

**WORKFORCE EDUCATION AND TRAINING (WET) CONSUMER AND FAMILY MEMBER EMPLOYMENT  
ADVISORY COMMITTEE MEETING MINUTES**

June 10, 2014  
400 R Street, Suite 317  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

Staff in Attendance		
Lupe Alonzo-Diaz, Deputy Director Linda Onstad-Adkins, Section Chief Felicia Borges, Manager Sergio Aguilar, Analyst		
Committee Members In Attendance or by Phone		
Jane Adcock Jessica Cruz Kim Madsen Kimberly Mayer Adrienne Shilton	Susan Mandel Cindy Claffin Chad Costello John Ryan Erynne Jones	Michele Peterson Christa Thompson Cynthia Harrison

Agenda Item Number	TOPIC	Discussion
1	Welcome and Introductions	Ms. Alonzo-Diaz welcomed the Advisory Committee and public members to the Workforce Education and Training (WET) Advisory Committee meeting. The focus of this meeting was to provide updates on the implementation efforts of the Five-Year Plan, consumer and family employment activities and primarily focused on discussing the potential activities and/or strategies around recruitment and retention as it relates to the WET Five-Year Plan 2014-2019.  Ms. Alonzo-Diaz provided an opportunity for member introductions.
2	Update on WET- Five-Year Plan Implementation Efforts	Ms. Onstad-Adkins provided background information on the work being done prior to the implementation phase of the WET Five-Year Plan 2014-2019 such as focus groups, surveys, and other activities involving stakeholders.  Ms. Onstad-Adkins provided an update on OSHPD's existing programs. A Request for

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		<p>Application (RFP) was released for the Stipend program. OSHPD awarded \$14.94 million to Alliant International University, CalSWEC, Phillips Institute, University of California San Francisco and University of San Diego. The stipends are for Marriage and Family Therapists, Masters of Social Work, Psychiatric Mental Health Nurse Practitioners and Clinical Psychologists.</p> <p>OSHPD has received questions regarding why psychiatrists were not included in the stipend program funding stream. Ms. Onstad-Adkins answered this question stating that the regulations do not include psychiatrists in the stipend programs. However, OSHPD will be revisiting the regulations and that may be one of the revisions that the department may consider.</p> <p>Ms. Onstad-Adkins reported that four of the five regional partnerships had received their contracts. The Southern Region will be starting late as San Bernardino County will no longer be the fiscal sponsor. OSHPD is working with the Southern Region to determine which County will be the fiscal sponsor. The Mental Health Loan Assumption Program (MHLAP) awarded over \$10.6 million this year to over 1,320 awardees. OSHPD has begun to solicit feedback via focus groups and surveys for a Psychiatric Mental Health Nurse Practitioner Educational Capacity Request For Application. A \$6.75 million Psychiatric Residency Educational Capacity Request For Proposal has been released and proposals are due on June 24. In April as a result of SB 82, OSHPD was able to award \$1.89 million for Peer Personnel Preparation to Contra Costa Behavioral Health, Mental Health Association of San Francisco, NAMI San Diego and Recovery Opportunity Center.</p>
3	Update and Discussion on Consumer and Family Member Employment Efforts	The WET Consumer and Family Employment Advisory Committee was established to advise OSHPD on the activities related to implementing the \$10 million that was allocated from the WET Five-Year Plan 2014-2015 for consumer and family member employment. There were two meetings, in April and May and out of those meetings, three major program categories that support consumer and family member

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		<p>employment were developed. The categories include 1) support and development; 2) training, education and placement; and 3) building blocks. Another meeting is scheduled for this committee is on June 24 to talk in depth regarding the support and development category. Also, the California Mental Health Planning Council (CMHPC) has engaged in efforts as it relates to peer certification.</p> <p>Ms. Adcock updated the committee on CMHPC's efforts. In May, CMHPC met with experts on peer certification to gather more information as it relates to other states, curriculum and statutory language. CMHPC has been able to map out some of the elements that it will take to achieve peer certification. The three main elements are statutory language, identifying a governmental entity to serve as an administrator and establishing a funding source. CMHPC's role at this time is to create a roadmap on how to achieve peer certification in California.</p>
4	Presentation and Discussion on Future WET Recruitment Activities	<p>Ms. Borges presented background information on the California Student/Resident Experiences and Rotations in Community Health (CalSEARCH) program, which is one of the two recruitment activities outlined in the WET Five-Year Plan. Ms. Borges indicated that CalSEARCH was a program that previously existed in OSHPD which was funded by the Health Resources and Services Administration (HRSA). OSHPD was granted \$579,000 over three years to rotate 150 students and residents in California's clinics and community health centers in underserved areas. There was not much participation in the first year of CalSEARCH, but there was considerable growth in the third year. The primary focus of the program was primary care as directed by HRSA. Overall there was positive feedback from the students and from the sites they were serving. Some of the successes were there was participation from schools, sites and students. Some of the lessons learned were to be cognizant of administrative requirements, clinics may not have been initially prepared to host the students, program required lots of in-kind support from interested parties, federal requirements were always evolving, and challenges were encountered with matching students to eligible sites.</p>

