

## Workforce and Employment Committee Agenda

Wednesday, April 19, 2023

Holiday Inn Sacramento Downtown – Arena

300 J Street Sacramento, CA 95814

Balboa/Calaveras Room

Call-in (listen-only): 1-669-900-6833 Passcode: 8760697

1:30 p.m. to 5:00 p.m.

- |                |   |              |
|----------------|---|--------------|
| <b>1:30 pm</b> | <b>Welcome and Introductions</b><br><i>Vera Calloway, Chairperson and All Members</i>   |              |
| <b>1:35 am</b> | <b>Approve January 2023 Draft Meeting Minutes</b><br><i>Vera Calloway, Chairperson and All Members</i>  | <b>Tab 1</b> |
| <b>1:40 pm</b> | <b>Medi-Cal Peer Support Specialist Certification Updates and Discussion of Methods to Engage Peer Organizations</b><br><i>Lucero Robles, LCSW, Director, Quality Assurance and Compliance, California Mental Health Services Authority (CalMHSA)</i><br><i>Alexandria Simpson, Medi-Cal Behavioral Health Policy Division, California Department of Health Care Services (DHCS)</i>  | <b>Tab 2</b> |
| <b>2:10 pm</b> | <b>Public Comment</b>   |              |
| <b>2:15 pm</b> | <b>HCAI Overview of Behavioral Health Programs and Grants</b><br><i>John Madriz, Section Chief of Grants Management Division, Department of Health Care Access and Information (HCAI)</i>   | <b>Tab 3</b> |
| <b>2:50 pm</b> | <b>Public Comment</b>   |              |
| <b>2:55 pm</b> | <b>Break</b>  |              |
| <b>3:10 pm</b> | <b>2020-2025 Workforce Education and Training (WET) Plan Regional Partnership Panel Presentations</b><br><i>Samuel Casale, M.A., Butte County Behavioral Health, Superior Region</i><br><i>Laura Luna, MPA, Fresno County Department of Behavioral Health, Central Region</i><br><i>Angelita Diaz-Akavori, Psy.D., Los Angeles County Department of Mental Health, Los Angeles Region</i><br><i>Carla Cross, M.A., LMFT, ATR-BC, Santa Barbara County Department of Behavioral Wellness, Southern Region</i><br><i>Jeremy Wilson, MPPA, Senior Program Director, CalMHSA, Bay Area Region</i> | <b>Tab 4</b> |
| <b>4:35 pm</b> | <b>Public Comment</b>   |              |

- 4:40 pm**            **Update Re: Request for Occupational Therapists to be Licensed Mental Health Professionals (LMHPs) and Licensed Practitioners of the Healing Arts (LPHAs)**            **Tab 5**  
*Vera Calloway, Chairperson and All Members*
- 4:45 pm**            **Discussion Re: SMC Participation in CBHPC Workgroups**            **Tab 6**  
*Vera Calloway, Chairperson and All Members*
- 4:50 pm**            **Public Comment**
- 4:55 pm**            **Wrap up/Next Steps**  
*Vera Calloway, Chairperson and All Members*
- 5:00 pm**            **Adjourn**

*The scheduled times on the agenda are estimates and subject to change.*

**Workforce and Employment Committee Members**

**Chairperson:** Vera Calloway    **Chair-elect:** Christine Frey (on leave)

**Members:** John Black, Jessica Grove, Celeste Hunter, Steve Leoni, Dale Mueller, Liz Oseguera, Deborah Pitts, Walter Shwe, Arden Tucker

**WET Steering Committee Members:** Le Ondra Clark Harvey, Robb Layne, Simon Vue, Kristin Dempsey, Janet Frank, Olivia Loewy, E. Maxwell Davis, Robert McCarron, Kathryn Kietzman, Chad Costello, John Drebing

**Staff:** Ashneek Nanua, Justin Boese

## TAB 1

**California Behavioral Health Planning Council  
Workforce and Employment Committee  
Wednesday, April 19, 2023**

**Agenda Item:** Approve January 2023 Draft Meeting Minutes

**Enclosures:** January 2023 Draft WEC Meeting Minutes

**Background/Description:**

Committee members will review and approve the draft meeting minutes for the January 2023 Quarterly Meeting.

