

Mental Health Services Act Workforce Education and Training

1. Training and Technical Assistance Tracks and Topics

The following represent an initial set of broad tracks for training and technical assistance appropriate for MHSA:

1. Recovery, Wellness and Resiliency

- * Facilitating recovery-oriented mental health service delivery
- * Assessment and treatment of co-occurring disorders
- * Assessment and treatment of trauma
- * Integration of physical and mental health treatment
- * Using alternate treatment modalities to decrease medication need
- * Sharing innovative/best/promising/evidence-based practices

2. Consumer Support

- * Supportive housing
- * Supportive education
- * Employment with supports
- * Understanding and encouraging self-help and peer support

3. Consumer and Family Member Partnership

- * Employing consumers and family members
- * Peer and family support services
- * Development of career ladders
- * Leadership training and development at all levels
- * Training provided by consumers and family members

4. Outreach and Cultural Competency

- * Outreach and engagement to underserved/unserved populations
- * Building community teams to serve target/special populations/age groups
- * Assessing cultural competency and training to targeted needs
- * Recruiting and retaining culturally competent staff
- * Language proficiency strategies

5. Prevention and Early Intervention

6. Infrastructure

- * Leadership skills training
- * Supervision and management training toward successful outcomes
- * Developing business and administration skills
- * Increasing information technology capacity and capability
- * Data management and using data to manage
- * Recording the treatment/service process

2. Fidelity to the Act.

The following represent principles for entities at the local, regional and state level to consider in the approval, conducting and evaluation of any training and technical assistance that is delivered under the auspices of The Act:

- Consumers and family members need to be a part of the team that provides the training or technical assistance
- Members of special populations and/or underserved groups need to be a part of the team that provides the training or technical assistance
- Insofar as possible the training and technical assistance should have a blended audience that includes service providers, management, consumers and family members, and community partners who have a stake in the training and technical assistance
- Directors of the participating county mental health programs and contract agencies need to actively support the training and technical assistance being provided
- Incentives for participation in the training and technical assistance need to be provided by participating organizations
- Programs and individuals who currently best embody successful practices according to the principles of The Act, or “early adopters” should be recruited to provide training and technical assistance
- Not only evaluation of the provided training and technical assistance, but evaluation of its impact on service delivery needs to be developed
- Trainers and training methods with a proven track record of success should be used
- The experiences of consumers and family members who have successfully navigated the public mental health system and have incorporated wellness, recovery and resilience into their lives should be considered as a resource in training and technical assistance events
- Financial incentives for organizations, such as reimbursement for employee release time, should be considered in planning for training and technical assistance
- Be able to link outcomes desired in fielded services to the planned training and technical assistance
- Include local community educational entities and educators from universities, colleges, regional occupational programs, adult education and secondary education in the planning, delivery and evaluation of training and technical assistance
- Awareness of an appropriate therapeutic caseload size should be a cross-cutting consideration in training and technical assistance
- Each training and technical assistance event should be able to reference a citation of expressed principles and philosophy in the Act that supports the use of MHSA resources