

Workforce Education And Training (WET) Advisory Committee

October 8, 2014

Office of Statewide Health Planning and Development
Healthcare Workforce Development Division

Mental Health Services Act WET Background

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- ❑ In 2008, the former Department of Mental Health (DMH) developed and received approval by the California Mental Health Planning Council for the first WET Five-Year Plan that covered the period from April 2008 to April 2013.
- ❑ In July 2012, following the elimination of DMH, the MHSA WET programs were transferred to OSHPD. OSHPD is accountable for the development of the next WET Five-Year Plan.
- ❑ This allowed the opportunity to provide changes to allocations for the State WET Programs funded through the first Five-Year Plan. Per WIC Section 5820 (e), the Five-Year Plan requires final approval from the California Mental Health Planning Council (CMHPC) by April 2014.
- ❑ To develop a comprehensive plan, OSHPD carried out a robust process that included stakeholder engagement and independent research, evaluation, and analysis on public mental health workforce trends and needs.

WET Five-Year Plan Needs Assessment

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During the development of the Workforce Education and Training (WET) Five-Year Plan 2014-2019, OSHPD via a contractor conducted a large-scale analysis of California's public mental health workforce needs .

The findings from this large-scale analysis offer a foundation for existing and future efforts by OSHPD and its partners to improve and build upon the public mental health workforce. The findings are presented via six distinct reports. The master executive summary identifies key highlights from each report.

- Report 1- MHSA WET Program Evaluation
- Report 2- Analysis of Stakeholder Feedback on Public Mental Health Workforce Needs
- Report 3- Analysis of County-Reported Public Mental Health Workforce Needs
- Report 4- Analysis of Mental Health Workforce Supply
- Report 5- Educational Training of Mental Health Professionals
- Report 6- Public Mental Health Services Demand/Users.

All reports can be found in the reports and resources tab of OSHPD's WET webpage:
<http://www.oshpd.ca.gov/HWDD/WET.html>

WET Five-Year Plan Approval

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On January 17, 2014 OSHPD presented and received approval from the California Mental Health Planning Council on the WET Five-Year Plan 2014-2019

- A copy of the of the WET Five-Year Plan can be found via the following link:

<http://www.oshpd.ca.gov/HWDD/pdfs/WET/WET-Five-Year-Plan-2014-2019-FINAL.pdf>

WET Five-Year Plan Vision

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The Office of Statewide Health Planning and Development (OSHDP) envisions a public mental health workforce, which includes consumers and family members, that is sufficient in size, diversity, skills and resources to deliver successful and innovative services to individuals most severely affected by or at risk of a serious mental illness. All services provided should be in alignment with the purpose and intent of the Mental Health Services Act.

WET Five-Year Plan Goals

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- *Goal #1:* Increase the number of diverse, qualified individuals in the public mental health system workforce to remedy the shortage of qualified individuals to provide services to address severe mental illness.
- *Goal #2:* Expand the capacity of California's incumbent public mental health workforce to meet California diverse and dynamic needs.
- *Goal #3:* Facilitate a robust statewide, regional, and local infrastructure to develop the public mental health workforce.

WET Advisory Committee

The WET Advisory Committee membership was reconstituted in September 2014 and is a 27 member committee comprised of experts and stakeholders in the California Public Mental Health System, which advise OSHPD on all aspects related to implementing and evaluating statewide mental health workforce, education and training programs.

