



Office of Statewide Health Planning and Development

Healthcare Workforce Development Division



WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE

December 3, 2012
 400 R Street, Suite 471
 Sacramento, CA 95811
 1:00 PM to 5:00 PM

IN ATTENDANCE	
Adams, Cheryl Adcock, Jane for Ryan, John Baird, Vanessa Burt, Cynthia for Hoffman, Kevin Claflin, Cindy Costello, Chad Cruz, Jessica	Hiramoto, Stacie Mandel, Susan Mayer, Kimberley Munoz, Perfecto Selix, Rusty Shilton, Adrienne

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1	Welcome and Introductions	<ul style="list-style-type: none"> • Ms. Alonzo-Diaz welcomed the Committee members and guests to the second meeting of this group. • WET Advisory Committee responsibilities include helping the department by providing guidance on existing programs and information and feedback on how to create robust stakeholder engagement. • The first meeting resulted in recommendations for the existing programs. • One goal of today's meeting is for feedback about how to engage stakeholders. • Director David, Chief Deputy Director Clendenin and members were thanked 	

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		<p>for their presence.</p> <ul style="list-style-type: none"> • Team was introduced. In attendance: Sergio Aguilar, Linda Onstad-Adkins, Inna Tysoe. • Committee members introduced themselves. • Ms. Alonzo-Diaz reviewed phone etiquette for meetings. • Director Robert David thanked the group for their work on the Advisory Committee. He congratulated Ms. Lupe Alonzo-Diaz on her appointment as Deputy Director of HWDD and Ms. Karen Isenhower for her appointment as Acting Executive Director of Health Professions Education Foundation. • Director David said that OSHPD has a tradition of engaging stakeholders as we develop and implement programs. How do we develop a workforce that's culturally responsive and can meet the needs of consumers and through evaluating existing programs funded through the five-year plan is a priority. The right team is in place to fulfill this commitment. 	
2	Administrative	<ul style="list-style-type: none"> • Purpose of meeting and agenda reviewed. The purpose is to advise on the programs and get feedback on the proposed work plan for developing the next Five Year Plan. • Minutes from last meeting reviewed. No changes requested. • Sergio Aguilar introduced as Project Manager for the development of the Five Year Plan. • Karen Isenhower introduced. • Resources have been prioritized so we can be responsive in evaluating existing programs. 	
3.	Linda Onstad-Adkins Status of MHS WET Transfer to OSHPD/Health Professions Education Foundation	<ul style="list-style-type: none"> • Reviewed Contractors Meet and Greet Discussion on November 13, 2012. Twelve of the existing 13 contractors have been transferred. WET staff and contractors have been reviewing OSHPD's processes and procedures of reporting outcomes and invoicing. OSHPD's goal is to develop a streamlined, efficient way for reporting outcomes and communicating the good work of the contractors. The contractors have been receptive to the development of a new progress report. • Reviewed Master Schedule for Release of RFPs for 2013. 	Committee was asked to consider participating in selection process via review and scoring of RFPs.

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4	Ms. Alonzo-Diaz' DHCS Business Plan Regarding Workforce Findings	<ul style="list-style-type: none"> • Information provided as an FYI. 	OSHPD will request that DHCS or contractor present at a future meeting
5	Panel Presentation on Existing WET Programs	<ul style="list-style-type: none"> • Members expressed interest in learning more about existing WET funded programs. • Today's meeting will focus on the stipend and loan repayment programs. • A six member panel participated. • These are existing programs that there is a commitment to. What information would be helpful to hear? 	
	Gwen Foster Director of Mental Health Training, California Social Work Education Center (CaISWEC)	<ul style="list-style-type: none"> • Ms. Foster provided a handout outlining the questions addressed. • Program challenges outlined: Integration of competencies into curricula at schools of Social Work. • Program Success: Even students who don't have the stipend are getting exposed to the competencies that will prepare them for their careers. Another challenge is addressing the workforce needs of small rural counties. • In the first six years of program only full time second year students were eligible for the stipend but this was changed with an amendment to final year students. • Project coordinators work with students and counsel graduates. This is a very resource intensive process. Technical assistance is also provided. • Lessons learned: It does take students with lived experience longer to finish the program but with support they are making it through. Schools have to be committed to the goals of the program for it to work. Funding for evaluation and needs assessment has to be built in from the beginning. • Allocation has been the same since the program started in 2005. Request for flexibility for the budget to be constructed to move with the increase of costs. • The diversity of the workforce is being addressed but Native Americans are greatly underrepresented in the programs. • Documents will be posted to the website. 	

