



Office of Statewide
Health Planning and
Development

**Mental Health
Workforce Education and Training (WET)
Draft Five-Year Plan**

**Presentation to Mental Health Services
Oversight and Accountability Commission**

November 21, 2013

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Office of Statewide Health
Planning & Development



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Mental Health Services Act Workforce Education and Training (WET)

WET Five-Year Plan 2008-2013

- Developed in 2008 by the Department of Mental Health (DMH)
- Provided a framework for the advancement and development of mental health workforce education and training programs at the County, Regional, and State levels.
- Specifically, the Five-Year Plan provided the vision, values, mission, measurable goals and objectives, proposed actions and strategies, funding principles, and performance indicators for the use of MHA WET funds.
- The Five-Year Plan developed by DMH was approved by the California Mental Health Planning Council in 2008 and covers the period from April 2008 to April 2013.

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WET Five-Year Plan 2008-2013 State Administered Programs

The following statewide mental health workforce programs are funded by the Mental Health Services Act WET Five-Year Plan:

Stipend Programs: increase the number of licensed mental health professionals (Masters of Social Work; Marriage and Family Therapist; Clinical Psychologist; Psychiatric Mental Health Nurse Practitioner) in the Public Mental Health System (PMHS) and incorporate MHSA principles into graduate level curriculum.

Mental Health Loan Assumption Program (MHLAP): offers loan repayment of up to \$10,000 to mental health providers in hard-to-fill and/or hard-to-retain positions in the PMHS in exchange for a 12-month service obligation.

Song-Brown Residency Program for Physician Assistants in Mental Health: funds Physician Assistants (PA) programs that add a mental health track so that PAs can sign mental health treatment plans and prescribe and administer psychotropic medications. PA programs that train second-year residents to specialize in mental health are eligible to apply for augmented funding.

Psychiatric Residency Program: trains psychiatric residents in the PMHS, working with the populations prioritized by that community.

Client and Family Member Statewide Technical Assistance Center: promotes the employment of mental health clients and family members in the mental health system.

Shortage Designation: Reviews and recommends Primary Care, Dental, and Mental Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) applications to HRSA's Shortage Designation Branch. HPSAs are designated by HRSA as having shortages of primary medical care, dental or mental health providers and may be by geographic or demographic designation.

Regional Partnerships: represent Bay Area counties, Central Valley counties, Southern counties, Los Angeles County, and Superior Region counties; 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 strategies.

* = Administered by OSHPD prior to July 1, 2012 transfer

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State WET Funding Reconciliation

Total Statutory WET Funding	10-Year Funding Amounts (in Millions)		
Total Revenues	\$444.5		
County Allocations	210.0		
Available for Statewide WET	\$234.5		
Fiscal Year	Fiscal Year Allocations	Expenditures/Encumbrances	Remaining Balance
2008-09	\$15,150,000	\$10,268,400	\$4,881,600
2009-10	15,150,000	13,565,971	1,584,029
2010-11	17,650,000	15,902,305	1,747,695
2011-12	17,650,000	17,064,617	585,383
2012-13	22,650,000	20,229,729	2,420,271
2013-14 ^{1/2/}	22,650,000	22,980,000	-330,000
2014-15 ^{2/}	22,650,000	984,837	21,665,163
2015-16 ^{2/}	22,650,000	1,260,037	21,389,963
2016-17	22,650,000	0	22,650,000
2017-18	22,650,000	0	22,650,000
2008-09 to 2013-14 Allocated to Regional Partnerships	18,000,000	18,000,000	0
Subtotal	\$219,500,000	\$120,255,896	\$99,244,104
2014-15 to 2017-18 Allocated to Regional Partnerships	9,000,000	0	9,000,000
Unallocated (Per Budget Act of 2012)	6,000,000	0	6,000,000
Budget Authorization Adjustment per FY 2013/14 May Finance Letter ^{3/}	-14	0	-14
Total	\$234,499,986	\$120,255,896	\$114,244,090

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Workforce Education and Training Five-Year Plan, 2014-2019

- In July 2012, following the elimination of DMH, the MHSA WET programs were transferred to OSHPD. OSHPD is also accountable for the development of the next 5 Year Plan.
- Will provide the vision, values, mission, measureable goals and objectives, proposed actions and strategies, funding principles, and performance indicators for the use of remaining MHSA WET funds for the period from April 2014 to April 2019.
- Will be accompanied by budget that will allocate remaining State MHSA WET program funding for the next five years.
- This will allow the opportunity to provide changes to allocations for the State WET Programs funded through the first Five-Year Plan. Per WIC Section 5820 (e), the Five-Year Plan requires final approval from the California Mental Health Planning Council (CMHPC) by April 2014.