Adrienne Shilton California Behavioral Health Director's Association	Jane Adcock California Mental Health Planning Council	Poshi Mikalson Mental Health North America
Angelita Diaz-Akahori Los Angeles County Department of Mental Health	Jessica Cruz National Alliance on Mental Illness California	Robert McCarron UC Davis School of Medicine
Anne Robin San Luis Obispo County Health Agency	Karin Lettau California Association of Mental Health Peer Run Organizations	Rowena Gilo Pacific Clinics
Carla Cross Ventura County Behavioral Health	Kevin Hoffman California Mental Health Services Oversight and Accountability Commission	Ruben Cantu California Pan-Ethnic Health Network
Christa Thompson Amador County Behavioral Health Services	Kimberly Mayer California Institute of Behavioral Health Solutions	Sarah Bream University of Southern California
Cynthia Harrison Mission College, Health Workforce Initiative	Malia Javier Fontecchio Project Return Peer Support Network & The Center for Dignity Recovery and Empowerment	Sarah Triano California Committee on Employment of People with Disabilities
Deborah Johnson Turning Point Community Programs	Melinda Furfuro Family & Youth Roundtable	Steven Tierney California Institute of Integral Studies
Debra Camarillo The Latino Commission	Michaele Beebe United Advocates for Children and Families	Terry Lewis Los Angeles County Mental Health Commission
Erynne Jones California Primary Care Association	Perfecto Munoz University of California, Berkeley	
Guillermo Billy Diaz Modoc County Behavioral Health Department		

WET Advisory Sub-Committees

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OSHPD formed two WET Sub-Committees which advise OSHPD on specific aspects of Statewide MHSA WET programs:

WET Consumer and Family Member Employment Advisory Committee

A 29 member advisory committee that was formed in March 2014 to advise OSHPD on all aspects related to statewide mental health workforce education and training activities pertaining to consumer and family member employment.

WET California Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH) Advisory Committee

A 17 member advisory committee that was formed in committee August 2014 to advise OSHPD on all aspects related to the implementation of the WET Mental Health Cal-SEARCH program.

WET Advisory Sub-Committees

WET Consumer and Family Member Employment Advisory Committee

Angela Stocker College of San Mateo	Jose Oseguera OAC
Anne Fitzgerald San Diego County Behavioral Health Services	Kalia Mussetter Living Bridges
Bertha Washington National Alliance on Mental Illness	Karen Lettau Working Well Together
Cheryl Milgrom APS Healthcare/PEERS	Kristen Dempsey CIBHS
Cindy Claffin UACF	Lisa St. George Recovery Opportunity Center
Christa Thompson CBHDA, Amador County	Lori Ashcraft Recovery Opportunity Center
Darlene Prettyman National Alliance on Mental Illness	Mavis Braxton California State University, East Bay
Deborah Van Dunk United Advocates for Children and Families	Rita McCabe Department of Health Care Services
Donna Mathews Manzanita Services	Robbin O'Neil East Meets West RCT and Recovery Fusion
Haydee Cuza Youth in Mind	Ruth Hollman SHARE!
Hector Ramirez Mental Health Services Oversight and Accountability Commission, Service Committee	Sandra Villano Star View Children and Family Services
James Pattengale Butte County Department of Behavioral Health, Paradise Adult Services	Sharon Kuehn PEERS
Jane Adcock California Mental Health Planning Council	Stacie Hiramoto REMHDCO
Jessica Cruz National Alliance on Mental Illness, California	Tanya McCullom UACF
	Terry Lewis Mental Health Commission LA County

WET Cal SEARCH Advisory Committee

Kristin Dempsey, Senior Associate/Project Manager California Institute for Behavioral Health	Alice Luck, Director of Programs Project Return Peer Support Network
Guillermo Diaz, Peer Support Behavioral Health Specialist II Modoc Behavioral Health Department	Frank Paul Meyers Student
Angelita Diaz-Akahori, MHC Program Manager III Dept. of Mental Health Los Angeles County	Dale Mueller, Assistant Professor California State University Dominquez Hills
Joy Dugan, Clinical Instructor Touro University	Michele Peterson, Association Director California Council of Community Mental Health Agencies
Gwen Foster, Director, Mental Health Program California Social Work Education Center Berkeley	Deborah Pitts, Assistant Professor of Clinical Occupational Therapy University of Southern California
Cynthia Harrison, Deputy Sector Navigator for Health Mission College	Alejandra Postlethwaite, Assistant Clinical Professor, University of California San Diego Department of Psychiatry
Cinthy Islas, Director of Behavioral Health The Gary Center	Elizabeth Tully, Kaweah Delta Healthcare District
Beth Malinowksi, Assistant Director of Policy California Primary Care Association	Ellen Zaman, Director, Children's Hospital Los Angeles
John Lawless Deputy Director of Behavioral Health and Recovery Services Mariposa County	