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	Brent Houser The Foundation Mental Health Loan Assumption Program.	<ul style="list-style-type: none"> • The Foundation improves healthcare in underserved areas by providing MHLAP applicants up to \$10,000 in education loan payments in exchange for a 12 month service obligation. • Applications have increased. FY 12-13 Awards will be finalized this month. • Successes include increase of 130% of applicants awarded and increase to 53% of mental health consumers. • Applications from some counties need to be increased. The goal is to have applications and awardees from every county. The Foundation works closely with these counties to increase the number of applications received. • Lessons learned: Having stakeholder assistance, the importance of the accessibility of the application. • MHLAP is decreasing the amount of hard to fill positions, increasing mental health workforce. 	
	Darlene Davis Regional Coordinator for Greater Sacramento Area, MFT.	<ul style="list-style-type: none"> • MFT Stipend Program described. Since 2008, the Phillips Consortium has offered stipends to students. • Successes include increase of number of counties serviced, increase of Marriage Family Therapist graduate programs, increase in number of applications, assistance to schools in implementation of new program. • Outcomes include increase of students in public mental health, increase in number of stipend recipients with family members that have used mental health, clinical work with a second language. • Challenges include how to allocate the number of stipends awarded for each region, how to prepare the schools in the recruitment of students, how to verify eligibility. • Lessons learned: Interest in community service, considerable experience in community service and in public service. • Current Consortium Plan is to consult on new 60 unit curriculum and develop training that prepares students for integrated healthcare. • Exit survey metrics reviewed. 	
	Melody Schaefer Chair of Board	<ul style="list-style-type: none"> • Stipend program has been in place since 2008. • 292 applicants have been vetted to date, 143 stipends awarded. 	

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	<p>of Directors for California Psychology Internship Council.</p>	<ul style="list-style-type: none"> • 85% awarded are still working in the public mental health system. • 68% are of people of color • 68% speak a languish other than English • Survey results reviewed. Training and testing, theoretically driven courses were not most useful, but those related to therapeutic techniques were most helpful. Case management skills were important to mental health. • 15 online modules were reviewed and are online for public and interns to view and use. These are CEU accredited, now two credits each and close to 30 available. • Challenges include reaching the rural and underserved areas of the state. • Lessons learned: It takes time to create online modules, importance of interagency communication. 	
	<ul style="list-style-type: none"> • Luli Emmons Vice President for the Office of Professional Advising, Palo Alto University. 	<ul style="list-style-type: none"> • Focus has been on development of competencies for students interested in working with mental health. • 26 scholarships awarded to date (2008-2011). 10 more students will be selected for 2012-2013. • 76% were Bi-Lingual • 69 % were Minorities • Skills and competencies resulting in curriculum reviewed. • Students take longer to complete the obligations for their stipends. They are required to take five courses. • 86% of students graduated are employed in PMH. • Development of partnerships is an important aspect of the program. • Working for APA accredited internships in PMH. • Successes include establishment of award winning diversity mental health curriculum, winning two national awards, growing collaboration with programs providing services. • 65 students enrolled this time and they are on their way to this field. • Challenges include finding and growing collaboration, finding post-doctorate employment. • Doctorate Survey to get better data and how many students are consumers. 	