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WET Five-Year Plan, 2014-2019

Per WIC Section 5822, the next 5 Year Plan shall incorporate the following elements:

- A. Expansion plans for the capacity of postsecondary education to meet the needs of identified mental health occupational shortages.
- B. Expansion plans for the forgiveness and scholarship programs offered in return for a commitment to employment in California's public mental health system and make loan forgiveness programs available to current employees of the mental health system who want to obtain Associate of Arts, Bachelor of Arts, master's degrees, or doctoral degrees.
- C. Creation of a stipend program modeled after the federal Title IV-E program for persons enrolled in academic institutions who want to be employed in the mental health system.
- D. Establishment of regional partnerships between the mental health system and the educational system to expand outreach to multicultural communities, increases the diversity of the mental health workforce, to reduce the stigma associated with mental illness, and to promote the use of web-based technologies, and distance learning techniques.
- E. Strategies to recruit high school students for mental health occupations, increasing the prevalence of mental health occupations in high school career development programs such as health science academies, adult schools, and regional occupation centers and programs, and increasing the number of human service academies.
- F. Curriculum to train and retrain staff to provide services in accordance with the provisions and principles of Part 3 (commencing with Section 5800), Part 3.2 (commencing with Section 5830), Part 3.6 (commencing with Section 5840), and Part 4 (commencing with Section 5850) of this division.
- G. Promotion of the employment of mental health consumers and family members in the mental health system.
- H. Promotion of the meaningful inclusion of mental health consumers and family members and incorporating their viewpoint and experiences in the training and education programs in subdivisions (a) through (f).
- I. Promotion of meaningful inclusion of diverse, racial, and ethnic community members who are underrepresented in the mental health provider network.
- J. Promotion of the inclusion of cultural competency in the training and education programs in subdivisions (a) through (f).

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WET Five-Year Plan Stakeholder Engagement Phase 1

OSHPD finalized Phase I of the stakeholder engagement process which included:

- Community Forums - OSHPD completed 14 community forums throughout the state including: Napa, Ventura, San Diego, Humboldt, Alameda, Los Angeles, Stanislaus, Shasta, Sacramento, Butte, Orange, San Bernardino, Monterey, and Tulare. Collectively these community forums engaged over 600 stakeholders throughout the state.
- Focus Groups: OSHPD conducted 13 focus groups with stakeholder groups during their established stakeholder meetings which included: California Healthcare Workforce Policy Commission; MHSW WET Coordinators; MHSW Partners Forum; California Health Professions Consortium/California Health Workforce Alliance; Working Well Together; Foundation Board of Trustees; WET Regional Partnership Coordinators; Greater Bay Area WET Collaborative; CMHDA Policy Committee; CMHDA all Directors Meeting; Older Adults Population Stakeholders; California Coalition for Mental Health; and California Mental Health Planning Council.
- Webinar and Online Survey: Released an online survey on May 28 and conducted a webinar on May 29 to gather feedback from stakeholders who were unable to attend and/or participate in other stakeholder engagement meetings. OSHPD received over 300 survey responses and 26 participants attended the webinar.

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WET Five-Year Plan Stakeholder Engagement Continued Phase 1

Stakeholder Interviews: Conducted telephone interviews with 13 stakeholders.

WET Five Year Plan Advisory Sub-Committee and WET Advisory Committee: OSHPD engaged stakeholders and obtained feedback that helped inform the draft five-year plan via the WET Five-Year Plan Advisory Sub-Committee, and WET Advisory Committee meetings.

