

## WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE

August 9, 2012  
 400 R Street, Suite 468  
 Sacramento, CA 95811  
 Start: 9:30 AM  
 Adjournment: 12:00 PM

WET ADVISORY COMMITTEE MEMBERS IN ATTENDANCE		OSHPD STAFF IN ATTENDANCE
Baird, Vanessa Brassil, Molly Clafin, Cindy Costello, Chad Cruz, Jessica Hiramoto, Stacie Hoffman, Kevin	Kuehn, Sharon Sodergren, Steve (Representing Kim Madsen) Mandel, Susan Mayer, Kimberley Riel, Jeff Ryan, John Shilton, Adrienne	Alonzo-Diaz, Lupe Onstad-Adkins, Linda Tysoe, Inna

ITEM	TOPIC	AGENDA ITEM	ACTION OR DISCUSSION ITEMS
1	Introductions <ul style="list-style-type: none"> <li>• Lupe Alonzo-Diaz welcomed attendees to the WET Advisory Committee. Roles, responsibilities and the purpose of the committee were discussed.</li> </ul>	<ul style="list-style-type: none"> <li>• Introductions made.</li> <li>• Housekeeping items reviewed.</li> <li>• Agenda reviewed. The Committee's primary focus will be: 1) current administration of the WET Programs and 2) the process of activities and issues that the office should consider in developing the next five-year plan.</li> <li>• WET Advisory Committee meetings will follow the Bagley-Keene rules.</li> </ul>	
2	Overview of OSHPD	<ul style="list-style-type: none"> <li>• Overview of OSHPD provided.</li> <li>• Four different broad OSHPD organizational themes: Administrative Services, Workforce Development, Facilities Development and Data.</li> <li>• OSHPD Health Workforce Programs focus on Awareness, Training and Placement, Financial Incentives, System Design, and Research and Analysis.</li> </ul>	

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3	Background of Mental Health Services Act (MHSA) Workforce Education and Training (WET) Program	<ul style="list-style-type: none"> <li>• On November 2004, California voters passed MHSA which included a WET Component because of the recognized shortage of mental health professionals.</li> <li>• The WET Component includes:                             <ul style="list-style-type: none"> <li>• The Mental Health Loan Assumption Program</li> <li>• Song-Brown Specialty Mental Health Program</li> <li>• Proactively assisting areas to gain federal designation as Mental Health Professional Shortage Areas</li> <li>• The stipend programs for graduate students in Social Work; Marriage and Family Therapy, Clinical Psychology, and Psychiatric Mental Health Nurse Practice</li> <li>• Psychiatric Residency programs</li> <li>• Regional Partnerships</li> <li>• Statewide Technical Assistance Center</li> <li>• Administering the Five-Year Plan</li> </ul> </li> <li>• Prior to FY 2012/13, OSHPD administered:                             <ul style="list-style-type: none"> <li>• The Mental Health Loan Assumption Program</li> <li>• Song-Brown Specialty Mental Health Program</li> <li>• Mental Health Professional Shortage Area Program</li> </ul> </li> <li>• The 2012 Budget consolidated all WET programs in OSHPD-Foundation.</li> <li>• The Health Professions Education Foundation (Foundation) is a 501(c)(3) non-profit public benefit corporation created by the Legislature in 1987.</li> <li>• The Foundation is advised by a 13-member Board of Trustees that is appointed by the Governor, Senate President Pro Tem, Speaker of the Assembly and the Medical Board of California. Mission: The Foundation improves healthcare in underserved areas of California by providing scholarships, loan repayments and programs to health professional students and graduates who are dedicated to providing direct patient care in those areas.</li> </ul>	

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4	Presentation Regarding Goals and Roles and Responsibilities of WET Advisory Committee	<ul style="list-style-type: none"> <li>• Goals of the Committee include advising the Foundation in developing a framework that helps us know whether our current programs are sufficiently increasing the number of culturally competent persons in the community public mental health workforce who:                             <ul style="list-style-type: none"> <li>• Are capable of delivering services leading to wellness, recovery, resiliency</li> <li>• Have consumer and/or family member lived experiences</li> <li>• Are recruited from underserved communities</li> <li>• Are proficient in threshold languages</li> <li>• Can prescribe and/or manage psychotropic medications</li> <li>• Are able to sign treatment plans</li> </ul> </li> <li>• The Roles and Responsibilities of Committee Members include:                             <ul style="list-style-type: none"> <li>• Advising the Foundation on related activities, research and other information to promote mental health/behavioral health workforce development, distribution diversity, competency, collaboration and capacity building with a specific focus on the Public Mental Health System (PMHS)</li> <li>• Advising the Foundation on business procedures to ensure that the administration of the existing WET programs mirrors the intent of the MHSA. Existing programs include statewide programs and contracts</li> <li>• Sharing feedback from stakeholders at Advisory Committee meetings and share WET activities with respective constituents</li> <li>• Advising the Foundation on processes and subject matter expertise to develop the next Five-Year Plan</li> </ul> </li> </ul>	

