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**BUILDING A SOCIAL WORK MENTAL
HEALTH WORKFORCE FOR
RECOVERY-ORIENTED SYSTEMS**

*UCLA - LADMH Conference on Academic - Public
Partnerships for Research on Mental Health Recovery
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CalSWEC Mental Health Educational Stipend Program

OVERVIEW

- California Social Work Education Center
- The Social Work Workforce for Mental Health
- Mental Health Educational Stipend Program
- Evaluation approaches
- What we're learning

BEGINNINGS

1991 - California Social Work Education Center started at UC Berkeley School of Social Welfare, focused on strengthening the child welfare workforce. Funded by Title IV-E Federal, State DSS, and matching funds from participating universities.



Eric Petersen / The Livingston Enterprise

California Social Welfare Education Center

CalSWEC is the nation's largest coalition of social work educators and practitioners.

The consortium includes 20 social work graduate schools, county departments of social services or mental health (CWDA and CMHDA), the California Department of Social Services, and the California Chapter of the National Association of Social Workers

Original purposes:

- Promote the preparation of social workers for employment in public child welfare systems;
- Upgrade the professional background of public welfare workers interested in gaining additional skills and knowledge in child welfare;
- Increase numbers of minorities in professional social welfare positions to reflect the populations served; *and*
- Open the doors to innovation by integrating university research with county services and graduate social work curriculum development.



MENTAL HEALTH WORKFORCE SHORTAGES

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- **2001: Approx. 4 million adults in California needed MH services¹**
- **2004-05: 600,000 clients received county MH services²**
- **2008: Vacancy rate for MH providers in California = 20-25%, higher in rural areas.³**

SOCIAL WORK WORKFORCE TRENDS IN MENTAL HEALTH

- **2000 – 2006: # of social work graduate programs increased from 13 to 17; 2 more are now accredited, 3 more are CSWE accreditation candidates.**
- **2006: NASW nat'l study included 349 survey respondents from California. 264 (47%) stated that MH was their area of social work practice.⁴**
 - **4.6% working in a psychiatric hospital**
 - **9.2% working in an outpatient setting**
- **2007: 15,560 LCSWs represent 21.5% of all licensed MH providers in California. Second largest group after MFT's (37%)⁵**
 - **66% of LCSW's resided in the Bay Area, Los Angeles, or San Diego regions.**

MENTAL HEALTH INITIATIVE

1993 – Mental Health Directors, social work educators, and practitioners began to explore how to create a program, modeled on the Title IV-E program, to prepare more mental health social work professionals with skills to serve the public mental health clientele.


2003 - CalSWEC Board members re-ignited efforts to:

- **Develop a curriculum to train graduate students for careers in public mental health services**
- **Create a partnership between education and provider communities to recruit and deploy more social workers into the mental health system**
- **Search for resources to support stipends and program development.**



MENTAL HEALTH SERVICES ACT (PROP. 63) - 2004

Expands mental health services in five program areas:

- 
- (1) Children's systems of care;**
 - (2) Adult and Older Adult Systems of Care**
 - (3) Prevention and early intervention**
 - (4) Education and training**
 - (5) Innovative programs**

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MENTAL HEALTH SERVICES ACT WORKFORCE, EDUCATION, AND TRAINING FUNDS GOALS

- **Address critical MH workforce shortages**
- **Retool the existing workforce to create and sustain system transformation**
- **Create/strengthen career pathways for consumers and family members.**



DMH CONTRACT

CalSWEC has received MHSA funding since 2005 for stipends and program activities.

Under current contract (2008-2011), \$5.8 million per year is distributed to 17 Schools of Social Work for:

- **Stipends (\$18,500) for up to 196 second-year students**
- **Program coordination, and accountability at each school and CalSWEC.**

Stipend students have a one-year payback obligation to work in a county or contract mental health agency or to pay the loan back in cash with interest.



