

# OSHPD's Role in Healthcare Workforce Development

California Mental Health Planning Council  
Healthcare Reform Committee  
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## Agenda

- Healthcare Workforce Challenges
- OSHPD Healthcare Workforce Development Programs
- OSHPD Priorities 2013-2015
- Focus on Mental Health in OSHPD's Existing Programs
  - Mini-Grants
  - 3RNet
  - CalSEARCH
  - REA
  - SLRP
  - HWPP
  - Clearinghouse
- MHSAW WET Programs
  - Background
  - Budget
  - Statewide WET Programs and Outcomes
  - 5 Year Plan
    - Stakeholder Engagement
    - Timeline
    - Career Pathways Sub-Committee
- Opportunities to Engage Planning Council
- Contact Information

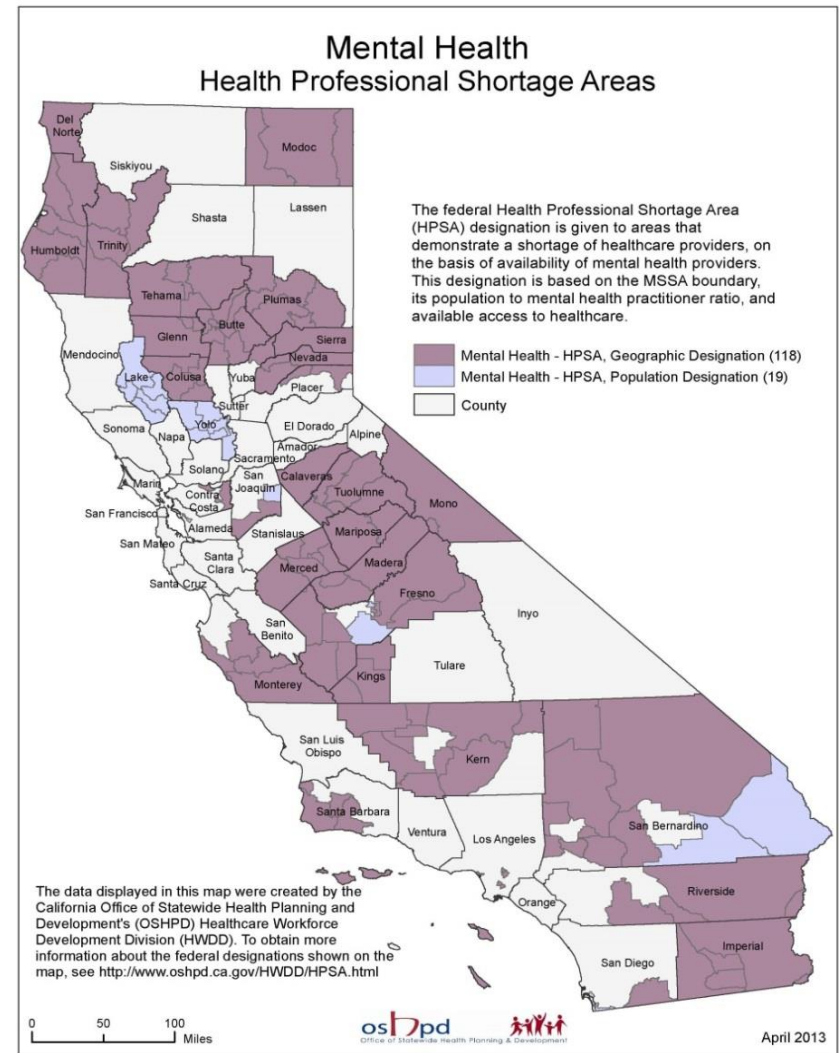
## Healthcare Workforce Challenges

- Increased demand for health care services
- Shortage of health professionals
- Mal-distribution of health professionals
- Lack of race/ethnic and linguistic diversity
- Insufficient number of bilingual professionals
- An aging workforce
- Lack of clear career pathways
- Constraints on capacity of educational programs
- Salary differentials by specialty
- Regulatory and scope of practice issues
- Defining reimbursable services
- A lack of formal integration and coordination of mental health, substance use treatment and primary care
- Delivery models

## Mental Health Shortages Areas

As of March 2013 there are

- 137 MHPSAs designated in California
- 3,975,902 million residents living in a designated mental health professional shortage area.

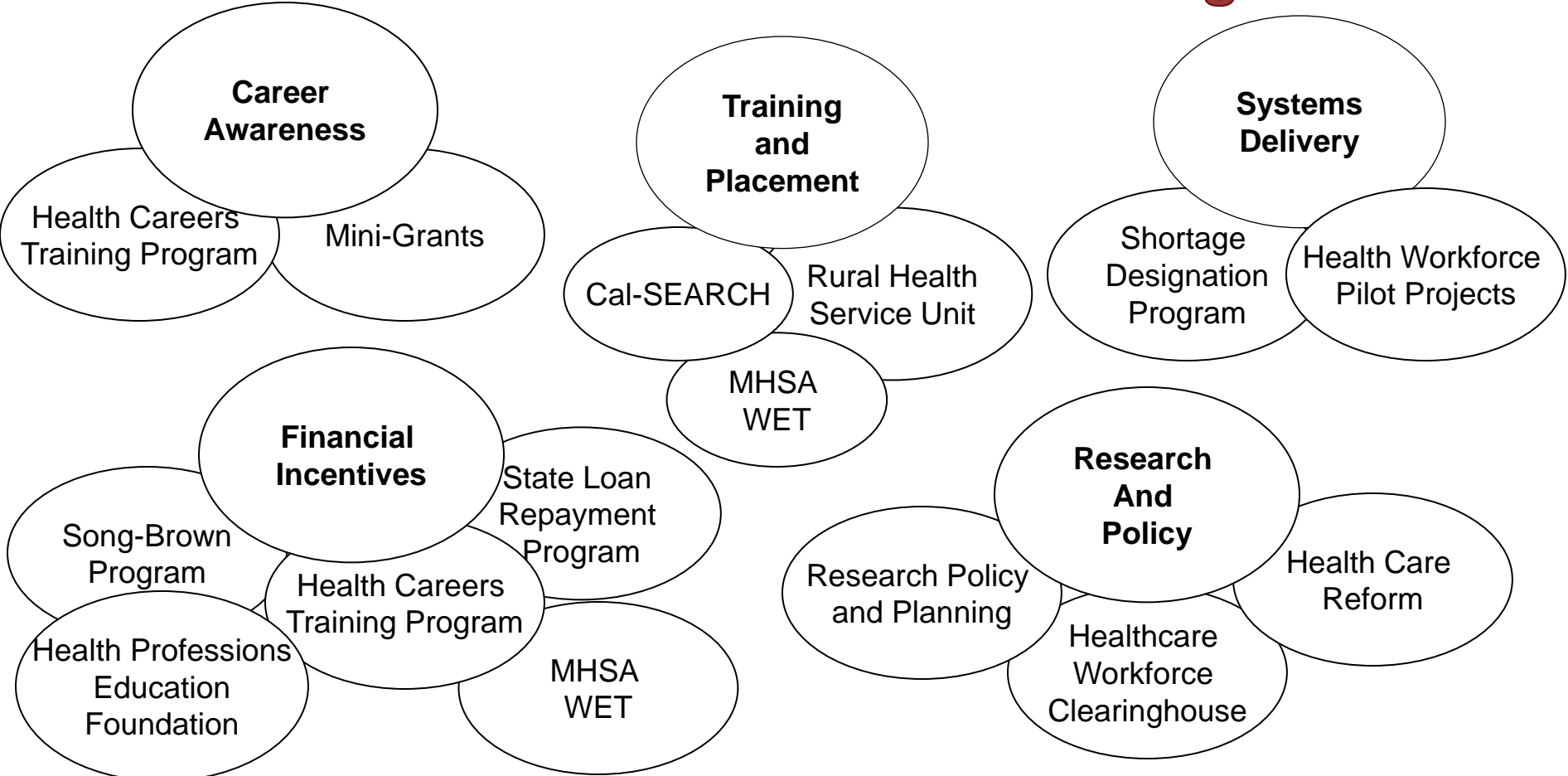


## Mental Health Workforce

Public Mental Health workforce challenges include:

- An inadequate supply and mal-distribution of providers
- Lack of ethnic and linguistic diversity
- Low salaries
- An aging workforce
- High caseloads
- Lack of adequate training and graduate preparation programs
- Lack of clear pathways at all levels
- A workforce with limited training in providing care that is family-centered or recovery-oriented as well as limited training opportunities in these areas.
- Limited opportunities for advancement
- Regulatory and scope of practice issues
- Defining reimbursable services
- A lack of formal integration and coordination of mental health, substance use treatment and primary care
- A lack of positions in the public mental health system for consumers and family members.
- Variability among the counties in the use and training of staff in state-of-the art and evidence-based and recovery oriented treatments and variability in county collaborations.

