

The CA License and MHSA

CalSWEC Mental Health Initiative Meeting

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Caveat

- NASW supports both the public and private delivery of mental health in CA
- NASW doesn't favor one mode, method or theoretical base of practice over another
- The delivery of service must meet the needs of the clients and the community

Does the CA License Meet the Public Mental Health Needs of CA?

- MHSA is now defining the public mental health system
- MHSA has led to a study of statewide workforce needs
- Mental health competencies for training social workers have been developed
- MHSA draft recommendations for Licensing

MHSA's Vision

- “...state of the art, culturally competent system that promotes recovery/wellness for adults and older adults with severe mental illness and resiliency for children with serious emotional disorders and their families”

MHSA Principles

- Consumer and family participation and involvement: Increase in the level of client and family participation
- Programs and Services: Accessibility to individualized, personalized responses to needs. Values driven, evidence and outcomes based services, practices and policies
- Integrated and transitional treatment

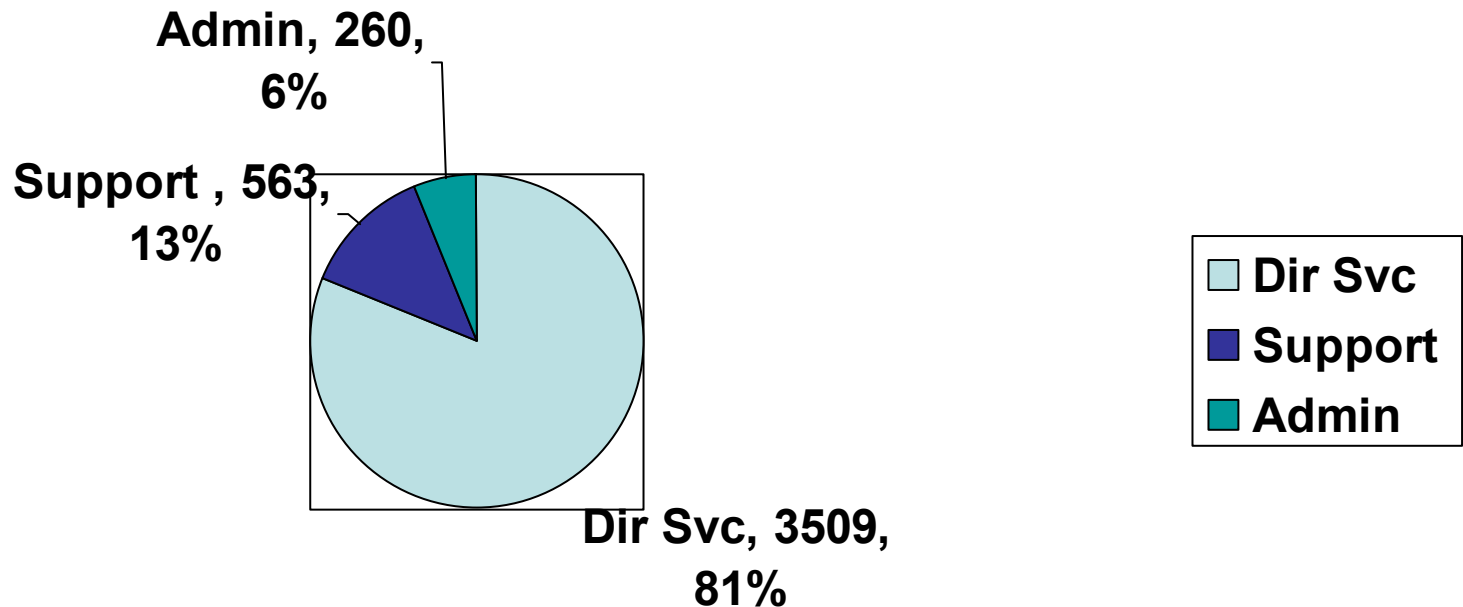
MHSA Principles con't

- Meeting age specific needs: for children, youth and families; transition age youth; adults and older adults
- Community partnerships
- Cultural competence
- Outcomes and Accountability
- Taking a Comprehensive Viewpoint

Workforce Needs

(“Statewide Workforce Needs by Occupational Classification and Diversity Challenges, as Reflected in the CSS Plans”)