MENTAL HEALTH CURRICULUM COMPETENCIES

Foundation and Advanced/Specialization Curriculum Areas

- **Cultural and Linguistic Competent Generalist Practice/CLC
Advanced MH Practice**
- **Foundation Social Work Practice/Advanced MH Practice**
- **Human Behavior and the Social Environment/ Human
Behavior and the Mental Health Environment**
- **Workplace Management/Mental Health Policy, Planning and
Administration**



CURRICULUM IMPLEMENTATION SUPPORT

- **Five new modules developed in by field and academic faculty:**
 - ✓ **Recovery, Stigma, and Discrimination**
 - ✓ **Co-Occurring Disorders**
 - ✓ **Specialized interventions for Children and Transitional Age Youth with Severe Emotional Disabilities**
 - ✓ **Specialized Interventions with Older Adults**
 - ✓ **Child Welfare and Mental Health Collaboration**
- **Ongoing technical assistance and training for faculty provided by two consultants.**



MHESP PROGRAM EVALUATION

- **UC Berkeley SSW Outcome Study:**
 - **Cohort characteristics**
 - **Payback obligation performance**
 - **Post-payback employment**
- **Loma Linda University, Dept. of SW & Social Ecology:**
 - **Implementation of the curriculum competencies**
 - **Preparation of MHESP graduates to work in recovery-oriented mental health systems**



EVALUATION METHODS

Outcome study:

Analysis of administrative data

Paper and interview surveys of project coordinators

Curriculum study:

Self-report surveys of schools

Interviews

Focus groups

Survey of graduates

Survey of employment supervisors

Ethnic Distribution

ETHNIC GROUPS		2005-06		2006-07		2007-08		2008-09		2009-10		SUB-TOTAL	
		N	%	N	%	N	%	N	%	N	%	N	%
Minority Students	American-Indian	2	1	0	0	2	1	3	2	1	1	8	1
	Asian or Asian-Pacific	24	14	35	19	23	13	20	11	24	13	126	14
	African-American	17	10	19	10	18	10	21	11	19	10	94	10
	Hispanic/Latino/Chicano	40	23	47	25	45	24	49	27	50	27	230	25
	Other	9	5	8	5	16	9	12	7	12	6	57	6
Total Minority Students		92	53	109	59	104	57	105	57	107	58	517	56
White/ Caucasian		82	47	78	41	80	43	78	43	76	42	394	43
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TOTAL		174	100	187	100	184	100	183	100	183	100	910	100

Languages Spoken

NATIVE LANGUAGE GROUPS	2006-07		2007-08		2008/09		2009/10		TOTAL	
	N	%	N	%	N	%	N	%	N	%
English only	77	38.0	91	48	83	44	77	41	328	43
Asian or Asian-Pacific Languages (Tagalog, Chinese, Vietnamese, Korean, Hindi)	37	18.3	23	12	21	11	22	12	103	13.4
Spanish	65	32.2	56	29	69	37	75	40	265	34.4
European Languages (Russian, Italian, Portuguese)	17	8.5	15	8	12	6	12	6	56	7.2
African Languages (Ethiopian, Zulu, Swahili)	2	1.0	3	2	3	2	1	1	9	1.2
American Sign Language	4	2.0	2	1	0	0	0	0	6	0.8
TOTAL*										
*Duplicative numbers; students speak multiple languages	202	100	190	100	188	100	187	100	767	100

Payback Employment: 05 - 08 Cohorts

	COHORTS	2005/06		2006/07		2007/08	
		N	%	N	%	N	%
	EMPLOYMENT RECORD						
A.	NUMBER OF GRADUATING STUDENTS	174	100	187	100	182	100
B.	ENTERED EMPLOYMENT PAYBACK						
1	Payback requirement						
	a. Met payback requirement	154	88.5	177	95	171	94
	b. Dropped out and paid back stipend	20	11.5	10	5	11	6
2	Field of Services (completed)						
	a. Mental Health	154	100	175	99	171	100
	b. Non Mental Health	0	0	2	1	0	0
3	Type of Agency						
	a. Public	98	63.6	90	51	89	52
	b. Contracting CBO	56	36.4	87	49	82	48

Post-Payback Employment 05-08 Cohorts

EMPLOYMENT PROGRESS		2005/06		2006/07		2007/08	
		N	%	N	%	N	%
A.	TOTAL TRACED	139	100	145	100	143	100
B.	CURRENT EMPLOYMENT						
1.	Employer (Agency)						
	a. The same agency where initially employed	103	74	109	75	83	58
	b. Different Agency	36	26	36	25	60	42
2.	Field of Services						
	a. Mental Health	128	92	133	92	139	97
	b. Non Mental Health	11	8	12	8	4	3
3.	Type of Agency						
	a. Public	82	60	78	54	67	47
	b. Contracting CBO	57	40	67	46	76	53
4.	Place of Employment						
	a. California	136	98	145	100	143	100
	b. Out of state	3	2	0	00	0	0



CONSUMERS AND FAMILY MEMBERS

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- **Little information available about students who are consumers and/or family members**
- **Appeals process provides some data**
- **Since 2005, 17 requests for extensions of time were approved:**
 - **8 requests due to mental illness.**
 - **8 requests for medical reasons**
 - **1 request from student who is a consumer and a family member**

