

Growing Our Own



IMPERIAL COUNTY
Behavioral Health Services
MENTAL HEALTH & SUBSTANCE USE RECOVERY

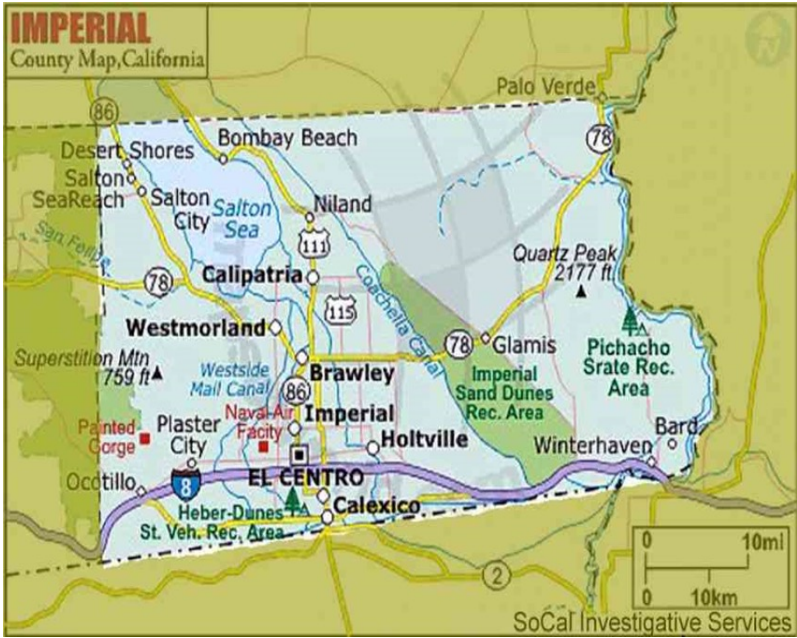
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Assistant Director

Imperial County

- ▶ Estimated population: 179,851 residents
- ▶ 85.5% are Hispanic or Latino
- ▶ Poverty rate is 18.1%
- ▶ Unemployment rate is 19.9%
- ▶ Ninth largest California County encompassing 4,284 square miles.
- ▶ Production of half of the nation's winter vegetables.
- ▶ Border County to Mexicali, Baja California, Mexico.



Imperial County



Imperial County Behavioral Health Services Demographics

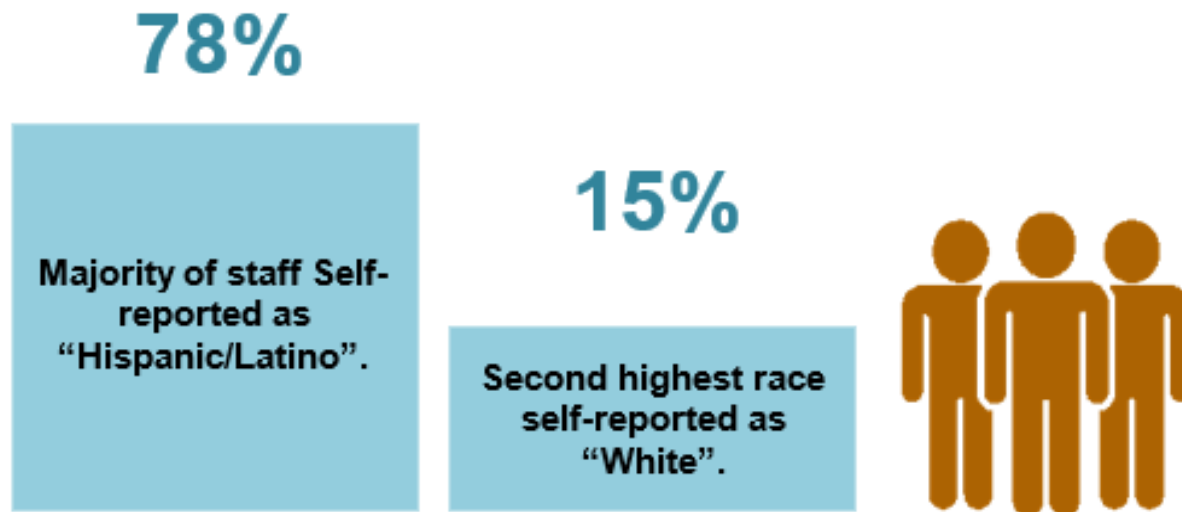
► Total Staff: 522

Table 1: Staff Race by Function

Race	Administrative		Direct Services				Support Services		Grand Total	
	n=	62	n=	133	n=	127	n=	200	n=	522
	#	%	#	%	#	%	#	%	#	%
American India/Alaskan Native	0	0%	0	0%	1	1%	0	0%	1	0%
Asian Indian	0	0%	4	3%	1	1%	0	0%	5	1%
Black/African American	0	0%	7	5%	1	1%	2	1%	10	2%
Hispanic/Latino	46	74%	84	63%	114	90%	164	82%	408	78%
Japanese	0	0%	0	0%	0	0%	0	0%	0	0%
White	13	21%	30	23%	7	6%	26	13%	76	15%
Other Race	2	3%	7	5%	2	2%	4	2%	15	3%
Not Reported	1	2%	1	1%	1	1%	4	2%	7	1%
Grand Total	62	100%	133	100%	127	100%	200	100%	522	100%

