

California Behavioral Health Planning Council

Workforce and Employment Agenda

Wednesday, January 16, 2019

Holiday Inn San Diego Bayside

4875 North Harbor, San Diego, CA 92106

La Playa Room

1:30 pm to 5:00 pm

Conference Call-In: 1-877-951-3290 Participant Code: 8936702

TIME	TOPIC	TAB
1:30pm	Welcome and Introductions <i>Deborah Pitts, Chairperson</i>	
1:35pm	Approve October Meeting Minutes <i>Deborah Pitts and All</i>	Tab A
1:40am	Review and Discuss Committee Work Plan <i>Deborah Pitts and All</i>	Tab B
2:05pm	CASRA Employment Initiative Support Letter <i>Deborah Pitts and All</i>	Tab C
2:30pm	Discussion: Planning for Next Meeting	
2:40pm	Public Comment	
2:45pm	Break	
3:00pm	WET 5-Year Plan Development <i>OSHPD</i>	Tab D
4:55pm	Public Comment	
5:00pm	Adjourn	

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

Workforce and Employment Committee Members

Chairperson: Deborah Pitts

Chair-elect: Dale Mueller

Members: Walter Shwe, Arden Tucker, Kimberly Wimberly, Vera Colloway, Karen Hart, Cheryl Treadwell, Steve Leoni, Lorraine Flores, Liz Oseguera, Kathi Mowers-Moore, Christine Costa, John Black, Celeste Hunter

Staff: Justin Boese, Ashneek Nanua

If reasonable accommodations are required, please contact the CBHPC office at (916) 552-9560 not less than 5 working days prior to the meeting date.

TAB A

**California Behavioral Health Planning Council
Workforce and Employment Committee**

Wednesday, January 16, 2019

Agenda Item: Review and approve meeting minutes from October 17, 2018

Enclosures: WE Committee Meeting Minutes October 17, 2018.

Background/Description:

Enclosed are meeting minutes from October 17, 2018. Committee members will have the opportunity to ask questions, request edits, and provide other feedback

Workforce and Employment Committee

Meeting Notes

Quarterly Meeting – October 17, 2018

1:30 am – 5:00 pm

Committee Members Present:

Deborah Pitts, Chair

Walter Shwe, Vera Calloway, Steve Leoni, Lorraine Flores, Kathi Mowers-Moore, John Black, Christine Costa

Council Staff Present:

Justin Boese, Jane Adcock, Gabriella Sedano

WET Steering Committee Members Present:

Le Ondra Clark-Harvey, Janet Frank

Speakers Present:

Danny Marquez (CASRA), Caryn Rizell, Stacie Walker, John Madriz and Anne Powell (OSHDP), Janet Coffman (UCSF), Orit Kalman (CSUS)

Item 1: Approve June Meeting Minutes

Discussion

The meeting minutes from June 20th, 2018 were approved with one edit from Steve Leoni, who requested that the description of the WET Steering Committee on page 2 of the minutes be changed to reflect the fact that the Steering Committee is working on WET funding issues as well as the development of the plan. Motion to approve the minutes was made by Kathi Mowers-Moore, and seconded by Lorraine Flores.

Action

Justin Boese will update the June 20th, 2018 minutes to reflect the requested edit.

Item 2: CASRA Employment Initiative

Discussion

Danny Marquez, a consultant for the California Association of Social Rehabilitation Agencies (CASRA), spoke to the committee about their Employment Initiative project.

He provided some background on his own work in vocational and rehabilitation services for youth, work with individuals with disabilities, utilizing a supportive employment approach, and work with the mental health co-op programs with the Department of Rehabilitation.

Danny then went on to introduce CASRA Employment Initiative concept paper. The paper states that “A commitment to assist every interested person to succeed in the competitive labor market ought to be the cornerstone of recovery-oriented system and practice as part of whole person care.” The document is a framework for developing strategies to support employment success, and it is still evolving with feedback. The paper includes some background on the history of vocational rehabilitation and employment services.

