

WET Five-Year Plan Process Update and Feedback Highlights

**Career Pathways Sub-Committee
July 9, 2013**

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WET Five-Year Plan Development Schedule

Action	Date
WET Advisory Committee Meeting	December 3, 2012
Begin Evaluation of Current WET Programs	January 2, 2013
WET Advisory Committee Meeting	January 29, 2013
WET Five-Year Plan Advisory Sub-Committee Meeting	February 27, 2013
Begin Phase 1 Stakeholder Engagement Process (community forums, focus groups, surveys, interviews)	March 4, 2013
WET Advisory Committee Meeting	June 20, 2013
Needs Assessment Begins	July 1, 2013
Mental Health Career Pathways Sub-Committee	July 9, 2013
Finalize First Draft of WET Five-Year Plan	July 24, 2013
WET Five-Year Plan Advisory Sub-Committee Meeting	August 8, 2013
WET Advisory Committee Meeting	September 5, 2013
Finalize First Draft of Five-Year Plan	September 20, 2013
Contractor Provides Statewide Needs Assessment Data	September 25, 2013
Begin Phase 2 of Stakeholder Engagement Process	September 30, 2013
WET Five Year-Plan Advisory Sub-Committee Meeting	November 13, 2013
Government Partners Meeting	December 4, 2013
WET Advisory Committee Meeting	December 18, 2013
Planning Council Meeting to Review WET Five-Year Plan	January 2014
WET Five-Year Plan Submitted to Administration for Approval	March 2014
Finalize and Submit Five-Year Plan to Legislature	April 1, 2014

WET Five-Year Plan Stakeholder Engagement

- *WET Advisory Committee and WET 5 Year Plan Advisory Sub-Committee:* OSHPD is engaging experts and stakeholders through the WET Advisory Committee (Committee) and WET 5 Year Plan Advisory Sub-Committee (Sub-Committee) meetings. Committee and Sub-Committee members are able to provide their feedback and their stakeholder's feedback during the meetings when discussing the WET 5 Year Plan elements. Additionally, there will be time set aside for public comment at every Committee and Sub-Committee meeting, which allows public members attending in-person or by phone to provide input on the different 5 Year Plan elements discussed during the meetings.
- *Focus groups and community forums:* OSHPD will engage stakeholders through 14 community forums throughout the different regions of the State. The community forums will inform stakeholders on MHSWA WET programs and solicit feedback on the elements and priorities that should be included in the next WET 5 Year Plan. There are numerous MHSWA WET stakeholder organizations that meet regularly. To the extent possible, OSHPD will also request time at regularly scheduled stakeholder meetings to engage those stakeholders in focus groups.
- *Stakeholder interviews:* OSHPD will engage stakeholder groups through phone and in-person interviews. The interviews will be used to solicit feedback from key stakeholder groups on elements that should be included in the WET 5 Year Plan.
- *Webinars and surveys:* There are numerous stakeholders that may not be able to attend the WET Advisory Committee meetings, community forums/focus groups, and/or be involved in the key-stakeholder interviews. OSHPD will engage these stakeholders through webinars and surveys and will utilize the webinars to inform stakeholders about MHSWA WET Programs and the WET 5 Year Plan. The webinars will be available online to allow stakeholders who do not have the opportunity to attend in person, to watch at their own leisure. OSHPD will subsequently send out surveys to engage stakeholders to solicit their feedback on what should be included in the WET 5 Year Plan.



Completed: 14 WET Five- Year Plan Community Forums

Date	County	Address	Time
April 25, 2013	Napa	2261 Elm Street, Building K Conference Room, Napa, CA 94559	1:00 – 4:00 pm
May 1, 2013	Ventura	1911 Williams Drive, Oxnard, CA 93036	1:00 – 4:00 pm
May 3, 2013	San Diego	1936 Quivira Way, San Diego, CA 92109	1:00 – 4:00 pm
May 10, 2013	Humboldt	507 F Street, Mezzanine Room, Eureka, CA 95501	1:00 – 4:00 pm
May 13, 2013	Alameda	300 Estudillo Avenue, San Leandro, CA 94577	1:00 – 4:00 pm
May 15, 2013	Los Angeles	155 N. Occidental Boulevard, Los Angeles, CA 90026	9:30 am – 12:30 pm
May 20, 2013	Stanislaus	3800 Cornucopia Way, Modesto, CA 95358	1:00 – 4:00 pm
May 29, 2013	Shasta	1100 Parkview Avenue, Redding, CA 96001	1:00 – 4:00 pm
June 3, 2013	Sacramento	7001-A East Parkway, Sacramento, CA 95823	1:00 – 4:00 pm
June 4, 2013	Butte	554 Rio Lindo Avenue, Chico, CA 95926	1:00 – 4:00 pm
June 6, 2013	Orange	1928 S. Grand Avenue, Room A110 & 112, Santa Ana, CA 92707	1:00 – 4:00 pm
June 7, 2013	San Bernardino	1950 South Sunwest Lane, Suite 200, San Bernardino, CA 92415	1:00 – 4:00 pm
June 13, 2013	Monterey	299 12 th Street, Marina, CA 93933	1:00 – 4:00 pm
June 17, 2013	Tulare	4031 West Noble Avenue, Visalia, CA 93277	1:00 – 4:00 pm

- Over 600 stakeholders attended the WET Five-Year Plan Community Forums across the state

