

# California Behavioral Health Planning Council

## Workforce and Employment Agenda

Wednesday, January 15, 2020

Holiday Inn San Diego Bayside

4875 North Harbor Drive, San Diego, CA 92106

Point Loma Room

1:30 pm to 5:00 pm

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

<b>TIME</b>	<b>TOPIC</b>	<b>TAB</b>
1:30pm	<b>Welcome and Introductions</b> <i>Deborah Pitts and All</i>	
1:35pm	<b>Approve June 2019 Meeting Minutes</b> <i>Dale Mueller and All</i>	Tab A
1:45pm	<b>Presentation: The Meeting Place</b>	Tab B
2:45pm	<b>Public Comment</b>	
2:55pm	<b>Break</b>	
3:10pm	<b>Workforce Education and Training (WET) Evaluation Discussion</b> <i>OSHPD and all</i>	Tab C
4:00pm	<b>Public Comment</b>	
4:05pm	<b>Discussion: Peer Certification</b>	Tab D
4:40pm	<b>Next Steps / Planning for April 2020 Meeting</b>	
4:55pm	<b>Public Comment</b>	
5:00pm	<b>Adjourn</b>	

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

### **Workforce and Employment Committee Members**

**Chairperson:** Dale Mueller **Chair-elect:** John Black

**Members:** Deborah Pitts, Walter Shwe, Arden Tucker, Vera Calloway, Karen Hart, Cheryl Treadwell, Steve Leoni, Lorraine Flores, Liz Oseguera, Kathi Mowers-Moore, Christine Costa, Celeste Hunter, Sokhear Sous

**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.*

California Behavioral Health Planning Council  
Workforce and Employment Committee  
Work Plan 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 minimal barriers and timely access to employment support services and pre-employment services across the lifespan to secure and retain a job or career of choice.**

**Objective 2.1:** Expand Council's knowledge in order to build and make available a current inventory 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 mental health cooperative programs.

**Objective 2.3:** Build Council's understanding of employment services "best practices" and resources across the lifespan, including but not limited to: Individual Placement & Support (IPS) Model of supported employment; social enterprises; supported education; high school pipeline and career development; MHSAs funding or other funding sources; and career pathways and advancement for consumers and peers.

**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 15, 2020

**Agenda Item:** Review and approve meeting minutes from October 16, 2019

**Background/Description:**

Enclosed are meeting minutes from October 16, 2019. Committee members will have the opportunity to ask questions, request edits, and provide other feedback.

**Enclosures:**

- Workforce and Employment Committee Meeting Minutes October 16, 2019.

## Workforce and Employment Committee

### Meeting Notes (DRAFT)

Quarterly Meeting – October 16, 2019  
Courtyard Marriot Sacramento Midtown  
4422 Y St, Sacramento, CA 95817  
1:30 p.m. – 5:00 p.m.

**Committee Members present:** Deborah Pitts, Dale Mueller, Walter Shwe, Vera Calloway, Steve Leoni, Kathi Mowers-Moore, John Black, Celeste Hunter, Sokhear Sous

**Others present:** Mandy Taylor, Theresa Comstock, Bill Floyd, Rebecca Gonzales, Le Ondra Clark Harvey, Maxwell Davis, Olivia Loewy, Kathryn Kietzman

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

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

---

#### Item #1

#### Presentation: Introduction to Work Incentives

---

Karla Bell from the Department of Rehabilitation (DOR) gave a presentation on Work incentives for Social Security Disability Benefits. (The full PowerPoint presentation slides are in the October 2019 meeting packet.)

