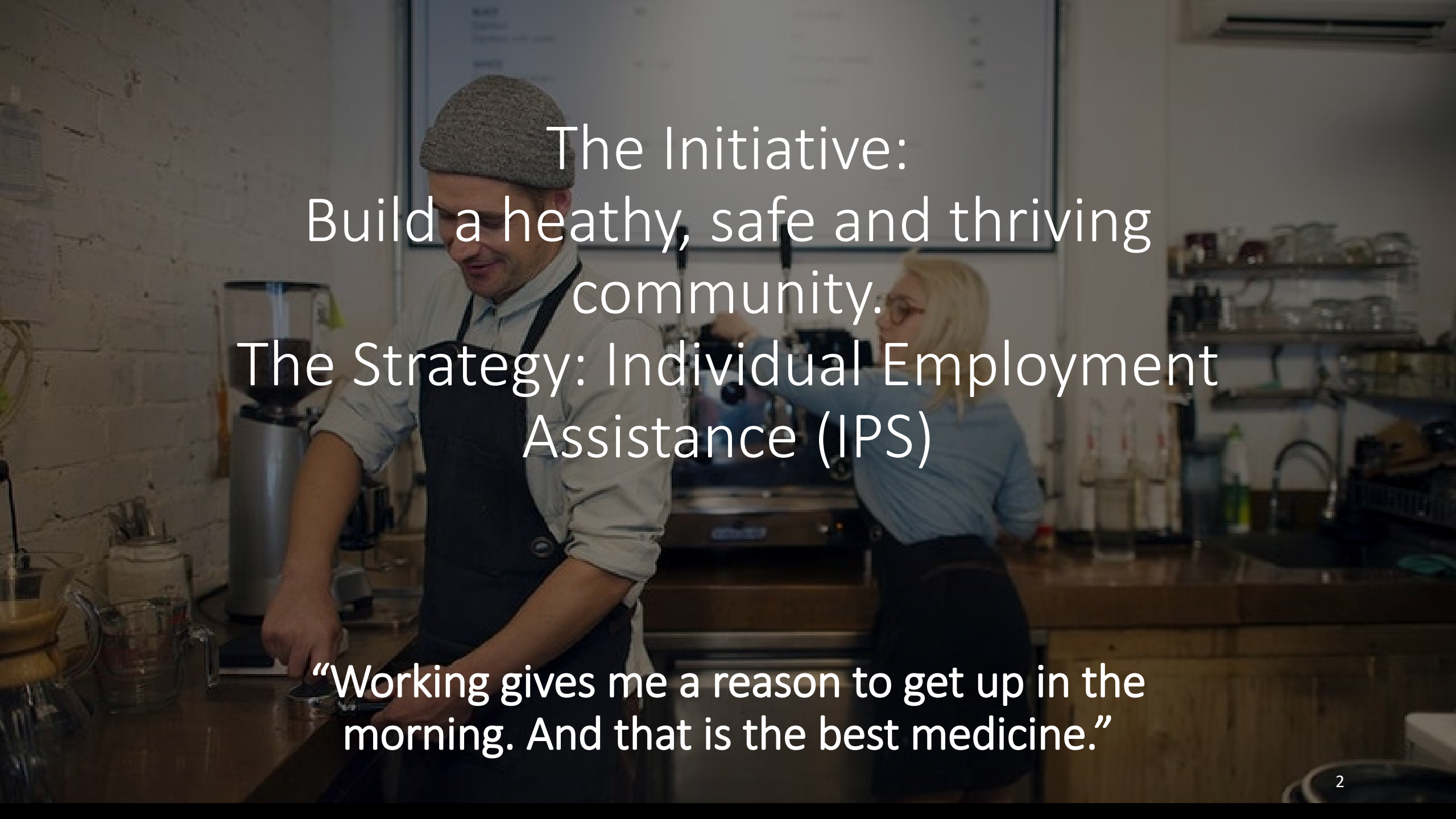


San Diego Behavioral Health Work Well Employment Plan

Update to the Strategic Plan: The Next Five Years (2020-2024)



A man wearing a grey beanie and a dark apron over a light-colored shirt is working at a coffee bar. He is looking down at something on the counter. In the background, a woman with blonde hair and glasses is also working. The setting appears to be a cafe or a food preparation area with various equipment and ingredients visible.

