



Health Care Agency
Behavioral Health Services
Center of Excellence

WORKFORCE EDUCATION & TRAINING (WET) Outcome Updates to Sub Steering Committee

June 3, 2013

Sheryl Curl, Administrative Manager

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Workforce Education Training (WET): Overview

- (WET) funds were allocated to address occupational community-based shortages in the public mental health system.
- WET programs are focused on training staff from the county and contracting community partners with necessary skill sets to provide services in accordance with MHSA principals.
- Skills building and education are also being provided to prepare and encourage the employment of mental health consumers and family members within the behavioral health system.
- The programs offer education and training that promote wellness, recovery, and resilience.

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Workforce Education Training (WET): Overview

- Effort is focused on developing and maintaining a culturally responsive, bicultural/bilingual workforce that also includes consumers and family members, who are capable of providing consumer and family-driven services.
- The one-time funding WET allocation was spread over eight years and exhausted in June 2012. Unspent dollars from Community Services and Supports (CSS) are being used to support the programs.
- WET Programs is being maintained with CSS funding in FY12-13.

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Workforce Education Training (WET) Programs

WET Program	Current Status	WET Program	Current Status
W1. Workforce Education & Training Coordination	Active	W11. Community College, Undergraduate Certificate Programs (Draft of MHSA Plan Update FY13/14, p.79)	Not implementing
W2. Consumer Employment Specialist Services	Active	W12. Recovery Education Institute	Active
W3. Liaison to Regional Workforce Education & Training Partnership	Active	W13. Graduate Student Interns	Active
W4. Training on Evidence-Based Practices	Active	W14. Supervision for High School, AA & Bachelor's Level Intern (Draft of MHSA Plan Update FY13/14, p.79)	Not implementing
W5. Training Provided by Consumers & Family Members for Staff, Consumers/ Family, Community	Active	W15. AA/BA/MA Program Recruiter (Draft of MHSA Plan Update FY13/14, p.79)	Not implementing
W6. Cultural Competence Training for Staff and Community	Active	W16. Psychiatry Residencies and Fellowship	Active
W7. Training for Foster Parents & Others Working w/ Foster Children & Youth	Active	W17. Financial Incentives: AA & BA Level Stipends	Active
W8. Mental Health Training for Law Enforcement	Active	W18. Financial Incentives: MA Level Stipends	Active
W9. Training Consumers & Family Members for Employment in the Mental Health System (Draft of MHSA Plan Update FY13/14, p.78)	Discontinued	W19. Financial Incentives: Public Mental Health Employees' 20/20 Program to Attend Graduate School (Draft of MHSA Plan Update FY13/14, p.79)	Discontinued
W10. The High School Academy (Draft of MHSA Plan Update FY13/14, p.78)	Not implementing		

Participation Outcome of WET Programs

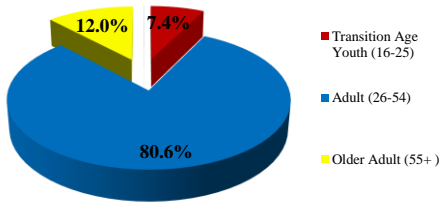
FY2011-12		FY2012-13: QI & QII	
No. of Trainings/ Courses	Attendance	No. of Trainings/ Courses	Attendance
253	6,783	390	6,789

Participation Outcome of WET Programs

- Outcome data are collected via the training evaluation form:
 - ☐ Demographic data
 - ☐ Usefulness of the training contents
 - ☐ Presenters' ability to communicate knowledge of the training topics
 - ☐ Overall training quality
 - ☐ Level of satisfaction with the trainings

Age Range of Participants in FY12-13 QI-QIII

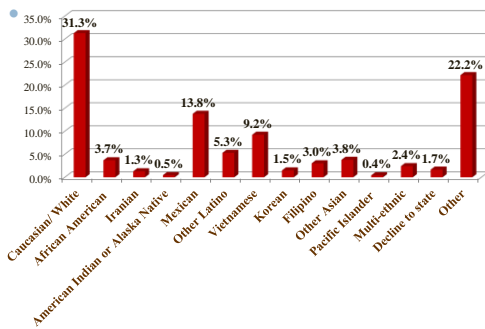
- Age range was recorded from n=3,118 participants who completed the training evaluation question on age.