# OSHPD Healthcare Workforce Programs



**Access to Safe, Quality Healthcare Environments that Meet California's Diverse and Dynamic Needs**

## Health Workforce Development Programs

### Career Awareness

**Health Careers Training Program** – Increases awareness of health careers via the Newsletter highlighting career pathways and the HCTP Resources Page exploring health careers, educational opportunities, scholarship and loan repayments, and job placement resources. The Newsletter is distributed electronically to approximately 10,000 students, parents, teachers, and guidance counselors annually.

**Mini-Grants** – Provides grants to organizations supporting underrepresented and economically disadvantaged students pursuit of careers in health care. Since 2005, nearly \$1 million has been awarded to support health career exploration, conferences and workshops serving nearly 28,000 students statewide.

### Training and Placement

**Rural Health** - Maintains a free, on-line service to assist rural providers recruit health professionals. Since 2002, more than 5,100 job opportunities in rural communities have been posted.

**Cal-SEARCH** – A 3 year project that resulted in 150 student and resident rotations from dentistry, family medicine, physician assistants, and other medical disciplines in community clinics and health centers. Exploring opportunities for funding to allow future Cal-SEARCH rotations.

### Financial Incentives

**CaIREACH** – developing an electronic application and monitoring system for OSHPD's 16 financial incentive programs that will be fully deployed by June 2013.

**California State Loan Repayment Program** – Increases the number of primary care physicians, dentists, dental hygienist, physician assistants, nurse practitioners, certified nurse midwives and mental health providers practicing in health professional shortage areas. Since 1990, approximately \$22 million has been awarded in education loan repayments.

## Health Workforce Development Programs, cont.

**Song-Brown Healthcare Workforce Training Program** – Provides grants to family practice residency, nurse practitioner, physician assistant, mental health and registered nursery training programs to increase the number and distribution of these professions in underserved areas. Since 2000, over \$77 million has been awarded to Family Practice Residency, Family Nurse Practitioner/Physician Assistant, and Registered Nurse programs.

**Health Professions Education Foundation** – awards up to \$12 million per year in financial incentives to students and practitioners in exchange for direct patient care in an underserved area. Since 1990, has awarded more than \$60 million in scholarships and loan repayments to 5,394 students and practitioners.

**Mental Health Services Act (MHSA) Workforce Education and Training (WET) Program** – Funded by Proposition 63, remedies the shortage of mental health practitioners in the public mental health system (PMHS) via financial incentives, grants to expand psychiatric residency programs, a technical assistance center and county regional partnerships.

### Systems Redesign

**Health Workforce Pilot Project (HWPP)** – Allows organizations to test, demonstrate and evaluate new or expanded roles for health professionals or new health delivery alternatives before changes in licensing laws are made by the Legislature. Since 1972, 23 legislative and/or regulatory changes have been influenced by HWPP.

**Shortage Designation Program** – Designates areas as Health Professional Shortage Areas or Medically Underserved Areas/Populations that enable clinics to be eligible for assignment of National Health Service Corps Personnel and apply for Rural Health Clinic Certification, Federally Qualified Health Center Look-Alike certification, and New Start/Expansion Program. For the past 5 years, approximately \$7 billion federal, state, and local funds have been leveraged to safety-net clinics, and primary care providers as a result of these designations.



## Health Workforce Development Programs, cont.

**Medical Service Study Areas (MSSAs) Reconfiguration** – Assesses changes to demographic or socio-economic data and population shifts to reconfigure MSSA boundaries. In 2012, engaged local health departments and stakeholders to reconfigure MSSAs that better represented the needs of that county's population.

### Research and Policy

**Research, Policy and Planning GIS/Data System** – Reviews California counties to assess provider-to-population ratios, poverty levels and public health indicators for eligibility to receive federal assistance for health care.

**Health Care Reform** – Engages stakeholders on federal/state health workforce development activities and provides analysis of health reform initiatives; leads efforts to develop the Mental Health Services Act's 5 Year Workforce Education and Training Plan. Conducted daily monitoring of federal health workforce grant activities which led to the distribution of over 100 funding opportunity/meeting announcements to stakeholders.

**Healthcare Workforce Clearinghouse Program** – Serves as the state's central repository of health workforce and education information via the collection, analysis and distribution of educational, licensing and employment data and trends. Released in June 2012, the Clearinghouse has demographic information on licensees such as race, ethnicity, languages spoken, practice locations as well as data on current supply and employment projections for many of California's health professions.

## **Affordable Care Act: Title V – Health Care Workforce Provisions in Mental and Behavioral Health**

- Increased Loan Repayment and Scholarship
- Capacity Building in Primary Care
- Geriatric Education and Training
- Mental and Behavioral Health Education and Training Grants
- Primary Extension Program
- Improving Access to Coordinated and Integrated Services

Summary of ACA Title-V Programs: [http://www.oshpd.ca.gov/Reform/Title\\_V\\_Summary.pdf](http://www.oshpd.ca.gov/Reform/Title_V_Summary.pdf)

## Office of Statewide Health Planning and Development

DRAFT 2013–2015 Healthcare Workforce Development Efforts to Respond to Healthcare Reform (rev 06-18-2013)



### Career Pathways

- Augment funding for Mini-Grants to increase exposure to healthcare careers
- Rollout “OSHPD University” to augment resources to pipeline programs
- Develop pipeline programs to increase diversity of health professionals
- Explore partnerships to support “frontline” and allied health workers



### Training & Placement

- Raise fund to institutionalize CalSEARCH to provide clinical rotations in underserved areas
- Develop and implement public mental health workforce programs via the MHSA WET Five-Year Plan
- Explore OSHPD role in mental health peer support
- Implement \$21 million grant to support health professions programs via Song Brown
- Fund innovative health training programs via Song Brown’s Special Programs
- Explore funding of primary care and non-educational training programs via Song Brown



### Financial Incentives

- Implement \$31 million Cal Endowment and \$2 million State Assembly grant to increase scholarships and loan repayments in underserved communities
- Increase funding for existing programs
- Develop additional financial incentive programs for:
  - Entry-level masters in nursing
  - Nurse Educators
  - PharmD
- Expand eligibility of State Loan Repayment Program to pharmacists
- Implement OSHPD’s e-app for financial incentive programs, CalREACH



### Systems Redesign

- Oversee pilot project that tests community paramedicine
- Develop summary reports of existing healthcare workforce pilots
- Increase utilization of Healthcare Workforce Pilot Program to test, demonstrate and evaluate expanded skill set and test new health delivery systems
- Continue to proactively designate health professional shortage areas
- Explore e-application for shortage designations