One of the core concepts of the paper is the Employment Strategies Quadrant, which is a guide to potentially help professionals who may not be familiar with the system to determine how they can best guide consumers, and what services those consumers may benefit from, depending on where they are in their mental health recovery and their level of workforce experience. Danny said that CASRA has met with many organizations to present the Employment Initiative to them, including the Department of Rehabilitation, the California Workforce Development Board, the State Rehab Council, the California Committee on the Employment of People with Disabilities; approximately 14 organizations all together.

The Employment Initiative concept paper has 3 recommendations for which CASRA is seeking support.

1. Convene a statewide summit on Supported Education and Supported Employment.
2. Support the formation of local taskforces to identify resources and develop programs, policies and practices that support employment and career development.
3. Seek funding to re-establish the technical assistance program originally offered through the DoR/DMH co-op program.

The first recommendation or goal is to plan and facilitate a statewide summit on supported education and supported employment. The people at CASRA believe that supported employment is crucial to helping people find jobs with livable wages. The hope is that they can identify some best practices and models to bring to the summit for discussion and education. The second recommendation is to support the regional planning units for the Workforce Innovation and Opportunity Act, and make sure that behavioral health is at the table and represented. Lastly, they are aiming to get funding for programs that function like the DOR and Department of Mental Health co-op systems, in order to provide training and technical assistance.

Danny said that CASRA is currently seeking letters of support to draw down money (i.e. grants) to hold the summit in mid-2019. They are also seeking feedback on the paper

from partners, and encourage people to reach out with their thoughts and ideas. Deborah Pitt's opened up discussion for feedback from committee members.

Steve Leoni commented that he felt that there was a lot of context missing from the paper. He said that not everybody wants a job, especially in the traditional sense. Some people may want to work as an artist for example, or may work in the "gig economy," so we should expand the definition of "employment."

Kathi Mowers-Moore shared several things that have changed in recent years that she felt would be useful. The first is that many of the Ability 1 contracts are facing challenges, because competitive, "integrated employment" now requires integration in mainstream work force, in environments where not everyone working at a site is disabled. She also shared that the Department of Rehabilitation has been working with the Department of Health Care Services, but DHCS has not had funds available for training, and the Department of Rehabilitation is already drawing down the maximum amount of funds it has available.

Christine Costa commented that many times consumers end up facing a choice between mental health services/accommodation, and continued employment, and struggle with cycling in and out of employment, which can be very discouraging. John Black shared his appreciation for CASRA's work, and also brought up the value of personal connection. He expressed that sometimes simply knowing or talking to the right person can lead to finding a job, and that people need more positive connection and personal interaction, as opposed to things like webinars. Vera Calloway expressed that she recently struggled with trying to figure out how best to help someone who has relapsed, such as figuring out whether they should go back on SSI. Celeste Hunter commented on supported employment for peers who are outside of peer-run organizations. She said that it can be a challenge, as everybody is different and peers may need a variety of supports.

Action

The Committee decided to draft a letter of support for CASRA's statewide summit on employment and education. Justin Boese will work on drafting a letter of support for the committee to review and edit at the January meeting.

Item 3: Review Committee Work Plan

Discussion

The Committee went on to discuss the work plan. Deborah shared a draft of a work plan as a starting place, based on the original intent of the group when the committee was formed. The beginning of the work plan includes the same initial overview from the charter, which was already edited in June. There are two broad strategic goals: one focused on expanding and supporting the behavioral health workforce, and one focused

on the employment of mental health consumers. Each of the goals then has a number of objectives to achieve that goal.

The committee discussed each strategic goal and objective in order, and members provided suggested edits to the language which were incorporated into the work plan document. Strategic goal 1.0, objectives 1.1-1.6, and strategic goal 2 were discussed before the committee stopped to break.

Action

Justin Boese will edit the document to reflect the edits made by the committee. The committee will discuss objectives 2.1-2.4 and review the work plan for approval during the January meeting.

