

**WORKFORCE EDUCATION AND TRAINING (WET)
ADVISORY COMMITTEE MEETING MINUTES**

April 9, 2015
400 R Street, Suite 468
Sacramento, CA 95811
1:00 PM to 4:00 PM

Staff in Attendance		
Lupe Alonzo-Diaz, Deputy Director John Madriz, Acting Section Chief Felicia Borges, Manager Brent Houser, Manager Sergio Aguilar, Analyst Wes Salter, Staff		
Committee Members In Attendance or by Phone		
Jane Adcock Kimberly Mayer Anne Robin Poshie Mikalson Christa Thompson	Malia Javier Fontecchio Sarah Bream Karin Lettau Rowena Gillo Cynthia Harrison	Melinda Furfuro Robert Mccarron Angelita Diaz-Akahori

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 status of the WET Five-Year Plan 2014-2019 implementation, updates on WET Mini-Grants and WET Cal-SEARCH Program, presentations by five WET Stipend Program Contractors, and lastly a discussion on potential future WET Evaluation activities. Ms. Alonzo-Diaz provided an opportunity for member introductions.

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2	Update on WET Five-Year Plan and Budget	<p>Mr. Houser provided a presentation on the WET Five-Year Plan 2014-2019 activities. The presentation can be found via the following link: http://www.oshpd.ca.gov/HWDD/2015/WET/WET-Advisory-Committee-Presentation-April-9.pdf</p> <p>Mr. Houser presented information on WET Request for Applications (RFA) that were released and funded in Fiscal Year (FY) 2014-15 and the RFAs that were planned to be released in FY2014-15. He identified the expected and projected outcomes for the RFA's and provided an overview of OSHPD's progress on the WET regulations process. He also discussed Senate Bill (SB) 614, which would require the state Department of Health Care Services (DHCS) to establish a statewide peer and family support specialist 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. Mr. Houser stated that OSHPD has not taken a formal position on the legislation and is working with the DHCS and the Administration.</p> <p>A committee member asked even though the bill has not passed, how does OSHPD see the education component of the certification process working?</p> <p>Ms. Alonzo-Diaz stated that the level of detail of how it would be implemented falls under the purview of DHCS, as they are the responsible entity if SB 614 were to pass. DHCS would be responsible for implementing the bill and to provide the recommendations on these types of issues with the bill would pass.</p> <p>A committee member asked if the WET regulations proposed changes are a public document.</p> <p>OSHPD staff indicated that they are public because OSHPD is sharing the information with the public now, however the process is still ongoing and is currently being reviewed by DHCS. The 45 day comment period has not started at this time and OSHPD will continue to keep</p>
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		<p>stakeholders informed as the regulations process continues.</p> <p>OSHPD indicated that the official regulations documents were in development with DHCS but would not be shared with the public until the proposed rulemaking documents are submitted to the Office of Administrative Law for their review. DHCS would prepare the documents and release it for review.</p> <p>A committee member asked if the proposed Mental Health Loan Assumption Program regulatory changes provided discretion to the counties.</p> <p>OSHPD indicated that they do provide county discretion as OSHPD consistently works with the counties, and each county has to determine which positions are hard-to-fill or retain.</p> <p>A committee member inquired as to how much has been expended out of the \$10 million for the Consumer and Family Member Employment program.</p> <p>OSHPD indicated that approximately \$2.7 million has been encumbered with current consumer and family member employment contracts.</p> <p>However, OSHPD anticipates releasing another RFA in FY 2014-15 from the consumer and family member employment program funding and it has not been determined how much funding will be allocated to that RFA.</p> <p>OSHPD staff reminded committee members that Peer Personnel program funding are not WET funds and thus not included in the WET Consumer and Family Member Employment funding category.</p>
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3	Update and Discussion on WET Mini-Grants and CalSEARCH Program	<p>Ms. Felicia Borges provided an update on the WET Mini Grants and WET CalSEARCH programs. She reported information on the number of awards and individuals served via the WET Mini-Grant program and indicated that CalSEARCH applications were still currently in review. Both Mr. Houser and Ms. Borges presentation can be found at the following link: http://oshpd.ca.gov/HWDD/2015/WET/WET-Advisory-Committee-Presentation-April-9.pdf</p>
4	Presentations by WET Stipend Program Contractors	<p>Sergio Aguilar indicated most of the WET efforts are implemented via contracts with other organizations and this meeting provided an opportunity to hear presentation from several WET Stipend program contractors including:</p> <ul style="list-style-type: none"> • California Social Work Education Center (Social Work Stipends) • Phillips Graduate Institute (Marriage and Family Therapist Stipends) • University of California San Francisco (Psychiatric Nurse Practitioner Stipends) • California Institute of Integral Studies (Clinical Psychologist Stipends); and • California Psychology Internship Council (Clinical Psychologist Stipends) <p>Dr. Rodger Lum gave a presentation for the California Social Work Education Center (CalSWEC). CalSWEC formed in 1990 and is administered by the School of Social Welfare, University of California, Berkeley, with a consortium of 21 accredited schools. Since start-up of the mental health initiative in 2005, 1,686 students have received stipends. Dr. Lum indicated that students have had placements and graduates have chosen employment in 50 counties in California, but it is too early for student outcomes for FY 2014-15. He identified program challenges with budget concerns and cuts among publicly-funded universities and late start-up due to university administration concerns regarding paying back funds. Dr. Lum's complete PowerPoint presentation can be found via the following link: http://oshpd.ca.gov/HWDD/2015/WET/CALSWEC-Mental-Health-Stipend-Program.pdf</p> <p>Jose Luis Flores gave a presentation for the Marriage and Family Therapist (MFT) Consortium of California at Phillips Graduate Institute (PGI). PGI hosts eight Regional Consortia that are</p>