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	<ul style="list-style-type: none"> Beth Phoenix Program Director, UC San Francisco 	<ul style="list-style-type: none"> Outcomes of program include awarding stipends to 31 students. 18 graduated and 3 have completed their payback service. 9 are currently engaged in their payback service. Successes of program include public sector expansion. Majority of placements have been in the public mental health system. Development of new partnerships with organizations like NAMI. Most students are in the Bay Area, Placer County, Los Angeles, and Fresno. Handout shows where students have had their placements. There have also been outreach efforts that involved consumer and family groups, and groups representing cultural communities. Challenges include agencies being unfamiliar with rural areas, finding those to provide supervised prescribing hours, meeting new graduate requirements. Graduates' qualifying employment may only be part-time. Lessons learned include need to educate stakeholder groups, physician collaboration and billing, students with lived experience needing extended time to complete the program. Performance indicators reviewed. Azusa Pacific University program information was passed out and shared with Advisory Committee Members. 	
	Panel Q & A	<ul style="list-style-type: none"> Committee member asked what the capacity was to expand nursing training programs. Answer: The capacity has increased because there is a lot of interest across the country. Committee member asked what the incentive needs to be to encourage these young people to look at the rural communities. Students are interested but the training resources are not always sufficient. It may be a matter of funding. It would be helpful to offer technical assistance to those areas on how to develop a consortia arrangement, with different suggestions for a great training experience working in rural areas and how to share resources. Placement is a challenge in these communities. What commitment needs to take place? Answers: The idea of working with existing staff at these programs needs to be multidisciplinary. Partnerships are important. Facilitating existing employees would be the most successful way to educate and retain people. It would be helpful to add to the communities as well. 	

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		<ul style="list-style-type: none"> • Is there an opportunity to be funded by non-profits who serve primarily underserved communities? Yes. • Panelist described the new online application process. CalREACH, was developed to increase access to OSHPD financial incentive programs. This program will be released in June 2013. • The HWDD Mini-Grants program funds up to \$20,000 to organizations to increase awareness of health professions. It will be released in early spring 2013. • Committee member asked if we are doing assessments of programs to measure the benefits the counties are receiving. Inequities in placement sometimes aren't known. Anyone who is part of this group can submit a list of agencies. Answer: MHLAP awards a certain amount of money for each county based on county allocations. • State stipends are going to the schools. • A member of the public commented about connecting with community partnerships and mentioned that Public administration stipend is needed. • A member of the public requested attention to creating career ladders for folks specifically referencing Care Coordinators. 	
6	Review Proposed Work Plan for Developing Five-Year Plan	<ul style="list-style-type: none"> • Staff indicated that the proposed work plan identifies the “how” we will work to develop the five-year plan and not the “what” will be in the five-year plan. We will also seek to identify resources from WET Advisory Committee members can provide to support development of the five-year plan. • There are two divisions within OSHPD working on the MHSA WET Five-Year Plan and we have a large team because it is a multidivisional effort. We do not have a fully staffed WET Unit as did the Department of Mental Health (DMH) as only one FTE was transferred from DMH. • Linda Onstad-Adkins will identify the dates of the next Advisory Committee meetings. • Due Date for next Five-Year Plan is April 2014. • Sergio Aguilar shared materials with the group for reference. • Evaluation of current WET programs is scheduled to begin January. • WET Advisory Committee Meeting on January 29 will include a proposed list of members for the WET Five-Year Plan Subcommittee that will focus on 	

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		<p>advising OSHPD on the development of Five Year Plan.</p> <ul style="list-style-type: none"> • Five Year Plan Advisory Sub-Committee will meet February 27. • Consultant will help with a statewide needs assessment. • Stakeholder engagement process will begin in March and will include community forums/focus groups, surveys, county site visits, and key-stakeholder interviews. • Five Year Plan draft will start in June. Draft plan will be presented to WET Five-Year Plan Advisory Sub-Committee and WET Advisory Committee. • First finalized draft should be done by the end of September. • Second phase of stakeholder engagement process will begin in September. This will include providing stakeholders time to comment on proposed five-year plan draft. • This plan needs to be done by January 2014 for review by the Mental Health Planning Council. • Context for this Five Year Plan is different than the last one due to funding amounts. <p><u>Questions, Comments, and Discussion:</u></p> <ul style="list-style-type: none"> • Committee member indicated that need assessments will need to consider the cause of the shortages. Can Nurse Practitioners reduce the need for Psychiatrists? As current programs are assessed, equity between private providers and county direct operated need to be considered. Retention rate needs to be researched. Why are they leaving? Is there an unlevel playing field? • Does OSHPD have in mind someone to contract with to help with the outreach? Answer: The Foundation is reviewing other potential resources to support the needs assessment. • Committee member asked about the rationale for the second budget in the next five-year plan. Staff indicated that they were looking into the details for the language on the budget. Much of the WET money will be at the local level. • Staff also indicated that OSHPD values fiscal transparency and accountability. • OSHPD is going to evaluate current WET programs in January as we don't have a comprehensive analysis of outcomes for previous with WET programs. • A Committee member expressed concern about the timing of the consultant being hired to do the assessment and the writing of the Five Year Plan. 	<p>Committee member will send staff notes.</p>