### Research and Policy

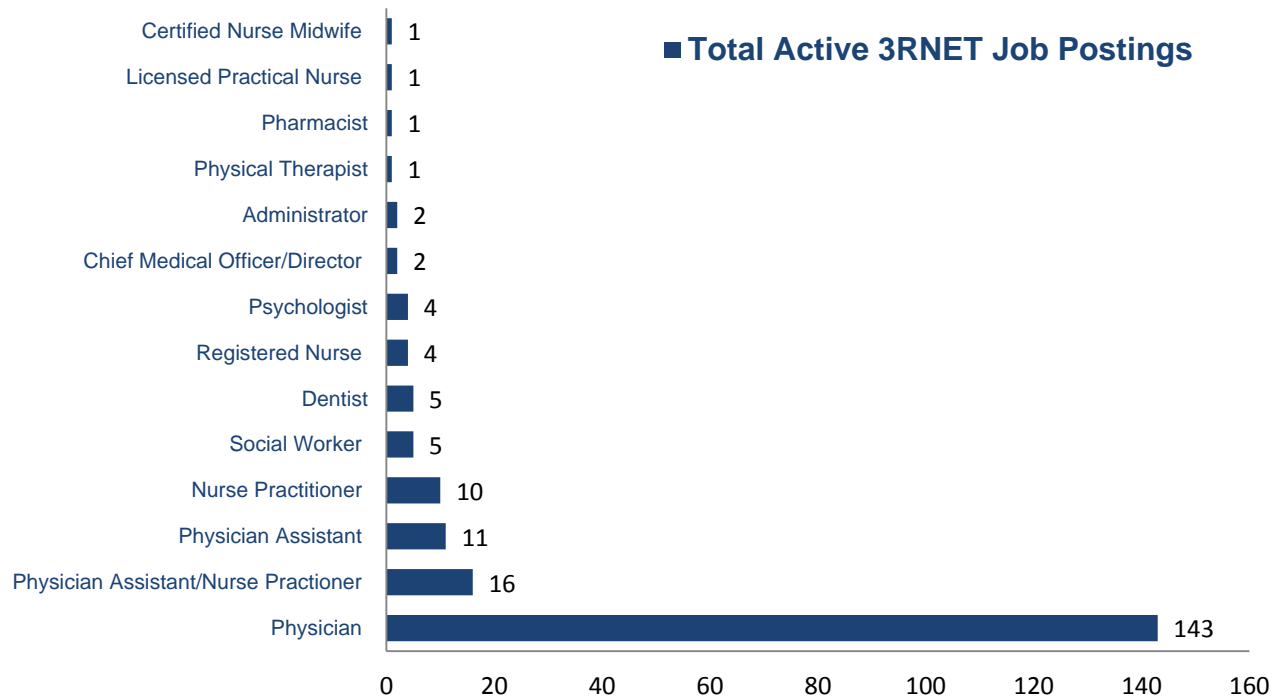
- Create five-year mental health workforce education and training plan
- Develop summaries of policy briefs
- Enhance Clearinghouse by adding supply, demand and education data for all healthcare professions
- Enhance Clearinghouse through efforts to standardize data collected on health professions
- Develop policy recommendations on health workforce issues
- Track and analyze legislation impacting health workforce
- Implement policy work plan for California Health Workforce Policy Commission

## Career Awareness, Training and Placement Mini-Grants

- Introduce students to health careers, offering “career fair” type experiences, workshops, hands-on experiences, and direct interaction with health professionals in real or simulated settings
- Some programs have specifically included and/or focused on mental health careers. Examples include:
  - Fresno Center for New Americans (Hmong Students interacted with a variety of disciplines, including Psychologists)
  - Indian Health Center of Santa Clara Valley, Inc. (Native American youth exposed to mental health careers)
  - Loyola Marymount University Extension (recruitment, retention, and increased certificate program completion for mental/behavioral health disciplines)
  - Alliant International University (supported the creation and implementation of a comprehensive cadre training plan for MFTs)
  - Stanford School of Medicine, Center of Excellence in Diversity in Medical Education (mental health disciplines included)
  - South Bay Regional Health Occupations Resource Center Mission College, West Valley/Mission Community College District (included collaboration with Santa Clara County Agency on Mental Health)
  - Contra Costa Health Services (developed a mental health concentration in high school academies)
  - Tarzana Treatment Centers (substance use workforce development)
- Since 2005, Mini-Grants has awarded over \$1.1 million to 108 programs, serving nearly 35,000 participants.

## Career Awareness, Training and Placement 3RNet

- Maintains a free, on-line service to assist rural providers recruit health professionals



## Career Awareness, Training and Placement CalSEARCH

- Student and resident rotations from dentistry, family medicine, physician assistants, mental health and other medical disciplines in community clinics and health centers.
- Program included mental health disciplines that aligned with HRSA/NHSC
  - students and residents enrolled to become physicians (specializing in Internal Medicine, Family Practice, Pediatrics, or Obstetrics and Gynecology), dentists, dental hygienists, physician assistants, nurse practitioners, certified nurse midwives, clinical psychologists, marriage and family therapists, psychiatric nurse specialists, and psychiatrists
- Regardless of discipline, participants engaged in multi-disciplinary teams (included mental health in community health clinic setting)
- Participants over 3 year period included mental health
  - 2 clinical psychology
  - 1 social work
- Regardless of discipline, some Cal-SEARCH community projects dealt with mental health/behavior issues, for example:
  - Alternative pain management resource manual
  - Patient education handouts on depression and stress
  - Perinatal depression screening tools
  - Screening for emotional and/or behavior disorders in 4 to 10 year olds using strengths and difficulties questionnaire

## Career Awareness, Training and Placement: Recruitment and Evaluation Initiative (REA)

- 2-year \$625,000 ARRA HRSA grant from September 2011 to September 2013 focused on retention of ARRA-funded NHSC scholars and ARRA-funded SLRP and NHSC participants measuring effectiveness of retention activities and impact of ARRA funding on underserved communities
- 137 of the 435 (31%) ARRA funded federal and state loan repayment recipients are from mental health-related discipline (i.e. mental health services, social work, or psychology)
- 10 Webinars for CME credit were made available to loan repayment and scholar recipients and administrators at their clinic where they are currently completing their service obligation. Some were specific to mental health issues, while others included mental health components as part of the overall topic. Topics included:
  - Integrating Behavioral Health in Primary Care Settings
  - Veterans Mental Health
  - Ethnogeriatrics in Primary Care
  - Transgender Health Care
  - Team-Based Care in the PCMH
  - Preventing Clinician Burnout
  - Breast Cancer Screening in Primary Care
  - Financial Planning for Primary Care Physicians
  - One Minute Preceptor
  - Preventing Clinician Burnout: Understanding and Addressing it in Your Work Environment
  - Retaining Your Key Employees (for Clinic Administrators)

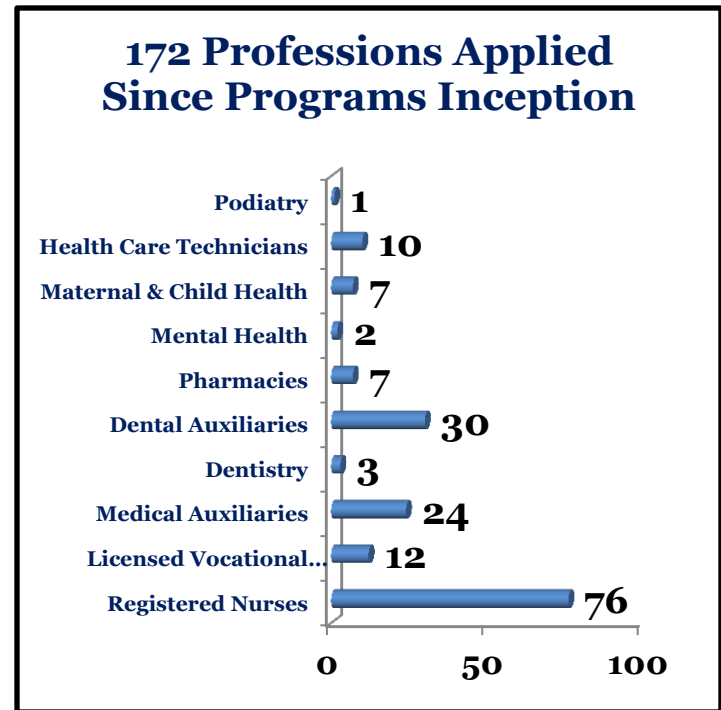
## Financial Incentives: California State Loan Repayment Program (SLRP)

- Assists health professionals with loan repayment of outstanding government and commercial loan debt incurred during undergraduate or graduate education.
- Eligible health disciplines include
  - family practice physicians
  - general internal medicine
  - general pediatrics
  - obstetrics/gynecology
  - gerontology
  - general psychiatry
  - physician assistants
  - nurse practitioners
  - certified nurse mid-wives
  - general practice dentists
  - dental hygienists
  - clinical or counseling psychologists
  - clinical social workers
  - licensed professional counselors
  - psychiatric nurse specialists
  - marriage and family therapists
- Award selections based on:
  - applicant's experience
  - commitment to a Health Professional Shortage Areas (HPSA)
  - cultural competency experience and training
  - fluency in a language other than English
- \$1 million in federal funding is awarded yearly to SLRP.
- During FY 2012-2013, SLRP awarded 1 Licensed Clinical Social Worker:
  - Practicing at Golden Valley Health Centers at the Planada, Los Banos, and Dos Palos sites
  - Awarded \$15,333 and is working full-time under a 2 year contract



## Systems Redesign: Healthcare Workforce Pilot Project (HWPP)

- Tests, demonstrates and evaluates new or expanded roles for health professionals and new healthcare delivery alternatives
- **HWPP #171:** Access Through Primary Care (APC) Project Demonstrating the Role of Advanced Practice Clinicians in Expanding Early Pregnancy Care. University of California, San Francisco. The project seeks to demonstrate and evaluate role of advanced practice clinicians in providing first trimester aspiration abortion and miscarriage management as part of coordinated early pregnancy care.
  - Registered Nurse Practitioners, Registered Nurse Midwives and Physician Assistants
- **HWPP #172:** “Training Current Allied Dental Personnel for New Duties in Community Settings”. University of the Pacific. The pilot project adds 2 new duties to a community-based system of care as follows:
  - Registered Dental Assistants will make decision about which radiographs to take, if any, to facilitate an initial oral evaluation by a dentist. Registered Dental Hygienists and Registered Dental Hygienists in Alternative Practice can already make these decisions.
  - Registered Dental Assistants , Registered Dental Hygienists, and Registered Dental Hygienists in Alternative Practice will place “Interim Therapeutic Restorations” (ITR).



