

Mental Health Services Act (MHSA) Workforce Education & Training (WET) Status on Implementation of the Five-Year Plan

WET Advisory Committee April 9, 2015

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WET Five-Year Plan Budget (2014-2019)

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 Request for Applications (RFA) Funded Fiscal Year (FY) 2014-15

| RFA | Contract Start Date | Contractors | Expected Outcome |
|---|---------------------|--|---|
| Social Work Stipend Program | July 1, 2014 | Regents of the University of California, Berkeley – CalSWEC | 276 stipends |
| Marriage and Family Therapy Stipend Program | July 1, 2014 | Phillips Institute and Alliant International University | 250 stipends |
| Clinical Psychology Stipend Program | July 1, 2014 | Alliant International University | 38 stipends |
| Psychiatric Mental Health Nurse Practitioner Stipend Program | July 1, 2014 | UC San Francisco and University of San Diego | 27 stipends |
| Peer Personnel Preparation | April 9, 2014 | Contra Costa County, Mental Health Association San Francisco, NAMI San Diego, and Recovery Opportunity Center | Place 360 Peers in PMHS |
| Regional Partnerships | July 30, 2014* | Alameda County, Glenn County, Los Angeles County, Placer County, and Santa Barbara County | Will engage in regional efforts |
| Education Capacity- Psychiatry | September 1, 2014** | Kaweah Delta Health Care District, UC Davis, UC Riverside and UC San Diego | Train 53 residents |
| Consumer and Family Member Employment Local Organizational and Support Development Networks | January 1, 2015 | Mental Health America of Northern California and United Advocates for Children and Families | Support 29 organizations |
| Education Capacity- Psychiatric Mental Health Nurse Practitioner | January 26, 2015*** | CSU Fresno, Pacific Clinics, UC San Francisco, and Ventura County | Train 136 Psych NP students |
| Psychiatric Mental Health Nurse Practitioner Stipend Program | January 26, 2015 | UC San Francisco and University of San Francisco | 10 stipends |
| Networks to Support Public Mental Health System Workforce with Lived Experience | April 15, 2015 | California Institute for Behavioral Health Solutions, Mental Health America Los Angeles, Mental Health America Northern California, Mental Health America San Francisco, Richmond Area Multi-Services, Santa Barbara County, Standard Solution, Sterling Solutions, and United Advocates for Children Families | Support work-force with lived experience in 23 Counties and 47 CBOs |
| Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver (CFP/C) Workforce | April 15, 2015 | UC San Diego, Health Services Research Center | Comprehensive information on CFP/C workforce |

*Santa Barbara County contract began on December 2, 2014, **Kaweah Delta contract began on August 25, 2014 and ***Pacific Clinics contract began on January 15, 2015



WET RFAs to be Released FY 2014-15

| RFA | Release Date | Amount Available | Expected Outcome |
|---|-------------------|------------------|--|
| WET Recruitment- Mini Grants | January 20, 2015 | \$250,000 | A total of 46 applications are to be awarded this year and serving 16,555 participants throughout California. |
| WET Recruitment- California Student/Resident Experiences and Rotations in Community Health (CaSEARCH) | February 20, 2015 | \$250,000 | Provide 51 students internships/experiences in the PMHS |
| Peer Personnel Training and Placement* | February 27, 2015 | \$2 Million | Award four organizations that will train and place Peer Personnel in PMHS |
| Public Mental/Behavioral Health Workforce Retention | April 10, 2015 | \$500,000** | Award approximately seven PMHS organizations to engage in workforce retention activities |
| Statewide Support and Development of Public Mental Health System Workforce with Lived Experience | April 2015*** | TBD | Award one organization to engage in efforts to support PMHS workforce with lived experience across the state of California |

* Funded with Mental Health Services Act (MHSA) administrative funds per Senate Bill (SB) 82

**Includes funding for FY 2014-15 and FY 2015-16

***Projected release date

WET Stipend Programs

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.