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		<p>represented by 88 schools in 49 counties. They have five Regional Coordinators that work 10 to 30 hours per month providing guidance and oversight for the stipend program. Each Regional Consortia has a school that acts as the host and makes up the Leadership Collaborative that attends monthly meetings and makes major decisions. Jose Luis indicated that PGI received applications from a large pool and have a wide range of experience. In the first five years 88 percent of stipend recipients have been placed in the Public Mental Health System, 93 percent are represented in a multicultural capacity and express the confidence to provide services to a variety of cultural communities. He also indicated that 80 percent speak a second language and 58 percent are a consumer or family member. For FY 2014-15 110 stipends have been awarded. Jose Luis's complete PowerPoint can be found via the following link: http://oshpd.ca.gov/HWDD/2015/WET/Phillips-MFT-Stipend-Program.pdf</p> <p>Beth Phoenix gave a presentation on behalf of the University of California, San Francisco Psychiatric Mental Health Nurse Practitioner Program (PMHNP). She indicated that the UCSF PMHNP program has been rated the #1 program in the US in three successive US News rankings. They have administered the PMHNP stipend program since 2009 and have provided 52 stipends of which 35 have graduated, 15 are currently enrolled and 2 have withdrawn for medical reasons. Of the 35 graduates 19 have completed the payback service or are on schedule to complete it by the end of next quarter. Beth identified that low salary is one of the issues as PMHNP salary is often lower than the salary they were receiving as a RN, so they will continue full-time as a RN and work part-time as a PMHNP. Accomplishments have included an increase of 15 PMHS placement sites during this contract period. Beth's complete PowerPoint presentation can be found via the following link: http://oshpd.ca.gov/HWDD/2015/WET/UCSF-PMHNP-stipend-Program.pdf</p> <p>Monica Munjal gave a presentation for the California Institute of Integral Studies (CIIS) Clinical Psychologists Stipend Program. She indicated from 2012-2014, a total of 15 stipends were awarded. Ms. Munjal stated that some of their successes were having a large enough pool of applicants each year to easily find the most qualified and deserving students. Students have said the funds they received were instrumental in helping them complete their degree and get out into</p>
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		<p>their chosen field faster. The grant as a whole raised awareness for the program around issues of diversity. All of the students and faculty were able to take advantage of the enhanced curriculum and workshops that were offered as a result of the grant. Some challenges and lessons learned included; the need to have the graduation requirement year be 4-5 years from the initial date of the contract which would have allowed the stipends to be used as a recruiting tool. Also, CIIS would have preferred to delay disbursement of funds until right at the point of graduation, so it could have helped the recipients support themselves during their unpaid post-doc commitment. Some recommendations are to allow more funds in the grants for workshops and training And to create a list or directory to help find eligible community mental health post-doc placements in California. Monica's full PowerPoint presentation can be found via the following link: http://oshpd.ca.gov/HWDD/2015/WET/CIIS-MHSA-Stipend-Program.pdf</p> <p>Rene Puliatti gave a presentation for the California Psychology Internship Council (CAPIC) Clinical Psychologist Stipend Program. Over the past six years under this contract, CAPIC has distributed \$4,121,185 in stipends to 218 clinical psychology students committed to working in the California public mental health system. Each full-time stipend is \$20,772. Rene indicated that CAPIC is no longer awarding stipends at this point, but is tracking the progress of the awarded stipend recipients. By the end of FY2015-16, the stipend recipients from contract years 1 – 6 will have completed their postdoctoral obligations. In doing so, and they will have given nearly 600,000 hours of public mental health service to Californians. CAPICs stipend recipients are diverse, representing the clients and the communities they serve. As such, 79% of stipend recipients are persons of color, speak a language other than English, have a rural upbringing and/or have immediate family member with public mental health services usage. Rene indicated that as part of this contract, CAPIC has also produced a series of online training modules on mental health issues following the Resiliency-Recovery theoretic approach to treating people with chronic mental health problems. Rene's full PowerPoint presentation can be found via the following link: http://oshpd.ca.gov/HWDD/2015/WET/CAPIC-Clinical-Psych-Stipend-Program.pdf</p>