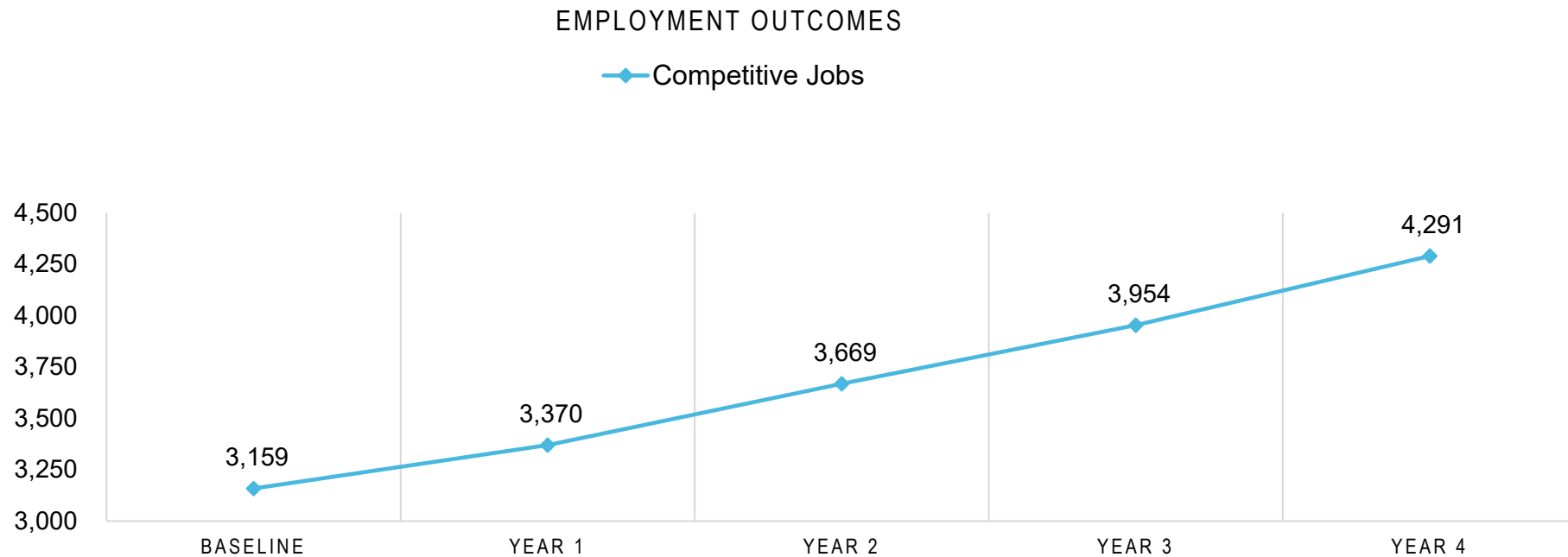
The Initiative:
Build a healthy, safe and thriving
community.
The Strategy: Individual Employment
Assistance (IPS)

“Working gives me a reason to get up in the morning. And that is the best medicine.”

10%

**“Having a job gives me purpose and I feel privileged to work
and assist others.”**

—NAMI San Diego 2018 Focus Group Participant



A photograph of two men in an office setting. One man with curly hair and a beard is leaning over a desk, looking at a laptop screen. The other man, with a beard and a bun, is sitting at the desk, also looking at the laptop. There are multiple computer monitors on the desk. The background shows large windows with a view of buildings outside. The image has a dark, semi-transparent overlay.

Goal 1.

Expand Access to IPS Supported Employment



Objective

Continue to provide and enhance training opportunities for BHS-funded Employment Specialists and Program Managers.

Strategies

- In-person and on-line trainings and webinars:
- Quarterly training on IPS SE topics
- IPS Supported Employment (Introductory and Advanced)
- Benefits Counseling
- Job Development Training



Goal 2.

Engage employers as key partners in work well initiative




Objective

Engage High Priority sectors in the Work Well initiative, identifying Work Well employer champions & Promote County wide IPS & Employer Engagement via social marketing.

Strategies

- Conduct frequent mini Employer Socials based on the San Diego high priority sectors
- Conduct quarterly Employer Socials
- Create a Work Well Website, as a repository of all efforts related to Work Well
- Create a Work Well Social Marketing campaign



Results

- Over 4,000 followers on Twitter engaging with posts related to IPS and the Strategic Plan.
- Quarterly employer socials and monthly work well meetings attended by 20+ Employment Specialist's and Participants.

“IPS implementation took off like a rocket in San Diego, with the subsequent meetings to the Peer to Peer Exchange it seems that everyone is hands on with integration and implementation.”

—Theresa Razzano, Director, Alameda County Behavioral Health Care Vocational Services



Goal 3.

Enhance data collection and analysis

A woman with short dark hair, wearing a white shirt and a yellow safety vest, is looking up and to the right. Behind her, a man with glasses and a beard is also looking up and to the right, with his right arm raised. They are in a room with a wall covered in many colorful sticky notes. A computer monitor is visible in the background on the left.

Objective

Use expanded data collection and analysis to drive data informed decision making in IPS Supported Employment efforts.

Strategies

- Align San Diego County data with IPS Learning Community metrics
- Mandate standardized reporting, training and accountability, with county overseeing data management internally.
- Analyze and regularly report on fidelity results, employment outcomes and county-wide race equity data.
- Track employers hiring across BHS-funded sites to understand hiring trends for those with lived experience, including wages and number of hours worked.

A photograph of three women in a professional setting, smiling and working together at a table. One woman is standing and pointing at a document, while the other two are seated. A laptop is open on the table. The image has a semi-transparent dark overlay.

Goal 4.

Champion peer employment, advocacy and involvement

Objective

Assist peers and peer providers in peer advocacy, including information on peer certification, policy, wages, and integration of peers

Strategies

- Provide county-wide training and capacity building on
- Integration of peers into behavioral health (and non-behavioral health) work settings
- Career pathways for peers (including NAMI San Diego) on becoming employment specialists, case managers or wellness coordinators
- Create a white paper on San Diego peer efforts

A background image showing two people in business attire shaking hands. The person on the left is wearing a dark suit, and the person on the right is wearing a light blue shirt. The image is slightly blurred and has a dark overlay.

Goal 5.

Identify and pursue funding opportunities



Objective

Identify and promote funding opportunities for enhanced implementation of IPS Supported Employment.

Strategies

- Create and implement on-going training on MediCal billing for Supported Employment
- Identify and promote additional grant funding resources for BHS providers to work toward securing.

Questions



San Diego
Workforce
Partnership



COUNTY OF SAN DIEGO
 **HHSA**
HEALTH AND HUMAN SERVICES AGENCY



LIVE WELL
SAN DIEGO
LIVEWELLSD.ORG

Thank you

Tom Stubberud

Tom.Stubberud@csh.org

Alex Heyer

AlexHeyer@workforce.org

