is going very well, trained a few hundred police officers over the years.
* CIT Simulator program for police officers- a success as officers are more comfortable with simulation exercises verses roll-plays
* On-going peer involvement is heartening
* Simulation builds team work usually, there is benefit to experiencing discomfort in a simulation before the real thing
* There are benefits to being independent from physical health focus
* Even with fewer staff than needed, being a smaller region, we are able to maintain a relationship with stakeholders
* Peer employment and peer support training, hired 150 people county-wide through this program.
* **Challenges**
* Need to create policies and practices for trauma informed workforce – trauma informed needs to be integrated
* Coordinators wearing a lot of hats, and trying to figure out what is the best involvement for their County
* Building leadership positions
* Understaffed at management level
* Frustration this past year- “only one person, it’s impossible to know everything and do to all that needs to be done.”
* Some coordinators have found it difficult to keep up with SCRP.
* Have fewer staff than needed.
* Not being connected to physical health
* Even with community support, there is an outside focus looking at other models and finding CIT program wanting (only 2 days, for example).
* Sharing why we do things the way we do with CIT is a challenge. (now adding a part 2 for more in depth training, in autism for instance)
* Officers are trying to take part 2 without part 1 of CIT trainings – this is a challenge
* Frustration with county beaucracy, it’s difficult to get things done – enjoy planning and creating
* Wearing many hats, may make it difficult to complete anything thoroughly.
* Concerns regarding WET funding.
* Sustainability is a challenge – hoping the partnership will be able to help
* Staff is getting burned out by pressures, training is not enough and/or not relevant, taking care of staff is a challenge. Doing a lot of training but not in a smart or efficient way.
* Not assessing, nor have a tool to assess effectiveness, of who is competent for instance.
* Prioritizing work to get things done efficiently
* Expectations are high for online staff and supervisors, but as a culture we are not compassionate and supportive of staff—they are feeling the crunch.
* Need reserves to serve the community
* Staff faces life and death situations, but admin doesn’t feel that tension.
* Challenge of integration of mental health and ADMHS.
* It’s a challenge getting up to speed. I’ve only been on staff a few months.
* Facing increasing demand for delivery of care
* MHSA rolling out, funding, substance abuse disorder services all respond to different requirements from the state and the community.
* Addressing disparities at the local level—what is this going to require of counties?
* Very fragmented in many ways – and grapple with our own structures. On top of this, local agencies want to participate.
* Need to figure out ways to leverage resources in the face of restraints of time and funding.

**FY 15/16 Projects Updates & Future Plans**

* Interpreter Training
  + Contract is just about finalized. Moving forward with scheduling trainings
  + Explore web-based training options (for managers and admin)
* Loma Linda Core Competency Phase III
  + Training to explain what are the core competencies
    - Need to master core competencies
    - Assess deficiencies
      * Self-assessment tool
    - Training materials
      * PPT
      * Syllabus
      * Articles
      * Handouts
      * Links
      * Videos
      * Post-test
    - Performance evaluations lead to assessment of low areas then set up training
    - Training to deficiencies
      * Brief training modules in regards to core competency expectations
      * Articles
      * Resources
        + Key-chain prompter
    - Modules explain expectations
* **Civilian Marketing Plan**
  + Competing with Indeed.com
  + Added education component and benefits of working in the mental health field
  + Need to market nationally and see if it is successful
  + HR from Tri-Cities was unsuccessful when using the website
  + Biggest benefit of the site is that jobs on this website meet stipend requirements—need to add to educate on this benefits for marketing plan
  + Kern’s HR departments turn-over lost connection
  + SCRP team sending out monthly reminders—can add HR contact to reminders
  + Give out brochures and other “stuff” to send out
  + Promote other counties? But not really, because LA is not a part of it.
  + Provide a link to LA county HR page
  + Let’s implement fully and see what happens
  + Maybe hire someone to input everyone’s jobs

**Conference “Hard to Engage/Serve Clients”**

* + About best-practices in engaging those who are difficult to engage individuals
  + Consider that mental health departments are difficult to engage with
  + “Solving Engagement Challenges”—title?
    - Considering Laura’s Law—many counties implementing
    - Consider those who are not implementing law also
  + Currently looking for conference planner
* Market Grabber – JobsInSoCal services & website host- Up and running
* Mitec – SCRP website host- Up and running

**OSHPD presentation**

* Stipend/Loan Recovery
* Mental Health Professional Shortage Area
* Mini-Grants
  + Funding applications will be offered in January 2016
  + Oct 2015 applications available for WET Cal-Search (mentor and students receive $s)
* Long term State plans for OSHPD
  + Not sure when deadline is for spending of funding, (10 years or within 3 years, Brent will let us know)
* Evaluation of WET programs & fiscal review for Counties
  + Sept 29th from 1-4pm
* MH loan assumption

**CIT Simulator**

* Riverside, Orange & Santa Barbara shared their CIT programs
* Contact Chief & Dean Director of the Criminal Justice Training Center at Golden West College at [RLowenberg@GWC.cccd.edu](mailto:RLowenberg@GWC.cccd.edu)
* Simulators are a lot easier than role-playing to get officers involvement. Peer pressure often becomes an issue when training with role-playing.
* Officers don’t always have the option of participation while in the academy.
* Sheriff and Police departments would like to implement stimulator training into academy.