## Mental Health HWPP (October 1974)

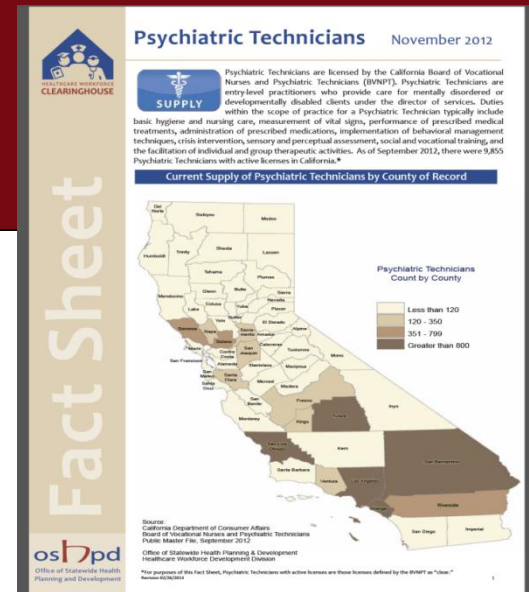
- **Purpose:** develop new category and expand role and function of mental health personnel
- **Objectives:** (1) prepare trainees who graduate from 5-year post baccalaureate program for examination leading to licensure as psychologists; (2) recognize Doctor of Mental Health as equivalent program by Psychology Examining Committee
- 5-year doctoral program designed for public mental health settings – using social science skills and psychological skills in care and treatment – prepared mental health professionals to work in administrative and clinical roles and take psychologist licensing examination
- Curriculum emphasized 4 major areas: life, psychological and social sciences as well as clinical work. UC Berkeley and UCSF provided didactics whereas Mount Zion Department of Psychiatry and Langley Porter Psychiatric Institute provided clinicals
- **Outcomes:**
  - 18 DMH trainees graduated from Masters phase of training program in 1983 and continued to doctoral phase and received clinical experiences at UCSF Department of Psychiatry
  - 29 DMH trainees located at 27 different employment/utilization sites
    - HWPP approval extended until all students graduated so that Psychology Examining Committee would be able to use the same curriculum and practicum standards to evaluate graduates for credentialing
  - Terminated in June of 1985. Some graduates were permitted to continue to practice under their counselor or social worker credentials until the Psychology Examining Committee of the Board of Medical Quality Assurance amended its regulations to provide credentialing for those who had passed written and oral psychology examination
    - Credentialing was 1 time event for specific benefit of HWPP graduates. There were no immediate changes in the law or regulations to authorize the new category. However, the 1991-92 UCSF catalog of courses did list the Doctor of Mental Health among graduate degrees awarded.

## Since 1972, 23 Legislative and Regulatory Changes Influenced by HWPP

- Nurse Midwifery HWPP #001 – Chapter 1407, Statutes of 1973, (SB 1332, Beilenson), provided for the certification of qualified nurses to be nurse midwives and authorized the practice thereof, as defined. The bill was implemented in 1977.
- Registered Nurse Practitioner HWPP #002 - The Nurse Practice Act update of 1975 (Business and Professions Code and Title 16, California Code of Regulations) authorized an expanded role for nurses as nurse practitioners under the provisions for "Standardized Procedures". As a result of the new law, this category of pilot project no longer required the protective and evaluative umbrella of HMPP.
- Pharmacists In An Expanded Role HMPP #051 –The California Pharmacy Association sponsored AB 502 (Maddy). It became law Chapter 316 which permits pharmacists to initiate drugs based on a physician's diagnosis.
- Physician Assistants HMPP #094 – The Physician Assistants Examining Committee, with the support of HWPP program and the pilot project data, amended its regulations in late 1980 to recognize and accept women's health specialists as a specialty classification of physicians assistants.
- Dental Hygienists in Alternative Practice #155 - Chapter 753, Statutes of 1997 amended the Business and Professions Code Section 1725, 1741,1750,1751, 1764 and added Sections 1765,1768, and 1770 to extend the scope of practice for dental hygienist. It established a new category of dental auxiliary, the dental hygienist in alternative practice.

## Research and Policy

- Clearinghouse released Psychiatric Technicians Fact Sheet and summary reports on OSHPD's website in June 2012
- Clearinghouse plans to develop Fact Sheets by Summer 2013 for the following:
  - Licensed Clinical Social Workers
  - Licensed Marriage and Family Therapists
  - Licensed Professional Clinical Counselor
  - PEPs
  - Psychologists
- OSHPD plans to obtain data from these boards to release summary reports via OSHPD's website by Fall 2013 (dependent on DCA's BreZE implementation)



### Board of Behavioral Science

- Associate Clinical Social Workers
- Marriage and Family Therapist Interns
- Professional Clinical Counselor Intern
- Licensed Clinical Social Workers
- Licensed Marriage and Family Therapists
- Licensed Professional Clinical Counselor
- Licensed Educational Psychologists

### Board of Psychology

- Psychologists
- Psychological Assistants
- Registered Psychologists

## Mental Health Services Act Workforce Education and Training (WET)

### **Mental Health Services Act (MHSA)** [Prop 63 passed in November 2004]

- Imposes a 1 percent tax on personal income in excess of \$1 million to support the public mental health system (PMHS) via prevention, early intervention and services.
- Historically underfunded, the PMHS suffers from a shortage of mental health providers in addition to mal-distribution, lack of diversity, and under-representation of practitioners with client experience.
- To address the mental health provider issues, the MHSA included a component for Mental Health Workforce Education and Training (WET) programs.

## Mental Health Services Act Workforce Education and Training (WET)

### 5 Year Workforce Education and Training Development Plan

- Developed in 2008 by the Department of Mental Health (DMH)
- Provided a framework for the advancement and development of mental health workforce education and training programs at the County, Regional, and State levels.
- Specifically, the 5 Year Plan provided the vision, values, mission, measurable goals and objectives, proposed actions and strategies, funding principles, and performance indicators for the use of MHSA WET funds.
- The 5 Year Plan developed by DMH was approved by the California Mental Health Planning Council in 2008 and covers the period from April 2008 to April 2013.

## WET 5 Year Plan 2008-2013 State Administered Programs

*The following statewide mental health workforce programs are funded by the Mental Health Services Act:*

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

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

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

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

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

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

*Regional Partnerships:* represent Bay Area counties, Central Valley counties, Southern counties, Los Angeles County, and Superior Region counties; include representation from mental health, community agencies, educational/training entities, consumers, family members, and other partners to plan and implement programs that build and improve local workforce education and training strategies.