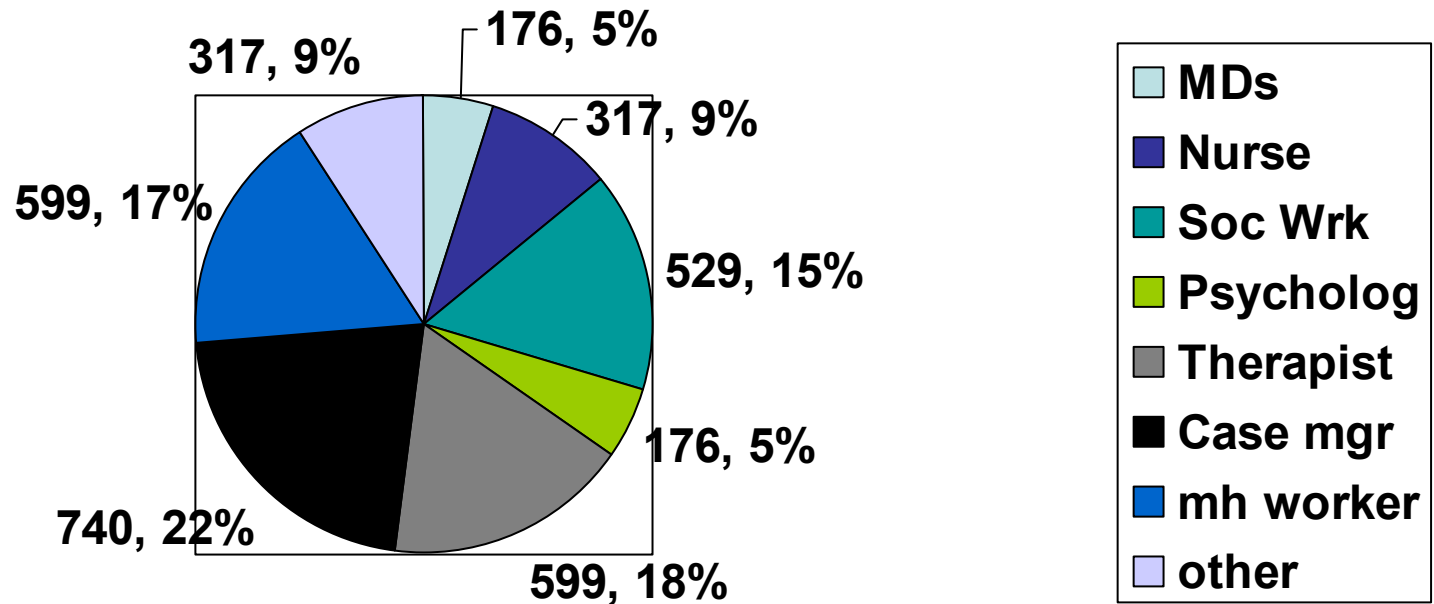
4,332 New Positions



Workforce Needs

(“Statewide Workforce Needs by Occupational Classification and Diversity Challenges, as Reflected in the CSS Plans”)

3,525 Direct Service Providers



Top Five Needs and Challenges

1. Language proficiency, cultural competency, and diversity
2. Org Capacity to support new svcs
3. Geographic challenges to recruit staff and reach consumers
4. Hiring consumers and family members
5. Recruiting and retaining licensed staff
 - Hispanics/Latinos underrep by 17%