Item 4: WET 5-Year Plan Development

Discussion

After the break, the team from OSHPD presented to the committee. The slides from these presentations are included in the meeting packet. The first presentation was a data analysis of initial findings from the educational institutions capacity study that is being conducted by UCSF to support the development of the WET plan. Janet Coffman, the presenter from UCSF, shared findings from phase one of this study.

Steve had a few questions about the usefulness of the study in terms of the development of the next 5-year plan. He also commented that it was interesting that most of the social work programs were at Cal-State campuses, and that there was more racial diversity among the social work programs than in psychology programs.

Janet Frank asked if UCSF was asking about what courses or placements in mental health that students are taking. Janet Coffman said that they were not asking those questions in this study, but that she knew that some of the stipend programs had content requirements.

Kathi Mowers-Moore brought up that degrees in vocational rehabilitation counseling were either included in some of the “clinical counseling” category or were missed by the study. She commented that there are a lot of important mental health services that are provided by those professions. Janet Coffman said that they would have to go back and see if those programs were captured in one of the existing categories.

The second presentation was on the stakeholder engagement process that OSHPD has undertaken to inform development of the plan. Orit Kalman from CSUS shared highlights from the seven focus groups that OSHPD and CSUS convened. Participants in the focus groups provided feedback regarding MHS values and principles, and shared strategies to further increase and sustain workforce capacity of the public mental

health system workforce through the MHSA WET program. Anne Powell closed the presentations by welcoming continued feedback throughout the development process.

Lorraine Flores shared that one of the things she had recently discussed with a colleague was that what they've experienced in training and mentoring younger people was a lack of the same passion and commitment that they felt. Orit said that the importance of mentoring and supervision came up in the stakeholder discussions and acknowledged that the importance of passing on that passion is not easily summed up in strategies.

Steve Leoni commented that he was highly impressed with OSHPD and CSUS' stakeholder engagement process and how much they listened to feedback. He also said that a lot of this information will be valuable as we move forward with trying to obtain funding from the legislature. He also warned about the challenges and potential pitfalls facing those efforts, especially given that the one-year extension from the legislature to finish the last year of the current 5-year plan circumvented OSHPD's work and prescribed very specific uses for the funds. Le Ondra Clark-Harvey added that she was glad that Steve brought the funding issue up, and that she and Jane had a meeting with staff at the legislature about funding the WET plan. She said that she felt the main barrier was educating people about who comprises the behavioral health workforce, the workforce shortage, and the need for the WET programs.

Action

None.

The meeting adjourned at 5:00 pm.

**California Behavioral Health Planning Council
Workforce and Employment Committee**

Wednesday, January 16th, 2019

Agenda Item: Review Committee Work Plan

Enclosures: Draft of WE Committee 2019 Work Plan

Background/Description:

Enclosed is a draft of the Workforce and Employment Committee 2019 Work Plan, edited based on feedback gathered at the meeting on October 17th, 2018. At the October meeting the committee reviewed Strategic Goal 1.0, Objectives 1.1-1.6, and Strategic Goal 2.0. Objectives 2.1-2.4 still require review before the Work Plan is adopted by the committee.

California Behavioral Health Planning Council
Workforce and Employment Committee
Workplan June 2018-July 2019

Committee Overview and Purpose

The efforts and activities of the Workforce and Employment Committee (WEC) will address both the workforce shortage and training in the public behavioral health system, including the future of funding, and the employment of individuals with psychiatric disabilities. Additionally, state law provides the Council with specific responsibilities in advising the Office of Statewide Health Planning and Development (OSHPD) on education and training policy development and also to provide oversight for the development of the Five-Year Education and Training Development Plan as well as review and approval authority of the final plan. The WEC will be the group to work closely with OSHPD staff to provide input, feedback and guidance and also to be the conduit for presenting information to the full Council membership as it relates to its responsibilities set in law.

