Mental Health Services Act (MHSA)
Workforce Education & Training (WET)
Status on Implementation of the Five-Year Plan

California Mental Health Planning Council
October 17, 2014

Lupe Alonzo-Diaz
Deputy Director,
Healthcare Workforce Development Division
During the development of the Workforce Education and Training (WET) Five-Year Plan 2014-2019, OSHPD via a contractor 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. The master executive summary identifies key highlights from each report.

- Report 1 - MHSA WET Program Evaluation
- Report 2 - Analysis of Stakeholder Feedback on Public Mental Health Workforce Needs
- Report 3 - Analysis of County-Reported Public Mental Health Workforce Needs
- Report 4 - Analysis of Mental Health Workforce Supply
- Report 5 - Educational Training of Mental Health Professionals
- Report 6 - Public Mental Health Services Demand/Users.

All reports can be found in the reports and resources tab of OSHPD’s WET webpage: [http://www.oshpd.ca.gov/HWDD/WET.html](http://www.oshpd.ca.gov/HWDD/WET.html)
**Goal #1:** Increase the number of diverse, qualified individuals in the public mental health system workforce to remedy the shortage of qualified individuals to provide services to address severe mental illness.

**Goal #2:** Expand the capacity of California’s incumbent public mental health workforce to meet California diverse and dynamic needs.

**Goal #3:** Facilitate a robust statewide, regional, and local infrastructure to develop the public mental health workforce.
## Mental Health Workforce Education and Training (WET) Five-Year Plan Budget

<table>
<thead>
<tr>
<th>Item Number</th>
<th>State Administered WET Program</th>
<th>State WET Funding for 4 Year Budget</th>
<th>Fiscal Year 14/15</th>
<th>Fiscal Year 15/16</th>
<th>Fiscal Year 16/17</th>
<th>Fiscal Year 17/18</th>
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<td>Education Capacity</td>
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<td>Psych Nurse Practitioner</td>
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<td>Consumer and Family Member</td>
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<td>Regional Partnership</td>
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<td>$686,023</td>
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</table>
WET RFP/RFA 2014 Timeline

- Clinical Psychologists Stipend Program ($897,734)
- Marriage Family Therapist Stipend Program ($6.2 M)
- Social Work Stipend Program ($6.8 M)
- Psychiatric Mental Health Nurse Practitioners Stipend Program ($635,783)
- Education Capacity – Psychiatric Residency Program ($5.4 M)
- Peer Personnel Preparation ($1.8 M)
- Regional Partnerships ($9.0 M)
- Education Capacity – Psychiatric Mental Health Nurse Practitioners ($3.0 M)
- Mental Health Loan Assumption Program ($10.7 M)
- Local/Regional Technical Assistance for Consumer & Family Member Employment ($2.0 M)
- Statewide Consumer & Family Member Workforce Support Network ($1.5 M)
- Consumer & Family Member Employment Local Org Support and Development Networks ($2.0 M)
- Psychiatric Mental Health Nurse Practitioners Stipend Program ($2.9 M)
- Mental Health Loan Assumption Program ($10.7 M)

RFP Award Letters Sent
Release Date of RFA
Estimated Release Date of RFA
WET RFP/RFA 2015 Timeline

- **WET Recruitment - CalSEARCH ($1.0 M)**
  - JAN

- **WET Mini Grants ($1.0 M)**
  - FEB

- **Peer Personnel Preparation ($2.0 M)**
  - MAR

- **WET Retention ($1.0 M)**
  - APR

- **Consumer and Family Member Comprehensive Needs Assessment (TBD FY 2014-15)**
  - MAY

- **Consumer and Family Member Workforce Training Education and Placement (TBD FY 2014-15)**
  - JUN

Estimated Release Dates of RFA

- **RFA Release Dates To Be Decided (TBD)**

The WET Advisory Committee membership was reconstituted in September 2014 and is a 27 member committee comprised of experts and stakeholders in the California Public Mental Health System, which advise OSHPD on all aspects related to implementing and evaluating statewide mental health workforce, education and training programs.

