

3	Information Technology- Electronic Health Record	CFTN	KEEP
4	MHSA Administrative Support	CFTN	KEEP
5	Capital Facilities Improvement/ "UMC" Campus Improvements	CFTN	Eliminate
6	Psychiatric Health Facilities- Reentry	CFTN	NEW

As written prior, the department, in September of 2020 shifted \$9,300,000 in CFTN funds through the approval of the BOS from CFTN into a purchasing account to complete the sale for the new direct service campus.

There may be opportunities to develop or expand Psychiatric Health Facilities (PHF) on existing county locations through future grants. If those are viable the county would seek to use CFTN funds for either some portion of a match or to support reentry aspects of such facilities. As the Department has already identified the need for a PHF-Reentry program, if such an opportunity should arise to apply for funding, the County would be in a position to pursue such an opportunity.

Workforce Education and Training

The goal of the Workforce Education & Training (WET) component is to develop a diverse workforce. Providers, individuals served, and families/caregivers are provided training to help others by providing skills to promote wellness and other positive mental health outcomes; work collaboratively to deliver person centered-and family-driven services; provide outreach to unserved and underserved populations, as well as services that are linguistically and culturally

competent and relevant; and include the viewpoints and expertise of individuals served and their families/caregivers.

The California Office of Statewide Health Planning and Development (OSHPAD) is providing grants to counties through an MHSa Match. Counties must provide their match to the region by 2024. Participation in the program allows the county to get a return on its match back as well as \$614,192.80. Fresno County’s Contribution for the match is \$377,667. Fresno will receive \$991,859.80 in OSHPD WET grant funds for specific WET efforts locally over five years. Fresno County is seeking investment in three of the possible WET funding activities.

	PROGRAM NAME	MHSA COMPONENT	STATUS
1	Pipeline Development	WET	NEW
2	Undergraduate College and University Scholarship	WET	NEW
3	Loan Repayment Program	WET	NEW

WET/Career Pathways

Through the community planning process, as well as other community dialog opportunities, members of the community have expressed the lack of qualified African American mental health professionals, as well as a need for growing a more diverse workforce which reflects Fresno County’s diverse community. This lack of diverse professionals, especially African Americans, hinders efforts to provide culturally specific or tailored services for local, diverse communities in Fresno County. So, to be able to provide more culturally responsive and tailored services, there is a need for more BIPOC students to pursue careers in the behavioral health field. Additionally, working to talk about and promote careers in the behavioral health field with students who are early in their academic careers may serve as a catalyst for reducing stigma around mental health.

Focusing on creating a pathways program would again leverage a number of existing resources to achieve a goal of increasing diversity of the workforce without having to be developed initially into a formal program. Diverse speakers, presentations, and outreach can be developed and implemented by leveraging efforts around stigma reduction and outreach, tied in with efforts of the County's Diversity Services Coordinator and a Workforce Education and Training (WET) coordinator. Such an effort could also be leveraged with some minor adaptations to support local CalHOSA campus clubs (that promote careers for future health professionals). Currently one CalHOSA campus club in Fresno County is focusing on mental health careers and several others that are doing similar work.

DBH intends to explore WET options that can both address the county's and the Central region's shortage of behavioral health professionals, including opportunities for peer development and the greater professional opportunities for peers afforded by the passage of SB 803. Finally, DBH seeks to also address a greater need for inclusion of diverse, underserved and unserved communities including BIPOC. One strategy will include the development of career pathways and professional development opportunities with an effort to more effectively engage African American communities, students, and organizations.

WET component funding will also be used to explore funding of scholarships for college/university undergraduate programs that would lead to behavioral health careers. Graduate program stipends will also be developed in collaboration with other Central Region counties as part of the Central County Regional Partnership to support WET efforts and workforce diversification.