## Workforce and Employment Committee

### Meeting Minutes (DRAFT)

January 18, 2023

**Committee Members present:** Vera Calloway – Chairperson, Christine Frey – Chair-Elect, John Black, Walter Shwe, Deborah Pitts, Arden Tucker, Jessica Grove, Dale Mueller, Sutep Laohavanich

**WET Steering Committee Members Present:** Olivia Loewy, Tara Gamboa-Eastman

**Presenters:** Elizabeth Knight, Jason Navarro, Melissa Barton, John Madriz

**Staff present:** Ashneek Nanua, Justin Boese, Jenny Bayardo

**Others present:** Deborah Starkey, Tony Vartan, Diane Shinstock, Theresa Comstock, Maria Aliferis-Gjerde

**Planning Council Staff present:** Ashneek Nanua, Justin Boese

**Meeting Commenced at 1:30 p.m.**

---

#### Item #1 Welcome New Council Leadership

---

The Planning Council's new Officer team attended the WEC January 2023 Quarterly Meeting to learn more about the work and goals of the committee. The committee answered the following three questions:

- 1) **How does the committee align with the Vision and Mission of the Council?**
- 2) **How does this committee align with the Council's mandates in Welfare and Institutions Code?**
- 3) **What does the committee hope to accomplish in the coming year?**

Committee responses:

- The Planning Council's mission is to serve the people of California. The workforce is integral to the mental, behavioral, and economic health for the state of California. The WEC has three strategic goals in the [2022-2023 Work Plan](#) to support the mission and vision of the Council.
- Strategic Goal 2.0 aims to ensure and sustain gainful employment for individuals with seen and unseen disabilities in California. There is no empowerment without employment. Individuals need jobs to lead productive lives.
- People that want jobs should be trained and be put into difficult-to-fill positions such as clinicians, peers, etc. with the use of recovery and wellness models.

CBHPC Workforce and Employment Committee – January 2023 Meeting Minutes  
(DRAFT)

- The system and state are better when there is representation from individuals from diverse backgrounds and individuals with disabilities including behavioral health disabilities. WEC members expressed wanting to see care delivery system and state where these individuals are represented in the workforce and decision-making as it is a key to effective recovery.
- There are multiple prongs that the WEC is looking at which is vision for the state, recovery for the individual, and strength of the system that is effective and reflective of the individuals being served.
- The WEC has a detailed Work Plan. Strategic Goal 1.0 supports the behavioral health workforce in all areas, Strategic Goal 2.0 is to offer employment support to behavioral health consumers across the state and Strategic Goal 3.0 is centered on the broader issue of equity in the behavioral health workforce. There is a question on how to give the youth hope for the future and assist individuals coming out of incarceration into jobs. There is also a need to have alternative work arrangements for individuals who have creative talents.
- There is a hope to develop a white paper on Peer Support Specialists in the workforce.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

---

**Item #2      Employment Services Consumer/Provider Panel**

---

Betsy Knight, Behavioral Health Program Coordinator from San Diego Behavioral Health Services Department (SDBHSD), and Jason Navarro, from Turn Behavioral Health Services (BHS) Employment Solutions presented to the committee on employment services in San Diego County. The presenters brought a consumer of Turn BHS Employment Solutions, Melissa Barton, to share her experience as a consumer of employment services and the impact it made on her life.

San Diego County utilizes the Individual Placements and Supports (IPS) model as well as the Clubhouse model (transitional employment and supported employment), employment-only services, and Department of Rehabilitation (DOR) Cooperative Agreements. Betsy shared that challenges at SDBHSD include job availability for remote vs. in-person jobs based on consumer preference, lack of readiness to return for work in the midst of the pandemic, and staff turnover. Recommendations were to have data tracking systems to track relevant data points, develop specific goals and outcomes to align with fidelity, create networking opportunities, and have a diversity of support.

CBHPC Workforce and Employment Committee – January 2023 Meeting Minutes  
(DRAFT)

Turn BHS Employment Solutions is an employment-only organization which means that there are not integrated treatment teams within the organization. Turn BHS assists approximately 180 individuals with behavioral health conditions per year secure apprenticeships and create consumer-owned businesses. The organization is evaluated based on the IPS fidelity scale and typically reach high fidelity in the evaluation process. Jason Navarro highlighted several apprenticeship programs and highlighted a few organizations. He mentioned the Kitchen for Good paid apprenticeship program for underserved populations such as justice-involved and immigrant populations interested in working in food and hospitality. Turn BHS also works with retail organizations such as Goodwill's paid training programs to help provide individuals with job training.. There are also career centers that assist with an assortment of jobs offered to clients such as office administration.

Jason then reviewed various programs to help consumers start their own businesses and offered to provide the committee with a page of links for various programs. He highlighted that many clients engage in gig work such as Lyft, Uber Eats, Fiver, and Up Work for subtracted enterprise opportunities. The Department of Rehabilitation also has start-up business financial assistance for clients with disabilities.

Melissa Barton shared her experience as a transgender person with anxiety and consumer of employment services. She expressed struggles with anxiety, family struggles, and employment during the pandemic. Melissa stated that her therapist introduced her to Turn BHS Employment Solutions and was assigned to an employment specialist and peer specialist who have supported her in job interviews, transportation, resume-building, and status of job searches. Melissa stated that this support broadened her job prospects and secured a manufacturing job in 2021 and was still able to connect with her employment specialist after securing employment and going through periods of unemployment. She recently secured a new job under the guidance of the Turn BHS team and expressed gratitude and the importance of not giving up as the individuals on this team are there to help people.