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Race/Ethnicity of Participants in FY12-13 QI-QIII

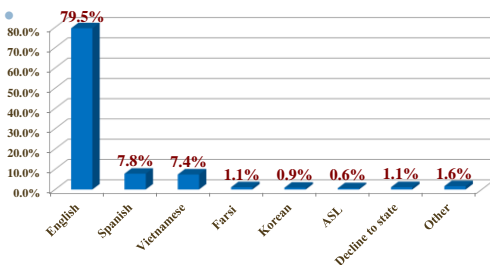
- Race/ethnicity was reported by n=4,119 participants who completed the training evaluation question on race/ethnicity.



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Primary Language of Participants in FY12-13 QI-QIII

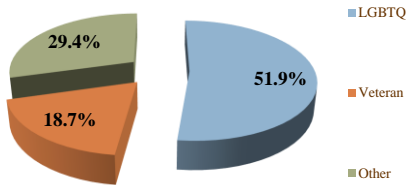
- Primary language of participants was recorded from n=3,296 participants who completed the training evaluation question on primary language spoken at home.



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REACHING the UNDERSERVED in FY12-13

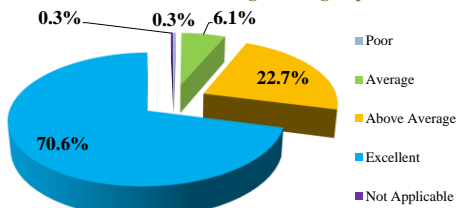
- QI through QIII, a total of n=442 participants completed the training evaluation questions on specific status.



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FY12-13 QI-QIII Outcome for the Overall Training Quality of WET Programs 1, 2, 4, 5 & 6

- Rating resulted from n=3,362 participants who completed training evaluations.
- Presented in aggregate, the **combined percentage for “Excellent” and “Above Average” ratings equals 93.3%.**



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FY12-13 QI-QIII Outcome for the Overall Training Satisfaction with WET Programs 1, 2, 4, 5 & 6

- 1-10 scale rating results presented in aggregate of n=3,362 participants who completed training evaluations.
- 1= with the least satisfaction, 10= with the most satisfaction.
- Presented in aggregate, the **combined percentage for high scale 8, 9, and 10 ratings equals 88%.**
- Mean rating in aggregate for the Overall Satisfaction for WET programs 1, 2, 4, 5, and 6 is **8.8**.

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating on 1-10 scale
Percentage	0%	1%	0%	0%	2%	3%	6%	22%	27%	39%	8.8

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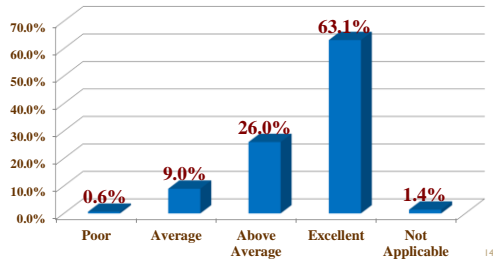
WET 1. Workforce Education and Training Coordination Program: FY11-12 & FY12-13 QI-QIII

W1. WORKFORCE EDUCATION & TRAINING COORDINATION	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI-QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
The program provides a wide variety of trainings including recovery, disparity and stigma reduction to the community, consumers, family members, primary care and behavioral health providers.	Immersion, Clinical Supervision, Laws & Ethics, Supervision for Empowerment, OC Current Drug Trends, OC Gangs, Workplace Violence Preparedness	76	3486	40	1707
	Conferences: Eliminating Racial Disparity & Disproportionality, Veterans' Behavioral Health, Health Literacy				

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FY12-13 QI-QIII Outcome for WET 1: Rating on the Usefulness of Training Contents

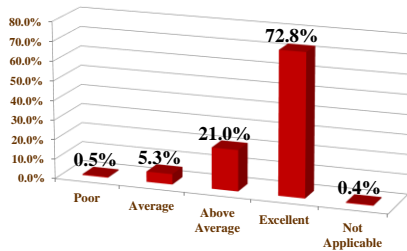
- Rating resulted from n=1,365 participants who completed the training evaluation of WET 1 program.
- Presented in aggregate, the **combined percentage** for "Excellent" and "Above Average" ratings equals 89.1%.



