



Office of Statewide Health Planning and Development

Healthcare Workforce Development Division



Draft Changes to WET Five-Year Plan Vision, Values AND Mission Statement

VISION

We The Office of Statewide Health Planning and Development (OSHPD) envisions a public mental health workforce, which includes clients and family members, sufficient in size, diversity, skills and resources to deliver compassionate, culturally and linguistically responsive, safe, timely and effective mental health services to all individuals who are in need and their families and caregivers in multiple healthcare systems and settings, and contributes to increased prevention, wellness, recovery and resilience for the people of California.

Strength-based mental health service delivery that embodies the principles of wellness, recovery and resilience is being recognized as essential to preventing costly, inappropriate, and often involuntary treatment across healthcare systems and settings. It also enables individuals to live, work, learn, and fully participate in the communities of their choice.

Significantly expanding the role of individuals, families and the community in the recovery process is an effective strategy to address workforce shortages, as the focus shifts to competencies that can be learned and utilized by many individuals who do not have advanced degrees, credentials or licenses.

The additional resources provided by the passage of the Mental Health Services Act (MHSA) present the potential for new and expanded services to enable a full spectrum of care that includes behavioral health and primary care service delivery. Through the Five-Year Plan, resources may be utilized to facilitate the expansion of multi-disciplinary training which takes into account the diverse needs of racial and ethnic minorities and other underserved and underserved populations such as children and youth, transition-aged youth, adults and older adults. To bring the full vision of the MHSA to fruition, mental health and related systems must be able to develop a full range of strategic alliances and structures that can accommodate an ever-changing service needs picture landscape and quickly respond to current and future opportunities, such as those presented by State and Federal healthcare reforms.

VALUES

In collaboration with its stakeholders, the Department OSHPD has developed a set of core values that guide all activities included in the Five-Year Plan:

- ***Develop a diverse workforce, that includes diverse, racial and ethnic community members underrepresented in the mental health provider networks, and mental health consumers and including clients and families/ caregivers, with the skills to:***

- *Promote wellness, recovery and resilience and other positive mental health, **behavioral health and primary care** outcomes*
 - *Work collaboratively to deliver individualized, client-and family-driven services*
 - *Use effective, **innovative** and where possible, evidence-based practices*
 - *Conduct outreach to unserved and underserved populations*
 - *Provide services that are ~~linguistically and culturally competent and relevant~~ **culturally and linguistically responsive to diverse needs***
 - *Promote ~~multi-disciplinary and interdisciplinary care~~ **by working across disciplines***
- *Include the viewpoints and expertise of clients and their families/caregivers **in multiple healthcare settings***

The Department OSHPD, again with input from its partner agencies, clients and family members and other stakeholders, will utilize the vision and values to develop the following Mission Statement to guide all **mental health** Workforce Education and Training activities:

MISSION STATEMENT

*California's public mental health system will develop and maintain a sufficient workforce capable of providing client and family-driven, ~~culturally competent~~ **and linguistically responsive** services using effective methods that promote wellness, recovery and resilience and other positive mental health, **behavioral health and primary care** outcomes.*



Mental Health Services Act - Workforce Education and Training Five-Year Plan Phase-1 Stakeholder Engagement Process Overview

Proposition 63 – the Mental Health Services Act (MHSA) – funds Workforce Education and Training (WET) Programs. Per Welfare and Institutions Code Section 5822, the Office of Statewide Health Planning and Development (OSHPD) is accountable for the development of the MHSA WET Five-Year Plan (WET Five-Year Plan).

The WET Five-Year Plan provides a framework for the advancement and development of mental health workforce, education and training programs at the State and local level. Specifically, the WET Five-Year Plan provides the vision, values, mission, measureable goals and objectives, proposed actions and strategies, funding principles, and performance indicators for mental health workforce funding.

To ensure the development of a comprehensive plan, OSHPD is employing a robust stakeholder engagement process to engage diverse stakeholder groups through different strategies that include:

Focus Groups/Community Forums

OSHPD will engage stakeholders through 11 focus groups/community forums throughout the different regions of the State. The focus groups/community forums will inform stakeholders on MHSA WET programs and solicit feedback on the elements and priorities that should be included in the next WET Five-Year Plan. OSHPD will engage regions used by the MHSA WET Regional Partnerships which include Superior, Bay Area, Central, Southern, and Los Angeles regions. A County breakdown of each region and the number of proposed meeting to be set can be found below:

- *Superior Region* (Counties: Modoc, Siskiyou, Del Norte, Humboldt, Trinity, Shasta, Lassen, Sierra, Nevada, Plumas, Butte, Glenn, Tehama, Lake, Mendocino, Colusa)
 - 2 focus groups/community forums
- *Bay Area Region* (Counties: Alameda, City of Berkeley, Contra Costa, Marin, Napa, San Francisco, Santa Clara, San Mateo, Solano, Sonoma, Monterey, San Benito, Santa Cruz)
 - 3 focus groups/community forums
- *Central Region* (Counties: Alpine, Amador, Calaveras, El Dorado, Fresno, Inyo, Kings, Madera, Mariposa, Merced, Mono, Placer, Sacramento, San Joaquin, Stanislaus, Sutter/Yuba, Tulare, Tuolumne and Yolo)
 - 2 focus groups/community forums

- *Southern Region* (Counties: San Luis Obispo, Santa Barbara, Ventura, Kern, Tri-City Mental Health, San Bernardino, Riverside, Imperial, Orange, San Diego)
 - 2 focus groups/community forums
- *Los Angeles Region* (County: Los Angeles)
 - 2 focus groups/community forums

There are numerous MHSA WET stakeholder organizations that meet regularly. To the extent possible, OSHPD will also request time at regularly scheduled stakeholder meetings to conduct mini-focus groups. (For example: State Mental Health Planning Council meetings, Song-Brown Commission meeting, Healthcare Workforce Development Council meeting, WET Contractor's Board meetings...etc.).