The presenters concluded their presentations and engaged with a question and answer session with committee regarding the employment services and models in San Diego County. Committee members expressed the desire to be open to any model that assists an individual to secure and maintain employment and discussed employment services in regards to equity considerations and various diverse communities.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

**Item #3      Discussion Re: SDCBHS Employment Services Model**

---

The WEC had a discussion to evaluate each employment service model and raised questions on why the IPS employment model is favorable in comparison to other models. Betsy Knight, SDBHSD, stated that the IPS model was appealing to San Diego County due to it being an evidence-based best practice with a fidelity model which allows the county to measure progress and gives individuals the tools they need to do their jobs. Additionally, the philosophy of “a day worked is better than a day not worked” is a welcoming component of the model. She stated that San Diego County had an agency that developed a Social Enterprise through Mental Health Services Act funding 10 years ago which is still in operation and giving back to the community while meeting the needs of the community.

The WEC raised the limitations of the IPS model. IPS is evidence-based based on the highest amount of randomized clinical trials but other employment models also have an evidence-base. IPS does not have a facility component while Social Enterprise and Clubhouse requires a space, equipment, and materials so the costs are different between models. A criticism of IPS is that it helps individuals gain employment but not necessarily help with establishing a social network or community for clients. Additionally, there are individuals that the IPS model is not appropriate for. The committee raised the question of what happens to individuals who are not successful in the IPS model. Jason Navarro stated that most individuals that enter Turn BHS Employment Solutions have been deemed ready by their clinician to search for employment but individuals who are not reaching their goals or are deactivated from the program are referred to other agencies or continue their job search on their own. Committee members clarified that the intent of supportive employment was to eliminate the self-search process for employment and to help individuals who would like to work rather than being cleared by their clinician.

The WEC raised the issue that employment has been favored by counties and organizations as compared to productive roles such as non-work activities that may better meet the needs of individuals. Committee members expressed the importance of meeting clients where they are at in the employment and recovery journey, and to offer a different model if it is more aligned with a consumer’s life goals.

**Action/Resolution**

The WEC will continue to evaluate various employment models at subsequent committee meetings.

**Responsible for Action-Due Date**

Ashneek Nanua, Vera Calloway, Christine Frey – June 2023

**Item #4      Approve October 2022 Draft Meeting Minutes**

---

The Workforce and Employment Committee (WEC) reviewed the October 2022 Draft Meeting Minutes. Walter Shwe motioned approval. Dale Mueller seconded the motion. There were no committee members that abstained.

**Action/Resolution**

The October 2022 WEC Meeting Minutes are approved.

**Responsible for Action-Due Date**

N/A

---

**Item #5      Approve WEC 2022-2023 Charter (Action Item)**

---

SMC staff reviewed the added and changed language to the WEC 2022-2023 Charter to reflect the current scope of the committee. John Black motioned approval of the updated WEC 2022-2023 Charter. Arden Tucker seconded the motion. The Charter was approved by the committee.

**Action/Resolution**

The WEC 2022-2023 Charter was approved with the proposed edits. The updated Charter will be posted to the Workforce and Employment Committee webpage.

**Responsible for Action-Due Date**

Ashneek Nanua – April 2023

---

**Item #6      2020-2025 WET Plan and HCAI Behavioral Health Update**

---

John Madriz, Grants Management Section of the Health Care Workforce Development Division at the Department of Health Care Access and Information (HCAI), provided an update on HCAI behavioral health programs as well as status of the 2020-2025 Workforce Education and Training (WET) Plan. Upon conclusion of the update, the committee engaged John Madriz in a Q & A session. The committee raised concerns regarding the lack of Peer Support Specialist positions open at the county level. John Madriz described HCAI's various peer programs and requirements from the grantees including the training requirement which will assist individuals in the hiring process.



## CBHPC Workforce and Employment Committee – January 2023 Meeting Minutes (DRAFT)

Committee members requested written materials containing the names of various programs and where to find the information as well as a presentation at the subsequent committee meeting that provides detail on each of HCAI's behavioral health programs. John Madriz referred the WEC to the HCAI website for additional information about their programs and grants.

### **Action/Resolution**

WEC staff will ask HCAI staff to provide an update on their behavioral health workforce programs for the next quarterly meeting. Staff will provide committee members with web links that HCAI provided regarding information about HCAI's programs and grants.