Through the Central Region Partnership, the county will be able to develop loan repayment

programs and explore options for retention activities. Fresno County does have an interest in working with the Central Region to examine the possibility of creating Psychiatric or Child Psychiatry fellowships as a way to recruit and retain much-needed psychiatric professionals in the region.

Fresno County had over expended funding the WET category during FY 18/19 and thus an increase was made to the 19-20 allocation from CSS (\$2,000,000 dollars vs \$1,000,000). Some of the expenditures in the WET category were dedicated toward trainings in the area of Cultural Humility/Responsiveness, and some was expended on training for clinicians, psychiatrists, and medical providers. Some of the prudent reserve max that is being moved to WET is intended to cover the costs of existing efforts. Moving forward, the Department has established budget limits for general WET activities, and will have maximum amounts for the each of the WET categories for its OSHPD WET plan.

Number of Trainings	WET Funded Training Efforts in FY 19/20
1	3 rd Annual Statewide Asian Pacific Islander Mental Health Empowerment Conference
4	Applied Culturally and Linguistically Appropriate Services (CLAS) 1 of 2 (Zoom & Google Docs)
4	BHIT Interpreter Training (Day 1)
3	BHIT Provider Training – Day 1
7	CANS 50 Training
1	Cognitive Behavioral Therapy (CBT) Training
1	Harbage Fiscal Training
12	Heath Equity Multi-Cultural Diversity Training (HEMCDT)

4	Managing Effective Telecommuters
7	Mental Health First AID (MHFA)
2	Motivational Interviewing
9	NCI

The WET budget for FY 20-21 will be \$1,000,000. This allocation does not include use of \$377,667 of that year’s budget to pay into Fresno required OSHPD contribution. However, Fresno County intends to allocate its grant match upfront and will then have access to \$991,000 for WET regional activities over the next five years. These WET funds provided through the OSHPD grant must be expended and projects must be completed within five years.

As Fresno County has allocated the maximum allowable amount of funding to its prudent reserve, the Department intends to move its excess CSS funds to the WET regional project and other WET efforts. The WET Plan can be found as Appendix I.

The Statewide Innovation FSP Program Evaluation, of which Fresno County is a participant, conducted a local focus group with FSP providers which yielded a need for greater substance use disorder training for providers, and to increase capacity of provider’s SUD treatment teams to support individuals with co-occurring disorders. Additionally, with the passage of AB 2265 in September 2020, more assessment and support for those with co-occurring disorders will be available. In the past, Fresno County had developed a career pathway in collaboration with Fresno City College to develop certified SUD Counselors. Fresno County would like to explore reinstating this program to support the growing need for trained and certified SUD providers to support those with co-occurring disorders in our FSPs, Early Intervention and outpatient

treatment programs. In the past iteration, the project used WET dollars to develop 15 certified SUD counselors. FSP providers have raised the need for SUD expertise as a key component of process improvement.

Work Plans

In the previous section, DBH provided tables with listing of all the programs in each component as well as each strategy area of each component. The new three-year plan has also identified changes to existing or planned programs. This section, however, details how programs are organized in Fresno County. A strategic effort has been made to combine programs and services that best address needs—such as interaction, clinical care, culturally specific services—which allows for a more realistic visualization of the structure of the system of care, and how MHSA is used to close gaps in, enhance the capacity of, and transform our system of care.

Work Plan 1: Behavioral Health Integrated Access

The design of the Behavioral Health Integrated Access Work Plan is to focus on the types of services, functions and activities that serve as entry points into our broader system of behavioral health care. Fresno County DBH subscribes to the practice that persons have the greatest opportunity for wellness and recovery when they receive the right services at the right time in the right setting. The size and complexity of the behavioral health care system can be challenging to navigate and become a barrier itself.

Fresno County continues to seek to streamline access processes to ensure that all persons in need of behavioral health care have the ability and availability to timely, personal, relevant, clear and comprehensible path to care. *“Integrated”* term was chosen as a strategic choice to drive a