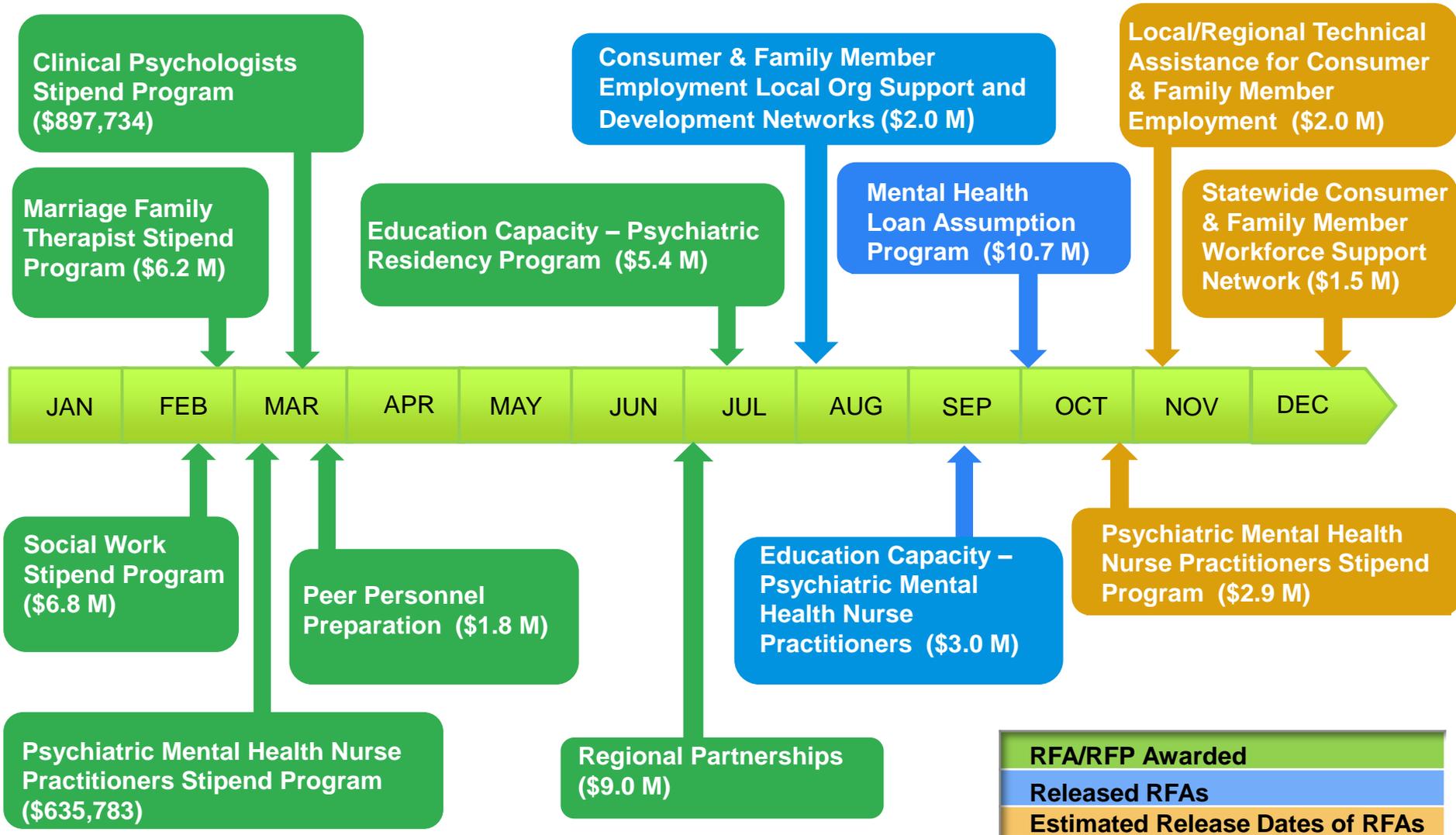
WET Five-Year Plan 2014-2019

Budget

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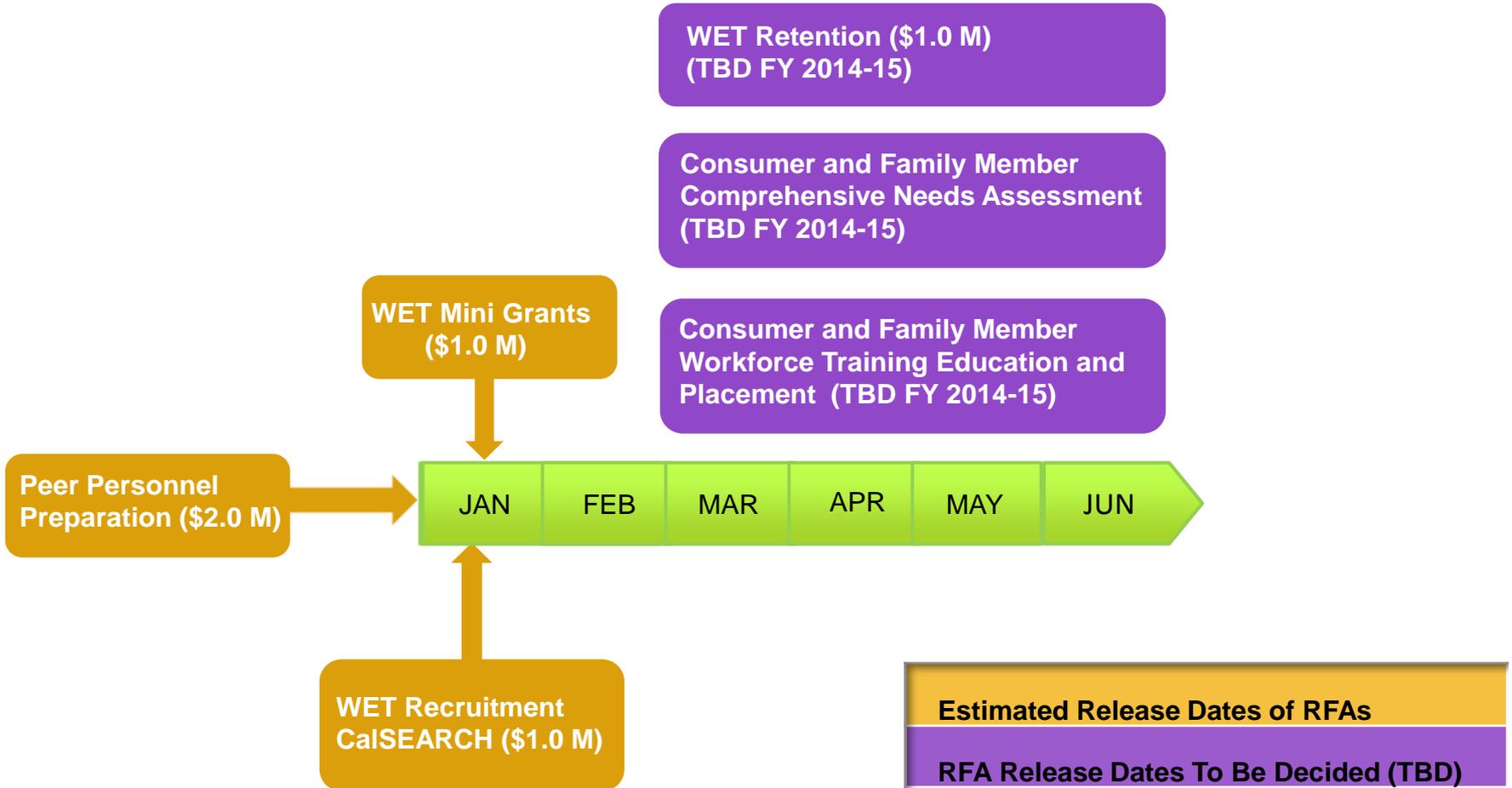
Mental Health Workforce Education and Training (WET) Five-Year Plan Budget						
WET Funding Allocated for State Administered Programs in 2008		\$234,500,000				
WET Funding Spent via State Administered Programs in 2008-2013 WET Five-Year Plan		\$119,755,910				
WET Funding Remaining for State Administered Programs for 2014-2019 WET Five-Year Plan		\$114,744,090				
Item Number	State Administered WET Program	State WET Funding for 4 Year Budget	Fiscal Year 14/15	Fiscal Year 15/16	Fiscal Year 16/17	Fiscal Year 17/18
