# San Diego Workforce Education & Training (WET) Collaborative

The WET Collaborative serves as the primary recommending body for WET priorities and ensures that the five essentials elements of WET (community collaborative, culturally competent, client and family driven, promoting wellness, recovery and resilience, and integrated service experiences) are incorporated. It also serves as the main communications group responsible for ensuring that timely presentations are made to, and key input is solicited from, other county and external constituencies, such as the existing councils and boards and general community stakeholders.

The WET collaborative was formed in August of 2010 and has membership of more than 45 individuals representing workforce community stakeholders, consumer/family members, employers/providers, and educators/trainers.

<u>Vision:</u> A strong, competent, wellness based public behavioral health workforce sufficient to meet diverse community needs.

<u>Mission:</u> The WET Collaborative works together to build, enhance and sustain a strong, culturally competent, client/family member and wellness-driven Public Behavioral Health Workforce.

The WET Collaborative meeting convenes quarterly. For more information, please contact Laura Colligan, WET Coordinator, <a href="mailto:laura.colligan@sdcounty.ca.gov">laura.colligan@sdcounty.ca.gov</a>; (619) 563-2707 or contact Linda Tarke, WET Consultant, <a href="mailto:lindatarke@gmail.com">lindatarke@gmail.com</a>; (619)750-9067.

The WET Collaborative has three active committees outlined below:

#### 1. Promotion and Recruitment Committee

To promote the Public Behavioral Health workforce in San Diego County and improve its diversity including cultural, linguistic, and the full inclusion of individuals with lived experience into the workforce at all levels of the field.

#### **Current Projects**

- (1) Working with SCRP on the continued development of the Behavioral Health job site <a href="https://www.JobslnSoCal.com">www.JobslnSoCal.com</a>
- (2) Developing a local presentation, instructional guide and plan for educating local BH providers about how to post their positions on the site.
- (3) Developing a local, statewide, and possibly national promotion plan for the job site and preparing for its implementation. We seek to (a) draw attention to the site for job seekers to find jobs; (b) promote the field of public behavioral health; and (c) target marketing of the site to diverse populations to encourage and increase applications to public BH positions.

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#### **Accomplishments**

- (1) Partnered with San Diego Workforce Partnership to incorporate two mental health classifications into the 2011 Occupational Outlook Report.
- (2) Developed multiple proposals in the search for a funding source for the Behavioral Health job site, finally receiving confirmation from Southern Counties Regional Partnership (SCRP) who will provide the funding for the development of the site and promotion of the site.
- (3) Developed the content for the job site which was provided to SCRP.

Chair: Terra Marroquin: tmarroquin@alliant.edu, (858) 635-4833

Committee Meeting Time/Location: Varies

### 2. Training and Retention Committee

To promote the Public Behavioral Health workforce in San Diego County and improve its diversity including cultural, linguistic, and the full inclusion of individuals with lived experience into the workforce at all levels of the field.

### **Current and Potential Projects**

- 1. Develop a supervisor eLearning on proper management of peer employees and supervisors' common pitfalls that result in discrimination. This could be the pre-training for training of supervisors to work with peers. Could be followed-up with a ½ day classroom training to practice and apply techniques.
- 2. Training for HR departments on best practices when hiring and managing peer employees.
- 3. Training for organizations on effective communication/collaboration strategies with HR, especially if HR is remote.

#### **Accomplishments**

- 1. Developed a career ladder comprehensive guide for organizations to use when hiring individuals and prospective employees to realize variety of opportunities.
- 2. Recommendation to HHSA for two new funds around employee professional/educational development

Chair: Minola Clark Manson: mcmanson@projects.sdsu.edu (619) 594-7232

Committee Meeting Time and Location: 10:30-12, 4th Friday; 6505 Alvarado Road Suite 107,

San Diego, CA 92120

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### 3. Sustainability Committee

To engage community involvement in sustaining WET programs

#### **Current Projects**

- Advocacy at local, regional and state level for a statewide funded campaign with a common framework (of media and PSAs to sustain WET programs, such as It's up to us)
- Strategic electronic placement of information required for WET sustainability and community collaboration.
- Engage corporate entities for sponsorship and for educational purposes.
- Think tank for promotion of consumer/family employment and state peer certification.

### **Accomplishments**

- Developed matrix of County WET Programs and Contract Timeline; Recommendation requiring WET contracted programs to report on Sustainability Plans sooner than the last year of contract
- Drafted WET Collaborative Vision, Mission and Values
- Drafted WET Collaborative Website structure and design

Chair: Karin Lettau: klettau7@gmail.com 619-246-7797

**Committee Time and Location:** 4<sup>th</sup> Friday of the Month 1-3 pm; BHS, 3255 Camino d. Rio, South, San Diego, CA 92108