<table>
<thead>
<tr>
<th>Adrienne Shilton</th>
<th>Guillermo Billy Diaz</th>
<th>Michaele Beebe</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Behavioral Health Director's Association</td>
<td>Modoc County Behavioral Health Dept.</td>
<td>United Advocates for Children and Families</td>
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<tr>
<td>Angelita Diaz-Akahori</td>
<td>Jane Adcock</td>
<td>Perfecto Munoz</td>
</tr>
<tr>
<td>Los Angeles County Department of Mental Health</td>
<td>California Mental Health Planning Council</td>
<td></td>
</tr>
<tr>
<td>Anne Robin</td>
<td>Jessica Cruz</td>
<td>University of California, Berkeley</td>
</tr>
<tr>
<td>San Luis Obispo County Health Agency</td>
<td>National Alliance on Mental Illness California</td>
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<tr>
<td>Carla Cross</td>
<td>Karin Lettau</td>
<td>Poshii Mikalson</td>
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<td>Ventura County Behavioral Health</td>
<td>California Association of Mental Health</td>
<td>Mental Health North America</td>
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<tr>
<td>Christa Thompson</td>
<td>Peer Run Organizations</td>
<td>Robert McCarron</td>
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<td>Amador County Behavioral Health Services Initiative</td>
<td>Kevin Hoffman</td>
<td>UC Davis School of Medicine</td>
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<tr>
<td>Cynthia Harrison</td>
<td>California Mental Health Services</td>
<td>Ruben Cantu</td>
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<td>Mission College, Health Workforce Initiative</td>
<td>Oversight and Accountability Commission</td>
<td>California Pan-Ethnic Health Network</td>
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<tr>
<td>Deborah Johnson</td>
<td>Kimberly Mayer</td>
<td>Sarah Bream</td>
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<td>Turning Point Community Programs</td>
<td>California Institute of Behavioral Health Solutions</td>
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<tr>
<td>Debra Camarillo</td>
<td>Malia Javier Fontecchio</td>
<td>Sarah Triano</td>
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<tr>
<td>The Latino Commission</td>
<td>Project Return Peer Support Network &amp;</td>
<td>California Committee on Employment of People with Disabilities</td>
</tr>
<tr>
<td>Eryinne Jones</td>
<td>The Center for Dignity Recovery and Empowerment</td>
<td>Steven Tierney</td>
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<tr>
<td>California Primary Care Association</td>
<td>Melinda Furfuro</td>
<td>California Institute of Integral Studies</td>
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<td></td>
<td></td>
<td>Terry Lewis</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Los Angeles County Mental Health Commission</td>
</tr>
</tbody>
</table>
OSHPD formed two WET Sub-Committees which advise OSHPD on specific aspects of Statewide MHSA WET programs:

**WET Consumer and Family Member Employment Advisory Committee**
A 29 member advisory committee that was formed in March 2014 to advise OSHPD on all aspects related to statewide mental health workforce education and training activities pertaining to consumer and family member employment.

**WET California Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH) Advisory Committee:**
A 17 member advisory committee that was formed in August 2014 to advise OSHPD on all aspects related to the implementation of the WET Mental Health Cal-SEARCH program.
## WET Advisory Sub-Committees