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FY12-13 QI-QIII Outcome for WET 1 Program: Presenters' Ability to Communicate Knowledge of Topics

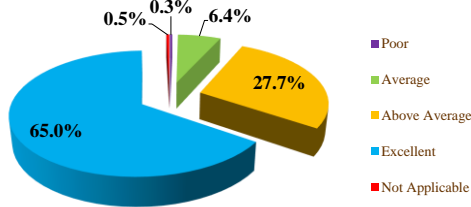
- Rating resulted from n=1,365 participants who completed the training evaluation of WET 1 program.
- Presented in aggregate, the **combined percentage** for "Excellent" and "Above Average" ratings equals 93.8%.



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FY12-13 QI-QIII Outcome for WET 1 Program: Rating on the Overall Training Quality

- Rating resulted from n=1,365 participants who completed the training evaluation of WET 1 program.
- Presented in aggregate, the **combined percentage for "Excellent" and "Above Average" ratings equals 92.7%.**



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FY12-13 QI-QIII Outcome for the Overall Training Satisfaction with WET 1 Program

- Rating on the scale of 1-10 from n=1,365 training evaluations presented in aggregate.
- 1= with the least satisfaction, 10= with the most satisfaction.
- Presented in aggregate, the **combined percentage for high scale 8, 9, and 10 ratings equals 82%.**

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating on 1-10 scale
Percentage	0%	2%	1%	1%	4%	3%	7%	23%	26%	33%	8.3

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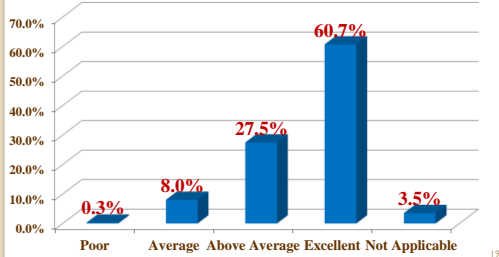
WET 2. Consumer Employment Specialist Services: FY11-12 & FY12-13 QI-QIII

W2. CONSUMER EMPLOYMENT SPECIALIST SERVICES	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
Consumer Support Staff interfaces with Behavioral Health contract agencies and community partners to promote/support employment of consumers in the public mental health system and provide trainings on work incentives to consumers and providers.	SSI/SSDI Work Incentives & Employment Training, Ticket to Work	36	355	35	325

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FY12-13 QI-QIII Outcome for WET 2: Rating on the Usefulness of Training Contents

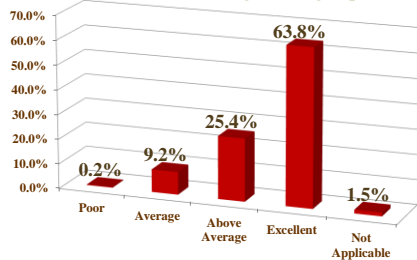
- Rating resulted from n=295 participants who completed the training evaluation of WET 2 program.
- Presented in aggregate, the combined percentage for "Excellent" and "Above Average" ratings equals 88.2%.



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FY12-13 QI-QIII Outcome for WET 2: Presenters' Ability to Communicate Knowledge of Topics

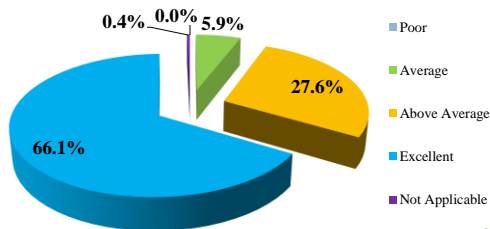
- Rating resulted from n=295 participants who completed the training evaluation of WET 2 program.
- Presented in aggregate, the combined percentage for "Excellent" and "Above Average" ratings equals 89.2%.



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FY12-13 QI-QIII Outcome for WET 2 Program: Rating on the Overall Training Quality

- Rating resulted from n=295 participants who completed the training evaluation of WET 2 program.
- Presented in aggregate, the combined percentage for "Excellent" and "Above Average" ratings equals 93.7%.