For FY 2014-15 and FY 2015-16, a total of \$13.8 million was awarded for the stipend programs. OSHPD expects to release another cycle of RFAs for stipend contracts funding in FY 2015-16 for contracts that will provide stipends in FY 2016-17 and FY 2017-18.

WET Stipend Programs in Progress

| Profession | Total WET Funding FY 2014-15 – FY 2017-18 | Funding Awarded FY 2014-15 | Funding Awarded FY 2015-16 | Contracts Awarded FY 2014-15 and FY 2015-16 | Number of Stipends FY 2014-15 | Number of Stipends FY 2015-16 |
|--|---|----------------------------|----------------------------|---|-------------------------------|-------------------------------|
| Psychiatric Mental Health Nurse Practitioner | \$7,200,000 | \$354,235 | \$479,754 | <ul style="list-style-type: none"> ✓ UC San Francisco ✓ University of San Diego Hahn School of Nursing and Health Sciences ✓ University of San Francisco | 15 | 22 |
| Clinical Psychologist | \$1,800,000 | \$439,327 | \$430,162 | <ul style="list-style-type: none"> ✓ Alliant International University | 19 | 19 |
| Marriage and Family Therapist | \$12,400,000 | \$2,875,968 | \$2,875,040 | <ul style="list-style-type: none"> ✓ Phillips Institute ✓ Alliant International University | 125 | 125 |
| Social Worker | \$13,600,000 | \$3,344,898 | \$2,968,893 | <ul style="list-style-type: none"> ✓ Regents of the University of California, Berkeley - CalSWEC | 147 | 129 |
| Total: | \$35,000,000 | \$7,014,428 | \$6,753,849 | 7 contracts awarded | 306 | 295 |

WET Mental Health Loan Assumption Program (MHLAP)

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 PMHS in exchange for a 12-month service obligation. A total of \$10 million is allocated yearly to loan assumption awards.

| MHLAP | FY 2014-15 |
|--|--------------|
| Applications Received | 1,607 |
| Applications Awarded | TBD* |
| Amount Available | \$10,731,015 |
| Amount Awarded | TBD |
| Counties Awarded | TBD |
| Awardees that Speak at least one language other than English | TBD |

*In FY 2013-14, MHLAP awarded 1,301 individuals

The FY 2014-15 application cycle opened on October 6, 2014 and applications were due on November 30, 2014. Award announcements will be made in April 2015. Please visit <http://www.oshpd.ca.gov/HPEF/MHLAP.html> for more information.

Education Capacity- Psychiatry

OSHPD contracts with organizations to fund residency slots in Psychiatric Residency education programs to increase their capacity to train residents and provide clinical rotations in the PMHS. OSHPD awarded a total of \$5.4 million in FY 2014-15 for the Psychiatry Education Capacity Program.

| Program | Number of Residents | Total Number of Resident Hours added in PMHS | Number of Supervisor Staff Hours in PMHS | Number of PMHS Sites Added | Counties Served with New Sites |
|-----------------------------------|---------------------|--|--|----------------------------|--------------------------------|
| Kaweah Delta Health Care District | 12 | 18,472 | 6,240 | 10 | Tulare |
| UC Davis | 5 | 3,348 | 7,213 | 3 | Sacramento |
| UC Riverside | 12 | 855 | 6,750 | 5 | Riverside |
| UC San Diego | 24 | 23,040 | 8,064 | 9 | San Diego |
| Total | 53 | 45,715 | 28,267 | 27 | 4 Counties |



Education Capacity- Psychiatric Mental Health Nurse Practitioners

OSHPD contracts with organizations to increase Psychiatric Mental Health Nurse Practitioner (Psych NP) education programs' capacity to train and provide clinical rotations in the PMHS. OSHPD awarded a total of \$2.9 million in FY 2014-15 for Psych NP education capacity programs.

