



MENTAL HEALTH DIVISION

Request for Interest Mental Health Services Act – Workforce Education & Training

July 31, 2007

Purpose

With this Request for Interest (RFI), the Contra Costa Mental Health Division (CCMH) seeks to identify a consultant (or team of consultants) with the skills and experience necessary to develop a comprehensive Workforce Education and Training plan. This plan will be submitted to the State Department of Mental Health (DMH) in order to secure funds available to CCMH under the Mental Health Services Act (MHSA).

Depending on the response to this RFI, CCMH may or may not issue a formal Request for Proposals (RFP). This RFI will help the Mental Health Division assess the availability of regional consulting resources and whether there's a need for a broadly distributed, more formal RFP.

Background

Contra Costa Mental Health (CCMH) is a Division of the Contra Costa County Health Services Department. Like most California county mental health departments, CCMH has already received initial funding from the Mental Health Services Act (formerly known as Proposition 63) to start services for underserved populations in the County. Over the next few years funding for more MHSA components will be available to help the CCMH transform its mental health system.

One of these components is titled "Workforce Education and Training." Workforce development and education and training needs include: 1) Addressing identified occupational shortages in both county mental health and private organizations providing services in the public mental health system, and 2) Education and training for all individuals who provide or support services in the public mental health system. This is education and training that contributes to developing and maintaining a culturally competent workforce, to include consumers and family members, who are capable of providing consumer- and family-driven services that promote wellness, recovery and resilience, and lead to measurable, values-driven outcomes.

The Act mandates that the State Department of Mental Health (DMH) implement a five-year education and training development plan. Each county's individual Plan will inform the broader Department Plan. County Plans will be evaluated for their contribution to meeting

specific strategies which are stipulated in the Act, and address workforce needs. These strategies are available for review at the web site links to DMH provided below.

Project Scope

The consultant will: 1) Facilitate a strong stakeholder process to assess needs and develop Contra Costa's Plan, 2) Conduct a Workforce Education and Training Needs Assessment, and 3) Develop the Plan itself.

1) Needs Assessment

The consultant will conduct a Workforce Education and Training Needs Assessment that will, among other things, provide information regarding quantitative workforce shortages and diversity needs in the county with particular emphasis on Contra Costa Mental Health's county operated and contracted services.

2) Stakeholder Process

With strong support from CCMH, a team of Stakeholders will be developed which will include county and contract providers, consumers, family members, educational institutions and others. With support from this group, the consultant will gather data on needs and resources and will identify existing community resources that could become involved in workforce development. Stakeholder processes include but are not limited to meetings, focus groups, surveys, interviews, etc.

3) Development of Workplan

Working with the Stakeholders, needs and resource data will be analyzed and used to develop recommendations for a Workplan that will emphasize several features including but not limited to:

- Workforce Staffing and Support
- Training and Technical Assistance
- Mental Health Career Pathway Programs
- Residency, Internship Programs
- Financial Incentive Programs

Products

- Workforce Needs Assessment
- Written documentation of Stakeholder Process
- Workplan for Workforce Education & Training as required by DMH

Resources

- ✓ Statewide information on the Mental Health Services Act can be found at <http://www.dmh.ca.gov/mhsa/default.asp>.
- ✓ For statewide information pertaining to Workforce Education and Training, go to <http://www.dmh.ca.gov/mhsa/EducTrain.asp>, and specifically, http://www.dmh.ca.gov/DMHDocs/docs/notices07/07-14_Enclosure1A.pdf

- ✓ Finally, information on the MHSA in Contra Costa County can be found at http://cchealth.org/services/mental_health/prop63/.

Minimum Qualifications

Consultants responding to this RFI will have:

- Familiarity with the Mental Health Services Act.
- Knowledge of and experience with mental health workforce development issues and strategies, including developing a culturally competent workforce.
- Familiarity with the California public mental health system, including county-operated and contracted services, and consumer-operated services. (Knowledge of Contra Costa Mental Health desired.)
- Familiarity with mental health provider training opportunities statewide. (Knowledge of such resources within Contra Costa County is desired).
- Familiarity with non-traditional, culturally competent mental health services, e.g., faith-based, traditional healers, etc.
- Experience with public stakeholder processes.
- Experience gathering quantitative and qualitative data.
- Excellent analytical and writing skills.

Time Frame for Project and Funding

The anticipated time period for the project is September – December 2007. A project cost has not been determined but is expected to be in the range of \$20,000 – \$40,000.

Information Requested from Interested Parties

Please submit a letter of interest, your qualifications and your resume (or resumes if a group is responding) as soon as possible but no later than August 31, 2007 to:

Kimberly Mayer, MSSW
Project Manager
Contra Costa Mental Health Administration
1340 Arnold Drive, Suite 200
Martinez, CA 94553

Letters of interest and supporting documents must be submitted in hard copy.

Disclaimer

While consultants responding to this RFI will receive careful consideration, their response does not in any way guarantee they will be selected to work on CCMH's Workforce, Education & Training project.

Contact for Questions

Please contact Kimberly Mayer if you have questions. She can be reached at:

Email: kmayer@hsd.cccounty.us (preferred method)
Phone: 925-957-5132
Fax: 925-957-5156