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FY12-13 QI-QIII Outcome for WET 2: Satisfaction Rating

- Rating resulted from n=295 participants who completed the training evaluation of WET 2 program.
- 1= with the least satisfaction, 10= with the most satisfaction.
- **Combined percentage for high scale 8, 9, and 10 ratings equals 89%.**

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating
Percentage	0%	0%	0%	0%	2%	3%	6%	28%	28%	33%	8.7

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WET 3. Liaison to Regional WET Partnership: FY11-12 & FY12-13 QI-QIII

W3. LIAISON to REGIONAL WET PARTNERSHIP	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
The WET Coordinator and Assistant work collaboratively with the Southern Region to plan training activities and increase work force diversity/opportunities in the public mental health system.	Regional conference calls and in-person meetings	0	2	0	2

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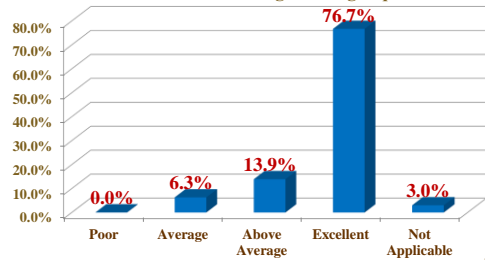
WET 4. Training on Evidence-Based Practices: FY11-12 & FY12-13 QI-QIII

W4. TRAINING on EVIDENCE-BASED PRACTICES	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
Client-centered, community- and evidence-based best practices are provided to all county staff, county-contracted agencies, community partners and consumers/family members. Besides Cognitive Behavior Therapy (CBT), training emphasis has been focused on evidence-based crisis interventions and trauma-informed approach.	Non-Violent Crisis Intervention (NVCi), Group and Individual Crisis Response, Individual Critical Incident Stress Management, Trauma-Focus Cognitive Behavioral Therapy, Motivational Interview, Mental Health First Aid Conference: Crisis Intervention Therapy (CIT)	9	463	24	762

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FY12-13 QI-QIII Outcome for WET 4: Rating on the Usefulness of Training Contents

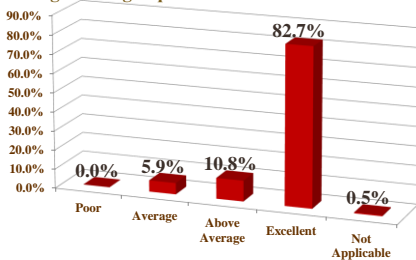
- Rating resulted from n=540 participants who completed the training evaluation of WET 4 program.
- Presented in aggregate, the **combined percentage for “Excellent” and “Above Average” ratings equals 90.6%.**



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FY12-13 QI-QIII Outcome for WET 4: Rating on the Presenters' Knowledge

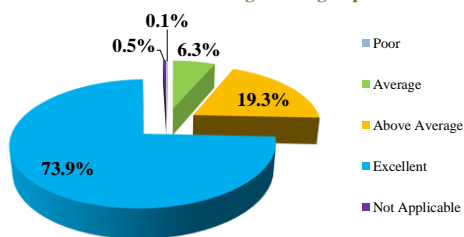
- Rating resulted from n=540 participants who completed the training evaluation of WET 4 program.
- Combined percentage for “Excellent” and “Above Average” ratings equals 93.5%.**



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FY12-13 QI-QIII Outcome for WET 4 Program: Rating of Overall Training Quality

- Rating resulted from n=540 participants who completed the training evaluation.
- Presented in aggregate, the **combined percentage for “Excellent” and “Above Average” ratings equals 93.2%.**



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FY12-13 QI-QIII Outcome for WET 4 Program: Satisfaction Rating

- Rating resulted from n= 540 participants who completed the training evaluation of WET 4 program.
- 1= with the least satisfaction, 10= with the most satisfaction.
- Presented in aggregate, the **combined percentage for high scale 8, 9, and 10 ratings equals 91%.**

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating
Percentage	0%	0%	0%	0%	2%	2%	5%	15%	27%	49%	9.1

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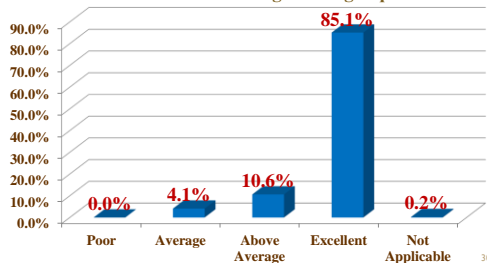
WET 5. Training Provided by Consumers/Family Members: FY11-12 & FY12-13 To Date