| Program | Number of Student Slots to be Added | Number of Student Hours to be Added in PMHS | Number of Supervisor Staff Hours to be Added in PMHS | Number of PMHS Sites to be Added | Number of Counties Served with New Sites |
|----------------------------------|-------------------------------------|---|--|----------------------------------|--|
| CSU Fresno | 30 | 15,450 | 15,810 | 4 | Fresno and Merced |
| Pacific Clinics | 55 | 8,473 | 4,440 | 8 | Los Angeles |
| UC San Francisco | 33 | 11,400 | 11,400 | 41 | Alameda, Marin, San Francisco |
| Ventura County Behavioral Health | 18 | 11,264 | 3,872 | 12 | Ventura |
| Total | 136 | 46,587 | 35,522 | 65 | 7 Counties |

Regional Partnerships

OSHPD funds five Regional Partnerships (RP) that have formed across the state to promote building and improving local workforce, education and training resources. RPs include representation from County mental/behavioral health departments, community based organizations, 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 2014-15 (first 6 months) |
|--------------------|--|
| Bay Area Region | <ul style="list-style-type: none"> ✓ 200 students participated in the Bright Young Minds Conference highlighting behavioral health career pathways ✓ Over 150 individuals participated in motivational interviewing training or crisis intervention training |
| Central Region | <ul style="list-style-type: none"> ✓ Funding the development of an online Masters in Social (MSW) program ✓ 76 individuals have participated in a Roving Supervisor Program |
| Los Angeles Region | <ul style="list-style-type: none"> ✓ 18 UCLA School of Medicine faculty members provided 826 hours of training and academic support to residents and fellows |
| Southern Region | <ul style="list-style-type: none"> ✓ Plans to provide mental health first aid training, crisis intervention training, and interpreter training for mental health settings |
| Superior Region | <ul style="list-style-type: none"> ✓ Provided financial support for implementation of Social Work Distributed Learning Programs at CSU Chico and Humboldt State University. 89 are currently enrolled at MSW and 77 at BSW programs. |

Recruitment and Retention

| RFA | Funding for FY 2014-15 | Contract Start Date | Description | Expected Outcome |
|-------------|------------------------|---------------------|---|--|
| Mini Grants | \$250,000 | June 2015 | Will fund organizations that engage in activities to promote mental/behavioral health careers to students. | A total of 46 applications are to be awarded this year and serving 16,555 participants throughout California |
| CaSEARCH | \$250,000 | June 2015 | Will fund organizations to provide students across different mental/behavioral health professions short-term rotations and experiences in the PMHS. | Will provide 51 students with internships/ experiences in different mental/behavioral health positions in the PMHS |
| Retention | \$250,000 | June 2015 | Will fund organizations that engage in activities to increase the retention of the public mental/behavioral health workforce. | Award approximately seven PMHS organizations across California to engage in workforce retention activities |

WET Mini Grants

Mini Grants fund organizations that promote health careers to students. Regardless of funding source, this year all Mini Grants recipients are required to include:

- Promotion of mental/behavioral health careers, a variety of mental/behavioral health care settings, and resources
- Promotion of cultural/linguistic responsiveness (including mental/behavioral health)
- Demonstration of new and/or strengthened partnerships, including with mental/behavioral health organizations
- Incorporation of participant activities and/or curriculum around stigma reduction, suicide prevention, etc. and participant pre and post surveys

| Type/Number of Grants Awarded* | Amount Awarded | Participants Served (Estimated) |
|--|--|--|
| 100% WET Funded - 10 | \$129,916 | 1450 |
| Partially WET/Other Funded - 27 (35% WET / 65% Other) | \$337,067 (\$120,084 WET / \$216,983 Other) | 7885 |
| 100% Funded by Other - 9 | \$136,722 | 7220 |
| Total Grants: 46 (WET \$ = supports 80% of Grants) | Total Funding: \$603,706 (WET \$ = 40% of total awarded) | Total Served: 16,555 (WET \$ = \$.025 per participant) |

*Funding from FY 2014-15 (contracts monitored during FY 2015-16)



WET CaSEARCH

CaSEARCH funds organizations to provide students across different mental/behavioral health professions short-term rotations and experiences in the PMHS.