Total		\$114,744,090	\$31,936,023	\$31,936,023	\$26,936,023	\$23,936,023
1	Stipends	\$35,000,000	\$8,750,000	\$8,750,000	\$8,750,000	\$8,750,000
	Psych Nurse Practitioner	\$7,200,000	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000
	Clinical Psychologist	\$1,800,000	\$450,000	\$450,000	\$450,000	\$450,000
	Marriage and Family Therapist	\$12,400,000	\$3,100,000	\$3,100,000	\$3,100,000	\$3,100,000
	Social Worker	\$13,600,000	\$3,400,000	\$3,400,000	\$3,400,000	\$3,400,000
2	Loan Assumption	\$40,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000
3	Education Capacity	\$15,000,000	\$3,750,000	\$3,750,000	\$3,750,000	\$3,750,000
	Psychiatrist	\$9,000,000	\$2,250,000	\$2,250,000	\$2,250,000	\$2,250,000
	Psych Nurse Practitioner	\$6,000,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000
4	Consumer and Family Member	\$10,000,000	\$5,000,000	\$5,000,000	\$0	\$0
5	Regional Partnership	\$9,000,000	\$3,000,000	\$3,000,000	\$3,000,000	\$0
6	Recruitment (Career Awareness) and Retention	\$3,000,000	\$750,000	\$750,000	\$750,000	\$750,000
	Mini-Grants	\$1,000,000	\$250,000	\$250,000	\$250,000	\$250,000
	CalSEARCH	\$1,000,000	\$250,000	\$250,000	\$250,000	\$250,000
	Retention	\$1,000,000	\$250,000	\$250,000	\$250,000	\$250,000
7	Evaluation	\$2,744,090	\$686,023	\$686,023	\$686,023	\$686,023