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5	Discussion Regarding Existing Workforce Education and Training 5-Year Plan	<ul style="list-style-type: none"> <li>• The Five-Year Plan has to include the items in Welfare and Institutions Code Section 5822:                             <ul style="list-style-type: none"> <li>• Expansion of mental health programs in post-secondary education</li> <li>• Loan forgiveness and scholarship programs</li> <li>• Stipend programs modeled after the federal Title IV-E</li> <li>• Regional Partnerships</li> <li>• Strategies to recruit high school students to mental health professions</li> <li>• Curriculum that incorporates the principles of wellness, recovery and resiliency</li> <li>• Promotion of employment and meaningful inclusion of consumers and family members</li> <li>• Promotion of cultural competency in training and education programs</li> </ul> </li> <li>• How money should be spent on each program was discussed. A table outlining how Government Partners had agreed to expend the funds in 2008 was presented</li> <li>• The WET component had implemented the strategies recommended in 2008</li> <li>• Outcomes and successes of the strategies were shared. Map of <a href="#">MFT stipends by region</a> was reviewed</li> <li>• OSHPD committed to discussing best practices moving forward</li> <li>• The goal is to receive advice on the process so as to create robust stakeholder engagement to develop a solid five-year plan. This Advisory Committee will help translate, analyze and think through all the feedback received from stakeholders moving forward</li> <li>• OSHPD is working closely with the Planning Council to develop the Five-Year Plan</li> </ul>	<p>Discussion items:</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Proposed strategies for identifying and disseminating outcomes and best practices were discussed</li> <li><input checked="" type="checkbox"/> Marketing needs were suggested</li> <li><input checked="" type="checkbox"/> Prior to performing a needs assessment of the public mental health system, clarity should be achieved as to what should be measured</li> <li><input checked="" type="checkbox"/> Participants from all levels of the system should be engaged.</li> <li><input checked="" type="checkbox"/> The goal should be to see the impact WET programs have at the community level</li> </ul>

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5a	Next Steps Regarding Existing Workforce Education and Training 5-Year Plan	<ul style="list-style-type: none"> <li>• OSHPD staff reviewed the slide detailing funds made initially available and funds that had been allocated to date</li> <li>• The definition of the public mental health system in Title 9, California Code of Regulations, Section 3200.253 was provided</li> <li>• The Foundation asked the Committee members if they could suggest the names of educational representatives who should be invited to join the Advisory Committee</li> <li>• The Foundation clarified that it had reached out to the California Department of Public Health's Office of Health Equity</li> <li>• An Education representative will be considered</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Advisory Committee members suggested the following next steps:                             <ul style="list-style-type: none"> <li>• A needs assessment that moves towards impact outcomes</li> <li>• A presentation by programs that have current contracts for baseline information and then discuss best practices, lessons learned and outcomes</li> </ul> </li> <li><input checked="" type="checkbox"/> Agenda items suggested for next meetings include:                             <ul style="list-style-type: none"> <li>• Research evaluation and capturing outcomes</li> <li>• Presentations by programs with current contracts through the WET Program</li> </ul> </li> <li><input checked="" type="checkbox"/> It was suggested that staff from CDPH, Education, Legislature be added to the Advisory Committee</li> <li><input checked="" type="checkbox"/> It was suggested that there be additional peer representation on the Advisory Committee</li> </ul>
5b	Public Comment Regarding Existing Workforce Education and Training 5-Year Plan	<ul style="list-style-type: none"> <li>• Public comment from in-person attendees and from those attending by phone was requested on this item</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> The Committee was thanked for its work and CalSWEC accomplishments were described</li> <li><input checked="" type="checkbox"/> The need to analyze data and identify the areas that need public mental health workers was expressed</li> <li><input checked="" type="checkbox"/> The Committee was encouraged to make a priority of evaluating those action items that have not yet been implemented in the first five-year plan</li> <li><input checked="" type="checkbox"/> It was stated that there have been significant accomplishments at the County and regional levels and that it is important to evaluate those programs</li> <li><input checked="" type="checkbox"/> Central Regional Partnership's accomplishments were underscored</li> <li><input checked="" type="checkbox"/> There was an expressed lack of clarity about how much money had been initially allocated for WET</li> </ul>
6	Discussion Regarding Process for Developing Next Workforce Education and Training Five-Year Plan	<ul style="list-style-type: none"> <li>• The Foundation proposed the following strategies as a starting point:                             <ul style="list-style-type: none"> <li>• Analyze current County WET plans</li> <li>• Research completed studies</li> <li>• Develop a workforce projection methodology</li> </ul> </li> </ul>	<p>Discussion items:</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> It was recommended that needs be assessed and stakeholders engaged through the formulation of the Five-Year Workforce, Education and Training Plan</li> <li><input checked="" type="checkbox"/> It was further recommend that the needs assessment be specific about where the gaps are</li> </ul>