Timeline/Next Steps:

- Applications are currently under review
- Awardees to be announced 4/24/15

| Number of Grants Awarded* | Amount Awarded | Participants Served |
|---------------------------|--|---------------------|
| Potential: 6 | Potential: \$153,000 (\$97,000 remaining) | Potential: 51 |

*Funding from FY 2014-15 (contracts monitored during FY 2015-16)

For additional information about this year's Request for Application and/or Awardees: <http://oshpd.ca.gov/HWDD/CaSEARCH/>

Consumer and Family Member Employment Overview

The WET Five-Year Plan 2014-2019 allocated \$10 million across FY 2014-15 and FY 2015-16 for the purpose of engaging in activities that increase and support consumer and family member employment in the PMHS.

In April 2014, OSHPD formed the Consumer and Family Member Employment Advisory Committee to advise OSHPD on aspects related to OSHPD WET consumer and family member employment activities. The Committee met five times from April to December and provided recommendations for OSHPD's consideration.

| RFA | Total Funding | Contract Start Date | Expected Outcome |
|---|---------------|---------------------|--|
| Local Organizational Support and Development Networks | \$1 million | January 2015 | Engage 29 employer organizations to increase their ability to employ and support consumer, family member, and parent/caregiver workforce |
| Networks to Support Public Mental Health System Workforce with Lived Experience | \$1.3 million | April 2015 | Support PMHS workforce with lived experience in 23 Counties and 47 CBOs |
| Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver (CFP/C) Workforce | \$400,000 | April 2015 | Will gather comprehensive data on CFP/C workforce in the PMHS |
| Statewide Consumer and Family Member Workforce Support Network* | TBD | July 2015* | Award one organization to engage in efforts to support PMHS workforce with lived experience across the state of California |

* Anticipated release date of April 2015

Consumer and Family Member Employment Funded Programs

| RFA | Outcome | Total Awarded |
|---|--|--|
| Local Organizational Support and Development Networks | Funded two organizations that will provide services to PMHS employers to support their ability to employ and support consumers and family members in the workforce | Awarded two organizations for a total of \$999,905: 1-Mental Health America Northern California; 2-United Advocates for Children and Families |
| Networks to Support Public Mental Health System Workforce with Lived Experience | Funded nine organizations that will provide services to engage and support individuals with lived experience as consumers, family members, and parents/caregivers who are currently employed or are volunteering in the PMHS | Awarded nine Organizations for a total of \$1,325,329: 1-California Institute for Behavioral Health Solutions; 2-Mental Health America Los Angeles; 3-Mental Health America Northern California; 4-Mental Health America San Francisco; 5-Richmond Area Multi-Services, INC; 6-Santa Barbara County; 7-Standard Solution; 8-Sterling Solutions; 9-United Advocates Children Families |
| Consumer and Family Member Workforce Comprehensive Needs Assessment | Funded an organization that will conduct a comprehensive quantitative and qualitative data-driven assessment that gathers and analyzes information on consumer, family member, and parent/caregiver workforce, positions, education/training, and needs in the PMHS across counties and community based organization | Awarded the University of California, San Diego Health Services Research Center for a total of \$400,000 |

Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver Workforce

OSHPD awarded \$400,000 to the University of California, San Diego Health Services Research Center to develop, collect, aggregate, and analyze data on the consumer, family member, and parent/caregiver (CFP/C) workforce in the PMHS. The contractor will develop and conduct a comprehensive quantitative and qualitative assessment that gathers information on the following elements:

A. Identifying and analyzing:

- Number and demographics of CFP/Cs employed within the PMHS across counties including both county and CBOs.
- Different types of positions and the environments that the CFP/C workforce are employed in and the different types of functions they serve in those positions across counties and the nation.
- Quantity and type of assistance PMHS employers provide to CFP/C workforce including but not limited to: reasonable accommodations, benefits planning, employer-paid benefits, and/or career advancement/professional development opportunities.
- Number of PMHS employers that receive reimbursement and analyzing the type of funding they receive for services provided by their CFP/C workforce.
- Current career tracks/ladders for CFP/C workforce across counties and the nation.