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PARTNERSHIP

CalSWEC = a case study in the benefits and challenges of partnerships among schools and providers

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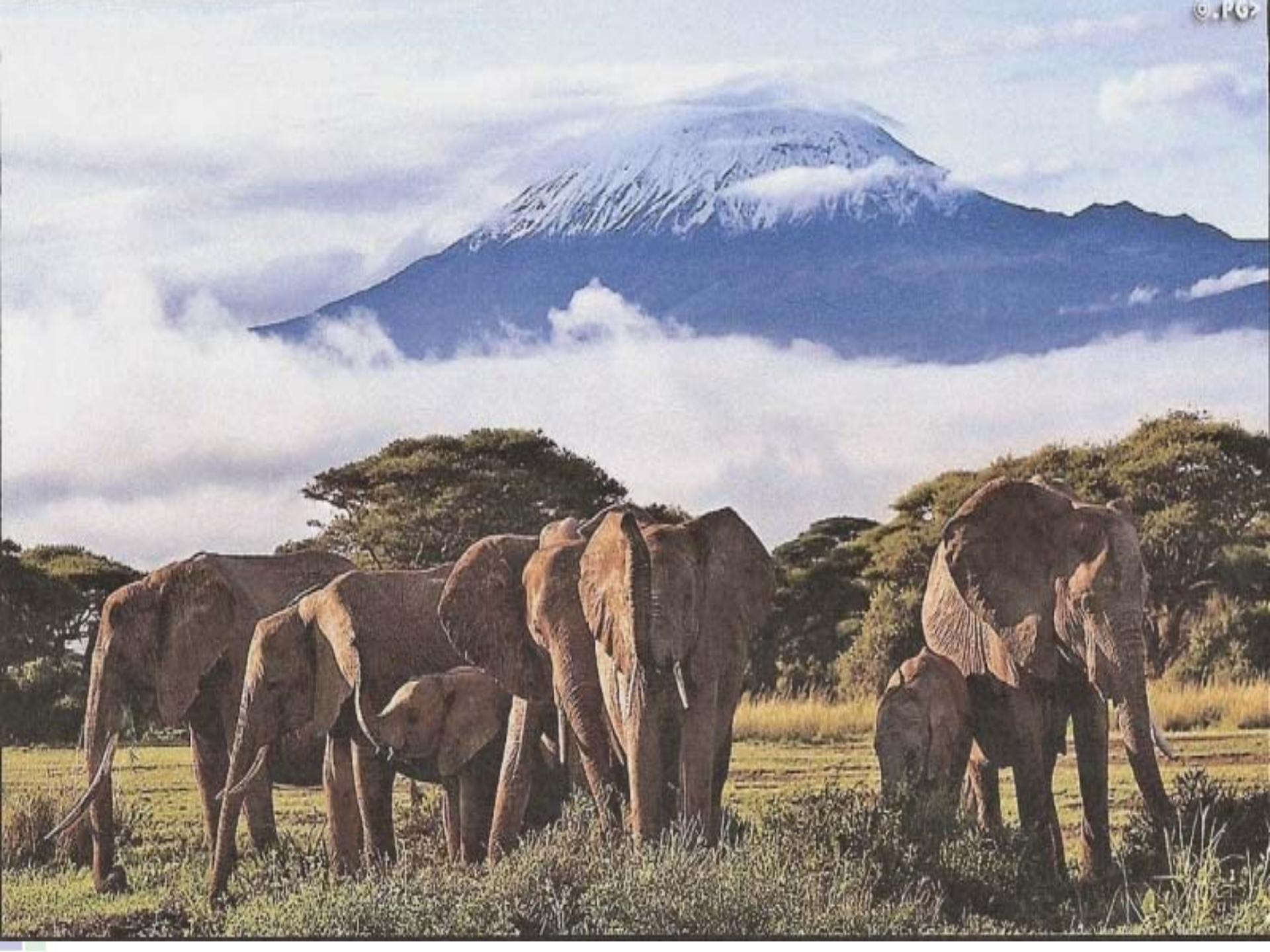


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Brien Aho / U.S. Navy via Reuters





MHESP PARTNERSHIP VISION

To work together to:

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- **Strengthen the MH workforce in California.**
- **Create academic and employment environments that support consumers and family members to achieve their educational and career goals**
- **Take advantage of all opportunities to learn through this grand experiment in system transformation.**

CONTACT INFORMATION



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