WET RFP/RFA 2014 Timeline



RFA/RFP Awarded
Released RFAs
Estimated Release Dates of RFAs

WET RFP/RFA 2015 Timeline



Stipend Programs: FY 2013-14

OSHPD contracts with educational institutions to provide stipends for graduate students who plan to work in the Public Mental Health System (PMHS): In exchange for a stipend, students in MSW, MFT, PsyD/PhD, and PMHNP programs perform their supervised hours and work for 12 months in the community PMHS.

Profession	Contracts	Funding FY 2013-14	Stipends Recipients	Recipients of Under-Represented Backgrounds	Recipients that Speak a Language in Addition to English
Psychiatrist Mental Health Nurse Practitioner	<ul style="list-style-type: none"> • UC San Francisco 	\$219,460	10	7	7
Clinical Psychologist	<ul style="list-style-type: none"> • California Psychology Internship Council • Palo Alto • California Institute of Integral Studies 	\$1,167,407	51	34	28
Marriage and Family Therapist	<ul style="list-style-type: none"> • Alliant International University • Phillips Institute • CSU Chico 	\$2,364,772	113	101	88
Social Worker	<ul style="list-style-type: none"> • Regents of the University of California, Berkeley - CalSWEC 	\$5,818,340	195	118	91

Stipend Programs Moving Forward

Profession	Total Funding	Funding Awarded FY 2014-15-2015-16	Contracts Awarded FY 2014-15-2015-16	Projected Number of Stipends FY 2014-15-2015-16	
Psychiatric Mental Health Nurse Practitioner*	\$7,200,000	\$635,783	<ul style="list-style-type: none"> UC San Francisco University of San Diego Hahn School of Nursing and Health Sciences 	13	14
Clinical Psychologist	\$1,800,000	\$897,734	<ul style="list-style-type: none"> Alliant International University 	19	19
Marriage and Family Therapist	\$12,400,000	\$6,166,213	<ul style="list-style-type: none"> Phillips Institute Alliant International University 	125	125
Social Worker	\$13,600,000	\$6,800,000	<ul style="list-style-type: none"> Regents of the University of California, Berkeley- CalSWEC 	147	129

OSHPD expects to release another round of Request For Applications (RFA) for stipend contracts funding in FY 2015-16 for contracts that will provide stipends in FY 2016-17 and FY 2017-18.

*OSHPD plans to release another RFA for Psychiatric Mental Health Nurse Practitioners in October 2014.

Mental Health Loan Assumption Program (MHLAP)

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OSHPD offers loan repayment of up to \$10,000 to mental health workers in hard-to-fill and/or hard-to-retain positions in the Public Mental Health System (PMHS) in exchange for a 12-month service obligation. A total of \$10 million is allocated yearly to loan assumption awards

MHLAP	Fiscal Year 2013-14	Fiscal Year 2014-15
Applications Received	2,123	TBD
Applications Awarded	1,301	TBD
Amount Available	\$10,911,161	\$10,731,015
Amount Awarded	\$10,464,966	TBD
Counties Awarded	57	TBD
Awardees that Speak at least one language other than English	54%	TBD

MHLAP has an annual cycle that is expected to end in FY 2017-18. FY 2014-15's application cycle opened on October 6, 2014 and applications are due by November 30, 2014.

Please visit <http://www.oshpd.ca.gov/HPEF/MHLAP.html> for more information.

Education Capacity

OSHPD contracts with Psychiatric Residency and Psychiatric Mental Health Nurse Practitioner programs to fund residency and training slots in Psychiatric Residency and Psychiatric Mental Health Nurse Practitioner education programs to increase their capacity to train residents and trainees and to provide clinical rotations in the PMHS.

Profession	Contractor(s) Awarded	Award Amount	Brief Description
Psychiatry FY 2013-14	<ul style="list-style-type: none"> • UC Riverside 	\$1.3 million	Funded UC Riverside to provide eight (8) psychiatric residents training in the PMHS and to encourage residents to continue working in the PMHS after completing their rotation
Psychiatry FY 2014-15- 2016-17	<ul style="list-style-type: none"> • Kaweah Delta Health Care District • UC Davis • UC Riverside • UC San Diego 	\$5.4 million	Funded four (4) psychiatric residency/fellowship programs to co-locate faculty in the PMHS and to supervise a total of forty-one (41) psychiatric residents/fellows in the PMHS.
Psychiatric Mental Health Nurse Practitioners FY 2014-15- 2015-16	Request for Application Released in September	\$3 million (projected)	Will fund programs to co-locate staff time to increase the educational capacity of Psychiatric Mental Health Nurse Practitioners in the PMHS.

Regional Partnership

OSHPD funds five Regional Partnerships (RPs) that have formed across the state to promote building and improving local workforce, education and training resources. RPs include representation from mental health, community agencies, educational/training entities, consumers, family members, and other partners to plan and implement programs that build and improve local workforce education and training resources. Each RP focuses on projects and goals specific to their regional needs.