### **Responsible for Action-Due Date**

Ashneek Nanua – January 2023

## **Item #7 Discussion Re: Occupational Therapists as Licensed Mental Health Professionals (LMHPs) and Licensed Practitioners of the Healing Arts (LPHAs)**

In November 2022, WEC staff wrote a letter on behalf of the committee to the Department of Health Care Services (DHCS) requesting Occupational Therapists (OTs) be considered LMHPs in the Specialty Mental Health Services (SMHS) system and LPHAs in the Drug Medi-Cal Organized Delivery System. The committee has advocated for this for several years, and wrote a [letter](#) requesting OTs to be licensed persons in the Home and Community Based Services Waiver (September 2019) Deborah Pitts expressed that her state association appears to have support from DHCS to move forward with this request and will have to track the outcome of this effort in the next few months. WEC staff indicated that DHCS has not provided a written response to the committee's letter.

Committee members held a discussion regarding next steps for efforts to expand the services that OTs may provide and be paid for in the Medi-Cal system as they are qualified to do so. The WEC agreed to have staff contact DHCS regarding a response for the letter and have staff provide a status update during the April 2023 Quarterly Meeting. Committee members expressed interest to determine if the issue of Occupational Therapists should be added to the committee Work Plan based on the response provided from DHCS at the subsequent quarterly meeting.

### **Action/Resolution**

WEC staff will request a status update in regards to the letter requesting Occupational Therapists to be considered LMHPs and LPHAs and provide an update during the subsequent quarterly meeting.

CBHPC Workforce and Employment Committee – January 2023 Meeting Minutes  
(DRAFT)

**Responsible for Action-Due Date**

Ashneek Nanua, Vera Calloway, Christine Frey, Deborah Pitts – April 2023

**Item #8 Peer Certification Update**

WEC staff summarized the WEC's process to present DHCS with the committee's concerns regarding the implementation of Senate Bill 803, as well as the request to bring this issue to the full Planning Council body. Staff indicated that DHCS, California Mental Health Services Authority (CalMHSA), County Behavioral Health Directors Association (CBHDA), Cal Voices, and California Association of Mental Health Peer-Run Organizations (CAMHPRO) will present updates during the General Session of the January 2023 Quarterly Meeting regarding the Peer Support Specialist Certification Medi-Cal Benefit followed by a Q & A session with presenters. There will be an additional Q & A session on the second day of General Session for Council members to discuss issues around Senate Bill 803 implementation.

**Action/Resolution**

The WEC will continue to track and provide input for SB 803 implementation.

**Responsible for Action-Due Date**

Ashneek Nanua, Vera Calloway, Christine Frey – Ongoing

**Item #9 Wrap Up/Next Steps**

The WEC discussed next steps for the April 2023 Quarterly Meeting. Chairperson Vera Calloway stated that she will review the Work Plan and would gather input from the WEC to narrow the items on the plan. Vera also expressed interest for the committee to write a white paper on the transition for California to have state-certified Peer Support Specialists compared to other states. Additional action items are provided in the section below.

**Action/Resolution**

WEC staff will conduct the following steps for the April 2023 Quarterly Meeting:

- Invite HCAI representatives to provide a PowerPoint presentation on each of HCAI's behavioral health programs.
- Invite the Regional Partnerships within the 2020-2025 WET Plan to present an update on the challenges and successes of implementing their programs per the Five-Year Plan.
- Follow-up with DHCS regarding the status of requesting Occupational Therapists to be included as LMHPs in the SMHS and LPHAs in the DMC-ODS.

CBHPC Workforce and Employment Committee – January 2023 Meeting Minutes  
(DRAFT)

**Responsible for Action-Due Date**

Ashneek Nanua, Vera Calloway, Christine Frey – April 2023

---

**Item #10      Public Comment**

---

Theresa Comstock, California Association of Local Behavioral Health Boards and Commissions (CalBHBC), stated that an 1115 Demonstration Project is another way of informing and changing Medi-Cal so that it can increase services. Supported employment is one of the areas that federal guidance mentioned. DHCS closed the initial comment period but may open another comment period that the Planning Council may consider commenting on.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

**The meeting adjourned at 5:05 p.m.**

## Tab 2

**California Behavioral Health Planning Council**  
**Workforce and Employment Committee**  
**Wednesday, April 19, 2023**

**Agenda Item:** Medi-Cal Peer Support Specialist Certification Updates and Discussion of Methods to Engage Peer Organizations

**Enclosures:** None

Additional Resources:

[Senate Bill 803 – Bill Text](#)

[DHCS Peer Support Services Webpage](#)

[CalMHSA Peer Certification Webpage](#) and [CA Peer Certification Website](#)

**How This Agenda Item Relates to Council Mission**

*To review, evaluate and advocate for an accessible and effective behavioral health system.*

This agenda item provides committee members with updates regarding the implementation of Peer Support Specialist Certification from the California Mental Health Services Authority (CalMHSA) and the Department of Health Care Services (DHCS). The WEC will use this information to advocate best practices and policies for Peer Support Specialists working in the public behavioral health system.

