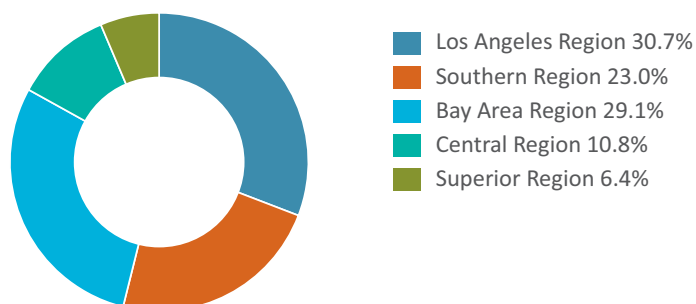


The Mental Health Services Act (MHSA) Stipend Program for MSW Students

The MHSA Stipend Program Retrospective Survey revealed that MHSA graduates are retained in public service across California.

- **1,086** MHSA graduates from all MSW program partners and 13 of 14 training cohorts provided follow-up data from August 2018 to June 2019.
- **91.6%** of MHSA graduates surveyed were retained in California's public behavioral health system after completing MHSA service.
- On average, these MHSA graduates earned the MSW **6.6 years** before being surveyed and were retained in California's public behavioral health system for **4.1 years** after completing MHSA service.
- Up to 13 years after MHSA training, **55.6%** of these graduates were still employed in California's public behavioral health system when surveyed.

POST MHSA SERVICE EMPLOYMENT BY SERVICE REGION



MHSA graduates who were retained in the public behavioral health system after MHSA service identified a variety of personal and workplace factors as motivators to remain in the public behavioral health field.

- **85.3%** identified the mission or meaning of their work.
- **76.7%** identified the quality of their relationships with colleagues.
- **74.1%** identified their pursuit of clinical licensure.
- **73.9%** identified level of personal satisfaction with their work.
- **69.2%** identified the quality of their professional colleagues.
- **60.7%** identified the quality of the supervision they received.

These MHSA graduates identified only workplace factors as motivators for them to leave the public behavioral health field.

- **59.4%** identified general stress levels.
- **54.9%** identified volume of paperwork.
- **52.3%** identified general productivity demands.
- **45.4%** identified caseload sizes.
- **41.6%** identified salary levels.

These MHSA graduates also identified only workplace factors as motivators to leave their most recent public behavioral health positions.

- **43.5%** identified salary levels.
- **43.4%** identified general stress levels.
- **35.0%** identified overall agency climate or culture.
- **34.1%** identified general productivity demands.
- **32.7%** identified opportunities for career advancement.

Multivariate analyses, however, revealed that a variety of factors actually predicted MHSA graduates' retention in the public behavioral health system after MHSA service.

- Graduates who identified salary as a motivator were **6.18 times** more likely to be retained after MHSA service than those who did not.
- Graduates who spoke both English and Spanish were **3.3 times** more likely to be retained after MHSA service than those who spoke only English.
- Graduates who identified as family members of consumers were **2.1 times** more likely to be retained after MHSA service than those who did not.
- Graduates of advanced standing programs were **2.7 times** more likely than graduates of part-time programs and **2.6 times** more likely than graduates of full-time programs to be retained after MHSA service.
- With each unit of increase in commitment to MHSA values and practices at the end of training, graduates were **2.4 times** more likely to be retained after MHSA service.

Multivariate analyses also revealed that a variety of factors predicted these graduates' current post-MHSA service employment in the public behavioral health system.

- Graduates who identified level of personal satisfaction as a motivator were **3.3 times** more likely to be current employees than those who did not.
- Graduates who identified salary as a motivator were **1.9 times** more likely to be current employees than those who did not.
- Graduates who identified as Latinx were **1.8 times** more likely to be current employees than those who identified as white.
- Graduates who reported behavioral health volunteer, internship, or employment experience before MSW study were **1.5 times** more likely to be current employees than those who did not.
- With each unit of increase in commitment to MHSA values and practices when surveyed, graduates were **1.5 times** more likely to be current employees.

This work was made possible by an award of Mental Health Services Act Workforce Education and Training funding from the Office of Statewide Health Planning and Development.