B. Identifying and analyzing desirable or minimum qualifications for:

- CFP/C workforce across counties and the nation.
- CFP/C workforce educators/trainers across the state and nation.
- Individuals supervising CFP/C workforce across counties and the nation.

C. Identifying and analyzing:

- Core competencies used for CFP/C workforce across counties and the nation.
- Curricula for training CFP/C workforce across the state and nation.
- Competency exams, if any, used for CFP/C positions across counties and the nation.

Contract activities are scheduled to be completed by April 2016.

Consumer and Family Member Employment Programs to be Funded

| RFA | Release Date | Amount Available | Expected Outcome |
|--|--------------|------------------|---|
| Statewide Consumer and Family Member Workforce Support Network | April 2015 | TBD | One organization will engage in various statewide activities that aim to increase consumer and family member employment |

Peer Personnel Support

Per Senate Bill (SB) 82 (2013), in April 2014 OSHPD awarded 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

As of January 2015, the contractors have:

- ✓ Recruited 233 individuals to participate in peer personnel training programs;
- ✓ Trained 192 individuals;
- ✓ Placed 96 individuals in positions within the PMHS across six counties including Contra Costa, San Diego, Los Angeles, Kern, Napa, and Solano

These contracts are set to expire in June 2016.

OSHPD released another RFA in February 2015 and applications are due April 16, 2015.

Senate Bill (SB) 614

This bill would require the state Department of Health Care Services (DHCS) to establish a statewide peer and family support specialist (P/FSS) certification program by July 1, 2016. DHCS would be required to define responsibilities and practice guidelines, determine curriculum and core competencies, specify training and continuing education requirements, as well as establish a code of ethics, certification renewal and revocation processes. DHCS would also be required to collaborate with the OSHPD and consult with other stakeholders in developing, implementing, and administering the P/FSS certification program.

OSHPD has not taken a formal position on the legislation and is working with the DHCS and the Administration.