W5. TRAINING PROVIDED BY CONSUMERS/FAMILY MEMBERS for STAFF/CONSUMERS/FAMILY/ COMMUNITY	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 To Date	
		No. of Trainings	Attendance	No. of Trainings	Attendance
Recovery trainings are provided by and from the lived-experience perspectives of consumers/family members and non-English speaking communities to reduce stigma among staff in the mental health system, and to raise awareness of behavioral health conditions in the community.	Mental Health First Aid (FY11-12), NAMI Provider Education. Conferences: Annual Institute for Peer Support Services, Support Lived Experience in the Workplace	11	380	11	282

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FY12-13 QI-QIII Outcome for WET 5: Rating on Usefulness of Training Contents

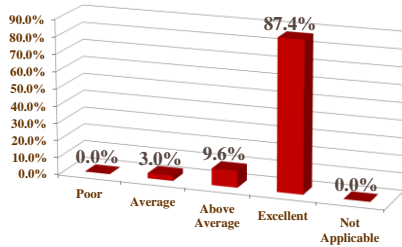
- Rating resulted from n=177 participants who completed the training evaluation of WET 5 program.
- Presented in aggregate, the **combined percentage for "Excellent" and "Above Average" ratings equals 95.7%.**



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FY12-13 QI-QIII Outcome for WET 5: Rating on Presenters' Knowledge

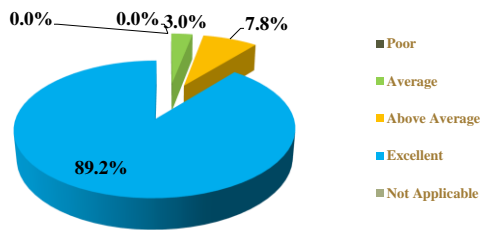
- Rating resulted from n=177 participants who completed the training evaluation of WET 5 program.
- Presented in aggregate, the **combined percentage for "Excellent" and "Above Average" ratings equals 97%.**



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FY12-13 QI-QIII Outcome for WET 5 Program: Rating on the Overall Training Quality

- Rating resulted from n=177 participants who completed the training evaluation for WET 5 program.
- Combined percentage for "Excellent" and "Above Average" ratings equals 97%.**



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FY12-13 QI-QIII Outcome for WET 5: Satisfaction Rating

- Rating resulted from n=177 participants who completed the training evaluation of WET 5 program.
- 1= with the least satisfaction, 10= with the most satisfaction.
- Presented in aggregate, the **combined percentage for high scale 8, 9, and 10 ratings equals 83%.**

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating
Percentage	0%	0%	1%	1%	2%	3%	10%	19%	25%	39%	8.7

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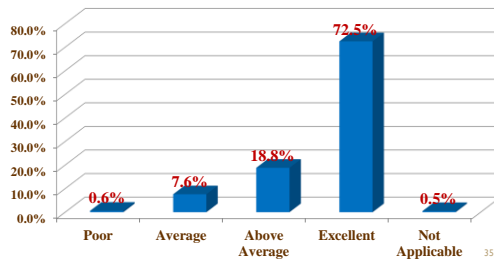
W6. Cultural Competence Training for Staff and Community: FY11-12 & FY12-13 QI-QIII

W6. CULTURAL COMPETENCE TRAINING for STAFF and COMMUNITY	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
Trainings have been focused on culturally responsive approach in working with the Deaf and Hard-of-Hearing, consumers and underserved populations to raise awareness/acceptance of cultural diversity among behavioral health providers and community partners. Staff time is also dedicated to interpretation and translation of materials into Spanish, Vietnamese, and Farsi, and providing linguistically appropriate behavioral health information and resources to the underserved monolingual consumers and family members. Guided by an interfaith community and behavioral health collaborative committee, workshop series were developed to offer providers a culturally responsive approach by including spirituality.	Client Culture, Understanding Vietnamese American Culture, Working Effectively with Sign Language Interpreters in Mental Health Settings, ASL Interpreter's Self Care, Nutrition and Deaf & Hard of Hearing Culture, Integrating Spirituality and Behavioral Health workshop series. Conferences: Spirituality Integration, Vietnamese American-Making Sense of History and Recovery from Trauma	34	977	27	1137

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FY12-13 QI-QIII Outcome for WET 6: Rating on the Usefulness of the Training Contents