**WEC Work Plan:** This agenda item corresponds to WEC Work Plan Objective 1.5:

**Objective 1.5:** Support building the workforce of individuals with lived behavioral health experience through advocacy and recommendations for the statewide certification, training, and Medicaid reimbursement for Peer Support Specialists, including the promotion of equitable opportunities for career growth. This includes collaborating with other CBHPC committees to support Peer Certification efforts.

**Background/Description:**

The California Mental Health Services Authority (CalMHSA) and the Department of Health Care Services (DHCS) will provide updates on their activities for the implementation of the Medi-Cal Peer Support Specialist Certification Benefit. This will be followed by a committee discussion on the following items:

- Inviting CalMHSA to present updates regularly at the WEC's quarterly meetings
- Creating a list of standardized questions to ask different peer organization groups at subsequent quarterly meetings with the intent to create a set of recommendations and/or a white paper

**About CalMHSA:** *The California Mental Health Services Authority (CalMHSA) is the certifying entity, responsible for certification, examination, and enforcement of professional standards for Medi-Cal Peer Support Specialists in California. All applicants seeking certification are required to pass an exam and ensure that any individual holding a certification has meet the minimum educational requirements. CalMHSA investigates consumer complaints and imposes disciplinary actions against an individual who violates the Code of Ethics.*

**About DHCS:** *The Department of Health Care Services (DHCS) is the lead entity for the design and development of statewide standards for an optional Peer Support Services Certification Program for Specialty Mental Health Services, Drug Medi-Cal, and the Drug Medi-Cal Organized Delivery Systems.*

## Tab 3

**California Behavioral Health Planning Council  
Workforce and Employment Committee  
Wednesday, April 19, 2023**

**Agenda Item:** HCAI Overview of Behavioral Health Programs and Grants

**Enclosures:** *Meeting presentation will be provided at the meeting.*

HCAI Workforce Programs Update: March 2023

[HCAI Behavioral Health Programs Webpage](#)

**How This Agenda Item Relates to Council Mission**

*To review, evaluate and advocate for an accessible and effective behavioral health system.*

This agenda item provides the Council members with information regarding the implementation of the 2020-2025 Workforce Education and Training (WET) Five-Year Plan, which will help the Council members fulfill their duty to oversee plan implementation.

**WEC Work Plan:** This agenda item corresponds to WEC Work Plan Objective 1.1:

**Objective 1.1:** Review and make recommendations to the full Council regarding approval of HCAI WET Plan:

- Engage in regular dialogue and collaborating with the WET Steering Committee.
- Maintain an open line of communication with HCAI via CBHPC Council staff in order to advise HCAI on education and training policy development and provide oversight for education and training plan development.
- Participate in statewide HCAI stakeholder engagement process.
- Build the Council's understanding of state-level workforce initiatives and their successes and challenges.

**Background/Description:**

The Department of Health Care Access and Information (HCAI) is statutorily required to coordinate with CBHPC for the planning and oversight of the 2020-2025 Workforce Education and Training (WET) Five-Year Plan. The Council reviewed and approved the plan during the January 2019 Quarterly Meeting. During the January 2023 Quarterly Meeting, the Workforce and Employment Committee asked the Department of Health Care Access and Information (HCAI) to provide written materials and references to their various behavioral health workforce programs. Representatives from HCAI will present an overview of their behavioral health workforce programs and grants in a PowerPoint presentation to the committee.

## **Excerpt of HCAI Workforce Programs Update: March 2023**

**The Department of Health Care Access and Information (HCAI)** administers programs that improve access to health care in underserved areas of California. The programs support students and graduates with scholarships and/or loan repayment, and educational training programs that show a commitment to increasing the number of healthcare providers serving the underserved. HCAI also acts as the State's Primary Care Office (PCO), State Office of Rural Health (SORH), and liaison to the Health Services and Resources Administration (HRSA).

The Department of Health Care Access and Information (HCAI) administers programs that improve access to health care in underserved areas of California. The programs support students and graduates with scholarships and/or loan repayment, and educational training programs that show a commitment to increasing the number of healthcare providers serving the underserved. HCAI also acts as the State's Primary Care Office (PCO), State Office of Rural Health (SORH), and liaison to the Health Services and Resources Administration (HRSA).

### **IN THIS ISSUE:**

- Public Meetings
- Important Dates
- Grant Programs
- Loan Repayment and Scholarship Programs
- Primary Care Office (PCO) and State Office of Rural Health (SORH) Programs
- HCAI Careers

### **PUBLIC MEETINGS:**

The California Health Workforce Education and Training Council (Council) is responsible for helping HCAI coordinate statewide education and training strategies to develop a health workforce that meets California's health care needs. HCAI held an in-person Council meeting on March 1-2, 2023.

