

**Mental Health Services Act (MHSA)
Workforce Education & Training (WET)
Status on Consumer and Family Member
Employment Programs**

**WET Consumer and Family Member Employment
Advisory Committee
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**Brent Houser
Acting Manager,
Healthcare Workforce Development Division**

**Sergio Aguilar
Senior Policy and Program Manager,
Healthcare Workforce Development Division**



Consumer and Family Member Employment Funded Programs Overview

The WET Five-Year Plan 2014-2019 allocated \$10 million across Fiscal Year (FY) 2014-15 and FY 2015-16 for the purpose of engaging in activities that increase and support consumer and family member employment in the Public Mental Healthy System (PMHS).

In April 2014, OSHPD formed the Consumer and Family Member Employment Advisory Committee to advise OSHPD on aspects related to OSHPD WET consumer and family member employment activities. The Committee met five times from April 2014 to December 2014 and provided recommendations for OSHPD's consideration. The following table summarizes the programs that have been funded for FY 2014-15.

Request for Application (RFA)	Total Funding	Contract Start Date	Expected Outcome
Local Organizational Support and Development Networks	\$1 million	January 2015	Engage 29 employer organizations to increase their ability to employ and support consumer, family member, and parent/caregiver workforce
Networks to Support Public Mental Health System Workforce with Lived Experience	\$1.3 million	April 2015	Support PMHS workforce with lived experience across 23 Counties and 47 CBOs
Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver (CFP/C) Workforce	\$400,000	April 2015	Will gather comprehensive data on CFP/C workforce in the PMHS
Statewide Consumer and Family Member Workforce Support Network	\$1.0-\$1.2 million	July 2015	Award one organization to engage in efforts to support PMHS workforce with lived experience across the state of California



Consumer and Family Member Employment Funded Programs Overview Continued

RFA	Total Funding	Contract Start Date	Expected Outcome
Peer Personnel Support	\$2 million*	April 2014	Awarded four organizations that have placed 152 Peer Personnel in the PMHS
Peer Personnel Training and Placement	\$2.44 million**	June 2015	Awarded five organizations that will train and place 691 Peer Personnel in the PMHS

* Funded with Mental Health Services Act (MHSA) administrative funds per Senate Bill (SB) 82

** \$2 million funded by MHSA administrative funds per SB 82 and \$443,640 funded by WET

Local Organizational Support and Development Networks

Funded two organizations that will provide services to Public Mental Health System (PMHS) employers to support their ability to employ and support consumers and family members in the workforce.

Contractor	Award Amount	Expected Outcome
Mental Health America Northern California	\$499,905	Engage 16 employer organizations to increase their ability to employ and support consumer, family member, and parent/caregiver workforce
United Advocates for Children and Families	\$500,000	Engage 13 PMHS employer organizations to increase their ability to employ and support consumer, family member, and parent/caregiver workforce
Total	\$999,905	

Local Organizational Support and Development Networks Continued

Activities initiated and that will be completed as a result of this RFA include but are not limited to the following:

- Toolkits for PMHS employers
 - ✓ Wellness Works- an evidence-based practice mental health curriculum
 - ✓ Recovery 101- a training on the valuable role of consumers and family members
 - ✓ Innovative Flexibility- a training on proactively addressing workplace accommodations and family/medical leave issues
- Individualized training and technical assistance for PMHS employers
- Knowledge/learning exchange forums
- Development and dissemination of core competencies and best practices
- Tools to develop consumer and family member career ladders and/or pathways

The activities conducted will serve the following counties: Alameda, Amador, Berkeley-City, Del Norte, Fresno, Marin, Modoc, Monterey, Napa, Placer, Sacramento, San Francisco, San Mateo, Santa Barbara, Santa Clara, Solano, Sonoma, Stanislaus, Sutter-Yuba, Tuolumne and Yolo.



Networks to Support Public Mental Health System Workforce with Lived Experience

Funded nine organizations that will provide services to engage and support individuals with lived experience as consumers, family members, and parents/caregivers who are currently employed or are volunteering in County and/or Community Based Organization settings.

Contractor	Award Amount	Expected Outcome
California Institute for Behavioral Health Solutions	\$150,000	Support PMHS workforce with lived experience in the counties of Contra Costa, Napa, Solano and Sonoma.
Mental Health America Los Angeles	\$149,201	Support PMHS workforce with lived experience in the county of Los Angeles.
Mental Health America Northern California	\$150,000	Support PMHS workforce with lived experience in the counties of Amador, Los Angeles, Placer, Sacramento, San Joaquin, Stanislaus, Sutter-Yuba and Yolo.
Mental Health Association of San Francisco	\$150,000	Support PMHS workforce with lived experience in the county of San Francisco.
Richmond Area Multi-Services, Inc.	\$150,000	Support PMHS workforce with lived experience in the county of San Francisco.
Santa Barbara County	\$150,000	Support PMHS workforce with lived experience in the county of Santa Barbara.
Stanford Youth Solutions	\$150,000	Support PMHS workforce with lived experience in the counties of Nevada, Sacramento and Yolo.
Sterling Solutions	\$134,328	Support PMHS workforce with lived experience in the county of San Bernardino.
United Advocates for Children and Families	\$150,000	Support PMHS workforce with lived experience in the counties of Alameda and Sacramento.
Total	\$1,333,529	

Networks to Support Public Mental Health System Workforce with Lived Experience Continued

Activities to support PMHS workforce with lived experience across 23 Counties and 47 CBOs that will be completed as a result of this RFA include but are not limited to the following:

- One-on-one peer mentoring
- Individual career coaching
- Self-help support groups
- Online support groups
- Training including, but not limited to:
 - ✓ Wellness recovery action planning (WRAP)
 - ✓ Career ladders/pathways,
 - ✓ Managing up
 - ✓ Motivational interviewing
- Benefits planning workshops
- Ongoing technical assistance for the consumer and family member workforce
- Financial assistance to attend conferences and other professional development opportunities.

