

Workforce and Employment Committee Agenda

Wednesday, October 21, 2020

Zoom link: <https://usc.zoom.us/j/97757323007>

Meeting ID: 977 5732 3007

Phone-in: 1-669-900-6833 Passcode: 977 5732 3007#

1:30 pm to 3:15 pm

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|----------------|--|--------------|
| 1:30 pm | Welcome and Introductions
<i>Dale Mueller, Chairperson and All Members</i> | |
| 1:35 pm | Approve June 2020 Meeting Minutes
<i>Dale Mueller, Chairperson and All Members</i> | Tab 1 |
| 1:40 pm | Workforce Education and Training (WET) Five-Year Plan Update
<i>OSHPD Healthcare Workforce Development Division</i> | Tab 2 |
| 2:10 pm | Public Comment | |
| 2:15 pm | BREAK | |
| 2:20 pm | Psychiatric Education Capacity Expansion Presentation
<i>Denese Shervington, Chair, Department of Psychiatry</i>
<i>Charles R. Drew University School of Medicine and Science</i> | Tab 3 |
| 2:45 pm | Public Comment | |
| 2:50 pm | Nominate WEC Chair-Elect for 2021
<i>Dale Mueller, Chairperson and All Members</i> | Tab 4 |
| 3:00 pm | Wrap Up/Next Steps for January 2021 Meeting
<i>Dale Mueller, Chairperson and All Members</i> | |
| 3:10 pm | Public Comment | |
| 3:15 pm | Adjourn | |

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

WET Steering Committee Members: Le Ondra Clark Harvey, Kristin Dempsey, Janet Frank, Elia Gallardo, Olivia Loewy, Maxwell Davis, Robert McCarron, Kathryn Kietzman

Staff: Justin Boese, Ashneek Nanua

**California Behavioral Health Planning Council
Workforce and Employment Committee
Wednesday, October 21, 2020**

Agenda Item: Approve June 2020 Draft Meeting Minutes

Enclosures: June 2020 Draft WEC Meeting Minutes

Background/Description:

Committee members will review the draft meeting minutes for the June 2020 Quarterly Meeting.

Motion: Accept and approve the June 2020 Workforce and Employment Committee meeting minutes.

Workforce and Employment Committee

Meeting Notes (DRAFT)

Quarterly Meeting – June 17, 2020

WebEx Meeting

Committee Members present: Dale Mueller, John Black, Vera Calloway, Steve Leoni, Kathi Mowers-Moore, Celeste Hunter, Sokhear Sous, Christine Costa, Arden Tucker, Lorraine Flores, Deborah Pitts, Cheryl Treadwell

WET Steering Committee Members Present: Le Ondra Clark Harvey, Elia Gallardo, Janet Frank, Olivia Loewy, Kristen Dempsey, Kathryn Kietzman, E. Maxwell Davis,

Others present: John Madriz, Ross Lallian, Anne Powell, Caryn Rizell, Rebecca Gonzales, Betty Dahlquist, Theresa Comstock

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

Meeting Commenced at 3:15 p.m.

Item #1 Approve April 2020 Meeting Minutes

The April 2020 Workforce and Employment Committee (WEC) meeting minutes were approved. Lorraine Flores made the motion for approval. Steve Leoni seconded the motion. Vera Calloway requested a minor edit of the minutes to clarify a comment she had made.

Action/Resolution

The June 2020 WEC Meeting Minutes are approved with the requested edits.

Responsible for Action-Due Date

N/A

Item #2 Workforce Education and Training (WET) Update

Staff from the Office of Statewide Health Planning and Development (OSHPD) provided an update on the WET 5-Year Plan. Anne Powell began the presentation with a quick review of the major components of the plan. She then gave an update on the Regional Partnership Program, which has 5 components:

1. Pipeline Development
2. Undergraduate College and University Scholarships
3. Clinical Master and Doctoral Graduate Education Stipends
4. Loan Repayment Program
5. Retention

Anne reviewed the program schedule for the WET Regional Partnership Program. The grant application was released at the end of April 2020. The submission deadline for the grant application is July 15, 2020. Notice of awardees will be sent on August 1, 2020, and the grant agreement start date is September 15, 2020.

She went on to give an update of the Psychiatric Education Capacity Expansion (PECE) Grant Program. The purpose of this program is to increase the supply of psychiatrists and psychiatric mental health nurse practitioners (PMHNP) that are trained to work in the public mental health system. The two components of the PECE are:

1. New Programs: increase the number of psychiatry residency and PMHNP programs in California
2. Program Expansion: increase the number of psychiatry residents, child and adolescent fellows, and PMHNP students trained in the public mental health system.

Anne reviewed the PECE grant program schedule. The grant application release was May 26, 2020. The grant application submission deadline is August 1, 2020. Notice of awards will be sent on September 1, 2020, and the grant agreement start date is October 1, 2020.