Career Pathways: OSHPD also engaged stakeholders through the reconvening of the Career Pathways Sub-Committee which is charged with developing career pathways and recommendations for select public mental health occupations including: Psychiatrists; Marriage and Family Therapist (MFT); Clinical Psychologist; Psychiatric Mental Health Nurse Practitioner/Clinical Nurse Specialist; School Psychologist; Peer Support Specialist; Licensed Professional Clinical Counselor; and Alcohol and other Drug Abuse Counselors. The development of career pathways for mental health professions will help to inform the WET Five-Year Plan.

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Activity	Date
Released First Draft WET Five-Year Plan	September 12, 2013
Received Feedback from WET Advisory Committee, WET Five-Year Plan Advisory Committee, and Stakeholders	September 19, 2013
Released Second Draft Five-Year Plan	October 10, 2013
Received Feedback from California Mental Health Planning Council	October 18, 2013
Released Third Draft WET Five-Year Plan	October 30, 2013
Receive Feedback from Stakeholders via Open Comment Period and Statewide Stakeholder Feedback Conference Call	November 4, - November 14, 2013
Receive feedback from Mental Health Services Oversight and Accountability Commission	November 21, 2012
Release Fourth Draft Five-Year Plan	December 6, 2013
Receive final feedback from WET Advisory Committee, WET Five-Year Plan Advisory Committee, and Stakeholders	December 13, 2013
Present Final WET Five-Year Plan to California Mental Health Planning Council for Approval	January 17, 2014

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Draft WET Five-Year Plan Goals and Objectives

Goal #1: Increase the number of diverse, qualified individuals in the public mental health system workforce to meet California's diverse and dynamic needs.

- **Objective A:** Expand awareness and outreach efforts to effectively recruit diverse individuals into the public mental health system workforce.
- **Objective B:** Identify and enhance curricula to train students at all levels in competencies that align with the full spectrum of California's diverse and dynamic public mental health service needs.
- **Objective C:** Develop career pathways, ladders, and lattices for individuals entering and advancing across new and existing professions in the public mental health system.
- **Objective D:** Expand the capacity of postsecondary education to meet the identified public mental health workforce needs.
- **Objective E:** Expand financial incentive programs for the public mental health system workforce to equitably meet identified public mental health system needs in underrepresented, underserved, unserved, and inappropriately served communities.

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Draft WET Five-Year Plan Goals and Objectives

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

- **Objective A:** Expand continuing education training programs for incumbents in the public mental health workforce in competencies that align with the full spectrum of California's diverse and dynamic public mental health service needs.
- **Objective B:** Increase the retention of public mental health system workforce identified as high priority.
- **Objective C:** Evaluate methods to expand and enhance the quality of existing public mental health service delivery systems to meet California's diverse and dynamic public mental health needs.

Goal #3: Facilitate a robust statewide and local infrastructure to develop the public mental health workforce.

- **Objective A:** Develop and sustain new and existing collaborations and partnerships to strengthen recruitment, training, education, and retention of the public mental health system workforce.
- **Objective B:** Increase eligibility for federal workforce funding by increasing the number of California communities recognized as designated Mental Health Professional Shortage Areas (MHPSA).
- **Objective C:** Enhance the evaluation of mental health workforce, education, and training efforts to identify outcomes, best practices, and systems change.
- **Objective D:** Explore policies identified by stakeholders during the WET Five-Year Plan development process that aim to further California's efforts to meet its communities diverse and dynamic public mental health system needs.

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WET Five-Year Plan Needs Assessment

OSHPD contracted for assistance in conducting a statewide assessment of the workforce, education and training needs of California's public mental health system which will be used to inform OSHPD in the development of the WET Five-Year Plan.

Specifically the contractor will provide to OSHPD:

- 1) An analysis of information currently available on public mental health workforce shortages and corresponding educational and training capacity;
- 2) An analysis of the county-reported WET Five-Year Plan assessments worksheets;
- 3) A methodology to conduct an analysis of current workforce and education/training capacities and shortfalls;
- 4) Estimates of long-term workforce needs; and
- 5) Workforce outcome benchmarks and the means to evaluate progress toward meeting these.
- 6) Analysis of current State WET Administered Programs

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