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		<ul style="list-style-type: none"> <li>• Project statewide needs for each professional and educational category</li> <li>• Field a standardized needs assessment survey</li> <li>• Evaluate the impact current education and training programs and resources have had on the community public mental health workforce</li> <li>• Identify gaps in the current strategies</li> <li>• Identify statewide and regional needs for each professional and educational category</li> <li>• Provide useable information with which to make appropriate recommendations</li> <li>• Administer loan forgiveness and scholarship programs</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> It was recommended that the evaluator perform a literature review to help identify workforce issues in the public mental health system</li> <li><input checked="" type="checkbox"/> The need to honor differing regional needs as part of the needs assessment was emphasized</li> <li><input checked="" type="checkbox"/> It was suggested that the needs assessment envision what true consumer and family member representation in the public mental health system should look like and document the steps needed to achieve that level of representation</li> <li><input checked="" type="checkbox"/> The Foundation was encouraged to conduct effective outreach to consumers</li> <li><input checked="" type="checkbox"/> It was stated that counties may dedicate up to 20% of MHSA funds to workforce, education and training. It was recommended that the potential availability of Community Services and Supports (CSS) funds be addressed in the next Five-Year Plan</li> <li><input checked="" type="checkbox"/> It was stated that the manner in which services are provided needs to be congruent with the billing system that will result from health care reform and that the needs assessment and Five-Year Plan should capture the State's progress toward that goal</li> <li><input checked="" type="checkbox"/> It was suggested that the needs assessment and Five-Year Plan include the integration and coordination of mental health, substance abuse and primary care services</li> <li><input checked="" type="checkbox"/> There were questions as to how the different agencies responsible for the MHSA are collaborating</li> <li><input checked="" type="checkbox"/> The commitment to collaboration at a broader level was expressed by all State agencies</li> <li><input checked="" type="checkbox"/> It was stated that the needs assessment which is required as part of the 1115 Medi-Cal Waiver is currently available on the DHCS web site</li> <li><input checked="" type="checkbox"/> It was hoped that this Medi-Cal specific needs assessment would prove useful in the design of the OSHPD needs assessment.</li> <li><input checked="" type="checkbox"/> It was recommended that programs, such as the mental health cooperatives that specifically target consumer and family member employment as well as regional partnerships, be included in the Five-Year Plan</li> </ul>

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7	Next Steps	<ul style="list-style-type: none"> <li>• Advisory Committee future meetings will be announced well in advance of the meeting</li> <li>• Work Plan for the Committee will be developed with Committee's input</li> <li>• The recommendations pertaining to the needs assessment and five-year plan will be summarized</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Next steps include summation of the Health Disparities Report and Action Items from existing plan</li> <li><input checked="" type="checkbox"/> It was recommended that there be a report discussing the Whole Health Care Support [integration of substance abuse and mental health] initiative at the next meeting</li> <li><input checked="" type="checkbox"/> There was a discussion as to which format was preferable: small groups or an all-inclusive committee.</li> </ul>
8	Public Comment	<ul style="list-style-type: none"> <li>• The Advisory Committee and public were asked if there are any items not on the agenda that should be addressed</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> There was discussion about the benefits and challenges associated with more direct County Supervisor involvement in the CSS plans</li> <li><input checked="" type="checkbox"/> The value of the regional partnerships was emphasized</li> <li><input checked="" type="checkbox"/> The need for collaboration at State, regional and local levels was emphasized. It was recommended that action items from the last Five-Year Plan be looked at and that policies and procedures that are in accord with the Affordable Care Act be considered</li> <li><input checked="" type="checkbox"/> The need to incorporate anti-stigma efforts into the curriculum was expressed. It was recommended that this be on a future agenda</li> </ul>
9	Adjournment	<ul style="list-style-type: none"> <li>• The Foundation committed to providing minutes on its website</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> It was recommended that the minutes be distributed to the MHSA Coordinators and regional partnerships</li> <li><input checked="" type="checkbox"/> It was recommended that the minutes be sent to the MHSA Coordinators and regional partners</li> </ul>