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

## MHSA WET

### Summary of 10-Year Expenditures and Spending Projections June 2012

	10-Year Funding Amounts	Expenditures to Date	Amounts Remaining to be Allocated
<b>1) Local Programs</b>	\$210 Million	\$210 Million	\$0
<b>Regional Partnerships</b>	\$27 Million	\$18 Million	\$9 Million
<b>2) State-Administered Programs</b>			
<b>Assigned from DMH to OSHPD</b>			
<b>Stipend Programs</b>	\$100 Million	\$45.48 Million	\$54.52 Million
<b>Psychiatric Residency Programs</b>	\$13.5 Million	\$3.215 Million	\$10.285 Million
<b>Statewide Technical Assistance Center</b>	\$8 Million	\$3.76 Million	\$4.24 Million
<b>OSHPD</b>			
<b>MH Loan Assumption Program</b>	\$75 Million	\$23.54 Million	\$51.46 Million
<b>PA (Song-Brown) Program</b>	\$5 Million	\$1.7 Million	\$3.3 Million
<b>3) Uncommitted Funds</b>	\$6 Million	\$0	\$6 Million
<b>Total Expenditures</b>	<b>\$444.5 Million</b>	<b>\$305.695 Million</b>	<b>\$138.805 Million</b>

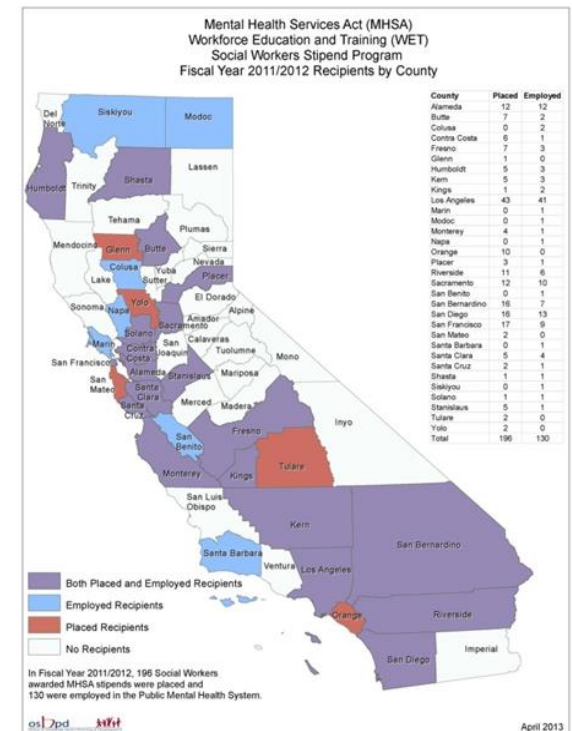


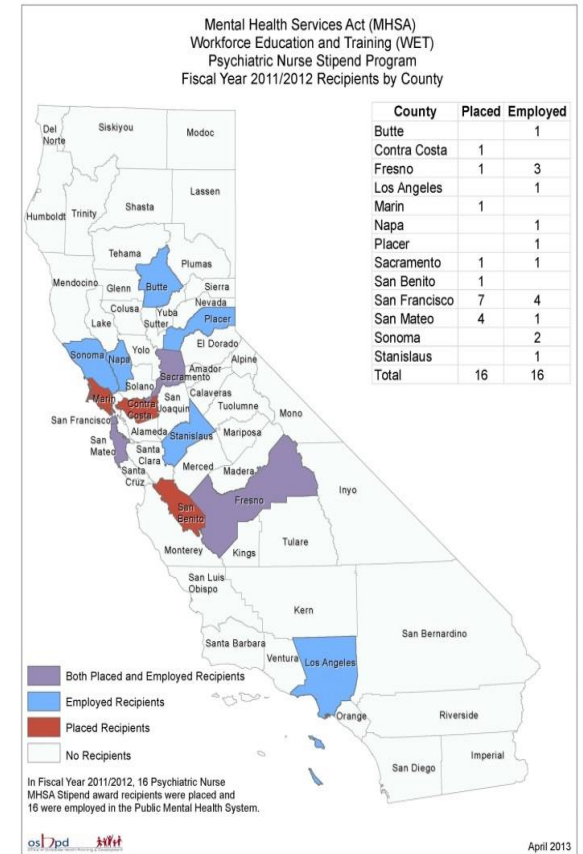
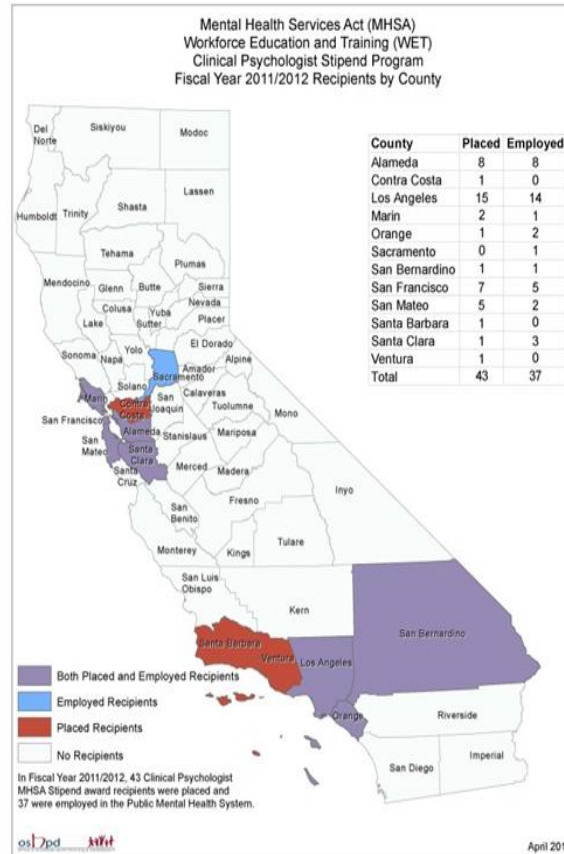
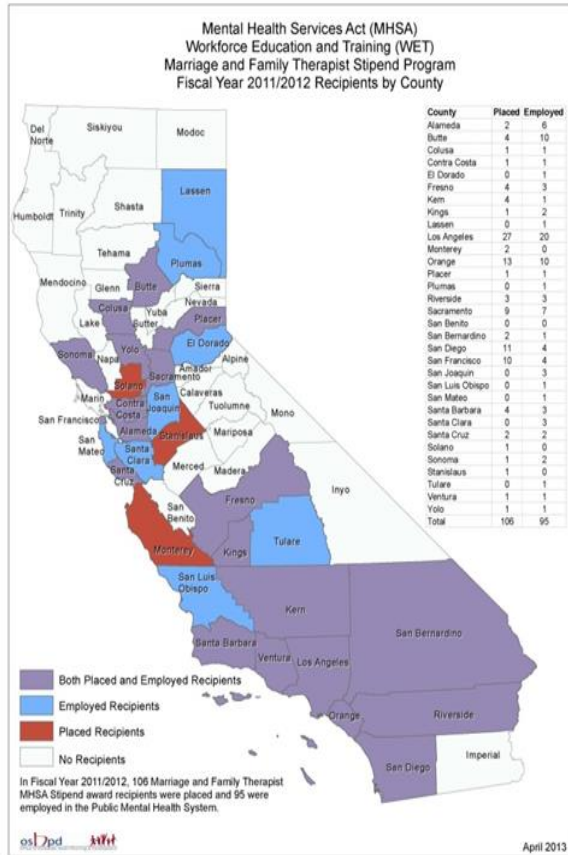
## Stipends

- Stipends of \$18,5000 are available for graduate students in Social Work, Marriage and Family Therapy, Clinical Psychology, and Psychiatric Mental Health Nurse Practice who commit to working in the public mental health system for a 12-month period upon graduation
- A total of 21 California schools participate by providing stipends and developing curricula that promotes the MHSa values of wellness, recovery and resilience
  - Since July 2011, the California Psychology Internship Council (stipend contractor) offers its curriculum online free of charge. While many people view the courses, as of June 2012, 268 people had taken the examinations at the end of each module

Applications			
Fiscal Year	Awarded	Under-Represented	Other Language
2005-06	173	53%	*
2006-07	184	58%	59%
2007-08	183	58%	51%
2008-09	265	60%	52%
2009-10	326	58%	61%
2010-11	337	65%	58%
2011-12	360	67%	59%
2012-13	385	TBD	TBD
<b>Total</b>	<b>2,213</b>		

\*Data for language capacity is not available for FY 2005-06.