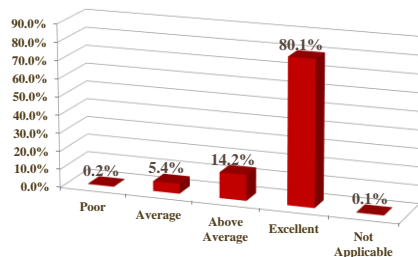
- Rating resulted from n=985 participants who completed the training evaluation of WET 6 program.
- Presented in aggregate, the **combined percentage for "Excellent" and "Above Average" ratings equals 91.3%.**



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FY12-13 QI-QIII Outcome for WET 6 Program: Presenters' Ability to Communicate Knowledge of Topics

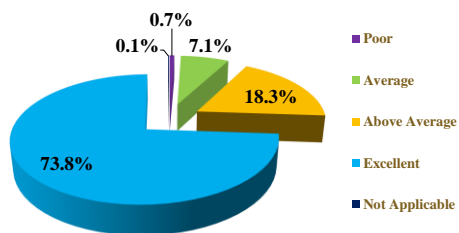
- Rating resulted from n=985 participants who completed the training evaluation for WET 6 program.
- Presented in aggregate, the **combined percentage for "Excellent" and "Above Average" ratings equals 94.3%.**



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FY12-13 QI-QIII Outcome for WET 6 Program: Rating on the Overall Training Quality

- Rating resulted from n=985 participants who completed the training evaluation for WET 6 program.
- Presented in aggregate, the **combined percentage for "Excellent" and "Above Average" ratings equals 92.1%.**



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FY12-13 QI-QIII Outcome for WET 6 Program: Satisfaction Rating

- Rating resulted from n= 985 participants who completed the training evaluation of WET 6 program.
- 1= with the least satisfaction, 10= with the most satisfaction.
- Presented in aggregate, the **combined percentage for high scale 8, 9, and 10 ratings equals 83%.**

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating
Percentage	0%	0%	0%	1%	1%	3%	7%	18%	26%	43%	8.9

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WET 7 Program: FY11-12 & FY12-13 QI-QIII

W7. TRAINING for FOSTER PARENTS & OTHERS WORKING with FOSTER CHILDREN & YOUTH	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
The program provides trainings to trainers of foster parents and residential child care workers, Therapeutic Behavioral Coaches, direct service staff working with foster children and Transitional Age Youth (TAY), and foster parents to enhance their skill in interacting with foster children and youth.	Conferences: Annual Transitional Age Youth, Child Abuse Prevention	1	142	0	0

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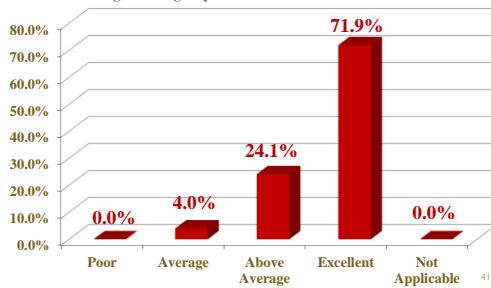
WET 8 Program: FY11-12 & FY12-13 QI-QIII

W8. MENTAL HEALTH TRAINING for LAW ENFORCEMENT	TYPES of TRAINING ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Trainings	Attendance	No. of Trainings	Attendance
Currently, 15 best-practice trainings are provided to Orange County law enforcement officers throughout the fiscal year. Each training uses a 16-hour curriculum developed and taught with the assistance of mental health consumers and family members and modeled after the Crisis Intervention Training (CIT) program.	CIT Law Enforcement trainings	15	480	11	282

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FY12-13 QI-QIII Outcome for WET 8: Rating on Presenters' Knowledge of Topics

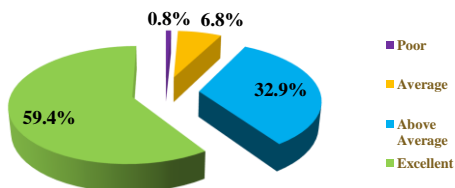
- Rating resulted from n= 249 participants who completed the evaluation question on the presenters' topic knowledge
- Presented in aggregate, the combined percentage for "Excellent" and "Above Average" ratings equals 96%.