Completed: 11 WET Five-Year Plan Focus Groups

- California Healthcare Workforce Policy Commission on February 13
- MHSA WET Coordinators on March 1
- MHSA Partners Forum on March 13
- CHPC/CHWA Joint meeting on March 14
- Working Well Together on March 19
- Foundation BOT on March 21
- WET Regional Partnership Coordinators on March 22
- Greater Bay Area WET Collaborative on March 27
- CMHDA Policy Committee on April 8
- CMHDA all Directors Meeting on April 11
- Older Adults Population Stakeholders on May 15
- California Coalition for Mental Health on May 21

Completed: WET Five-Year Plan Webinar and Survey Release

- Held WET Five Year Plan Webinar on May 28, 2013
- Survey closed June 21, 2013

<http://www.surveymonkey.com/s/RW7LKWB>

Preliminary Highlight of Stakeholder Feedback

Highlights of Mental Health Workforce Needs

- Need licensed (psychiatrists, psych nurse practitioners, Social Workers, MFT, LPCC) and unlicensed professionals (Peer)
- Need for individuals with lived experience
- Need for individuals with diverse linguistic competencies
- Need for diverse culturally competent individuals looking at diversity in a broader sense than racial/ethnic
- Need for advanced practice nurses who are able to integrate mental health and physical care
- Need for qualified supervisors across many professions, especially for all the students who are receiving stipends and who have to be placed in the community public mental health system.

Preliminary Highlight of Stakeholder Feedback

Highlights of Mental Health Workforce Needs

- Need to attract individuals that are passionate about the work
- Need for a hybrid of mental health and substance abuse workers
- Need for specialty mental health providers to provide care to certain groups (older adults, children, etc.)
- Need more homegrown mental/behavioral health workers
- Shortage of prescribers
- Need to increase mental health workforce that is able to bill for Medi-Cal
- Need health system navigators especially with implementation of HCR
- Need promotores in Mental Health

Preliminary Highlight of Stakeholder Feedback

Highlights of Competency Needs

- Need more training for current mental health workers
- Need more team training
- Need training on how to collaborate and adapt to new integrated models
- Need more cultural competency training for current providers
- Need training in wellness, recovery, and resilience for current providers and students before they enter the workforce
- Students need to be trained in integrating substance abuse, mental health and primary care
- Need training on competencies specific to older adult population
- Trainings that incorporate recovery and treatment as well as Medi-Cal documentation requirements.
- Need more training for trauma and resiliency-informed care model
- Need more trained via Mental Health First Aid.

Preliminary Highlight of Stakeholder Feedback

Highlights of Challenges/Recommendations

- Need more programs to help reduce stigma in the public mental health system. Stigma can prevent people from being attracted to the mental health field. Addressing stigma by: Holding peers to the same standards as other employees; Clarifying roles and expectations; teaching staff about effectiveness of peers
- Greater involvement and roles for consumers and family members. Having designated positions, having a standard statewide certification for Peers, and having them be involved in training and curriculum for education entities
- Need to involve consumers in everything from developing curricula to interviewing staff.
- Peers need more flexible schedules / need part time instead of full time and allow part time plus education similar to 20/20 program
- More support for consumers and family members who want to advance in their careers and find and retain employment.
- Need to expand training programs for consumers and family members
- Barriers with HR get in way of working with peers. HR needs work to really honor + support lived experience peers joining workforces
- Need livable wages for mental health professionals

Preliminary Highlight of Stakeholder Feedback

Highlights of Challenges/Recommendations

- Need for programs that employ the Grow Your Own Model
- Career pathways and career awareness/outreach program that provides outreach into middle schools, high school and community colleges
- Outreach to diverse communities using many different methods including using community leaders to promote and incentivize community members to look at mental/behavioral health careers: diverse not only being race and ethnicity.
- Need to go into communities to show career ladders in public behavioral health care
- Recruitment and outreach through faith-based communities
- Need to ensure that individuals from diverse cultures are involved in curriculum development.
- Need to consider the needs of the workers themselves – deal with burn out- a support system for providers
- Need more collaboration among different governmental and non-governmental entities. Increased role of regional partnership.
- Clearinghouse where web-based trainings are vetted to see whether they are: CEU-eligible and effective
- Clearinghouse of best practices across counties and regions

Preliminary Highlight of Stakeholder Feedback

Highlights of Challenges/Recommendations

- Need more internship opportunities in public mental health settings/Need clearinghouse of training programs and internships
- Supervisor challenges: It's a hardship for agencies to provide a labor intensive supervision position for intern.
- Stipends for supervisors are needed
- Interns look at how over-worked supervisors are and get discouraged
- Reimbursements to Agencies for practicum sites and supervision
- Difficult time placing students as interns due to lack of supervisors/One proposed model practice was shared supervision where social workers, MFTs, and psychologists would all be in the field together under the same supervisor(s).
- Geographic disparities – difficulty in getting internships in underserved areas
- Incorporate training in community college in wellness recovery and resiliency; expand training and education in community college support work in the field
- More education needed for primary care need to know about the “Recovery Method”
- Incorporate web-based technology in supervision

Preliminary Highlight of Stakeholder Feedback

Highlights of Challenges/Recommendations

- Statewide WET Programs need to be equally distributed across counties.
- Increase awareness of State WET Programs such as stipends and MHLAP, WWT, and training programs
- Opening up stipends to BA level education and non-licensed professionals
- Need more Stipends for different professions and looking at B.A. and non-licensed professionals not only M.A level
- Higher stipends and loan repayments to cover growing cost of education
- Need more career counseling and mentorship programs
- Need to look at expanding scope of practice for certain mental health professions and make their work be billable
- Need forums to exchange training models, ideas, evidence based practices, and community based practices
- Need more on-the-job training that does not require traveling

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