Janet Frank, WET Steering Committee member, asked Anne Powell to describe the review process and criteria for selecting awardees. Anne indicated that OSHPD developed evaluation criteria to look at average cost per student, historical involvement of psychiatry residency from working in public mental health system (PMHS), and current or proposed residency for field placements in PMHS. Caryn Rizell, OSHPD, added that the OSHPD website contains the grant guides with their corresponding scoring criteria.

Olivia Loewy, WET Steering Committee member, asked if funding decisions for Regional Partnerships (RP) are made at the regional level or the state level. Anne Powell indicated that decisions are made by the regions who are required to report their decision-making process to OSHPD. The regions are required to conduct a stakeholder process as part of their decision-making process.

Steve Leoni asked if the lead counties for each RP is common knowledge and user-friendly to the public. Anne Powell indicated that the MHSA coordinators in the counties are responsible for providing this information. The local stakeholder engagement process must be publicized.

Christine Costa asked if there will be soft deadlines for Regional Partnership grants because the pandemic poses challenges for existing field placements. Anne Powell indicated that RPs are able to revise their resource distribution across the five program areas and can redirect back to field placements when limitations subside.

Janet Frank asked how OSHPD will engage groups that are least likely to take part in MHSA planning processes, such as older adults. Anne Powell indicated that OSHPD reached out to every organization they identified that serve specialty populations in order to learn about their needs. Older adults took part in this process.

Theresa Comstock, CALBHBC, asked if Regional Partnerships and local agencies will have resources for specific populations and where to find these resources. Anne Powell stated that K-12 education is involved with RPs to help identify trainings and resources for their local programs. She added that the MHSA coordinators work with the WET coordinators to share resource information.

Vera Calloway stated that Mental Health Services Oversight and Accountability Commission (MHSOAC) administers funds for the peer personnel preparation and asked how the Commission can be contacted to discuss trainings for consumers and family members. Anne Powell stated that ongoing funding from MHSOAC operates independently from the Regional Partnerships and PECE programs. There is a grant solicitation process for the programs administered by OSHPD. John Madrid, OSHPD, added that OSHPD has \$2 million ongoing funding for peer personnel training program with the maximum reward amount of \$500,000. The grant cycles begin in January and awards are made during the Spring with a July 1 implementation date. Vera expressed that work can be done to improve the peer personnel training programs.

Arden Tucker asked how the OSHPD programs reach the deaf and hard of hearing community. Anne indicated that there is nothing in the design of their programs that favors one community or another and expect the RPs to train and educate their workforce to identify the needs of their communities including special populations.

Deborah Pitts stated that the WEC may want to consider inviting representatives from the Regional Partnerships to address what they prioritize, why they prioritized it, and what is occurring on the ground in their program areas.

Deborah Pitts indicated that it may be helpful to invite the leads for county Mental Health Cooperative Programs to help WEC understand how they are addressing the employment of mental health consumers. Questions include how cooperative funds are being used and how people are being served.

Action/Resolution

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

Responsible for Action-Due Date

WEC Staff: Justin Boese, Ashneek Nanua

Item #3

Public Comment

Theresa Comstock, CALBHBC, stated that the largest group served by the Department of Rehabilitation's Vocational Rehabilitation (VR) program are individuals with psychiatric disabilities. VR collaborates with 28 Mental Health Cooperative Programs. Theresa stated that it may be helpful for WEC to invite a speaker at the county level who works with behavioral health and VR programs to get an update on how they are continuing programs during COVID-19. She highlighted potential questions to ask such as whether employment programs increased or decreased and how remote technology impacts the continuation of employment services.

Item #4

Next Steps / Planning for October 2020

Dale Mueller, Chairperson, opened the conversation to discuss topics that WEC members are interested in pursuing for the October 2020 Quarterly Meeting. She stated that a WEC meeting will be held regardless if it is in-person or through a virtual format.

Janet Frank, WET Steering Committee member, expressed interest to invite the Regional Partnerships and PECE grant awardees to hear about how they intend to use the WET grant funding for their programs. Deborah Pitts agreed with this suggestion, indicating that WEC has previously discussed the invitation of Psychiatry Residency Program grantees to present on how psychiatrists are being trained in a contemporary environment. Additional committee members expressed interest in inviting a Regional Partnership lead to discuss their programs.

Steve Leoni expressed interest in hearing about data around trainings and identifying where the needs are. He suggested coordinating with OSHPD and Maxwell Davis, Steering Committee member, who may have access to this data. Maxwell Davis stated that baseline data may not be available by the October meeting but OSHPD may have descriptive data on the WET Plan grant awardees.

Action/Resolution

WEC staff will coordinate with OSHPD to invite PECE and/or RP awardees to present at the October Quarterly Meeting.