Some of the key topics and points included:

- **Differences between Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI)**
  - SSI: Needs-based. Resource limits of \$2,000 for individual; \$3,000 for couple. Paid from general tax revenue. Payment fluctuates. Immediate eligibility for Medicaid (Medi-Cal).
  - SSDI: Insurance program paid from Title II Trust Fund. Monthly payment depends on average lifetime earnings. 5-month waiting period before cash benefits start. No resource limit. 2-year waiting period for Medicare.
- **The Social Security Administration definitions of Disability and Substantial Gainful Activity**
- **Correcting Myths such as:**
  - If I go back to work, I'll lose my cash benefits.
  - I'll lose my Medi-Cal or Medicare.
  - If my disability worsens, I won't be able to get back on benefits.
- **Supplemental Security Income 2019 payment rates**

- Disabled (own household): \$931.72
  - Federal Benefit Rate: \$771
  - State Supplement Payment: \$160.72
- Disabled (household of another): \$678.24
- Blind (own household): \$988.23
- Disabled Minor (living with parent or relative):\$836.15
- **Supplemental Security Income work incentives**
  - Supplemental Security Income check is reduced when there are other sources of income (i.e. earnings, Social Security Disability Insurance)
  - Income exclusions can be used to reduce the amount of income Social Security counts
  - Will always have more money with Supplemental Security Income and earnings
- **Social Security Disability Insurance work incentives**
  - Earned income doesn't affect the Social Security Disability Insurance payment until it reaches the Substantial Gainful Activity level
  - When earnings do reach Substantial Gainful Activity, work incentives can reduce the earned income that Social Security counts
  - Work incentives allow a beneficiary to try work for a period of time with no effect on their Social Security Disability Insurance benefits
- **Where to access work incentives planning services**
  - Department of Rehabilitation Work Incentives Planners
  - Work Incentives Planning and Assistance Projects
  - Independent Living Centers
  - Some county behavioral health programs.

Rebecca Gonzales (National Association of Social Workers) asked if there are threats to this program from the federal level. Kathi Mowers-Moore stated that the programs are dependent on the state and federal government working together, and to look out for public charge doctrine, which is of great concern to many people in public service.

Vera Calloway brought up the common fear of losing benefits, and commented that there is no single place to find information because DOR has its program and SSA has its programs. She also mentioned the helpfulness of the ticket to work program, which Karla Bell provided some quick information on. Ticket to Work is a work program initiative for SSI/SSDI recipients 18-64 year old. It provides free employment services through DOR or employment networks such as job centers and nonprofits.

### **Action/Resolution**

N/A

**Item #2**                      **Department of Rehabilitation (DOR) Updates**

---

Kathi Mowers-Moore provided an update on activities at the Department of Rehabilitation. She told the committee that while DOR has not yet finished their strategic planning, she was successful in ensuring that employment outcomes for the behavioral health community will be prioritized in the next 2 years. Currently DOR is engaged in a partnership with CIBHS and worked with at least six counties that applied for a SAMHSA grant to implement innovative employment models for transition-age youth (TAY). Unfortunately, California did not get SAMHSA money to fund services for TAY this year.

Kathi went on to tell the committee about two behavioral health roundtables open to the public. They are now establishing a statewide steering committee focused on employment for behavioral health consumers. Members so far include DOR director, Kelly Pfeifer (DHCS), Toby Ewing (MHSOAC), Theresa Comstock (CALBHBC), CIBHS, CBHDA, and CASRA, and they are hoping to get a representative from a large county behavioral health department. She also invited the WEC to recommend a consumer and/or family member to the new steering committee.

**Action/Resolution**

- Justin Boese will follow up with Danny Marquez at CASRA regarding their plan for a statewide employment summit.
- The WEC will discuss the possibility of recommending a consumer or family member to the new steering committee focused on employment of behavioral health consumers.