### WET Consumer and Family Member Employment Advisory Committee

- **Angela Stocker**  
  College of San Mateo
- **Anne Fitzgerald**  
  San Diego County Behavioral Health Services
- **Bertha Washington**  
  National Alliance on Mental Illness
- **Cheryl Milgrom**  
  APS Healthcare/PEERS
- **Cindy Claflin**  
  UACF
- **Christa Thompson**  
  CBHDA, Amador County
- **Darlene Prettyman**  
  National Alliance on Mental Illness
- **Deborah Van Dunk**  
  United Advocates for Children and Families
- **Donna Mathews**  
  Manzanita Services
- **Haydee Cuza**  
  Youth in Mind
- **Hector Ramirez**  
  Mental Health Services Oversight and Accountability Commission, Serv Committee
- **James Pattengale**  
  Butte County Department of Behavioral Health, Paradise Adult Services
- **Jane Adcock**  
  California Mental Health Planning Council
- **Jessica Cruz**  
  National Alliance on Mental Illness, CA
- **Jose Oseguera**  
  OAC
- **Kalia Mussetter**  
  Living Bridges
- **Karen Lettau**  
  Working Well Together
- **Kristen Dempsey**  
  CIBHS
- **Lisa St. George**  
  Recovery Opportunity Center
- **Lori Ashcraft**  
  Recovery Opportunity Center
- **Mavis Braxton**  
  California State University, East Bay
- **Rita McCabe**  
  Department of Health Care Services
- **Robbin O’Neil**  
  East Meets West RCT and Recovery Fusion
- **Ruth Hollman**  
  SHARE!
- **Sandra Villano**  
  Star View Children and Family Services
- **Sharon Kuehn**  
  PEERS
- **Stacie Hiramoto**  
  REMHDCO
- **Tanya McCullom**  
  UACF
- **Terry Lewis**  
  Mental Health Commission LA County

### WET Cal SEARCH Advisory Committee

- **Kristin Dempsey,**  
  Senior Associate/Project Manager  
  California Institute for Behavioral Health
- **Guillermo Diaz,**  
  Peer Support Behavioral Health Specialist II  
  Modoc Behavioral Health Department
- **Angelita Diaz-Akahori,**  
  MHC Program Manager III  
  Dept. of Mental Health Los Angeles County
- **Joy Dugan,**  
  Clinical Instructor Touro University
- **Gwen Foster,**  
  Director, Mental Health Program  
  California Social Work  
  Education Center Berkeley
- **Cynthia Harrison,**  
  Deputy Sector Navigator for Health  
  Mission College
- **Cinthya Islas,**  
  Director of Behavioral Health  
  The Gary Center
- **Beth Malinowski,**  
  Assistant Director of Policy  
  California Primary Care Association
- **John Lawless**  
  Deputy Director of Behavioral Health and Recovery Services Mariposa County
- **Alice Luck,**  
  Director of Programs  
  Project Return Peer Support Network
- **Frank Paul Meyers**  
  Student
- **Dale Mueller,**  
  Assistant Professor  
  California State University  
  Dominquez Hills
- **Michele Peterson,**  
  Association Director  
  California Council of Community Mental Health Agencies
- **Deborah Pitts,**  
  Assistant Professor of Clinical Occupational Therapy University of Southern California
- **Alejandra Postlethwaite,**  
  Assistant Clinical Professor, University of California San Diego
- **Elizabeth Tully,**  
  Kaweah Delta Healthcare District
- **Ellen Zaman, Director,**  
  Children’s Hospital Los Angeles
OSHPD contracts with educational institutions to provide stipends for graduate students who plan to work in the Public Mental Health System (PMHS): In exchange for a stipend, students in MSW, MFT, PsyD/PhD, and PMHNP programs perform their supervised hours and work for 12 months in the community PMHS.
## Stipend Programs: FY 2013-14

<table>
<thead>
<tr>
<th>Profession</th>
<th>Contracts</th>
<th>Funding FY 2013-14</th>
<th>Stipend Recipients</th>
<th>Recipients of Under-Represented Backgrounds</th>
<th>Recipients that Speak a Language in Addition to English</th>
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<tbody>
<tr>
<td>Psychiatrist Mental Health Nurse Practitioner</td>
<td>✓ UC San Francisco</td>
<td>$219,460</td>
<td>10</td>
<td>7</td>
<td>7</td>
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<tr>
<td>Clinical Psychologist</td>
<td>✓ California Psychology Internship Council&lt;br&gt;✓ Palo Alto&lt;br&gt;✓ California Institute of Integral Studies</td>
<td>$1,167,407</td>
<td>51</td>
<td>34</td>
<td>28</td>
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<tr>
<td>Marriage and Family Therapist</td>
<td>✓ Alliant International University&lt;br&gt;✓ Phillips Institute&lt;br&gt;✓ CSU Chico</td>
<td>$2,364,772</td>
<td>113</td>
<td>101</td>
<td>88</td>
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<td>Social Worker</td>
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<td>$5,818,340</td>
<td>195</td>
<td>118</td>
<td>91</td>
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</table>
WET Stipend Programs FY 2013-14