- [\*\*Agenda and Meeting Materials\*\*](#)
- **Next meeting:** June 7-8, 2023

### **HCAI Program Eligibility Tool:**

HCAI has developed an online eligibility tool for students, healthcare professionals, and organizations to quickly see what HCAI programs they may be eligible to apply for.

- **To determine your eligibility:**

## **IMPORTANT DATES:**

- **March 8, 2023:** HRSA Rural Communities Opioid Response Program Application Closes
- **March 10, 2023:** Wellness Coach and Community Health Workers/Promotores/Representatives - Certification and Technical Assistance Request for Information Application Deadline
- **March 23-24, 2023:** Workshop - Annual Health Professional Shortage Area Designation
- **March 24, 2023:** Substance Use Disorder Earn Justice, System-Involved Youth Training Request for Information Application Deadline
- **March 31, 2023:** Reproductive Health Service Corps Request for Information Application Deadline
- **March 31, 2023:** Peer Personnel Training and Placement Program Application Closes

## **GRANT PROGRAMS:**

### **Substance Use Disorder (SUD) Justice, System-Involved Youth (JSIY) Training Request for Information**

HCAI invites vendors to review and respond to this non-binding Request for Information (RFI), which will provide information to HCAI to inform the planning, design, development, and launch of the behavioral health training for non-medical and non-behavioral health professionals by June 2023.

*The application cycle closes on March 24, 2023*

- [Substance Use Disorder Justice, System-Involved Youth \(SUD/JSIY\) Training Request for Information](#)

### **Community Health Workers/Promotores/Representatives (CHW/P/R) and Wellness Coaches (WC) Request for Information (RFI)**

#### **Marketing Strategy and Execution**

HCAI invites interested parties to review and respond to this non-binding RFI, which will provide information to HCAI to inform the planning, design, development, and implementation of a marketing campaign for both CHW/P/R and WC. HCAI may use the RFI responses to develop a scope of work for a potential future solicitation of services.

*Applications are due March 3, 2023, at 5:00PM PDT*

- **Visit:** [Cal eProcure](#)

#### **Certification and Technical Assistance**

HCAI invites interested parties to review and respond to this non-binding RFI, which will seek a qualified vendor to partner with HCAI in developing the certification process for



expanded and newly developed professional roles, specifically that of CHW/P/R and WC.

*Applications are due March 10, 2023, at 5:00PM PDT*

- Visit: [Cal eProcure](#)

### **Community-Based Organization (CBO) Behavioral Health Workforce Grant Program**

This program supports agreements with CBOs to recruit, retain, support, and increase the education of the behavioral health workforce.

The CBO Behavioral Health Workforce Grant program application closed on November 30, 2022. HCAI plans to make awards by March 2023. For more information visit, [Community-Based Organization \(CBO\) Behavioral Workforce Grant](#).

### **Peer Personnel Training and Placement Program**

The Peer Personnel Training and Placement Program supports organizations that recruit, train, certify, and place peer personnel specialists in the behavioral health system.

*The application cycle opened on January 31, 2023, and closes on March 31, 2023*

- For more information visit:  
[Community-Based Organization \(CBO\) Behavioral Workforce Grant](#)

### **Song-Brown Grant Program**

Song-Brown awards grants to training programs committed to increasing the number of primary care providers in California.

### **2022 Song-Brown Registered Nurse (RN)**

HCAI will announce the 2022 RN awards by early March 2023.

### **Song-Brown Family Physician Training Act Contributions**

Physicians can help increase access to quality care for many of California's underserved populations by voluntarily contributing \$25 to Song-Brown when renewing their physician license. Contributions will support a program that has been committed to serving primary care training programs throughout the state for over 45 years.

## Tab 4

**California Behavioral Health Planning Council  
Workforce and Employment Committee  
Wednesday, April 19, 2023**

**Agenda Item:** 2020-2025 Workforce Education and Training (WET) Plan Regional Partnership Panel Presentations

**Enclosures:** *Presentation materials will be provided at the meeting.*

[Workforce Education and Training \(WET\) Five-Year Plan Regional Partnership Standardized Question List](#)

Additional Resources:

[2020-2025 Mental Health Services Act Workforce Education and Training Five-Year Plan](#)

**How This Agenda Item Relates to Council Mission**

*To review, evaluate and advocate for an accessible and effective behavioral health system.*

This agenda item provides committee members with the opportunity to ask questions and engage the Regional Partnerships for the 2020-2025 Workforce Education and Training (WET) Five-Year Plan. The WEC will use this information to inform the public about the activities and goals of programs executed by the Regional Partnerships.