---

**Item #3**                      **Workforce Education and Training (WET) Plan Update**

---

Staff from the Office of Statewide Health Planning and Development (OSHPD) provided the committee with an update regarding the Workforce Education and Training (WET) Five-Year Plan. C.J. Howard, Deputy Director of the OSHPD Health Workforce Development Division (HWDD), began with a program overview. The WET Five-Year Plan is a blueprint guiding WET programming that will begin in Fiscal Year (FY) 2020-2022. So far they have received \$60 million in funding for the plan. OSHPD will continue working in partnership with stakeholders during FY 2019-20, and will implement programs in FY 2020-21 through FY 2024-25. Currently the plan is to develop and release grant applications in Spring 2020, and award grants in Summer and Fall of



2020. They will monitor during the period of program operation and then evaluate program outcomes.

Ross Lallian, Chief of Research and Evaluation for OSHPD HWDD, then presented on WET Program Evaluation. He discussed process measures, which are activity measures that lead to a particular outcome metric (is the program being implemented as planned?), and outcomes measures, which are longer term measures that assess program impacts (have we achieved the intended results?). Ross also discussed baseline data, which is necessary to show the true impact of programs. OSHPD will continue to work with the Regional Partnerships on collecting baseline data. Afterwards there was a discussion.

C.J. Howard shared that OSHPD is currently working with CBHDA to see how to best implement the “county match” requirement of the funding provided in the budget. There will be several stakeholder meetings in November in Sacramento and Los Angeles. Dale Mueller asked if there would be comparative data from programs occurring before the new plan implementation in 2020. C.J. stated that collecting that data will be a part of the stakeholder process.

Steve Leoni asked if a value of recovery can be an outcome measure and if family members can be trainers. He stated that we need to be attentive to sub-regions within counties and provided an example of geographic dispersion of funds in northern and southern parts of El Dorado County. Deborah Pitts asked what measure is being used to determine cultural competency. Ross Lallian stated that OSHPD is still working on collecting this data from stakeholders. Deborah Pitts responded indicating that what Ross mentioned is not cultural competency but rather demographic and population information. Le Ondra Clark Harvey asked who the regional partnership leads are. OSHPD said they are in process of identifying those leads with the help of CBHDA.

### **Action/Resolution**

The WEC will work closely with OSHPD on WET program development, implementation, and evaluation. OSHPD will continue to engage stakeholders throughout the process.

---

### **Item #4**

### **WET Funding Legislation Update**

---

Justin Boese and Jane Adcock provided a short update on the status of funding for the WET plan. The Governor’s budget provided a total of \$60 million in funding, plus a requirement for a 33% match of local funds. Steve Leoni asked about how the county match will work and how feasible it is. Jane answered that OSHPD is working with CBHDA regarding those details. Jane also said that while this is enough to begin

implementation of the plan, we are committed to advocating for a long-term, sustainable funding for the WET program.

**Action/Resolution**

Justin Boese will keep the committee updated on any developments regarding efforts to secure more funding for the WET program.

---

**Item #5                    Home and Community Based Alternatives Waiver  
Public Comment Letter**

---

Deborah Pitts notified the committee about a development that occurred over the summer between meetings. The Department of Healthcare Services proposed an amendment for the Home and Community Based Alternatives Waiver. Members of the public were able to submit comments on the amendment, which were due September 10, 2019. The Planning Council submitted a letter recommending that Occupational Therapists be considered “licensed persons” for the purposes of the waiver. A copy of the letter was included in the meeting materials.

**Action/Resolution**

N/A

---

**Item #6                                            Approve October 2019 Meeting Minutes**

---

The Workforce and Employment Committee (WEC) approved the October 2019 meeting minutes. Kathi Mowers-Moore motioned for approval, and Celeste Hunter seconded.

**Action/Resolution**

The October 2019 WEC meeting minutes are approved.

---

**Item #7                                            Nomination of Chair-Elect**

---

Steve Leoni nominated John Black for consideration for chair-elect. John Black accepted the nomination. Kathi Mowers-Moore proposed the motion and Celeste Hunter seconded it. The motion passed.

**Action/Resolution**

John Black's nomination for chair-elect of the WEC will be submitted to the Executive Committee.