## Mental Health Loan Assumption Program (MHLAP)

- Provides those working or volunteering in hard-to-fill/hard-to-retain positions in the public mental health system with up to \$10,000 in educational loan repayments in exchange for service in the community public mental health system.
- Competitive applicants include those from/with:
  - Underserved communities
  - Proficiency in a language other than English
  - Lived experience
  - Paid or unpaid work in the public mental health system serving a racial/ ethnic, cultural, geographic, faith-based, socio-economic, gender identified, sexual oriented or linguistic population or community
  - Used strengths and forms of healing unique to an individual's racial/ethnic, cultural, geographic, socio-economic, gender identified, sexual oriented or linguistic population or community when providing services of support
  - Ability to provide sensitive and welcoming services. For example: “Give an example of how you have participated in treatment interventions and outreach services to engage and retain individuals of diverse racial/ethnic, LGBTQ, cultural or linguistic population.”
- From Fiscal Year 2008-09 to 2011-12 applicants were:
  - 70% from underserved backgrounds
  - 60% spoke at least one language in addition to English

### MHLAP Applications

Fiscal Year	Counties	Received	\$ Requested	Awarded	\$ Awarded
2008-09	43	1,236	\$15,047,225	288	\$2,285,277
2009-10	52	1,498	\$9,226,619	309	\$2,469,239
2010-11	50	1,009	\$9,899,700	474	\$4,523,757
2011-12	55	1,659	\$41,242,028	661	\$365,680
2012-13	53	1,823	\$17,968,954	1109	\$9,383,649
<b>Total</b>		<b>7225</b>	<b>\$93,384,527</b>	<b>2841</b>	<b>\$19,027,602</b>

### MHLAP Applicants

Fiscal Year	Other Language	Consumer/ Family Member
2008-09	68%	29%
2009-10	63%	35%
2010-11	59%	35%
2011-12	60%	53%
2012-13	48%	TBD



## Song-Brown Physician Assistant Residency Programs

- Adds a mental health track to the Song-Brown Residency Program for Physician Assistants to address the shortage of individuals who can oversee psychiatric treatment plans and administer psychotropic medications.
- Programs are evaluated, in part, on whether they can demonstrate:
  - An understanding of community collaboration
  - Cultural competence
  - An understanding of what client and family-driven services are
  - An understanding of wellness, recovery, and resiliency
  - An ability to provide an integrated service experience for clients and their families
- One of the goals is to ensure that PA students perform their rotations in rural and underserved communities including the public mental health workforce
- From FY 2008 to FY 2012-2013, grants of \$15,000 to \$167,000 were awarded to six PA programs and have enabled 1,382 PA students to be trained in MHA principles and perform 6,046 hours of mental health rotations.
- The following six programs revised their PA programs to include the values and principles of the Mental Health Services Act:
  - Keck School of Medicine-USC; Moreno Valley College; Samuel Merritt University; San Joaquin Valley College; Touro University; University of California, Davis
- The above PA programs partnered with the following County Departments of Health and Mental Health to ensure that PA students provide integrated care:
  - Fresno County Department of Behavioral Health; Fresno County Health Department; Riverside County Department of Mental Health; Sacramento County Department of Behavioral Health Services; Stanislaus County Health Services Agency

## Psychiatric Residency Programs

- Trains psychiatric residents in the PMHS, working with the populations prioritized by that community.
- From FY 2008-09 to FY 2011-02, there were 2 psychiatric programs that supported 25 psychiatric residency rotations at the University of California, Davis and the University of California, Los Angeles-Kern to ensure that psychiatric residents receive training in the County public mental health system, working with the populations prioritized by that community. The psychiatric residents are encouraged to continue working in the California public mental health system after their rotations end.
- Revised the curricula in the 2 aforementioned psychiatric residency programs to include the values and principles of the Mental Health Services Act:
  - Community collaboration
  - Cultural competence
  - Client/Family-driven mental health system
  - Wellness/Recovery and Resilience focus
  - Integrated service experience for clients and their families
- Partnered with County Departments of Mental Health and Community-Based Organizations to ensure that residents perform their rotations in the County Public Mental Health System. Among them:
  - Sacramento County Mental Health Services
  - Kern County Mental Health Services
  - UC Davis Medical Center
  - West Kern Clinic (Wasco)

## Psychiatric Residency Programs: June 2013 Focus Group

**How many months does it take to secure a partnership between the Residency Program and the county or community based organizations (CBO) to place residents in the public mental health system (PMHS)?**

20% of survey respondents needed 12 months to secure a partnership with county and CBO in their PMHS

80% needed one month or less would be adequate as they already had partnerships in place with the PMHS

**Based on program requirements what would be the easiest part of meeting deliverables be?**

50% felt that if they had 12 months to prepare none of the requirements would be hard to meet.

20% felt recruitment of residents would be the hardest part as it would be difficult to attract PGY-5 residents unless there was a particular fellowship structure to program

20% felt hiring core faculty willing to co-locate in the PMHS by date of contract is the hardest part

10% felt if there wasn't funding for at least 4 years none of the requirements could be met

**What would you change about past WET Psychiatric Residency RFPs?**

80% would change the program to pay a full stipend for residents

**Would your training programs be able to provide the additional funds with a third party?**

75% "no"    25% "yes"

**Would your program have difficulties attracting faculty to co-locate to oversee training?**

75% of survey respondents said it would not be a problem

25% said this would be very difficult for them

**How many months after contract is finalized could faculty start?**

50% of survey respondents said 1 year is needed to recruit

50% unclear

## Statewide Technical Assistance Center

- The Statewide Technical Assistance Center (called Working Well Together) provides leadership, training, and technical assistance to public mental health agencies regarding the recruitment, hiring, retention and support of current and prospective employees who have personal experience with receiving public mental health services. Some of Working Well Together's accomplishments include but are not limited to:
  - A reference manual of Americans with Disability Act Assistance Centers where consumers and their families can gain information about the most current policies on working with disabilities
  - Providing peer training programs which provide consumers with the tools to enter and re-enter the workplace
  - Providing technical assistance to counties' Human Resources departments by helping them develop policies and procedures on working with consumers and family members as fellow employees



## Shortage Designation Program

Since FY 2011-12, OSHPD has partnered with local communities to increase the number of under-served communities federally designated as Mental Health Professional Shortage Areas (HPSA). OSHPD streamlined the Mental Health HPSA designation process utilizing existing data available at the state level to develop a pro-active approach. These designations enable communities to draw down additional federal and state resources such as clinics ability to recruit National Health Service Corps providers, clinic's eligibility for Rural Health Clinic Certification, Federally Qualified Health Center Look-Alike certification, and New Start/Expansion Program as well as eligibility for federal and state grants, and financial assistance opportunities.

OSHPD staff processes Mental HPSA applications in a conventional and pro-active fashion. MHSA funds enable OSHPD to pro-actively prepare applications for Mental HPSA designations and allow the State to maximize opportunities to receive federal funding in those underserved communities.

As of March 2013 there are 137 MHPSAs designated in California and 3,975,902 million residents living in a designated mental health professional shortage area.

**MHPSA Designation Applications: FY 2008-09 to FY 2012-13**

	Applications Received	Applications Pending	In Process	In Review	Withdrawn or Denied by SDP	Submitted to HRSA	Designated by HRSA
<b>Conventional</b>	87	1	0	0	19	67	63
<b>Proactive</b>	33	0	0	0	4	29	25
<b>Total</b>	120	1	0	0	23	96	88

## Regional Partnerships

- Ongoing forum for geographically proximate communities to develop and implement strategies that recruit, retain, and increase the number of individuals employed or participating in California's public mental health system. Regional partnerships' accomplishments reflect identified regional needs such as:
  - The Superior Region established the first 2 accredited distributed (distance) learning schools of social work (Bachelors of Social Work to Masters of Social Work programs in the United States at CSU Chico and CSU Humboldt. These programs are supplemented by a mentoring component.
  - The Greater Bay Area Mental Health & Education Workforce Collaborative developed a 3 year work plan; funded the start-up of a new MSW program at Cal State Monterey; launched a new Psychosocial Rehabilitation program at Contra Costa College; developed curriculum workshops for MFT educators; developed high school mental health professional pathways programs; offered a consumer and family member employment conference; convened community college human service programs; and launched a new website.
  - The Central Region trained over 50 Mental Health First Aid instructors; supported the development of a rural-focused MSW program through CSU Sacramento and an online Psychiatric Nurse Practitioner program through CSU Fresno; and held the 2012 Transition Age Youth (TAY) Convention.
  - The Southern Region contracted with the University of Southern California to develop cultural competency training with practitioners; is working with Loma Linda University on developing core competencies; developed a resource booklet for high school activity fairs; created a document mapping all the mental health certificates and degree programs in Southern California; and launched a new website.
  - The Los Angeles (LA) Region is partnering with local universities for training and research on services to children and youth, transition-age youth, adults and older adults; evaluating LA County's Prevention and Early Intervention Evidence-Based Practices implementation; and expanding the role of peers to become health navigators for people with severe and persistent mental illness.

## **Workforce Education and Training 5 Year Plan, 2014-2019**

- In July 2012, following the elimination of DMH, the MHSA WET programs were transferred to OSHPD. OSHPD is also accountable for the development of the next 5 Year Plan.
- Will provide the vision, values, mission, measureable goals and objectives, proposed actions and strategies, funding principles, and performance indicators for the use of remaining MHSA WET funds for the period from April 2014 to April 2019.
- Will be accompanied by a 5 year budget that will allocate remaining State MHSA WET program funding for the next five years.
- This 5 year budget will allow the opportunity to provide changes to the funds remaining from the prior 10 year budget developed in 2008. Per WIC Section 5820 (e), the 5 Year Plan requires final approval from the California Mental Health Planning Council (CMHPC) by April 2014.