- **Psychiatric Nurse Practitioner**
  - Stipend: $219,460
  - Stipends Awarded: 10

- **Clinical Psychologist**
  - Stipend: $1.1 Million
  - Stipends Awarded: 51

- **Marriage & Family Therapist**
  - Stipend: $2.3 Million
  - Stipends Awarded: 113

- **Social Worker**
  - Stipend: $5.8 Million
  - Stipends Awarded: 195
### Stipend Programs Moving Forward

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<tr>
<td>Psychiatric Mental Health Nurse Practitioner*</td>
<td>$7,200,000</td>
<td>$293,138</td>
<td>$300,818</td>
<td>✔ UC San Francisco ✔ University of San Diego Hahn School of Nursing and Health Sciences</td>
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<td>Clinical Psychologist</td>
<td>$1,800,000</td>
<td>$439,327</td>
<td>$430,162</td>
<td>✔ Alliant International University</td>
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<td>Marriage and Family Therapist</td>
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<td>$2,875,968</td>
<td>$2,875,040</td>
<td>✔ Phillips Institute ✔ Alliant International University</td>
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<td>$13,600,000</td>
<td>$3,344,898</td>
<td>$2,968,893</td>
<td>✔ Regents of the University of California, Berkeley - CalSWEC</td>
<td>147 129</td>
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</table>

*OSHPD plans to release another RFA for Psychiatric Mental Health Nurse Practitioners in October 2014

OSHPD expects to release another round of Request For Applications (RFA) for stipend contracts funding in FY 2015-16 for contracts that will provide stipends in FY 2016-17 and FY 2017-18.
WET Stipend Programs FY 2014-15

- Psychiatric Nurse Practitioner: $293,138 (13 Stipends)
- Clinical Psychologist: $439,327 (19 Stipends)
- Marriage & Family Therapist: $2.8 Million (125 Stipends)
- Social Worker: $3.3 Million (147 Stipends)
Mental Health Loan Assumption Program (MHLAP)

OSHPD offers loan repayment of up to $10,000 to mental health workers in hard-to-fill and/or hard-to-retain positions in the Public Mental Health System (PMHS) in exchange for a 12-month service obligation. A total of $10 million is allocated yearly to loan assumption awards.

<table>
<thead>
<tr>
<th>MHLAP</th>
<th>Fiscal Year 2013-14</th>
<th>Fiscal Year 2014-15</th>
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<tr>
<td>Applications Received</td>
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<tr>
<td>Applications Awarded</td>
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<tr>
<td>Amount Available</td>
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<td>$10,731,015</td>
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<tr>
<td>Amount Awarded</td>
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<td>Counties Awarded</td>
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<tr>
<td>Awardees that Speak at least one language other than English</td>
<td>54%</td>
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</table>

MHLAP has an annual cycle that is expected to end in FY 2017-18. The FY 2014-15 application cycle opened on October 6, 2014 and applications are due by November 30, 2014. Please visit [http://www.oshpd.ca.gov/HPEF/MHLAP.html](http://www.oshpd.ca.gov/HPEF/MHLAP.html) for more information.
OSHPD contracts with Psychiatric Residency and Psychiatric Mental Health Nurse Practitioner programs to fund residency and training slots in Psychiatric Residency and Psychiatric Mental Health Nurse Practitioner education programs to increase their capacity to train residents and trainees and to provide clinical rotations in the PMHS.

