

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

June 3, 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 Brent Houser	Sergio Aguilar Wes Salter	
Committee Members In Attendance or on Phone		
Tanya McCullom Kalia Mussetter Donna Mathews Hector Ramirez Christa Thompson Lauren Chin / for Anne Fitzgerald	Ruth Hollman Karin Lettau Kristen Dempsey Sharon Kuehn Jessica Cruz	Sanday Villano Cindy Clafin Deborah Van Dunk Adrienne Shilton Cheryl Milgrom

Agenda Item Number	TOPIC	Discussion
1	Welcome and Introductions	Ms. Lupe Alonzo-Diaz welcomed the Workforce Education and Training (WET) Consumer and Family Member Employment (CFME) Advisory Committee members and public to the meeting. Ms. Alonzo-Diaz provided an opportunity for the Office of Statewide Health Planning and Development (OSHPD) staff and WET CFME Advisory Committee member introductions.  Mr. Aguilar proceeded to provide instructions/ground rules for the committee and public members participating in the room and on the phone.
2	Update on WET Consumer and Family Member	Mr. Houser provided an update on OSHPDs implementation of the WET CFME programs. He presented a PowerPoint, which can be found at the following link: <a href="http://oshpd.ca.gov/HWDD/2015/WET/WET-Program-Update-PPT.pdf">http://oshpd.ca.gov/HWDD/2015/WET/WET-Program-Update-PPT.pdf</a>

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

<p>Employment Activities</p>	<p>The WET Five-Year Plan 2014-2019 allocated \$10 million across Fiscal Year (FY) 2014-15 and 2015-16 for the purpose of engaging in activities that increase and support consumer and family member employment in the Public Mental Health System (PMHS). Mr. Houser provided an overview of the released and soon to be released Request for Application (RFA) for 2014-15. So far \$3.1 million has been awarded across four RFAs and a one more RFA is anticipated to be released this month with an award range of \$1 million to \$1.2 million. These programs were developed not only from feedback throughout the WET Five-Year Plan development process, but in large part from feedback and recommendation of this WET CFME Advisory Committee. The programs funded for FY 2014-15 were Local Organizational Support and Development Networks, Networks to Support PMHS Workforce with Lived Experience, a Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver Workforce, Statewide Consumer and Family Member Workforce Support Network, and Peer Personnel Training and Placement. The Peer Personnel Training and Placement program was funded with mostly Mental Health Services Act (MHSA) administrative funds per Senate Bill (SB) 82, with an annual appropriation of \$2 million. From prior discussions with this committee it was determined that training and placement was a priority need, so part of the Peer Personnel Training and Placement program was funded with WET funds.</p> <p>Mr. Aguilar continued the presentation and provided an overview of the Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver Workforce. OSHPD awarded \$400,000 to the University of California, San Diego (UCSD) Health Services Research Center who is partnered with Harder+Company to develop, collect, aggregate, and analyze data on the consumer, family member, and parent/caregiver workforce in the PMHS.</p> <p>Mr. Aguilar gave a brief introduction of SB 614, which would require the state Department of Health Care Services (DHCS) to establish a statewide peer and family support specialist (P/FSS)</p>
------------------------------	--

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

		<p>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.</p> <p>Mr. Aguilar introduced Adrienne Shilton, the Director of Intergovernmental Affairs at the County Behavioral Health Directors Association of California, which is the sponsor of the SB 614. Ms. Shilton gave an update on the bill that is authored by Senator Mark Leno. Ms. Shilton indicated that there are currently 36 other states that have a certification for Peers including the Department of Veterans Affairs and that California is lagging behind without a statewide certification. She reported that SB 614 was removed from the Senate appropriation suspense file and was presented by Senator Leno on the floor of the Senate this week and received a unanimous 40 to 0 vote. Now the bill will move over to the Assembly and that there is still a lot of work to be done.</p> <p>A committee member asked how this would impact peers that are currently working in Behavioral Health. Adrienne said that the first set of amendments drafted for this bill adds a grandfather clause to address this issue, so those already working are included in this bill.</p> <p>Another committee member asked how input can be provided for what should be included in the training for this bill moving forward. Adrienne said that you can provide input directly to her and she would make sure OSHPD provides her contact information.</p> <p>Another committee member asked if the members of the WET CFME Advisory Committee would have access to the language in the grandfather clause. She stated you could get her contact information from Brent and Sergio so that the clause and/or any other information could be provided.</p>
--	--	---

