



DATE: 6/10/2019

TO: Honorable Members of the Board of Supervisors
Jeffrey V. Smith, M.D., J.D., County Executive

FROM: René G. Santiago, Deputy County Executive & Director,
County of Santa Clara Health System

Toni Tullys, Director of Behavioral Health Services

SUBJECT: BHSD Scholarship Program with San Jose State University

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At the June 4, 2019 Board of Supervisors meeting, President Simitian asked to hold approval of an agreement with San Jose State University Research Foundation relating to providing scholarship administration and monitoring services in an amount not to exceed \$300,000 for period July 1, 2019 through June 30, 2021 and requested that the Behavioral Health Services Department (the Department) provide information about these scholarships.

In 2015, San Jose State University's (SJSU) Bachelor of Arts in Social Work (BASW) program was selected as a recipient for undergraduate degree scholarships to incentivize students to pursue careers in behavioral health services. Developing academic pathways that lead to employment in the Department or contract provider agencies is a high priority to ensure sufficient service capacity in behavioral health to meet the County's needs.

The SJSU's BASW program was selected for scholarships based on the Department's Workforce, Education and Training staff who conducted research that indicated this program attracted the highest proportion of students pursuing careers in the behavioral health field. Staff learned that students pursuing a SJSU Bachelor of Arts in Psychology often choose careers unrelated to behavioral health and were less likely to pursue employment in the field. Many of the Department's employment opportunities require a BASW or four years of experience and currently a BA in Psychology is not required for employment. Thus, the Department determined that the BASW was the most effective way to develop our workforce at the undergraduate level and to provide a career pathway for students that could lead to employment in the County or in contract provider agencies. In addition, the BASW program's final year requires students to participate in an internship with a minimum of 16 hours a week within a behavioral health setting. Students can serve as interns in a variety of service sites, which introduce them to the field and encourage them to pursue a Master Degree in Social Work (MSW) or to seek

employment in the Department or contract provider agencies. Following graduation, scholarship recipients are required to work for one year in a public behavioral health setting.

Since 2015, the Department has provided 23 scholarships to eligible students at SJSU. Following graduation, several students reported attending graduate school to pursue their MSWs, while other graduates are working in the Department's contract agencies including AACI, Caminar, Life Moves and Bill Wilson Center and the County's Social Services Agency.

The BHSD Scholarship Requirements for Bachelor's Degree Students describes the eligibility requirements for scholarship consideration and the expectations for recipients.

Attachment: BHSD Scholarship Requirements

cc: Miguel Marquez, Chief Operating Officer
James R. Williams, County Counsel
Megan Doyle, Clerk of the Board
Chief Board Aides
Debbie Dills Thompson, OBA
Agenda Review Administrator

Behavioral Health Services Department Bachelor's Scholarship Program

The Behavioral Health Services Department Scholarship Program is designed to provide financial support to students who are enrolled in and intend to complete educational programs that lead to a Bachelor's degree in fields related to mental health or substance use. The County of Santa Clara's Behavioral Health Services Department (BHSD) is committed to transforming its workforce by increasing the number of its direct service staff who can respond to the service needs of the identified unserved and underserved communities in Santa Clara County.

Funding for this Scholarship is made possible by the Workforce Education and Training (WET) component of the Mental Health Services Act (MHSA). The overall mission is to develop and maintain a sufficient workforce capable of providing client and family driven, culturally competent services that promote wellness, recovery and resiliency, and lead to evidenced-based, value-driven outcomes.

A. Bachelor's degree program award amount: \$8,000 per academic year

- (1) Scholarship awards are not guaranteed from one academic year to the next. Scholarships must be used for the academic year for which they were awarded, unless otherwise approved by BHSD. All scholarship awards will be disbursed by the college/university towards tuition, fees, books & supplies, parking fees and transportation (if available).
- (2) Students, if they remain eligible, are limited to a maximum of two years of scholarship funding so long as funding is available.

B. Eligibility Requirements

- (1) Students must be enrolled in a Social Work degree program:
 - (a) Students must have a declared major in Social Work. Community college transfer students and college juniors and seniors must have completed General Education and lower division requirements, including Social Work prerequisite courses.
 - (b) Must be in good academic standing and have a minimum cumulative grade point average of 2.5 on a 4.0 scale.

C. Eligibility Criteria

- 1) Applicants must meet the Eligibility Requirements from above in Section B. and one of the following criteria below to be considered:
 - a) Applicant is bilingual in one of the County's threshold languages (Spanish, Vietnamese, Mandarin, Tagalog and Farsi), American Sign Language, or emerging languages of clients served by the public behavioral health system.
 - b) Applicant who has experience working with populations such as foster youth, developmentally challenged children and adults, veterans, homeless, and/or LGBTQ communities.
 - c) Applicant represents the underserved/ un-served populations of identified ethnic groups including, but not limited to African American, Native American, and/or Pacific Islanders.
- 2) Applicants are eligible to renew their scholarship upon completion of renewal application and their continuing ability to meet the eligibility and selection criteria. Students are eligible for a maximum of two years of scholarship funding, if funding is available.

D. Application Process – Required Documents

- 1) Local Institution's Scholarship Application form - Applications must be complete to be considered. Additional pages can be attached if necessary.
- 2) Letters of Reference
 - a) Two letters of reference will be required, and all letters must be on official letterhead, signed and dated by the individual reference.
 - 1) One or two letters from academic references and/or
 - 2) One letter from an employer or community service organization

3) Transcripts

- a) Students transferring from a community college to a university program or transferring between institutions must submit any necessary transcripts to confirm grade point average and/or prior coursework applicable to this scholarship.

4) Supplemental Questions

- a) Written responses will be evaluated on content, clarity, and grammar. Responses must be type written in 12-point font and be a minimum of 400 words per answer.

(1) What influenced your decision to pursue a career in the public behavioral health field?

(2) The populations in Santa Clara County come from various cultures, ethnicities, sexual orientations, ages, different levels of physical abilities and religions. Discuss your knowledge of and experience with at risk, underserved and/or special populations. Define culturally competent services.

(3) What are some challenges and barriers in accessing behavioral health services?

(4) Discuss any personal challenges, hardships, or experiences that you believe should be considered in this selection process.

(5) What are your career goals and aspirations?

E. Selection Process

- 1) All applications will be reviewed, scored, and ranked by the Institution's scholarship committee or current process for disseminating scholarship funds.
- 2) Applicants will be evaluated based on the following:
 - a) Commitment to pursuing a career in the public behavioral health field.
 - b) Academic Achievement – minimum GPA 2.5
 - c) Demonstrated community activities and volunteer/work experience

- particularly with the unserved and underserved populations
- d) Responses to supplemental questions
- e) Meeting eligibility requirements and criteria
- f) Letters of reference

3) Scholarship Recipient Requirements

- a) Scholarship recipients for a Bachelor's degree program must agree and be available to do a minimum of 100 hours of community service during the academic school year with a public behavioral health program within Santa Clara County.
- b) Must maintain "good academic standing" with a minimum grade point average of 2.5 on a 4.0 scale.
- c) After completion of a Bachelor's degree program, recipient will provide the BHSD Learning Partnership Division a copy of the BA credential within 60 days of receipt.
- d) Scholarship recipients are required to commit to one year of employment for each scholarship cycle they received in the public mental health field in California after completion of the educational program. The public behavioral health field refers to publicly funded programs or services and does not include services provided in correctional facilities. If a student demonstrates due diligence in searching for employment in a public behavioral health entity and is unable to secure employment within the guidelines of the commitment, an appeal process is available.