Comprehensive Assessment of Consumer, Family Member, and Parent/Caregiver Workforce

OSHPD awarded \$400,000 to the University of California, San Diego Health Services Research Center to develop, collect, aggregate, and analyze data on the consumer, family member, and parent/caregiver (CFP/C) workforce in the PMHS. The contractor will develop and conduct a comprehensive quantitative and qualitative assessment that gathers information on the following elements:

A. Identifying and analyzing:

- Number and demographics of CFP/Cs employed within the PMHS across counties including both county and CBOs.
- Different types of positions and the environments that the CFP/C workforce are employed in and the different types of functions they serve in those positions across counties and the nation.
- Quantity and type of assistance PMHS employers provide to CFP/C workforce including but not limited to: reasonable accommodations, benefits planning, employer-paid benefits, and/or career advancement/professional development opportunities.
- Number of PMHS employers that receive reimbursement and analyzing the type of funding they receive for services provided by their CFP/C workforce.
- Current career tracks/ladders for CFP/C workforce across counties and the nation.

B. Identifying and analyzing desirable or minimum qualifications for:

- CFP/C workforce across counties and the nation.
- CFP/C workforce educators/trainers across the state and nation.
- Individuals supervising CFP/C workforce across counties and the nation.

C. Identifying and analyzing:

- Core competencies used for CFP/C workforce across counties and the nation.
- Curricula for training CFP/C workforce across the state and nation.
- Competency exams, if any, used for CFP/C positions across counties and the nation.

Comprehensive Assessment of CFP/C Workforce- Major Milestones

The contract began on April 24, 2015 and is scheduled to end on April 24, 2016. Over the course of the next year, the following milestones are expected to be completed:

May 2015 - July 2015

- Engage stakeholders in getting feedback on survey templates
- Develop web-based survey templates based on research, discussions with OSHPD and stakeholder feedback: By July 2015
 - ✓ One survey for the PMHS CFP/C workforce
 - ✓ One survey (minimum) for PMHS Employers (County and CBO)
 - ✓ One survey for training organizations
- Develop a web-based portal containing documents that provide Counties, CBOs, CFP/C training organizations, and PMHS workforce information on survey templates.

August 2015- November 2015

- Administer surveys to all counties, CBOs, CFP/C training organizations and PMHS CFP/C workforce across California:
- Provide outreach and technical assistance to individuals and organizations on completing the surveys

June 2015 – April 2016

- Conduct research on CFP/C workforce data that does not require surveys, which may include, but not be limited to academic articles, government reports and any other sources of information
- Aggregate and analyze information gathered via survey templates and develop six reports

Statewide Consumer and Family Member Workforce Support Network

One organization will engage in various activities that aim to increase consumer and family member employment across the state. Activities that will be completed as a result of this RFA include but are not limited to the following:

- Co-learning collaboratives
- Professional development opportunities
- Support and retention
- Training and technical assistance for PMHS employers
- Financial assistance
- Development and disseminations of tools and best practices and promotion of resources
- Other evidenced-based or community identified strategies

This RFA will be released in June 2015 for a possible award amount of \$1.0 million-\$1.2 million across FY 2015-16 and FY 2016-17.

Peer Personnel Support FY 2013-14

Per Senate Bill (SB) 82 (2013), in April 2014 OSHPD awarded 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

As of April 2015, the contractors have reported to have:

- ✓ Recruited 305 individuals to participate in peer personnel training programs;
- ✓ Trained 277 individuals;
- ✓ Placed 152 individuals in positions within the PMHS across twelve counties including Alameda, Contra Costa, Kern, Lake, Los Angeles, Kern, Napa, Nevada, Sacramento, San Diego, San Francisco, and Solano.

These contracts are set to expire in June 2016.



Peer Personnel Training and Placement FY 2014-15

Per Senate Bill (SB) 82 (2013) and WET, in May 2015 OSHPD awarded five 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.

- Berkeley City College- \$500,000
- California Consortium of Addiction Programs and Professions- \$500,000
- National Alliance on Mental Illness- \$491,260
- Project Return Peer Support Network- \$452,430*
- Recovery Opportunity Center-\$500,000

The contractors will recruit, train and place 691 individuals in peer personnel positions across the following twenty counties:

Alameda, El Dorado, Fresno, Kern, Los Angeles, Modoc, Napa, Nevada, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Joaquin, Solano, Sonoma, Tulare, Ventura

These contracts are set to expire in June 2017.

OSHPD anticipates releasing another RFA for the Peer Personnel Training and Placement program in 2016.

Senate Bill (SB) 614

This bill would require the state Department of Health Care Services (DHCS) to establish a statewide peer and family support specialist (P/FSS) 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.

OSHPD has not taken a formal position on the legislation.



Contact Information

Brent Houser, Acting Manager

Office of Statewide Health Planning and Development
Healthcare Workforce Development Division

400 R Street, Suite 330

Sacramento, CA 95811-6213

(916) 326-3702 (Office)

(916) 322-2588 (Fax)

Brent.Houser@oshpd.ca.gov

www.oshpd.ca.gov

Sergio Aguilar, Senior Policy and Program Manager

Office of Statewide Health Planning and Development
Healthcare Workforce Development Division

400 R Street, Suite 330

Sacramento, CA 95811-6213

(916) 326-3699 (Office)

(916) 322-2588 (Fax)

Sergio.Aguilar@oshpd.ca.gov

www.oshpd.ca.gov