Region	Highlights for FY 2013-14	Funding FY 2014-15-2016-17
Bay Area Region	<ul style="list-style-type: none"> • Health Equity and Cultural Diversity CORE Training • High School Mental Health Career Pathways technical assistance 	\$1,800,000
Central Region	<ul style="list-style-type: none"> • Roving Clinical Supervisor Program • TAY UnConvention 	\$1,800,000
Los Angeles Region	<ul style="list-style-type: none"> • Partnered with UCLA to study the implementation strategies which promoted the efficient and effective training and utility of peer health navigators • Partnered with UCLA to conduct research on the challenges and successes in the implementation of the low income health plan from a mental health perspective 	\$1,800,000
Southern Region	<ul style="list-style-type: none"> • Launched a new online Job Board in that provides a listing of available jobs in the public behavioral health field. • The Mental Health Careers: Pathway to Success booklet 	\$1,800,000
Superior Region	Highlights for FY 13/14 have not been reported yet	\$1,800,000

Consumer and Family Member Employment

Potential Request for Proposal (RFA)	Total Funding	Estimated Release Date	Description
Local/Regional Technical Assistance to Public Mental Health System Employers	\$2.0 Million	August 2014 (Released RFA and will be awarding in November)	Will fund organizations to engage in activities to enhance Public Mental Health System (PMHS) employer's ability to employ, support, and train consumers and family members in their workforce.
Local/Regional Technical Assistance for Consumer and Family Member Workforce	\$2.0 Million	November 2014	Will fund organizations to work with consumers and family members within identified counties and CBOs by engaging the consumers and family members in activities that may include but not be limited to self-help support groups, mentoring, training on issues that may increase retention, and provide financial assistance.
Statewide Consumer and Family Member Workforce Support Network	\$1.5 Million	December 2014	Will fund an organization that will be responsible for engaging in statewide activities that aim to increase consumer and family member employment such as: developing co-learning collaboratives, professional development opportunities, financial support for consumer and family member workforce, and working with Local/Regional support networks.

Consumer and Family Member Employment Continued

Potential Request for Proposal (RFA)	Total Funding	Estimated Release Date	Description
Consumer and Family Member Workforce Comprehensive Needs Assessment	TBD	TBD FY 2014-15	Will fund organizations to engage in a comprehensive quantitative and qualitative data-driven assessment of Consumer, Family Member, and Parent/Caregiver positions, education/training, and needs in the PMHS across counties.
Consumer and Family Member Workforce Training, Education, and Placement	TBD	TBD FY 2014-15	Will fund organizations that engage in activities to train, educate, and place consumers and/or family members in the PMHS.

Recruitment and Retention

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Potential Request for Proposal (RFA)	Total Funding	Estimated RFA Release Date	Description
Mini Grants	\$1.0 Million	January 2015 (OSHPD expects to release RFA's every year until FY 2017-18)	Will fund organizations that engage in activities to promote mental/behavioral health careers to students.
CaSEARCH	\$1.0 Million	January 2015 (OSHPD expects to release RFA's every year until FY 2017-18)	Will fund organizations to provide students across different mental/behavioral health professions short-term rotations and experiences in the PMHS.
Retention	\$1.0 Million	TBD FY 2014-15	Will fund organizations that engage in activities to increase the retention of the public mental health workforce.

Evaluation

Potential Request for Proposal (RFA)	Total Funding	Estimated Release Date	Description
Evaluation	\$2,744,090	TBD	Will fund internal and external evaluation of local, regional, and statewide WET programs, and public mental health workforce, education, and training needs

Peer Personnel Preparation

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- Per Senate Bill (SB) 82 OSHPD funded four organizations to support Peer Personnel, including families, by providing training in issues that may include: crisis management, suicide prevention, recovery planning, targeted case management assistance, and other related peer training and support functions to facilitate the deployment of peer personnel as an effective and necessary service to clients and family members, and as triage and targeted case management personnel.
 - Contra Costa County-Behavioral Health- \$436, 386
 - Mental Health Association of San Francisco- \$500,000
 - National Alliance on Mental Illness San Diego- \$419, 612
 - Recovery Opportunity Center- \$500,000
- OSHPD plans to release another Request for Application in FY 2014-15 as a result of an annual appropriation of \$2 million per SB 82

WET Advisory Committee Moving Forward

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- Share feedback from stakeholders at Advisory Committee meetings and share WET activities with constituents.
 - Send WET related updates to OSHDPD.MHSAWET@oshpd.ca.gov so we can potentially include in messages out to our list serve
- Agree to participate in focus groups for potential WET programs