## WET Reconciliation 04-03-2013

	Reverted Funds						TOTAL
	2008-09			2009-10			
	Funding	Expenditures	Unused Balance	Funding	Encumbrance /Exp	Unused Balance	
<b>State Administered Programs</b>							
Client and Family Member Technical Assistance Center	\$800,000	\$800,125	(\$125)	\$800,000	\$681,000	\$119,000	<b>\$118,875</b>
Stipend Programs	\$10,000,000	\$6,942,720	\$3,057,280	\$10,000,000	\$9,281,191	\$718,809	<b>\$3,776,089</b>
Psychiatric Residency Programs	\$1,350,000	\$205,484	\$1,144,516	\$1,350,000	\$899,680	\$450,320	<b>\$1,594,836</b>
Physician Assistant Programs (Song-Brown)	\$500,000	\$243,068	\$256,932	\$500,000	\$387,436	\$112,564	<b>\$369,496</b>
Mental Health Loan Assumption Programs	\$2,246,874	\$2,077,003	\$169,871	\$2,476,457	\$2,316,664	\$159,793	<b>\$329,664</b>
<b>Total</b>	<b>\$14,896,874</b>	<b>\$10,268,400</b>	<b>\$4,628,474</b>	<b>\$15,126,457</b>	<b>\$13,565,971</b>	<b>\$1,560,486</b>	<b>\$6,188,960</b>

	WET Funds Transferred From DMH To Liquidate Contracts						TOTAL
	2010-11			2011-12			
	Funding	Encumbrance /Exp	Unused Balance	Funding	Encumbrance /Exp	Unused Balance	
<b>State Administered Programs</b>							
Client and Family Member Technical Assistance Center	\$800,000	\$676,000	\$124,000	\$800,000	\$800,000	\$0	<b>\$124,000</b>
Stipend Programs	\$10,000,000	\$9,770,796	\$229,204	\$10,000,000	\$9,767,342	\$232,658	<b>\$461,862</b>
Psychiatric Residency Programs	\$1,350,000	\$735,298	\$614,702	\$1,350,000	\$900,510	\$449,490	<b>\$1,064,192</b>
Physician Assistant Programs (Song-Brown)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mental Health Loan Assumption Programs	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>\$12,150,000</b>	<b>\$11,182,094</b>	<b>\$967,906</b>	<b>\$12,150,000</b>	<b>\$11,467,852</b>	<b>\$682,148</b>	<b>\$1,650,054</b>

## WET Reconciliation 04-03-2013

	Available For Reappropriation									
	2010-11			2011-12			2012-13 Projected			TOTAL
	Funding	Encumbrance/Exp	Unused Balance	Funding	Encumbrance/Exp	Unused Balance	Funding	Encumbrance/Exp	Unused Balance	
<b>State Administered Programs</b>										
Client and Family Member Technical Assistance Center	N/A	N/A	N/A	N/A	N/A	N/A	\$800,000	\$800,000	\$0	\$0
Stipend Programs	N/A	N/A	N/A	N/A	N/A	N/A	\$10,000,000	\$9,721,747	\$278,253	\$278,253
Psychiatric Residency Programs	N/A	N/A	N/A	N/A	N/A	N/A	\$1,350,000	\$474,099	\$875,901	\$875,901
Physician Assistant Programs (Song-Brown)	\$500,000	\$500,000	\$0	\$500,000	\$500,000	\$0	\$500,000	\$69,412	\$430,588	\$430,588
Mental Health Loan Assumption Programs	\$4,394,237	\$4,220,211	\$174,026	\$5,705,954	\$5,381,435	\$324,519	\$10,176,478	\$9,544,922	\$631,556	\$1,130,101
<b>Total</b>	<b>\$4,894,237</b>	<b>\$4,720,211</b>	<b>\$174,026</b>	<b>\$6,205,954</b>	<b>\$5,881,435</b>	<b>\$324,519</b>	<b>\$22,826,478</b>	<b>\$20,610,180</b>	<b>\$2,216,298</b>	<b>\$2,714,843</b>

## OSHPD FY 2013-14 Budget Action Items

Subject	Positions	Purpose	Total Amount	Fund Source
WET 5 Year Plan	0.0	Contract funding for independent evaluator to develop and carry out a needs assessment for Mental Health Services Act (MHSA) WET 5-year plan	\$196,000	Mental Health Services Fund
Healthcare Reform Workforce Development	4.0	Extension of three (3.0) Limited Term (LT) Staff Services Analyst (SSA) and one (1.0) Associate Governmental Program Analyst (AGPA) supporting HCR for one additional year	\$286,000	California Health Data and Planning Fund
\$52 Million California Endowment Grant for Workforce Development	1.0	Authority to receive \$52M over 4 years from The California Endowment for workforce development programs in HPEF and HWDD and one (1.0) 4 year LT SSA	\$21,000,000	The California Endowment
WET Appropriations	0.0	Appropriate \$7,839,000 in unexpended MHSA WET funds through FY 2017/18 for WET programs	\$7,839,000	Mental Health Services Fund
		Total FY 2013/14 <sup>1/</sup>	\$29,321,000	

## **WET 5 Year Plan, 2014-2019**

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

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

## WET 5 Year Plan Stakeholder Engagement

- *WET Advisory Committee and WET 5 Year Plan Advisory Sub-Committee:* OSHPD is engaging experts and stakeholders through the WET Advisory Committee (Committee) and WET 5 Year Plan Advisory Sub-Committee (Sub-Committee) meetings. Committee and Sub-Committee members are able to provide their feedback and their stakeholder's feedback during the meetings when discussing the WET 5 Year Plan elements. Additionally, there will be time set aside for public comment at every Committee and Sub-Committee meeting, which allows public members attending in-person or by phone to provide input on the different 5 Year Plan elements discussed during the meetings.
- *Focus groups and community forums:* OSHPD will engage stakeholders through 14 community forums throughout the different regions of the State. The community forums will inform stakeholders on MHSA WET programs and solicit feedback on the elements and priorities that should be included in the next WET 5 Year Plan. There are numerous MHSA WET stakeholder organizations that meet regularly. To the extent possible, OSHPD will also request time at regularly scheduled stakeholder meetings to engage those stakeholders in focus groups.
- *Stakeholder interviews:* OSHPD will engage stakeholder groups through phone and in-person interviews. The interviews will be used to solicit feedback from key stakeholder groups on elements that should be included in the WET 5 Year Plan.
- *Webinars and surveys:* There are numerous stakeholders that may not be able to attend the WET Advisory Committee meetings, community forums/focus groups, and/or be involved in the key-stakeholder interviews. OSHPD will engage these stakeholders through webinars and surveys and will utilize the webinars to inform stakeholders about MHSA WET Programs and the WET 5 Year Plan. The webinars will be available online to allow stakeholders who do not have the opportunity to attend in person, to watch at their own leisure. OSHPD will subsequently send out surveys to engage stakeholders to solicit their feedback on what should be included in the WET 5 Year Plan.