Key-Stakeholder Interviews

OSHPD will engage key stakeholder groups through phone and in-person interviews. The interviews will be used to solicit feedback from key stakeholder groups on elements that should be included in the WET Five-Year Plan.

WET Advisory Committee and WET Five-Year Plan Advisory Sub-Committee

OSHPD will engage experts and stakeholders through the WET Advisory Committee (Committee) and WET Five-Year Plan Advisory Sub-Committee (Sub-Committee) meetings. Committee and Sub-Committee members will be able to provide their feedback and their stakeholder's feedback when discussing the WET Five-Year Plan elements during the meetings. Additionally, there will be time set aside for public comment at every Committee and Sub-Committee meeting, which allows public members attending in-person or by-phone to provide input on the different elements discussed during the meetings.

Webinars and Surveys

There are numerous stakeholders that may not be able to attend the focus groups/community forums, WET Advisory Committee meetings, and/or be involved in the key-stakeholder interviews. OSHPD will engage these stakeholders through webinars and surveys and will utilize these webinars to inform stakeholders about MHSA WET Programs and the WET Five-Year Plan. The webinars will be available online to allow stakeholders who do not have the opportunity to attend in person, to watch at their own leisure. OSHPD will subsequently send out surveys to engage stakeholders to solicit their feedback on what should be included in the WET Five-Year Plan.

County Site Visits (To Be Determined)

As there are funding limitations, OSHPD is evaluating the possibility of engaging county site visits, and the total number of site visits conducted.



Draft Stakeholders to Engage in MHSA WET Five-Year Plan Development

1. Asian Americans for Community Involvement
2. Asian and Pacific Islander Health Forum (APIHF)
3. County Alcohol and Drug Programs Administrators' Association of California
4. California Alliance of Child and Family Services (CACFS)
5. California Areas Health Education Center (AHEC)
6. California Association of Alcoholism and Drug Abuse Counselors (CAADAC)
7. California Association of Alcohol/Drug Educators (CAADE)
8. California Association of Health Facilities (CAHF)
9. California Association of Local Mental Health Boards & Commission (CALMHB/C)
10. California Association of Marriage & Family Therapists (CAMFT)
11. California Association of Mental Health Patients' Rights Advocates (CAMHPRA)
12. California Association of Psychiatric Technicians (CAPT)
13. California Association of Public Hospitals and Health Systems
14. California Association of Social Rehabilitation Agencies (CASRA)
15. California Black Health Network
16. California Black Women's Health Project
17. California Coalition for Mental Health (CCMH)
18. California Community Colleges
19. California Council of Community Mental Health Agencies (CCCMHA)
20. California Department of Education
21. California Department of Healthcare Services
22. California District Attorneys Association (CDA)
23. California Health Access
24. California Healthcare Association (CHA)
25. California Healthcare Foundation (CHCP)
26. California Health Professions Consortium (CHPC)
27. California Health Workforce Alliance (CHW)
28. California Hospital Association
29. California Institute for Mental Health (CIMH)
30. California Institute of Integral Studies
31. California Medical Association (CMA)
32. California Mental Health Advocates for Children & Youth (CMHACY)
33. California Mental Health Directors Association (CMHDA)
34. California Mental Health Planning Council (CMHPC)
35. California Network of Mental Health Clients (CNMHC)
36. California Pan-Ethnic Health Network
37. California Primary Care Association

38. California Psychiatric Association (CPA)
39. California Psychological Association (CPA)
40. California Public Defenders Association (CPDA)
41. California Rural Indian Health Board
42. California State Association of Counties (CSAC)
43. California State Association of Public Administrators, Public Guardians and Public Conservators (CAPAPGPC)
44. California State Rural Health Association
45. California State University (CSU)
46. California Workforce Investment Board (CWIB)
47. Community Health Councils
48. Consumers and Family Members
49. County Workforce Education and Training Administrators
50. Forensic Mental Health Association of California (FMHAC)
51. Jewish Vocational Services (JVS)
52. Latino Behavioral Health Institute
53. Latino Coalition for a Healthy California (LCHC)
54. Local Workforce Investment Boards
55. Mental Health Association in California (MHAC)
56. Mental Health America of Los Angeles
57. National Alliance for the Mentally Ill California (NAMI)
58. National Mental Health Association of Greater Los Angeles (NMHAGLA)
59. Peers Envisioning and Engaging in Recovery Services
60. Protection & Advocacy, Inc. (PAI)
61. Service Employees International Union (SEIU)
62. The California Endowment
63. United Advocates for Children and Families (UACF)
64. University of California
65. West Coast Children's Clinics



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Draft Workforce Education and Training (WET) Five-Year Plan Advisory Sub-Committee Representative Roster

- Education Representative (Mental Health Program Chair/Dean)
- Stipend Program Representative
- County Workforce Education and Training (WET) Administrator Representative
- Regional Partnership Representative
- Advocacy Organization Representative
- WET Advisory Committee Member
- California Mental Health Planning Council Representative
- Department of Health Care Services (DHCS) Representative
- Department of Consumer Affairs Representative (i.e. Board of Behavioral Sciences)
- Racial/Ethnicity Organization Representative
- Community-Based Organization Representative
- Primary Care Provider
- Behavioral Health Provider
- Substance Abuse Representative
- Best Practices Organization
- Career Pathways Sub-Committee Representative
- Health Science Academy Representative
- County or State Workforce Investment Board (WIB) Representative
- Rural Representative
- Consumer/Family Member Representative
- Mental Health Services Act Oversight and Accountability Commission (OAC) Representative