**CalMSHA presentation**

* MHFA trainers needs
* Supply with manuals short-term (200 manuals to reduce cost of trainings)
* Monthly calls, national council contact thru newsletters
* Train the trainer curriculum for youth – offered in LA only— thru national council maybe (CalMSHA has wrapped up their contract)
* Partner counties are constantly needing new MHFA trainers
* Interested in more training – need to contact the national council– (grant from CDE)
* Napa convenes quarterly meetings to get trainers to learn from each other and connect to a bigger effort, and share experiences and learn about new ideas
* Other gate-keeper program has over 200 ASIST trainers in CA
* All ASIST trainers are able to provide training about dialog
* Trainings for trainers range from 1 hour, 2 day, to 1 day training for clinicians
* [Heath.Stokers@livingworks.net](mailto:Heath.Stokers@livingworks.net) contact for Suicide to Hope training for trainers workshop
* Next round in 2016 will roll out more openly and more broadly
* Suicide to Hope training of trainers (mindful of rolling it out in recovery and growth)
* Livingworks contact: [Kathleen.Synder@livingworks.net](mailto:Kathleen.Synder@livingworks.net)
* Tri-Cities using PEI $s for MHFA, as is San Diego
* MHFA is not in place of CIT, they are not the same. Both is best.

**FY 16/17 and beyond**

* Add Contract with expert in cultural competency staff assessment tool (Carla Cross)
  + Tools out there, Dr. Lopez at USC as a reference, individual assessment tool
  + CC pass?
  + Need a gauge
* Certification interpreter competency
  + Conversation to determine bi-lingual
  + Difficult to measure mental health terms competency
  + There isn’t a certification for mental health like court interpreters
    - Would like this to certify for services in oral language competency
    - Certify for written docs translation too
  + Language line tests in specific area of interpreter competency
    - Clinical services testing for language competency

**Possible Future Projects:**

* Promote Web-based Technology and Distance Learning Techniques
  + On-line Psychosocial Rehabilitation
  + Hybrid (on-line & on-campus) Master of Social Work Program (See USC for local example)
* Reduce Stigma Associated with Mental Illness
  + “Together Against Stigma” conference
  + Stamp Out Stigma (CalMHSA)
  + Each Mind Matters
  + NAMI
* Increase Diversity of Mental Health Workforce
  + Peer Employment Development
  + Activities/Programs/Support for sustaining peer employees
  + Intern Coordinators
  + Roving Clinical Supervisor Program
  + Cultural Competency Conference
  + Leadership Institute
  + Trauma-focused Cognitive Behavioral Therapy
  + SCRP stipend to support intern programs
    - CAPIC (APA taking over to make sure intern sites are APA certified means interns must be paid)
    - Research grant for paying for interns and/or contract directly with schools
    - Doctoral interns too expensive
* Outreach to Multicultural Communities
  + Career Summer Institute
  + Peer Provider Core Competency program
  + Outreach to VFW, community behavioral health agencies & others
  + “Seeking Safety” project/program
* Partnership with Educational Systems
  + Develop training modules in bite size to share with university programs
  + Coaching mentors matched with first generation college students
  + Leadership training series through university or college extension courses
  + Present at conferences

**Interests:**

* + CIT simulator for each county
    - Check with all counties police academies and departments to see if already own a Prism simulator from Cubic
    - Make sure they have free Santa Clara mental health scenarios (package of 10)
  + MHFA (all forms & especially youth)
  + Interpreter certification both oral & written (translating mental health documents)
    - Check with CIBHS on MH certification
  + Assessment tool (pre & post-test)
  + Peer Employment development (MH America)
  + CA Assoc. Psy Interns (CAPIC) intern sites
    - Contract with schools (MSW, MFT, Psycol)
    - APA – organization to be APA accordance
  + OSHPD
    - Evaluation of County WET Program
    - Repository to share what has been developed
    - MH Career Pathway
      * Funding
  + Public Mental Health 18-19 credit certification program
  + Recovery
  + MLAP > $200,000 at end of 5 year service

**Next Steps & Conclusion**

* Can we get a Board letter to cover a group of activities, rather than have to get Board of Supervisor approval contract by contract?
* SCRP team sending out monthly reminders—can add HR contact to reminders
* Partner counties are constantly needing new MHFA trainers
* Interested in more MHFA training for trainers, especially for youth curriculum –contact the national council
* Interpreter Training: Explore web-based training options (for managers and admin)
* Provide a link to LA county HR page on JobsInSoCal website
* “Solving Engagement Challenges”—Possible Conference title?
* Tools out there, contact Dr. Lopez at USC as a reference, ask about individual assessment tool
* Would like Interpreter training to certify for mental health services in oral language interpreter competency
* Certification for written mental health docs translation too