Imperial County Behavioral Health Services Demographics

RACE



Imperial County Behavioral Health Services Demographics

Table 2: Staff Ethnicity by Function

Ethnicity	Administrative		Direct Services				Support Services		Grand Total	
	n= 62		n= 133		n= 127		n= 200		n= 522	
	#	%	#	%	#	%	#	%	#	%
Another Hispanic, Latino or Spanish Origin	1	2%	5	4%	3	2%	8	4%	17	3%
Mexican/Mexican American	52	84%	78	59%	114	90%	176	88%	420	80%
Not Hispanic, Latino or Spanish Origin	1	2%	35	26%	0	0%	2	1%	38	7%
Puerto Rican	0	0%	0	0%	0	0%	0	0%	0	0%
Other Race	0	0%	1	1%	2	2%	1	1%	4	1%
Not Reported	8	13%	14	11%	8	6%	13	7%	43	8%
Grand Total	62	100%	133	100%	127	100%	200	100%	522	100%

Imperial County Behavioral Health Services Demographics

ETHNICITY

80%

Majority of staff Self-reported as "Mexican/Mexican American".

7%

Second highest race self-reported as "Not Hispanic".



Imperial County Behavioral Health Services Demographics

Table 3: Staff Language Capabilities by Function

Language Capabilities	Administrative		Direct Services				Support Services		Grand Total	
	n= 62		Licensed n= 133		Unlicensed n= 127		n= 200		n= 522	
	#	%	#	%	#	%	#	%	#	%
Spanish										
Certified	0	0%	0	0%	0	0%	1	1%	1	0%
Fluent	45	73%	78	59%	91	72%	143	72%	357	68%
Good	5	8%	12	9%	13	10%	28	14%	58	11%
Fair	3	5%	8	6%	13	10%	12	6%	36	7%
Poor	4	6%	11	8%	6	5%	8	4%	29	6%
Sign Language										
Fluent	1	2%	0	0%	1	1%	4	2%	6	1%
Good	1	2%	1	1%	3	2%	2	1%	7	1%
Fair	3	5%	7	5%	3	2%	3	2%	16	3%
Poor	1	2%	9	7%	10	8%	10	5%	30	6%
Other Languages										
Fluent	2	3%	8	6%	6	5%	8	4%	24	5%
Good	0	0%	4	3%	6	5%	4	2%	14	3%
Fair	1	2%	1	1%	1	1%	3	2%	6	1%
Poor	14	23%	13	10%	24	19%	34	17%	85	16%

*No totals are shown due to staff indicating having more than one language capability.

Imperial County Behavioral Health Services Demographics

LANGUAGE CAPABILITIES

68%

Staff reported being fluent in “Spanish” the county’s threshold language.



Strategies to Growing Our Workforce

- ▶ ICBHS has affiliation with 15 universities for the following programs:
 - ▶ Bachelor in Social Work
 - ▶ Bachelor in Psychology
 - ▶ Registered Nursing Program
 - ▶ Master in Social Work
 - ▶ Master of Science in Marriage and Family Therapy
 - ▶ Clinical Mental Health Counseling
- ▶ Two university are local external campuses.
- ▶ ICBHS is also starting conversations with universities across the border to provide placement to students in bi-national programs.

- ▶ ICBHS also provides placement for students at the local Junior College for the following programs:
 - ▶ Alcohol and Drug Studies
 - ▶ Nursing

- ▶ 23 students are currently placed at ICBHS as interns.
- ▶ In the last five years, 22 students have been employed or promoted by ICBHS after completing field placement.

Strategies to Growing Our Workforce (Cont.)

- ▶ ICBHS was awarded the Mentored Internship Program grant which will provide paid internships to local Imperial Valley students and will match students with a mentor at one of our clinics.
- ▶ Students will spend 10 hours per week in one of our sites shadowing ICBHS staff and completing some duties to learn about the behavioral health field as well as weekly one-on-one session with the assigned mentor.
- ▶ Students will also have the opportunity to complete departmental trainings and gain skills and knowledge that will prepare them for other career opportunities.

- ▶ The two cohorts of students will be as follows.
 - ▶ Imperial Valley College and San Diego State University students
 - ▶ 1st cohort: Fall 2022 - March 2023
 - ▶ 2nd cohort: April 2023 - September 2023

 - ▶ High School graduate students
 - ▶ 1st cohort (2022 high school graduates): Fall 2022 - May 2023
 - ▶ 2nd cohort (2023 high school graduates): June 2023 - September 2023

- ▶ Each cohort will provide internship to approximately 10-15 students