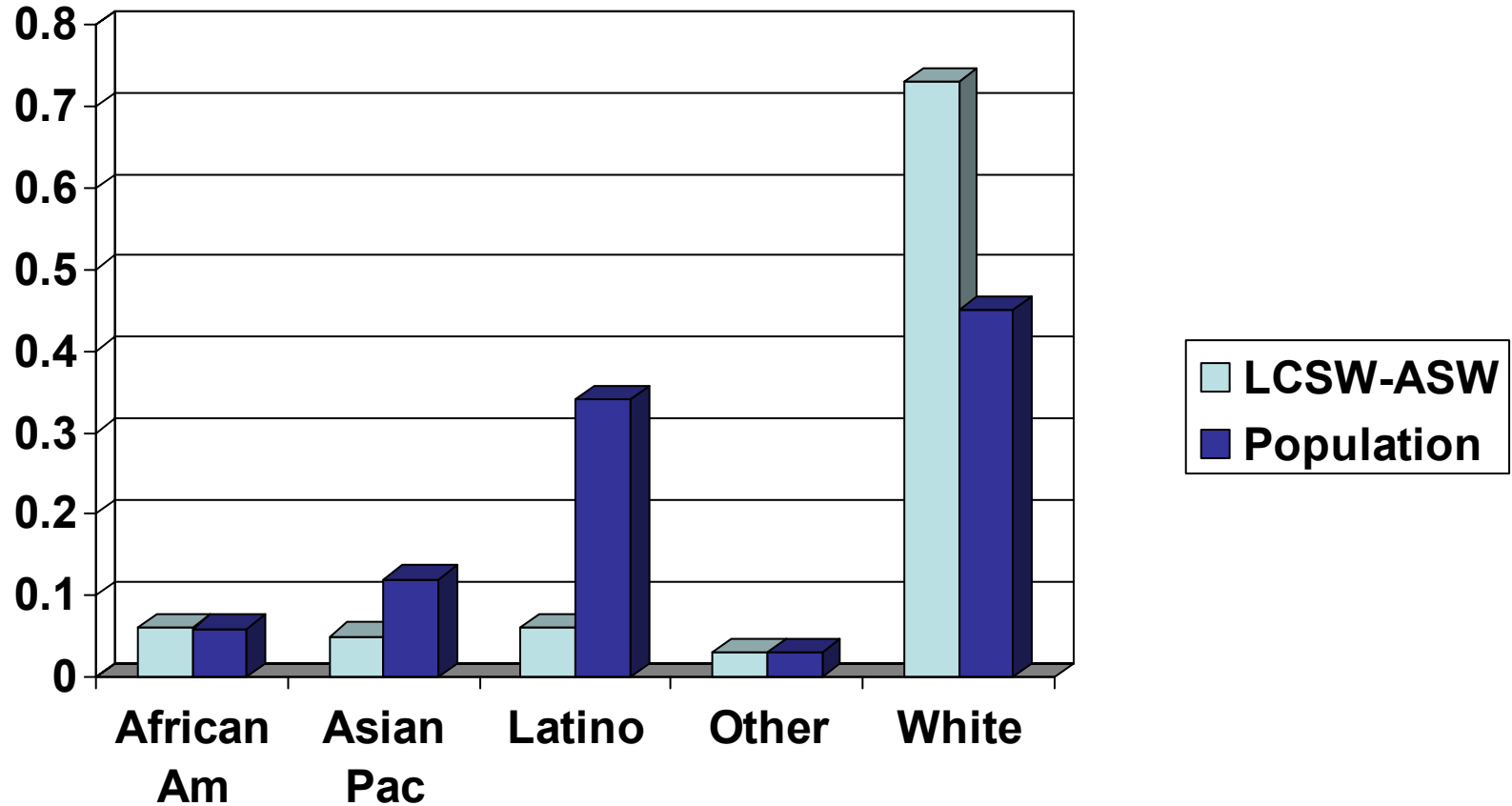
NASW 2004 Licensed SW Study

”Assuring the Sufficiency of a Frontline Workforce”

Challenges

1. Replacement of retiring social workers
 - Prior to 1960 mean entry age – 26.3
 - 2000-2004 mean entry age – 34.2
2. Recruiting new social workers
 - Use of non social workers to fill vacant social work positions signals a shortage
 - Must recruit within diverse communities to reflect the population
3. Retaining the social work labor force- salaries, workloads, working conditions

LCSW/ASW Ethnicity Data (NASW, State DSS)



Mental Health Competencies (CaISWEC)

- Culturally and linguistically competent practice
- Foundation and Advance Mental Health practice
- Human Behavior and Social/Mental Health Environment
- Workplace Mgmt, M.H. Policy, Planning and Administration

Licensing and MHSA

Special Topic Workgroup

Strategies

1. Licensing Reciprocity/portability
 2. Skill sets for exam questions
 3. Internship supervision across disciplines
 4. Increase professions who can be licensed
 5. License waiver eligibility
 6. Stipulate clinical hours in public mental health for licensure
 7. Transform skill sets and core competencies into min. requirements for m.h. positions
 8. Other strategies (technical, coding, prescribing drugs, treatment plan signing)
- Full notes include certification (not addressed here)