There are a number of collateral partners involved in addressing the behavioral health workforce shortage in California. A number of them have been working with the Council in prior efforts and provide additional subject matter expertise. These individuals and organizations, collectively known as the WET Steering Committee, will continue to provide the WEC with expertise and are invited to participate in meetings, where appropriate.

Additionally, there are a number of other organizations and educational institutions, at the State level, who are engaged in efforts for the employment of individuals with disabilities, including psychiatric disabilities, with whom the WEC will maintain relationships to identify areas of commonality, opportunities for collaboration and blending of actions. They include but are not limited to:

- CA Council for the Employment of Persons with Disabilities
- State Rehabilitation Council
- Co-Op Programs within the Department of Rehabilitation
- California Workforce Development Board
- Labor Workforce Development Agency

Strategic Goal 1.0: Provide leadership and collaborate with other stakeholders to support the growth and quality of California's behavioral health workforce, reduce the workforce shortage and build sustained mechanism for ongoing workforce education and training to insure a recovery-oriented workforce.

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

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

Objective 1.2: Build Council's understanding of workforce development 'best practices' for both entry-level preparation and continuing competency, including but not limited to the resources from the Annapolis Coalition on the Behavioral Health Workforce, WICHE Mental Health Program, as well as workforce development resources developed in California.

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

Objective 1.4: Identify and inventory funding opportunities at the local, state and national levels for workforce development, scholarships, tuition support, etc.

Objective 1.5: Collaborate with Legislation Committee to support Peer Certification efforts.

Objective 1.6: Collaborate with Medicaid and Systems Committee to ensure that in the updated Medicaid waiver 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.

Strategic Goal 2.0: Ensure through advocacy that any California mental health consumer who wants to work or be self-employed has easy and timely access to employment support services to secure and retain a job or career of choice.

Objective 2.1: Build Council's understanding of employment and education support services available to mental health consumers in each of California's counties.

Objective 2.2: Build Council's understanding of California Department of Rehabilitation's mechanism to support employment and education for California's mental health consumers, including but not limited to the mental health cooperative.

Objective 2.3: Build Council's understanding of employment services "best practices", including but not limited to Individual Placement & Support (IPS) Model of supported employment, social enterprises, supported education.

Objective 2.4: Collaborate with CBHPC Legislative and Advocacy Committee to identify, monitor and take positions on legislation related to employment and education for California's mental health consumers.

**California Behavioral Health Planning Council
Workforce and Employment Committee**

Wednesday, January 16, 2019

Agenda Item: CASRA Employment Initiative

Enclosures: CASRA Employment Initiative Concept Paper

Background/Description:

At the last WEC meeting on October 17th 2018, Danny Marquez, a consultant for California Association of Social Rehabilitation Agencies (CASRA), presented to the committee on CASRA's Employment Initiative. One of the 3 goals of the initiative is to hold a statewide summit on education and employment. To make this happen, CASRA is seeking letters of support from various partners, which they plan to use to help obtain funding for the summit. The Workforce and Employment Committee has decided to draft a letter of support for the summit.

For a copy of the draft concept paper please contact Justin Boese at Justin.Boese@cbhpc.dhcs.ca.gov

**California Behavioral Health Planning Council
Workforce and Employment Committee**

Wednesday, January 16, 2019

Agenda Item: WET 5-Year Plan Development

Background/Description:

OSHPD is working closely with the CBHPC Workforce and Employment Committee and the WET Steering Committee throughout the development of the next WET 5-Year Plan. They will be presenting and discussing a full draft of the 2020-2025 WET Five-Year Plan to the Workforce and Employment Committee ahead of their presentation to the full Council the following day, January 17th 2019.

Enclosures:

1. For a copy of the draft of the 2020-2025 Mental Health Services Act Workforce Education and Training Five-Year Plan contact Justin Boese @ justin.boese@cbhpc.dhcs.ca.gov
2. PowerPoint slides for OSHPD's Presentation to the Workforce and Employment Committee on January 16, 2019.