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FY12-13 QI-QIII Outcome for WET 8 Program: Rating on the Usefulness of CIT Training to the Job

- Rating resulted from n=249 participants who completed the evaluation question if the skills and/or knowledge provided in the CIT Law Enforcement course is useful for their job.
- Presented in aggregate, the combined percentage for "Excellent" and "Above Average" ratings equals 92.3%.



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WET 12 Program : FY11-12 & FY12-13 QI-QIII

W12. RECOVERY EDUCATION INSTITUTE	TYPES of EDUCATION ACTIVITIES	FY11-12		FY12-13 QI - QIII	
		No. of Courses	Attendance	No. of Courses	Attendance
To prepare consumers and family members who aspire to a career in behavioral health, the Recovery Education Institute provides training on basic life and career management skills, academic preparedness and certified programs needed to solidify the personal and academic skills necessary to work in the system.	Wellness Recovery Action Plans, Peer Empowering Peer, Self Managing Wellness	69	200 New Registrations / 1,769	242	265 New Registrations/ 2,169

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WET 12 Program: FY12-13 QI-QIII

REI Courses	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Workshop	0	6	19	25	20	18	17	13	24	142
Pre-Vocational	0	5	20	19	17	8	1	1	8	79
Extended Education	0	0	5	0	0	0	11	0	0	16
College Credit	0	2	0	0	0	0	3	0	0	5
Total No. of Courses	0	13	44	44	37	26	32	14	32	242

No. of Students Attended	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Workshop Courses	0	12	11	34	34	36	41	52	47	267
Pre-Vocational Courses	0	24	29	30	44	14	0	23	54	218
Extended Education Courses	0	0	39	9	3	1	123	194	352	721
College Credit Courses	0	38	45	80	56	46	54	124	92	535
Academic Advisement Sessions	0	82	36	36	55	36	78	55	50	428
Total Headcount	0	156	160	189	192	133	296	448	595	2,169

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WET 13 Program : FY11-12 & FY12-13 QI-QIII

W13. GRADUATE STUDENT INTERNS	TYPES of TRAINING ACTIVITIES	FY11-12	FY12-13 QI - QIII
In order to overcome shortage and increase a culturally diverse, bilingual work force committed to trainings for working in the public behavioral health system, clinical supervision is provided to graduate intern students on a clinical licensure track in social work, psychology, marriage and family therapy, or psychiatric nursing.	Supervision trainings for Waivered Psychologists, MFT and MSW Interns in Non-MHSA programs toward licensure	166 Interns/ 185,920 hours	81 Interns/ 57,465 hours

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WET 13 Program: FY12-13 QI-QIII

Total Number of PAID Unlicensed Staff and the Hours They Provided Behavioral Health Services Under Supervision			
PAID Unlicensed Staff	Total No.	Total Monthly Hrs	QI-QIII Total (Monthly Hrs X 9)
Supervisors working toward LCSW	11	890	8,010
Supervisors working toward LMFT	11	910	8,190
Supervisors working toward Psychologist Licensure	4	160	1,440
Supervisors on a non-licensure track	4	256	2,304
TOTAL	30	2,216	19,944

Total Number of Volunteers and The Hours They Provided Behavioral Health Services Under Supervision			
Supervisors as Volunteers	Total No.	Total Monthly Hrs	QI-QIII Total (Monthly Hrs X 9)
MSW Students (Pre-Master)	4	284	2,556
MSW Associates (Post-Master)	1	60	540
MFT Practicum Students (Pre-Master)	4	180	1,620
MFT Interns (Post-Master)	6	227	2,043
Psychology Practicum Students	14	775	6,975
CAPIC Pre-Doctorate Students	18	2,123	19,107
Post-Doctorates	2	240	2,160
Non-licensure track	2	280	2,520
TOTAL	51	4,169	37,521

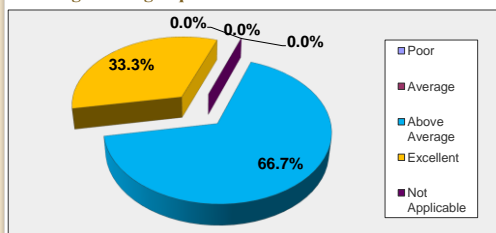
WET 16 Program: FY11-12 & FY12-13 QI-QIII