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

		<p>Another committee member thanked everyone for their hard work to get the peer certification process to where it is now.</p> <p>Another committee member inquired about the \$5 million still left from the \$10 million of the Consumer and Family Member Employment WET program. Mr. Houser stated that OSHPD is currently analyzing what actions to take with the \$5 million Consumer and Family Member Employment funding allocated for FY 2015-16. OSHPD’s WET CFME Advisory Committee has identified recruitment, training, placement, peer and organizational support and development, and a needs assessment as priority activities to fund with this allocation.</p> <p>However, if SB 614 passes and is signed into law, these funds could potentially be utilized for peer certification development purposes. OSHPD is waiting to see the outcome of this legislation before committing these funds for other purposes. If SB 614 does pass OSHPD will work with the Department of Health Care Services and other stakeholders to determine where there is a need for the use of these funds. If SB 614 does not pass, OSHPD will move forward with discussions with the Consumer and Family Member Employment Advisory Committee to determine what other, non-peer certification related activities to fund.</p>
3	<p>Presentation and Discussion on Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver Workforce</p>	<p>Mr. Aguilar introduced Michelle Magee from Harder + Company which is teamed with the UCSD Health Services Research Center as OSHPD’s contractor to develop, collect, aggregate, and analyze data on the consumer, family member, and parent/caregiver workforce in the PMHS. She gave a presentation and led the discussion using the PowerPoint that can be found via the following link: <a href="http://oshpd.ca.gov/HWDD/2015/WET/CFPC-Assessment-PPT.pdf">http://oshpd.ca.gov/HWDD/2015/WET/CFPC-Assessment-PPT.pdf</a></p> <p>Ms. Magee identified three different draft surveys that will be used to gather data, which can be found at the following links: <a href="http://oshpd.ca.gov/HWDD/2015/WET/CFPC-WORKER-SURVEY.pdf">http://oshpd.ca.gov/HWDD/2015/WET/CFPC-WORKER-SURVEY.pdf</a> <a href="http://oshpd.ca.gov/HWDD/2015/WET/PMHS-EMPLOYER-SURVEY.pdf">http://oshpd.ca.gov/HWDD/2015/WET/PMHS-EMPLOYER-SURVEY.pdf</a></p>

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

<http://oshpd.ca.gov/HWDD/2015/WET/TRAINING-PROVIDER-SURVEY.pdf>

She then introduced Dr. Steve Talley from UCSD Health Services Research Center who is the lead in putting the surveys together. Dr. Talley indicated that UCSD is in the beginning stages of putting these surveys together. There are a lot of areas that are wide open for expert and stakeholder input. UCSD and Harder + Company are looking to capture information on the content area, terminology, and overall content. Then Ms. Magee opened up the discussion to go over the worker survey and the training-provider survey.

A committee member stated that the surveys were too long and thought it would be better if they were shorter, it would be easier to get the surveys completed.

A comment was made that the surveys are consumer heavy and not enough language for family members or the children system.

A committee member indicated that the term mental illness is stigmatizing and the peer community is using different language, mental health challenges.

A committee member asked what will be the availability of the survey in other languages. A few languages were suggested, Spanish, Chinese, Tagalog and Russian.

Another committee member stated that the surveys did not have a good understanding of what peer services were, only hitting one type of peer service and not hitting the services provided by parents or the families. Additionally they indicated that it is not identifying the evidence based peer practices in any of the questions including self-help support groups.

Another committee member commented that the surveys should be anonymous, names not required and their responses not linked to the agencies. In terms of identifying a disability, it should be defined according to how California state law defines a disability. The survey should include a question on if they are required in their position to use their lived experience. In terms of

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

		<p>working in different settings or programs, both the employer and the individual should be asked what setting they are working in.</p> <p>A committee member indicated that the worker survey for question one should allow them to select as many identities as they need.</p> <p>A committee member commented that question two needs a better way to identify age groups to best describe the clients served where they are employed. Also question three needs to clarify position title and maybe ask if they used lived experience in their position.</p> <p>A committee member commented that question six should have a write in category or allow to choose more than one Race/Ethnicity.</p> <p>A committee member commented on question 11 and inquired if we are asking this question to find out about special needs or has there been discrimination in their position, it needs follow up. What type of disability?</p> <p>Another committee member commented that Question 12 should use clients not patients and question 13 should include self-help support groups.</p> <p>A committee member commented that question 14 needs to ask the number of hours required for their internship and what is the name of the training they are receiving?</p> <p>A committee member commented that question 15 should also include stipends, because most would not consider a stipends an hourly wage. Also question 16 needs to mention family medical leave and also ask the question if they are aware of their right for benefits at no cost through their employer.</p> <p>A committee member commented that question 17 needs a follow-up question, how would you rate your experience as a (whatever the job is) worker?</p>
--	--	--

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

		<p>A committee member asked what would be the best way to capture participants experience in regards to any discrimination and/or harassment on the job. And what corrective actions have any employers conducted to reduce and eliminate these situations.</p> <p>Another committee member asked what is the purpose and goal of these survey?</p> <p>OSHPD staff indicated that the goal was to capture comprehensive information on this workforce to better inform the development and implementation of the different programs and policies locally and at the state level.</p> <p>Ms. Magee moved the discussion to the training provider survey.</p> <p>A committee member commented that a lot of the items discussed for the first survey apply to all three surveys. UCSD and Harder + Company need to make sure that family and peer language is added. She also mentioned that one item missing from the surveys was the Health Insurance Portability and Accountability Act (HIPAA). HIPAA is huge, it is mandatory training for the health field.</p> <p>A committee member commented that the survey should ask the name of the training they are receiving and if there are any transferable units.</p> <p>There were several comments on question 17 including the need to add barriers to employment, starting with child care, lack of appropriate supervision for peers, car insurance, and lack of public transportation in some areas, background checks, lack of basic job skills and a livable wage.</p> <p>Lastly a committee member commented that there should be a brief introduction telling what this survey will accomplish and what it will be used for in the beginning of the survey.</p>
--	--	---

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

June 3, 2015  
400 R Street, Suite 468  
Sacramento, CA 95811  
1:00 PM to 4:00 PM

4	Committee Member Updates	There no committee member updates.
5	Public Comment	There were no public comments.
6	Adjournment	Mr. Madriz thanked the research team for facilitating the discussion and committee members for their participation and feedback during the meeting.