**WEC Work Plan:** This agenda item corresponds to WEC Work Plan Objective 1.1 & 1.3

**Objective 1.1:** Review and make recommendations to the full Council regarding approval of HCAI WET Plan by:

- Engaging in regular dialogue and collaborating with the WET Steering Committee.
- Maintain an open line of communication with HCAI via CBHPC Council staff in order to advise HCAI on education and training policy development and provide oversight for education and training plan development.
- Participate in statewide HCAI stakeholder engagement process.
- Build the Council's understanding of state-level workforce initiatives and their successes and challenges.

**Objective 1.3:** Build the Council's understanding of County specific workforce development initiatives and their successes and challenges.

### **Background/Description:**

The Department of Health Access and Information (HCAI) is statutorily required to coordinate with CBHPC for the planning and oversight of the 2020-2025 Workforce Education and Training (WET) Five-Year Plan. The 2020-2025 WET Plan includes funding for five Regional Partnerships (RP) to administer programs that oversee training and support to the public mental health system workforce in their region.

Workforce and Employment Committee members have expressed interest in inviting the WET Regional Partnerships to present on the implementation of their programs and activities. In January 2022, the WEC approved the list of standardized questions to ask the five Regional Partnerships in the 2020-2025 WET Plan to address in a panel presentation once implementation of their programs was at a point to identify successes, challenges, and best practices. The five Regional Partnerships of the 2020-2025 WET Five-Year Plan will provide an update on their implementation progress based on the WEC's standardized question list.

### **Presenter Biographies:**

Samuel Casale, Program Manager, Systems Performance, Research and Evaluation  
Mental Health Services Act Coordinator & Public Information Officer  
Butte County Behavioral Health

*Sam Casale is the Mental Health Services Act Coordinator, Public Information Officer and Program Manager of Systems Performance Research and Evaluation for Butte County Department of Behavioral Health (BCDBH). He also serves as the Chair of the Superior Regional Partnership for the Workforce Education and Training 5-year plan under HCAI. Sam began his professional career as a counselor for BCDBH Crisis Services where after 3 years he became a supervisor for the Crisis Response Team. He was then promoted to his current position in November of 2022. Sam completed a Master's degree and thesis in Psychological Science from California State University, Chico where he studied metaperceptions and competitiveness.*

Carla Cross, M.A., LMFT, ATR-BC, Santa Barbara County Department of Behavioral  
Wellness, Southern Region Regional Partnership

*Carla Cross is the Manager of Training and Workforce Development for the Santa Barbara County Behavioral Wellness Department. In addition to being identified as the WET Coordinator for Santa Barbara County, she is also designated as the lead for the Southern Counties Regional Partnership (SCRIP) and Santa Barbara County is the fiscal agent for the SCRIP. Ms. Cross is a licensed Marriage and Family Therapist (LMFT) and a Board Certified Art Therapist (ATR-BC). She brings to her current role 30 years of experience in providing mental health services, training, clinical supervision, and experience with the development and implementation of workforce development projects across three counties (Los Angeles, Ventura, and now Santa Barbara). Ms.*

*Cross received her master's degree in Marriage and Family Therapy with a specialization in Clinical Art Therapy from Loyola Marymount University. She has provided clinical services and clinical supervision in a variety of settings including hospitals, partial hospitalization programs, educational settings, outpatient community mental health clinics, and in private practice. She has also served as adjunct faculty at Loyola Marymount University, Phillips Graduate University, and at Antioch University. Her current responsibilities include oversight over the SCRP projects for the partnership membership and managing the WET plan for Santa Barbara County.*

Jeremy Wilson, MPPA, Senior Program Director, California Mental Health Services Authority (CalMHSA), Bay Area Regional Partnership

*Jeremy Wilson began his public mental health career with the Butte County Department of Behavioral Health where he led community-based initiatives bringing together youth and adult community leaders (appointed and elected) to reduce underage drinking. Early on in his career, Mr. Wilson honed his skill in developing public messaging campaigns for social causes and political candidates. He has worked on public mental/behavioral health programs since 2002. Mr. Wilson went on to obtain a Master of Public Policy and Administration (MPPA) from Northwestern University. During his tenure with the Butte County Department of Behavioral Health, he served as the Mental Health Services Act (MHSA) Coordinator, Ethnic Services Manager, Workforce Education and Training (WET) Manager, and Public Information Officer (PIO). Mr. Wilson has represented rural counties on numerous statewide policy workgroups, committees, and campaigns. He has been recognized as a leader at the local and state level for his work in the reducing disparities and inequities in mental health access and care. Projects Jeremy developed and implemented have won state and national awards for innovation and service to science. Mr. Wilson has been with CalMHSA since February 2018 and identifies as a cisgender gay man.*

Laura Luna, Fresno County Department of Behavioral Health, Central Regional Partnership