---

**Item #8**

**Next Steps / Planning for 2020**

---

The committee discussed next steps and planning for the January 2020 meeting. Suggestions from members for the January meeting included:

- Taking a look at successful programs that bring people back to work (potentially county-specific) and how much is being done, how well, and what the outcomes are.
- Ask the behavioral health department of San Diego County for a recommendation on successful programs/providers, or see if they can present on their own employment services.
- See if The Meeting Place Clubhouse, which is accredited by Clubhouse International, is available to come present on their transitional employment services.

Feedback for the meeting was very positive. Multiple members shared praise for the meeting facilitation. There was also praise for Karla Bell's presentation on Work Incentives, which several members voiced was both informational and inspiring.

**Action/Resolution**

- WEC leadership and staff will debrief and follow up on planning for the January 2020 meeting.
- Justin Boese will reach out to potential presenters to schedule for the meeting, including The Meeting Place Clubhouse in San Diego.
- Staff will continue to coordinate with OSHPD regarding ongoing collaboration on the WET plan development, implementation, and evaluation.

**The meeting adjourned at 5:00 pm.**

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

Wednesday, January 15, 2019

**Agenda Item:** The Meeting Place Clubhouse

**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 employment services for mental health consumers, which will help the Council members evaluate the behavioral health system, educate the public, and advocate for services.

**WEC Work Plan:** This agenda item corresponds to WEC Work Plan objectives 2.2 and 2.3

- Objective 2.1: Expand Council’s knowledge in order to build and make available a current inventory of employment and education support services available to mental health consumers in each of California’s counties.
- Objective 2.3: Build Council’s understanding of employment services “best practices” and resources across the lifespan, including but not limited to: Individual Placement & Support (IPS) Model of supported employment; social enterprises; supported education; high school pipeline and career development; MHSA funding or other funding sources; and career pathways and advancement for consumers and peers.

**Background/Description:**

The Meeting Place Clubhouse in San Diego is accredited by Clubhouse International. Their mission is “to support adults in San Diego County with mental health disorders by providing opportunities for work, education, wellness, housing, and friendship.” Their vision is “that Clubhouse members reach their potential and are respected as co-workers, neighbors and friends.” The Meeting Place Clubhouse provides support and resources for education, employment, recreation, health and wellness, and other areas. This presentation will focus on their employment services.

**Enclosures:**

- International Standards for Clubhouse Programs, December 2018. PDF available at: [https://clubhouse-intl.org/wp-content/uploads/2019/03/standards\\_2018\\_eng.pdf](https://clubhouse-intl.org/wp-content/uploads/2019/03/standards_2018_eng.pdf)

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

Wednesday, January 15, 2019

**Agenda Item:** Workforce Education and Training (WET) Five-Year Plan Evaluation Discussion

**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 OSHPD WET Plan by:

- Engaging in regular dialogue and collaborating with the WET Steering Committee.
- 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.
- Participate in statewide OSHPD stakeholder engagement process.
- Build the Council's understanding of state-level workforce initiatives and their successes and challenges.

**Background/Description:**

The Office of Statewide Health Planning and Development (OSHPD) presented the 2020-2025 Workforce Education and Training (WET) Five-Year Plan to the Planning Council at the January 2019 quarterly meeting. The Planning Council reviewed and approved the plan. This discussion with committee members and OSHPD staff will be focused on discussing aspects of the WET Program Evaluation, such as: specific needs for evaluation, types of WET programs and what data sources are available for them, and current evaluation efforts.

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

Wednesday, January 15, 2019

**Agenda Item:** Peer Certification Discussion

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

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

**Background/Description:**

While 48 states have a certification process in place for peer support specialists, California lags behind as one of the only states left that does not. Several attempts have been made to establish peer support specialist certification in California; last year SB 10, a bill authored by Senator Beall, passed the State Legislature but was vetoed by the governor. Advocates continue to work to establish a certification process for the state. This agenda item will provide some background on the current efforts regarding peer certification, and a discussion regarding what role the Workforce and Employment Committee can and will play in those efforts.