W16. PSYCHIATRY RESIDENCIES and FELLOWSHIP	TYPES of TRAINING ACTIVITIES	NO. SUPERVISED in FY11-12	NO. SUPERVISED in FY12-13 QI - QIII
In order to overcome shortage of child and community psychiatrists working in the public mental health system, supervision, multicultural and client-centered training are provided to psychiatry residents and fellows to recruit talented people, reduce stigma and enhance understanding from the consumer and family perspectives.	Supervision for Psychiatry Residents/ Fellows from UCI School of Medicine	8 Residents/ 4 Fellows	7 Residents/ 3 Fellows

Total Number of Psychiatry Residents/Fellows and the Hours They Provided Behavioral Health Services Under Supervision			
	Total No.	Total Monthly Hrs	QI-QIII Total (Monthly Hrs X 9)
Fellows	3	96	864
Residents	7	224	2,016
TOTAL	10	320	2,880

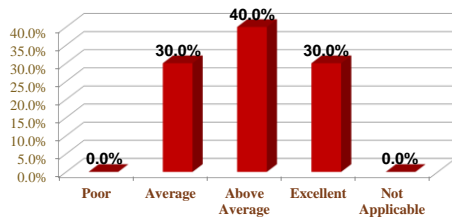
FY12-13 QI-QIII Outcome for WET 16: Rating on the Usefulness of the Community Behavioral Health Contents to Becoming a Psychiatrist

- Rating resulted from n=9 (6 psychiatry residents/3 fellows) who completed the training evaluation of WET 16 program.
- The combined percentage for "Excellent" and "Above Average" ratings equals 100%.



FY12-13 QI-QIII Outcome for WET 16 Program: Clinical Supervisors' Ability to Communicate Knowledge of Community Behavioral Health

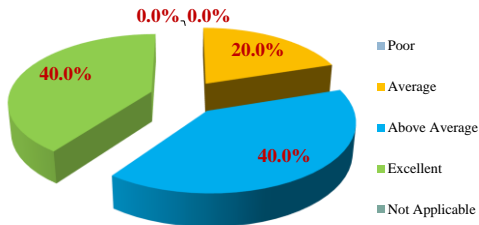
- Rating resulted from n=10 (7 psychiatry residents/3 fellows) who completed the training evaluation for WET 16 program.
- The combined percentage for "Excellent" and "Above Average" ratings equals 70.0%.



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FY12-13 QI-QIII Outcome for WET 16 Program: Rating on the Overall Training Quality

- Rating resulted from n=10 (7 psychiatry residents/3 fellows) who completed the training evaluation for WET 16 program.
- The combined percentage for "Excellent" and "Above Average" ratings equals 80.0%.



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FY12-13 QI-QIII Outcome for WET 16 Program: Satisfaction Rating

- Rating resulted from n= 9 (6 psychiatric residents/3 fellows) who completed the training evaluation of WET 16 program.
- 1= with the least satisfaction, 10= with the most satisfaction.
- Presented in aggregate, the combined percentage for high scale 8, 9, and 10 ratings equals 44.4%.

Satisfaction Level	1	2	3	4	5	6	7	8	9	10	Mean Rating
Percentage	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	33.3%	11.1%	11.1%	22.2%	7.8

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Outcome of WET 17 & 18 Programs

WET PROGRAM	PROGRAM DESCRIPTION	TYPES of TRAINING ACTIVITIES	FY10-11 Awardees	FY11-12 Awardees	FY12-13 QI-QIII Awardees
W17. Financial Incentives: AA & BA Stipends	To increase a diverse bilingual/bicultural workforce of Latino, Vietnamese and the inclusion of consumer professionals, tuition incentives are provided to potential staff to obtain the necessary AA & BA degrees and required educational skills.	Tuition incentive program	20 (13 AA & 7 BA students awarded)	26 (17 AA & 9 BA students awarded)	19 (14 AA & 5 BA students awarded)
W18. Financial Incentives: Graduate Degree Stipends (MA Level)	To increase a diverse bilingual/bicultural workforce of Latino, Vietnamese and the inclusion of consumer professionals, tuition incentives are provided to potential staff to obtain the necessary graduate degrees and required educational skills.	Tuition incentive program	12	17	13

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Health Care Agency
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☐ *Administrative Manager*
Contact:

☐ Sheryl Curl, LMFT

☐ Phone number: (714) 667-5600

☐ E-mail address:

Scurl@ochca.com

☐ *Languages Offered:*

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