*Laura Luna is the Program Manager over Staff Development for Fresno County Department of Behavioral Health (FCDBH) and is responsible for workforce, education, and training activities. She also serves as the lead for the Central Regional Partnership for the HCAI Behavioral Health Program under the Workforce Education and Training grant. She brings over 18 years' experience in working in the Public Mental Health System. Ms. Luna worked for Santa Clara County Behavioral Health Services Department for 13+ years. Some of her past roles include serving as lead trainer for the Suicide and Crisis Services Program, the Compliance and Privacy Manager, and Senior Health Plan Manager. In 2018, she was employed by FCDBH and was hired to manage the department's first Staff Development Team and continues to reside in this role. Ms. Luna completed her Bachelor of Science in Biological Sciences from Fresno State and her master's degree in Public Administration with an emphasis in leadership from National University.*

Angelita Diaz-Akahori, Psy.D., Los Angeles County Department of Mental Health, Los Angeles Regional Partnership

*Angelita Diaz-Akahori, L.C.S.W., Psy.D., is a Mental Health Program Manager III with the Los Angeles County Department of Mental Health. Dr. Diaz-Akahori is the MHSA Workforce Education and Training (WET) Coordinator for the Department. She began her service in the public mental health system over twenty years ago as a bilingual English/Spanish speaking clinician providing service to children, adolescents, and families; she is licensed both as a clinical social worker and clinical psychologist. Her work transitioned to administration managing several child/adolescent mental health programs primarily in underserved/unserved communities in South Central Los Angeles and East Los Angeles. Dr. Diaz-Akahori joined the MHSA WET program assisting in the development of the Plan and assuming Coordinator functions shortly after the Plan was approved and to date. Dr. Diaz-Akahori likewise oversees the Training Unit which is responsible for development and coordination of the Department's training and overall training budget.*

**California Behavioral Health Planning Council**  
**Workforce and Employment Committee**  
**Wednesday, April 19, 2023**

**Agenda Item:** Update Re: Request for Occupational Therapists to be Licensed Mental Health Professionals (LMHPs) and Licensed Practitioners of the Healing Arts (LPHAs)

**Enclosures:** [WEC Letter: Occupational Therapists as LMHPs and LPHAs](#)

**How This Agenda Item Relates to Council Mission**

*To review, evaluate and advocate for an accessible and effective behavioral health system.*

This agenda item provides the Council members with the opportunity to discuss efforts to support and expand the behavioral health workforce by advocating to include qualified Occupational Therapists as LMHPs in the Specialty Mental Health Services system and as LPHAs in the Substance Use Disorder system in California.

**WEC Work Plan:** This agenda item corresponds to WEC Work Plan Objective 1.6:

**Objective 1.6:** Collaborate with other Planning Council committees to ensure that Occupational Therapists and other Master's level, state-licensed health providers with mental health practice education are identified as licensed mental health professionals (LMHPs) for Specialty Mental Health Services (SMHS) and Licensed Practitioners of the Healing Arts (LPHAs) for Substance Use Disorders system.

**Background/Description:**

The Workforce and Employment Committee has advocated for the inclusion of Occupational Therapists (OTs) as LMHPs for several years as these providers are trained and qualified to provide services to individuals with behavioral health conditions. While OTs are licensed mental health professionals in California, they are not able to practice at the top of their scope in the SMHS sector and therefore cannot bill for "mental health therapy."

During the WEC's January 2023 Quarterly Meeting, WEC staff presented a letter sent on behalf of the committee requesting DHCS to allow Occupational Therapists (OTs) to be considered Licensed Mental Health Professionals (LMHPs) in the Specialty Mental Health Services (SMHS) system and Licensed Practitioners of the Healing Arts (LPHAs) in the Drug Medi-Cal Organized Delivery System (DMC-ODS). Committee members expressed interest in tracking the outcome of this request and have asked staff to provide an update on DHCS' response during the April 2023 Quarterly Meeting. The committee will determine next steps once receiving the update.

## Tab 6

**California Behavioral Health Planning Council  
Workforce and Employment Committee  
Wednesday, April 19, 2023**

**Agenda Item:** Discussion Re: WEC Participation in CBHPC Workgroups

**Enclosures:** None

**How This Agenda Item Relates to Council Mission**

*To review, evaluate and advocate for an accessible and effective behavioral health system.*

This agenda item provides the opportunity for the Workforce and Employment Committee to coordinate the activities of the CBHPC workgroups in accordance with the WEC Work Plan.

**Background/Description:**

CBHPC's Executive Committee will discuss how to ensure that that the Planning Council's workgroups are integrated into the work of all of the committees during the April 2023 Quarterly Meeting. The WEC Chairperson will provide a brief update on the following items:

- the Executive Committee's Workgroup Discussion
- how the committee will integrate the work of the workgroup into the WEC

**CBHPC workgroups:**

- Children and Youth Workgroup
- Reducing Disparities Workgroup
- Substance Use Disorder Workgroup