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		<p>OSHPD is responsible for receiving all of the Three Year County plans. With regard to the assessment, the way people thought about need varied. If they did not have an approved position they did not comment on the need.</p> <ul style="list-style-type: none"> • A Committee member commented about local and statewide WET and the differences. There are more workforce needs in part due to healthcare reform. The initial workforce assessment was a difficult process but it changed when the economy “tanked”. This document may not be a current representation of present state. Community Colleges are an important trainer in our state. • A public member expressed enthusiasm about the direction and called out the importance of connecting this group with statewide representatives. It is important to engage consumers evaluating the best approach to do so. • Requirements in the MHSA were reviewed. Workforce needs assessment is required. • Public member commented that engaging consumers and family members on the ground is done through the counties. Site visits at the counties are important. Counties are required to identify the needs and the assumption is that as they identify the needs decisions are made about funds. The statewide program can help counties understand what is available to them. • CSS funds can be dedicated to WET at the state and local level and the plan should highlight this best practice. Suggestion to incentivize with dollar amounts for these programs. • It would be helpful to include the supply side for the schools. We need the assessment more than at just the beginning. There has been a lot of interest in having it done by an outsider. • Committee member commented that in order to motivate counties, the analysis will have to include a benefit cost analysis. The County Board of Supervisors approves the funding decisions. • Group was thanked for their feedback. • Staff provided a list of potential resources Committee Members can provide for the stakeholder engagement process. • The biggest resource is the participation in meetings. Access to stakeholders’ contacts is important. Meeting space would be welcomed. • A survey will be sent out to everyone with a couple of potential resources. 	<p>Staff indicated that they would send out a survey to identify resources for</p>

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		<ul style="list-style-type: none"> • Committee member asked if March 4 was Phase 1 of the stakeholder engagement process. Was this the broad outreach and when was it being done? Committee member also asked if some of \$6 million could be used towards stakeholder outreach. • Staff responded that it was the initial broad outreach that will take place between March and June. • Staff indicated that we will revise the Draft Work Plan and will send a Survey Monkey on the potential resources Committee members can provide. 	stakeholder engagement process.
7	Updates by WET Advisory Committee Members on Their WET-Related Activities	<ul style="list-style-type: none"> • Committee member shared that in the Bay Area there is grant funding from a Family Foundation. There is a conference on June 6th targeting faculty in graduate training programs. More details will come out early next year. And they will help advertise. 	

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8	Public Comment	<ul style="list-style-type: none"> • A member of the public indicated that he was not sure how selections were made for Committee members and doesn't recall seeing any kind of process that was announced. County representatives have wanted to be involved since the 1st meeting. He indicated that the Advisory Committee must be very transparent, and seen as just and meet expectations. He feels it is important that counties are present for the WET Advisory Committee meetings. He feels there should be input from county organizations and thanked Adrienne for her work with the counties and her comment about county mental health departments needing approval from their board of supervisors. He stated that there are things county level staff could provide if they were on the WET Advisory Committee or the 5 Year Plan Sub-Committee. In each county's public mental health system there are key individuals providing input on their 3 year plans and the development of programs. He stated that he wants to understand the process the WET Advisory Committee will be using and find out how to be part of it. • Staff indicated that OSHPD engaged in a transition process and had Meet & Greet with contractors. • OSHPD reached out to stakeholders to seek through the advisory committee to seek a best process. We sought the advice of consumers and public implementers for the best way to develop WET programs. We will have another call out for inputs or issues not represented, especially in education, we want this process to be open and transparent. • Adding a County Coordinator member to the Committee will be taken under advisement. • You can follow up with Sergio to get involved. 	
9	Adjournment	<ul style="list-style-type: none"> • Ms. Alonzo-Diaz thanked the group for all the feedback. 	