## Completed: WET 5 Year Plan Community Forums

Date	County	Address	Time
April 25, 2013	Napa	2261 Elm Street, Building K Conference Room, Napa, CA 94559	1:00 – 4:00 pm
May 1, 2013	Ventura	1911 Williams Drive, Oxnard, CA 93036	1:00 – 4:00 pm
May 3, 2013	San Diego	1936 Quivira Way, San Diego, CA 92109	1:00 – 4:00 pm
May 10, 2013	Humboldt	507 F Street, Mezzanine Room, Eureka, CA 95501	1:00 – 4:00 pm
May 13, 2013	Alameda	300 Estudillo Avenue, San Leandro, CA 94577	1:00 – 4:00 pm
May 15, 2013	Los Angeles	155 N. Occidental Boulevard, Los Angeles, CA 90026	9:30 am – 12:30 pm
May 20, 2013	Stanislaus	3800 Cornucopia Way, Modesto, CA 95358	1:00 – 4:00 pm
May 29, 2013	Shasta	1100 Parkview Avenue, Redding, CA 96001	1:00 – 4:00 pm
June 3, 2013	Sacramento	7001-A East Parkway, Sacramento, CA 95823	1:00 – 4:00 pm
June 4, 2013	Butte	554 Rio Lindo Avenue, Chico, CA 95926	1:00 – 4:00 pm
June 6, 2013	Orange	1928 S. Grand Avenue, Room A110 & 112, Santa Ana, CA 92707	1:00 – 4:00 pm
June 7, 2013	San Bernardino	1950 South Sunwest Lane, Suite 200, San Bernardino, CA 92415	1:00 – 4:00 pm
June 13, 2013	Monterey	299 12 <sup>th</sup> Street, Marina, CA 93933	1:00 – 4:00 pm
June 17, 2013	Tulare	4031 West Noble Avenue, Visalia, CA 93277	1:00 – 4:00 pm

## WET 5 Year Plan Development Schedule

Action	Date
WET Advisory Committee Meeting	December 3, 2012
Begin Evaluation of Current WET Programs	January 2, 2013
WET Advisory Committee Meeting	January 29, 2013
WET 5 Year Plan Advisory Sub-Committee Meeting	February 27, 2013
Begin Phase 1 Stakeholder Engagement Process (community forums, focus groups, surveys, interviews)	March 4, 2013
WET Advisory Committee Meeting	June 20, 2013
Needs Assessment Begins	July 1, 2013
Mental Health Career Pathways Sub-Committee	July 1, 2013
Finalize First Draft of WET 5 Year Plan	July 24, 2013
WET 5 Year Plan Advisory Sub-Committee Meeting	August 8, 2013
WET Advisory Committee Meeting	September 5, 2013
Finalize First Draft of 5 Year Plan	September 20, 2013
Contractor Provides Statewide Needs Assessment Data	September 25, 2013
Begin Phase 2 of Stakeholder Engagement Process (key stakeholder forums, surveys, interviews, etc.)	September 30, 2013
WET 5 Year-Plan Advisory Sub-Committee Meeting	November 13, 2013
Government Partners Meeting	December 4, 2013
WET Advisory Committee Meeting	December 18, 2013
Planning Council Meeting to Review WET 5 Year Plan	January 2014
WET 5 Year Plan Submitted to Administration for Approval	March 2014
Finalize and Submit 5 Year Plan to Legislature	April 1, 2014

## Career Pathways Sub-Committee

OSHPD in concert with the State Board is re-convening the Committee for Phase 3 which will focus on Behavioral Health, Mental Health, and Substance Abuse occupations:

- Clinical Psychologist;
- Marriage and Family Therapists;
- Licensed Professional Clinical Counselors
- Peer Support Specialists;
- Psychiatrists;
- Psychiatric Mental Health Nurse Practitioner/Clinical Nurse Specialists; and
- School Psychologist
- Alcohol and other drugs

The Committee will be comprised of experts and stakeholders that include a cross-section of educational system representatives, employers, workforce development professionals, advocacy and professional associations, and researchers with a background in mental health.

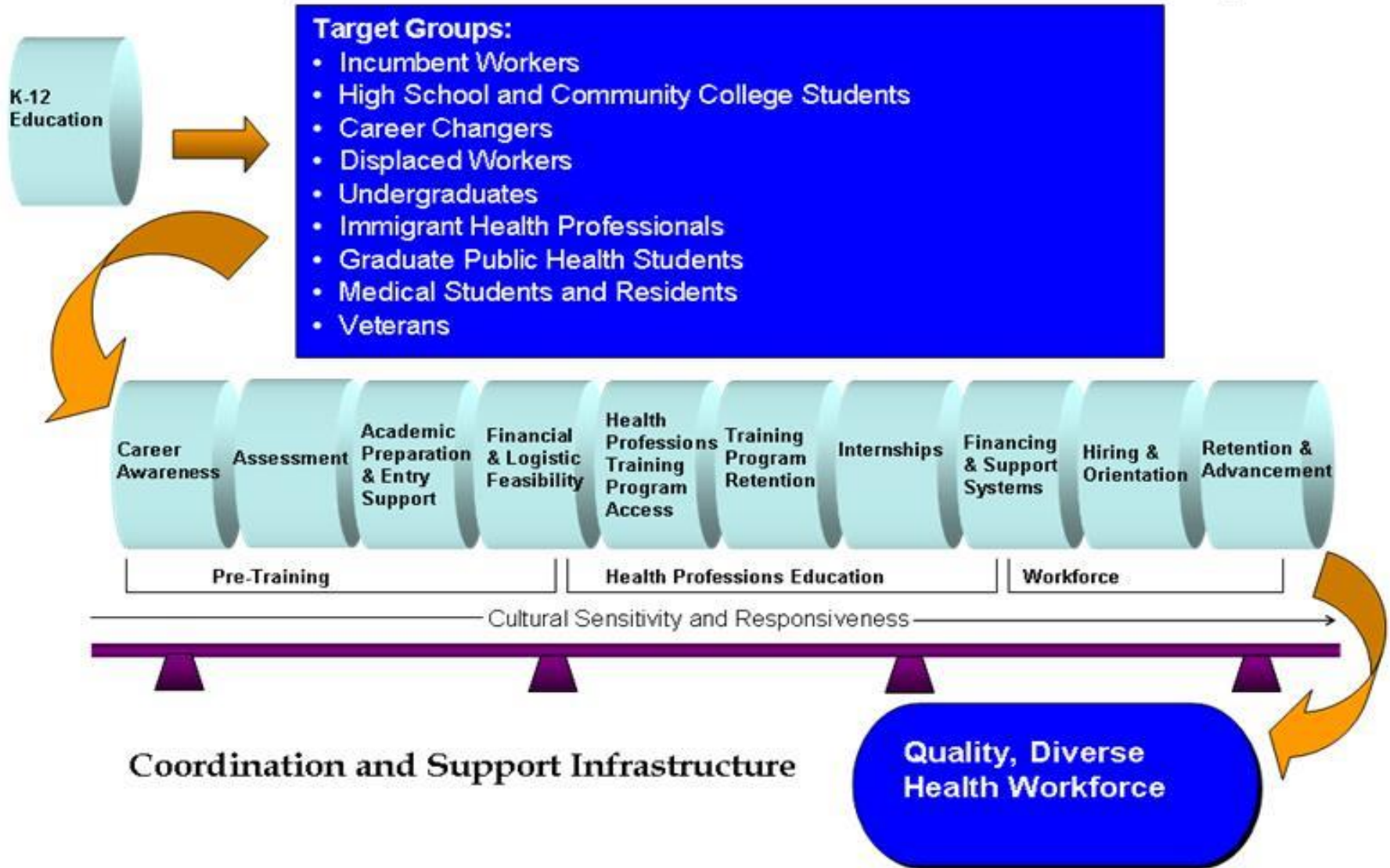
Meetings will be held

- July 9, 2013
- July 30, 2013
- August 20, 2013
- September 17, 2013

Applications for membership to this Committee are due June 21, 2013.

A pathway for Social Work was completed in Phase 1 and therefore not included in Phase 3.

# Coordinated Health Workforce Pathway



## Opportunities to Engage Planning Council

OSHPD welcomes the participation of stakeholders via various opportunities such as:

- Making funding recommendations for financial incentives
  - Reviewing and scoring Mini-Grant applications
  - Participating in the Health Professions Education Foundation’s advisory committees
    - Allied Health Advisory Committee
    - Vocational Nursing Advisory Committee
    - Nursing Advisory Committee
    - Health Professions Education Advisory Committee
    - Mental Health Financial Incentives Advisory Committee
    - Steven Thompson Physician Loan Repayment Program Advisory Committee
- Advising on healthcare workforce data collection and distribution via Clearinghouse Advisory Committee
- Development of the next Workforce Education and Training 5 Year Plan
  - Attending community forums and focus groups
  - Attending public meetings, calling in is an option
  - Completing on-line survey
- Identifying and/or partnering with organizations that may be interested in testing and evaluating an expanded skill set via Healthcare Workforce Pilot Project
- Identifying communities that may need assistance with becoming Health Professional Shortage Area
- Signing up for our email listserv

# Sign Up for Emails

Sign up for OSHPD's healthcare workforce related listservs:

<http://oshpd.ca.gov/signup.html> (general)

[OSHPD.MHSAWET@oshpd.ca.gov](mailto:OSHPD.MHSAWET@oshpd.ca.gov) (mental health)

[HCRWorkforce@oshpd.ca.gov](mailto:HCRWorkforce@oshpd.ca.gov) (healthcare reform)

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