WET Budget Re-Evaluation for FY 2016-17 and FY 2017-18

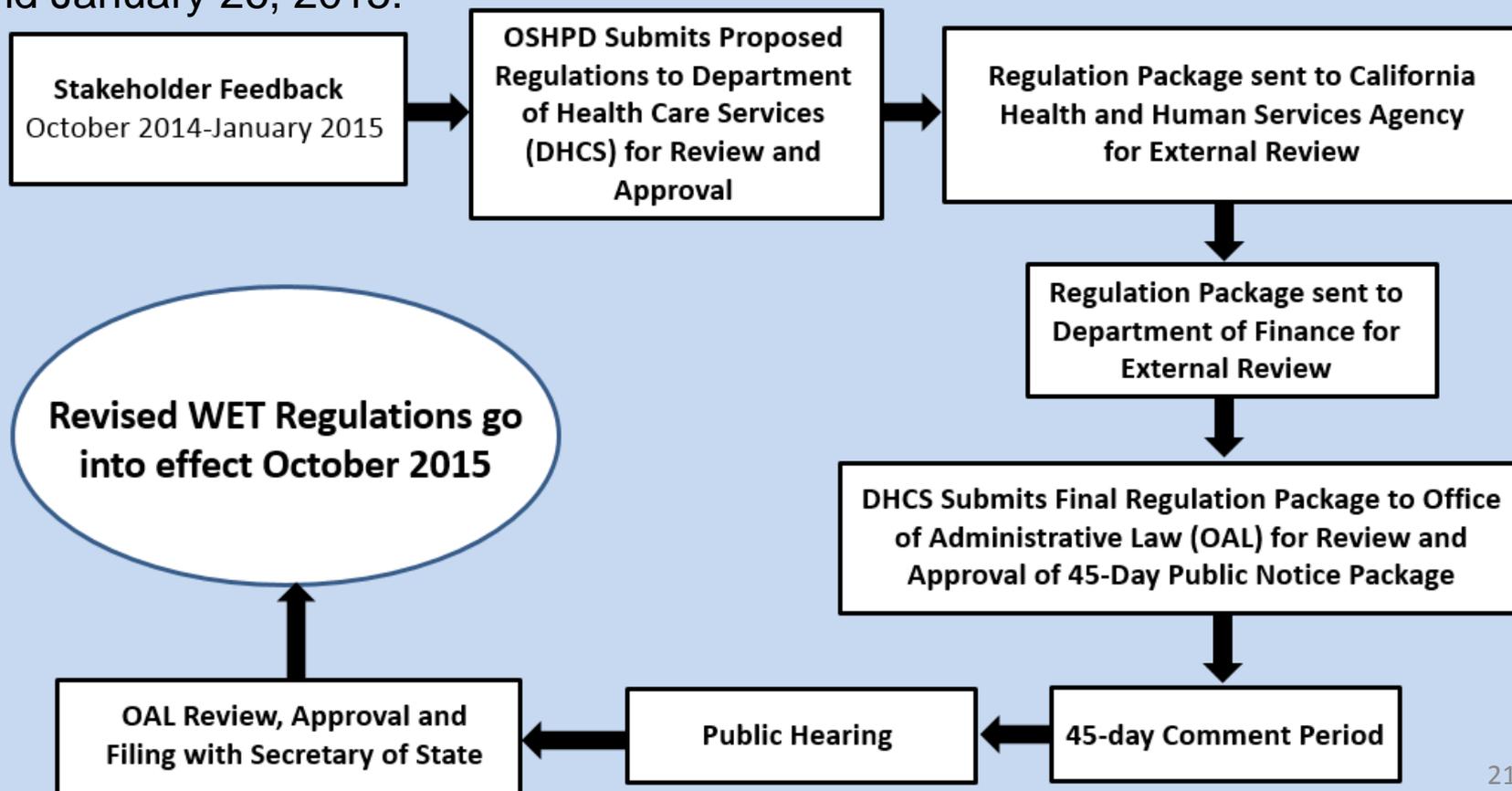
OSHPD will engage in efforts to re-evaluate the WET budget for the last two fiscal years of the WET Five-Year Plan. Proposed efforts to decide if budget changes are needed include but are not limited to:

- Stakeholder Engagement via:
 - ✓ WET Advisory Committee
 - ✓ Stakeholder conference calls/webinar
 - ✓ Government partners meetings
 - ✓ California Mental Health Planning Council
- Research and Analysis
 - ✓ Staff and Contractor Research (if available) of healthcare workforce needs across California
 - ✓ Analysis of Current Programs

If any changes to the WET Five-Year Plan budget are proposed, OSHPD will seek approval from the California Mental Health Planning Council and California State Legislature through the legislative budget change process.

WET Regulations Process

OSHPD staff conducted a review of all MHSA WET Regulations that impact the WET program to determine suggested regulation changes. OSHPD reviewed all feedback received and held two stakeholders meetings on November 7, 2014 and January 26, 2015.



WET Regulations Overview of Suggested Changes

OSHPD is suggesting three substantive changes to the WET regulations. The suggested changes do not change funding levels for WET programs and do not create new programs. The changes are specific to the Mental Health Loan Assumption Program (MHLAP) and would:

- Allow MHLAP to pay the awardee directly
- Allow for flexibility to increase the yearly maximum award amount from \$10,000 to \$25,000
- Allow for flexibility to increase the total lifetime maximum award amount for eligible awardees from \$60,000 to \$150,000



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