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5	Discussion on WET Evaluation Request for Application (RFA)	<p>Sergio Aguilar provided a brief summary of previous OSHPD WET Evaluations. During the development of the Workforce Education and Training (WET) Five-Year Plan 2014-2019, the Office of Statewide Health Planning and Development (OSHPD) via a contract with Resource Development Associates (RDA) 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 that were published in September 2014 which include:</p> <p><u>Report 1-MHSA WET Program Evaluation</u> <u>Report 2-Analysis of Stakeholder Feedback on Public Mental Health Workforce Needs</u> <u>Report 3-Analysis of County-Reported Public Mental Health Workforce Needs</u> <u>Report 4-Analysis of Mental Health Workforce Supply</u> <u>Report 5-Educational Training of Mental Health Professionals</u> <u>Report 6-Public Mental Health Services Demand/Users.</u></p> <p>All reports can be found in the reports and resources tab of OSHPD’s WET webpage: http://www.oshpd.ca.gov/HWDD/WET.html</p> <p>Mr. Aguilar also presented information on an upcoming assessment of the Consumer, Family Member, and Parent/Caregiver (CFP/C) workforce in the public mental health system. In March 2015, OSHPD awarded \$400,000 to the University of California, San Diego Health Services Research Center to develop, collect, aggregate, and analyze data on the CFP/C workforce in the PMHS. The contractor will develop and conduct a comprehensive quantitative and qualitative assessment. The different elements of the assessment can be found at the following link: http://oshpd.ca.gov/HWDD/2015/WET/WET-Advisory-Committee-Meeting-EvalSummary-April-9.pdf</p> <p>Contract activities are scheduled to begin in April 2015 and be completed by April 2016 One of the committee members asked if they will be looking at the impact that other</p>
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		<p>states have had by the ability to bill Medicaid for peer services because there are 34 states doing this already.</p> <p>Yes, one of the components in the current evaluation is a literature review, they will be looking at what is being done across the nation.</p> <p>After discussing the previous reports and the upcoming assessment, Mr. Aguilar opened discussion related to the questions that can be found on the following link: http://oshpd.ca.gov/HWDD/2015/WET/WET-Advisory-Committee-Meeting-Eval-April-9.pdf</p> <p><i>The committee members provided feedback on a wide range of potential topics or issues to explore including but not limited to:</i></p> <ul style="list-style-type: none">• Cost effectiveness of Peer Support Specialists (PSS)• Challenge of classifying positions (ex. PSS)• Best practices compendium (Training and other activities)• Changing and emerging needs of workforce – impact of the Affordable Care Act<ul style="list-style-type: none">○ Surveying Managed Health Care plans○ Creating a baseline• Return on investment with programs and with adding of workforce<ul style="list-style-type: none">○ Number of patients seen○ Costs savings○ Increased quality• Implementation vs. Outcomes Evaluation- health measurements<ul style="list-style-type: none">○ Reduction in acute services○ Reduction in incarceration rates○ Increased functionality• Workforce Culture<ul style="list-style-type: none">○ Clinical Supervision
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		<ul style="list-style-type: none">• Stigma reduction<ul style="list-style-type: none">○ Measurements on the amount of stigma in the workforce○ Effective methods to address/reduce stigma• Access to Care• Trauma informed care• Workforce shortages• Cultural competency• Regional Activities• AB 109 funding for behavioral health programs impact on workforce• County representative indicated that we should not ask questions for data that is not collected. <p>Advisory committee members also indicated that there may be current efforts and information we should be aware of which include:</p> <ul style="list-style-type: none">• Annual MHSA/OAC reports for local activities• UCSF reports on different mental health professions• CIBHS and UCSF research on best practices for PSS across the nation <p>Jane Adcock, from the CMHPC indicated that her understanding is that the approved evaluation budget line item should be focused on evaluation of statewide WET activities and programs and potentially local and regional WET activities.</p>
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6	Public Comment	One member of the public expressed her appreciation for all the hard work that is going on and the wonderful progress that is being made.
7	Adjournment	Mr. Madriz thanked the WET Stipend Program Contractors for their presentations. He also thanked the committee members for their participation and feedback during the meeting. He indicated that the next meeting will possibly be either held in June or July. A committee member recommended to send out to the members a list of some possible dates. Mr. Madriz indicated that staff will try to communicate some possible dates, but encouraged the committee members to continue to let OSHPD know of any dates to block out. He said that having that information has been very helpful in planning different events. He also reminded everyone that the slide presentations and hand-outs will be posted on our website.