<table>
<thead>
<tr>
<th>Profession</th>
<th>Contractor(s) Awarded</th>
<th>Award Amount</th>
<th>Brief Description</th>
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<td>Psychiatry FY 2013-14</td>
<td>✓ UC Riverside</td>
<td>$1.3 million</td>
<td>Funded UC Riverside to provide eight (8) psychiatric residents training in the PMHS and to encourage residents to continue working in the PMHS after completing their rotation</td>
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<tr>
<td>Psychiatry FY 2014-15-2016-17</td>
<td>✓ Kaweah Delta Health Care District ✓ UC Davis ✓ UC Riverside ✓ UC San Diego</td>
<td>$5.4 million</td>
<td>Funded four (4) psychiatric residency/fellowship programs to co-locate faculty in the PMHS and to supervise a total of forty-one (41) psychiatric residents/fellows in the PMHS.</td>
</tr>
<tr>
<td>Psychiatric Mental Health Nurse Practitioners FY 2014-15-2015/-16</td>
<td>Request for Application Released in September</td>
<td>$3 million (projected)</td>
<td>Will fund programs to co-locate staff time to increase the educational capacity of Psychiatric Mental Health Nurse Practitioners in the PMHS.</td>
</tr>
</tbody>
</table>
OSHPD funds five Regional Partnerships (RPs) that have formed across the state to promote building and improving local workforce, education and training resources. RPs include representation from mental health, community agencies, educational/training entities, consumers, family members, and other partners to plan and implement programs that build and improve local workforce education and training resources. Each RP focuses on projects and goals specific to their regional needs.

<table>
<thead>
<tr>
<th>Region</th>
<th>Highlights for FY 13/14</th>
<th>Funding FY 2014-15 – 2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bay Area Region</td>
<td>✓ Health Equity and Cultural Diversity CORE Training&lt;br&gt; ✓ High School Mental Health Career Pathways technical assistance</td>
<td>$1,800,000</td>
</tr>
<tr>
<td>Central Region</td>
<td>✓ Roving Clinical Supervisor Program&lt;br&gt; ✓ TAY UnConvention</td>
<td>$1,800,000</td>
</tr>
<tr>
<td>Los Angeles Region</td>
<td>✓ Partnered with UCLA to study the implementation strategies which promoted the efficient and effective training and utility of peer health navigators&lt;br&gt; ✓ Partnered with UCLA to conduct research on the challenges and successes in the implementation of the low income health plan from a mental health perspective</td>
<td>$1,800,000</td>
</tr>
<tr>
<td>Southern Region</td>
<td>✓ Launched a new online Job Board in that provides a listing of available jobs in the public behavioral health field.&lt;br&gt; ✓ The Mental Health Careers: Pathway to Success booklet</td>
<td>$1,800,000</td>
</tr>
<tr>
<td>Superior Region</td>
<td>Highlights for FY 2013-14 have not been reported yet</td>
<td>$1,800,000</td>
</tr>
</tbody>
</table>
### Consumer and Family Member Employment

<table>
<thead>
<tr>
<th>Potential Request for Proposal (RFA)</th>
<th>Funding</th>
<th>Estimated Release Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local/Regional Technical Assistance to Public Mental Health System Employers</td>
<td>$2.0 Million</td>
<td>August 2014 (Released RFA and will be awarding in November)</td>
<td>Will fund organizations to engage in activities to enhance Public Mental Health System (PMHS) employer’s ability to employ, support, and train consumers and family members in their workforce.</td>
</tr>
<tr>
<td>Local/Regional Technical Assistance for Consumer and Family Member Workforce</td>
<td>$2.0 Million</td>
<td>November 2014</td>
<td>Will fund organizations to work with consumers and family members within identified counties and CBOs by engaging the consumers and family members in activities that may include but not be limited to self-help support groups, mentoring, training on issues that may increase retention, and provide financial assistance.</td>
</tr>
<tr>
<td>Statewide Consumer and Family Member Workforce Support Network</td>
<td>$1.5 Million</td>
<td>December 2014</td>
<td>Will fund an organization that will be responsible for engaging in statewide activities that aim to increase consumer and family member employment such as: developing co-learning collaboratives, professional development opportunities, financial support for consumer and family member workforce, and working with Local/Regional support networks.</td>
</tr>
<tr>
<td>Potential Request for Proposal (RFA)</td>
<td>Total Funding</td>
<td>Estimated Release Date</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------------</td>
<td>---------------</td>
<td>------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Consumer and Family Member Workforce Comprehensive Needs Assessment</td>
<td>TBD</td>
<td>TBD FY 2014-15</td>
<td>Will fund organizations to engage in a comprehensive quantitative and qualitative data-driven assessment of Consumer, Family Member, and Parent/Caregiver positions, education/training, and needs in the PMHS across counties.</td>
</tr>
<tr>
<td>Consumer and Family Member Workforce Training, Education, and Placement</td>
<td>TBD</td>
<td>TBD FY 2014-15</td>
<td>Will fund organizations that engage in activities to train, educate, and place consumers and/or family members in the PMHS.</td>
</tr>
</tbody>
</table>
## Recruitment and Retention

