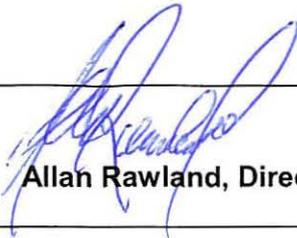


**County of San Bernardino
Department of Behavioral Health**

Education and Training Policy

Effective Date 7/1994
Revision Date 4/16/08



Allan Rawland, Director

Policy It is the policy of the Department of Behavioral Health (DBH) to provide education and training to employees, contracted employees, and volunteers, that is in accordance with State requirements and Department goals.

Purpose To assist employees, contracted employees, and volunteers to meet training and licensing requirements, and to ensure our workforces' ability to provide quality of care, and culturally and linguistically competent services to the community.

Definitions **Competency Based Training:** Trainings/classes within a *group* of trainings/classes deemed a "competency", for a specific job classification, to be completed in order to meet the Department's training requirements and/or attain job related knowledge.

Mandatory Training: Training required by DBH, the Supervisor, or training necessary to maintain licensing and certification requirements for job classifications, or job related duties.

Orientation Training: Training provided by the Department during a new employees' orientation process.

Training Types Trainings may be delivered by any of the following sources:

- Online/Web – Essential Learning (EL)
- County – DBH, or another County department
- Private – Contracted consultant or organization

Mental Health Services Act As part of the Mental Health Services Act (MHSA) Workforce Education and Training Component, the Department's education and training program is dedicated to:

- Maintaining a curriculum to train and retrain staff to provide services that are in accordance with provisions under the Act
- Establishing partnerships among the behavioral health system and educational system to expand outreach to multicultural communities

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**County of San Bernardino
Department of Behavioral Health**

Education and Training Policy, Continued

**Mental Health
Services Act
(continued)**

- Increasing the diversity of the behavioral health workforce to reduce the stigma associated with mental illness, co-occurring illness, and addiction
 - Promoting the use of web-based technologies, and distance learning techniques
 - Promoting the inclusion of behavioral health consumers and family members' viewpoints and experiences in the training and education program
 - Promoting the inclusion of cultural competency in the training and education programs
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**Cultural
Competence**

As defined in the *California Code of Regulations (CCR)*, Title 9, § 3200.100, cultural competence means incorporating and working to achieve the items listed below, into all aspects of policy-making, program design, administration and service delivery.

Goals of cultural competence:

- equal access to services
 - treatment interventions and outreach
 - reduction of disparities in services
 - understanding of the diverse belief system concerning behavioral illness
 - understanding of the impact of historical bias, racism, and other discriminations have upon racial/ethnic cultural
 - understanding of the impact of bias, racism, and other discriminations have on behavioral health
 - improvement of services and support unique to individual's racial/ethnic, cultural and linguistic population or community
 - increase of staff and contractors who deliver services that are trained understand and address the needs of particular racial/ethnic, cultural and/or linguistic populations
 - development and implementation of strategies to promote equal opportunities for administrators, service providers, and others involved in service delivery who share the diverse racial/ethnic, and linguistic characteristics of individuals being served
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**County of San Bernardino
Department of Behavioral Health**

Education and Training Policy, Continued

Cultural Competency Training

In accordance with the Cultural Competency Plan, it is required that all new employees attend the mandatory cultural competency training that the Department offers. In addition, administrative and management employees, as well as direct service providers, are required to attend more extensive cultural competency trainings.

On a continuous basis, all DBH employees are required to take cultural competency training annually.

Continuing Education (CE) Credit Training

The Department will offer several training opportunities for employees to obtain CE credits to meet licensing and certification requirements as needed.

Other Trainings

Trainings relating to the Department's rules, regulations, goals, as well as competency based trainings, and those required under *CCR*, Title 9, § 1922, will also be offered through the Department.

References

- California Code of Regulations, Title 9, Division 1, Chapter 11, §1810.410, Chapter 12, §1922, and Chapter 14, §3200.100
 - Department of Behavioral Health. (2004). *Cultural Competency Plan*.
 - Welfare and Institution Code, Division 5, Chapter 4, §5820 - §5822
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