

20/20 and PASH: FAQ

1. What is it?

The 20/20 and PASH Program is an academic support program that allows you to keep your full-time salary while a portion of your work hours can be used to accommodate or attend graduate school.

2. What degrees are covered?

Master of Social Work (MSW) or Marriage and Family Therapy (MFT). NO other degrees qualify. This program is designed to prepare you for a promotional pathway into a Clinical Therapist I job classification. It is important that you understand and want to perform the duties of a Clinical Therapist I throughout Riverside County Department of Mental Health (RCDMH). If you are unfamiliar with the variety of roles that a CT I performs in RCDMH, we recommend asking a variety of therapists at different clinics about their job experiences.

3. Must I already have a Bachelor's degree?

Essentially, yes. Program candidates must be accepted or enrolled in an MSW or MFT graduate program for Fall 2013. A primary prerequisite of any graduate program is that you already have a Bachelor's degree.

4. Who qualifies?

Full-time, permanent employees who have worked for RCDMH for a minimum of 2 years prior to September 2013. (You qualify to submit an application if your 2 year work anniversary falls in or before September 2013.) You must be in good standing ("meets or exceeds" expectations on your current, annual Performance Evaluation and are not currently the subject of any Human Resources actions). You must also meet "minimum attendance standards."

5. What are "minimum attendance standards"?

At the time of your application, the balance of your sick leave benefit hours must be at least 25% of what you would have accrued during your employment with RCDMH. (Do not consider hours accrued during employment at another Department before working at RCDMH.)

6. How do I calculate my attendance hours?

You accumulate approximately 96 sick leave hours per year or 3.69 per pay period (every 2 weeks). You need to multiply your total time (years, months) as a RCDMH employee by the number of sick leave hours that you have received. Then, multiply this number by 25%. For example:

If Sally worked at RCDMH for 3 years and 4 months, she would have accumulated approximately 320 sick leave hours. She would need to have at least 80 hours still on the books to meet minimum attendance standards. (320 sick leave hours x 25% = 80 hours remaining)

7. What if I don't have enough sick leave hours because I had a sick child or my own extended illness?

Exceptions to the minimum attendance standard are made due to FMLA or verified extended illness. You **MUST** provide written rationale regarding your failure to meet minimum attendance standards and provide verification (FMLA paperwork for the time period declared or a doctor's note). Applicants who do not provide a written rationale with verification will not be given additional consideration. Please be honest! Misrepresenting your information can not only disqualify you from 20/20 and PASH eligibility, but also from any RCDMH academic incentive programs.

8. What are the desired qualifications?

This is a RCDMH workforce development strategy. We examine our service delivery system to determine the "holes" in our workforce that need to be filled in order to best meet the mental health needs of our communities. This is based on current and anticipated needs. These needs include having:

- Expertise in an allied human services delivery system
 - Acute physical health care or integrated health care
 - Chemical dependency or addictions
 - Developmental Disabilities (like mental retardation or Autism)
- Exceptional clinical/recovery skills for this stage of your career
- Bi-cultural knowledge/experience
- Lived experience as a consumer or family member
- Linguistic skill in Spanish, ASL, or language needed to serve a Riverside County community
- A willingness to work in Blythe

We also look at your work ethic, your commitment to public mental health service, and how well you team with your colleagues and your supervisor.

9. What is PASH?

Paid Academic Support Hours. MSW and MFT graduate schools offer both full and part-time programs. Most employees chose a part-time program. (Employees can participate in the 20/20 and PASH program for a maximum of 3 years only.) MSW and MFT programs have both classroom and "field" (internship or traineeship) learning. The PASH phase of the program is designed to support you during your **non-field** year of study, whereas, the 20/20 phase of the program is designed to support you in your **field** year(s) of study. You receive far fewer support hours during the PASH phase of the program than when you are in the 20/20 phase of the program.

10. What do I owe in return?

You sign a binding agreement to work for RCDMH for a period of time that is equal to the same number of paid support hours that you received during your 20/20 and PASH Program participation. Your service payback does not begin until you are hired as a CT I. You have one year from your school graduation to promote into a CT I position and you must compete with other CT I applicants. If you break the agreement, you may have to reimburse RCDMH for the cost of the paid support hours that you received.