<table>
<thead>
<tr>
<th>Potential Request for Proposal (RFA)</th>
<th>Total Funding</th>
<th>Estimated RFA Release Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mini Grants</td>
<td>$1.0 Million</td>
<td>January 2015 (OSHPD expects to release RFA's every year until FY 2017-18)</td>
<td>Will fund organizations that engage in activities to promote mental/behavioral health careers to students.</td>
</tr>
<tr>
<td>CalSEARCH</td>
<td>$1.0 Million</td>
<td>January 2015 (OSHPD expects to release RFA's every year until FY 2017-18)</td>
<td>Will fund organizations to provide students across different mental/behavioral health professions short-term rotations and experiences in the PMHS.</td>
</tr>
<tr>
<td>Retention</td>
<td>$1.0 Million</td>
<td>TBD FY 2014-15</td>
<td>Will fund organizations that engage in activities to increase the retention of the public mental health workforce.</td>
</tr>
</tbody>
</table>
## Evaluation

<table>
<thead>
<tr>
<th>Potential Request for Proposal (RFA)</th>
<th>Funding</th>
<th>Estimated Release Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluation</td>
<td>$2,744,090</td>
<td>TBD</td>
<td>Will fund internal and external evaluation of local, regional, and statewide WET programs, and public mental health workforce, education, and training needs</td>
</tr>
</tbody>
</table>
Peer Personnel Support

- Per Senate Bill (SB) 82 OSHPD funded four organizations to support Peer Personnel, including families, by providing training in issues that may include: crisis management, suicide prevention, recovery planning, targeted case management assistance, and other related peer training and support functions to facilitate the deployment of peer personnel as an effective and necessary service to clients and family members, and as triage and targeted case management personnel.
  
  - Contra Costa County-Behavioral Health- $436,386
  - Mental Health Association of San Francisco- $500,000
  - National Alliance on Mental Illness San Diego- $419,612
  - Recovery Opportunity Center- $500,000

- OSHPD plans to release another Request for Application in FY 2014-15 as a result of an annual appropriation of $2 million per SB 82
OSHPD staff is conducting a review of all MHSA WET Regulations that impact the WET program to determine proposed regulation changes.

OSHPD will reach out to stakeholders for suggested changes to regulations.

OSHPD will be working with DHCS on this process.
WET Regulations Timeline

Stakeholder Feedback
October-December 2014

OSHPD Submits Proposed Regulations to Department of Health Care Services (DHCS) for Review & Approval
January 2015

Regulation Package sent to Health & Human Services Agency (H&HS) for External Review
March 2015

Revised WET Regulations go into effect October 1, 2015

OAL Review, Approval & Filing with Secretary of State
August 2015

Public Hearing
July 2015

45-day Comment Period
June-July 2015

Regulation Package sent to Department of Finance for External Review
April 2015

DHCS Submits Final Regulation Package to Office of Administrative Law (OAL) for Review & Approval of 45-Day Public Notice Package
May 2015
Contact Information

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