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		<p>Moving forward, CalSEARCH will be funded by two sources. One of the funding streams is coming from WET funds, which is \$250,000 per fiscal year for four years which will focus on the Public Mental Health System (PMHS). The other funding stream is from the California Endowment to focus on promotores and community health workers. From the WET funding, CalSEARCH hopes to serve 312 students/residents over those four years for approximately 78 per year. The funding is used for clinical rotations as well as the site hosting those rotations. OSHPD will be starting an Advisory Committee to solicit feedback regarding CalSEARCH activities. OSHPD plans to release a Request for Application (RFA) in January and make awards by next June. Ms. Borges provided a list of mental health careers to the group to solicit their feedback, which was developed from the WET Five-Year Plan 2014-2019.</p> <p>A committee member asked how far along would the student have to be in their education in order to participate. Ms. Borges responded that this issue would be further explored once the Advisory Committee was established, but the previous CalSEARCH program learned that sites preferred students to be more advanced in their education.</p> <p>A committee member recommended including other mental health careers such as positions that are not just direct service and said that fiscal staff and quality improvement staff are needed at the County level.</p> <p>A committee member asked how long the rotation is. Ms. Borges responded that in the previous iteration that the rotation was a minimum of 80 hours; however it could be longer based on the site's discretion. However, this issue is also being explored by the Advisory Committee.</p> <p>A committee member referenced the Mental Health Loan Assumption Program as having a sample list that CalSEARCH can look to for mental health disciplines.</p>
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		<p>Ms. Borges also solicited feedback on the types of sites that CalSEARCH should open the program up to. The group had general consensus that it should be available statewide. Also, emphasis was placed on counties that have shortages.</p> <p>A committee member suggested that additional marketing, outreach and technical assistance should be provided so that the program is known about statewide and to those counties of need.</p> <p>Christina Washington will be the primary analyst leading CalSEARCH moving forward and Ms. Borges will be the program manager.</p> <p>OSHPD will send out an email with the application for those interested individuals to apply for the CalSEARCH Advisory Committee.</p>
5	Discussion on Future WET Retention Activities	<p>Mr. Aguilar stated that WET has \$1 million over the next four years to focus on retention of the Public Mental Health System workforce. This is a new program that was added in the WET Five-Year Plan 2014-2019. Mr. Aguilar referenced a list of potential retention activities on a document which can be found via the following link: <a href="http://oshpd.ca.gov/HWDD/2014/WET/WET-Retention-Activities-June10.pdf">http://oshpd.ca.gov/HWDD/2014/WET/WET-Retention-Activities-June10.pdf</a>. The document outlines potential retention activities that are consistent with the goals and objectives of the WET Five-Year Plan 2014-2019.</p> <p>Mr. Aguilar asked the Advisory Committee if there were any activities that were not included in the list that they would recommend.</p> <p>A committee member brought up retention activities as they relate to persons with disabilities and asked if there were any networks available to them and other groups such as the kinds of networks that exist for cultural and ethnic groups.</p> <p>A committee member stated that supervision should be emphasized as it could help</p>

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		<p>retain staff that is working towards licensure.</p> <p>A committee member thought that OSHPD should try to solicit information from the counties based on staff exit interviews in order to pinpoint why individuals are leaving their position.</p> <p>Mr. Aguilar proceeded to ask the group if there were any retention strategies/replicable models that are working really well and should therefore be considered.</p> <p>A committee member brought up the regional partnerships as an example through superior region's distance education and central region's roving supervision strategy.</p> <p>A committee member shared that best practice workshops would be a good opportunity to ensure that retention strategies are shared across the state.</p> <p>A committee member stated that resource centers for employers could be a potential strategy.</p> <p>The last question that Mr. Aguilar posed to the group was if there were any retention activities that the group has concerns with? If so, what are those concerns?</p> <p>A committee member stated that retention can be challenging when other employers such as the prisons pay more than other employers.</p> <p>Committee members reached consensus that there are generational differences so perhaps looking into what motivates the younger generation workforce so that these retention strategies can be most effective.</p>
6	Public Comment	<p>A member from the public commented that a potential retention strategy could be a performance based financial incentive program. Also, employees respond well to</p>

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		<p>organizational support such as professional development, allowed time off and adjusting case load size so those could be strategies to look into.</p> <p>A member from the public stated that retention must be kept in mind when recruiting for positions. Employers should think about including more information in job postings than just the responsibilities, but the workplace culture too.</p>
7	Adjournment	<p>Ms. Alonzo-Diaz thanked the committee members for their participation and stated that OSHPD will be sending out a notice regarding applications for the CalSEARCH Advisory Committee.</p>