Responsible for Action-Due Date

Justin Boese, Ashneek Nanua, Dale Mueller, John Black

The meeting adjourned at 4:45 pm.

California Behavioral Health Planning Council
Workforce and Employment Committee
Wednesday, October 21, 2020

Agenda Item: Workforce Education and Training (WET) Five-Year Plan Update

Enclosures: OSHPD PowerPoint Presentation (pending)

[List of Psychiatric Education Capacity Expansion \(PECE\) Grant Awardees](#)

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 information regarding the implementation of the 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 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 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) 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.

OSHPD staff will provide an update on the implementation of the Five-Year Plan and provide committee members with information regarding the five Regional Partnerships and Psychiatric Education Capacity Expansion (PECE) grant awardees. Additionally, OSHPD will initiate a discussion on how to direct approximately \$1 million in unexpended funds for WET Plan activities.

Please contact Ashneek Nanua at Ashneek.Nanua@cbhpc.dhcs.ca.gov for copies of the meeting materials.

California Behavioral Health Planning Council
Workforce and Employment Committee
Wednesday, October 21, 2020

Agenda Item: Psychiatric Education Capacity Expansion Presentation

Enclosures: PowerPoint Presentation (pending)

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 information about the implementation of the Workforce Education and Training (WET) Five-Year Plan, particularly in regards to how one of the WET grant awardees will use WET funds to move forward the Council's mission and guiding principles.

WEC Work Plan: This agenda item corresponds to WEC Work Plan objective 1.1 and 1.2:

Objective 1.1: Review and make recommendations to the full Council regarding approval of WET 5-Year 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 in order to advise OSHPD on education and training policy development and provide oversight for education and training plan development.
- Participate in OSHPD's stakeholder engagement process.
- Build the Council's understanding of state-level workforce initiatives and their successes and challenges.

Objective 1.2: Build the 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.

Background/Description:

The Office of Statewide Health Planning and Development (OSHPD) 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 Psychiatric Education Capacity Expansion (PECE) is a component of the 5-Year Plan in which educational institutions receive grant funding to expand their public mental health system psychiatric residency slots and training hours, recruit individuals who represent and provide culturally-competent care, and revise curriculums to include Mental Health Services Act (MHSA) core values such as:

- Community collaboration

- Cultural competence
- A client/family-driven mental health system
- A wellness, recovery, and resiliency focus
- An integrated service experience for consumers and their families to address the changing needs of the PMHS

Charles R. Drew School of Medicine and Sciences, has been awarded approximately \$5.5 million of WET funding to expand their institution's Psychiatry Residency Program. The Psychiatry Residency Program is designed to provide training experience that combines academics, research and clinical training with expertise in public sector care. CDU's top priority is to produce clinician researchers who are leaders in building innovative evidenced-based interventions focused on eliminating mental health care disparities and achieving health equity.

The Psychiatry Residency Program will prepare trainees to form therapeutic alliances using tools ranging from culturally-informed diagnostic assessments and traditional psychotherapy to state of the art psychopharmacological interventions. Residents will be collaborative with participants on multidisciplinary teams focused on helping individuals with mental and physical challenges using a recovery-oriented approach.

Denese Shervington, Chair of the Psychiatry Residency Program, will present to WEC members about how CDU plans to use WET funds to train psychiatrists who are responsive to the needs of children and adolescents, with a special focus on individuals that are underserved and marginalized in our communities. Committee members will have the opportunity to ask Dr. Shervington questions in regards to how CDU plans to embody the MHSA core values as described in the [PECE Grant Guide](#).

Please contact Ashneek Nanua at Ashneek.Nanua@cbhpc.dhcs.ca.gov for copies of the meeting materials.

**California Behavioral Health Planning Council
Workforce and Employment Committee
Wednesday, October 21, 2020**

Agenda Item: Nominate WEC Chair-Elect for 2021

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 committee members to nominate the next Workforce and Employment Committee (WEC) Chair-Elect. The Chair-Elect is responsible for supporting the Chairperson with leading committee activities.

Background/Description:

Each standing committee shall have a Chairperson and Chair-Elect. The Chairperson serves a term of 1 year with the option for re-nomination for one additional year.

John Black is slated to become the Chairperson for the Workforce and Employment Committee at the January 2021 meeting. The committee members shall nominate a Chair-Elect to be submitted to the Officer Team for appointment.

The role of the Chair-Elect is outlined below:

- Facilitate the committee meetings as needed, in the absence of the Chairperson
- Assist the Chairperson and staff with setting the committee meeting agendas and other committee planning
- Participate in the Executive Committee Meetings on Wednesday of every quarterly meeting from 8:30 am – 10:00 am
- Participate in the Mentorship Forums when the Council resumes meeting in person.

Motion: Nomination of a committee member as the WEC Chair-Elect.