



**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET)
ADVISORY COMMITTEE MEETING**

**July 8th, 2009
550 South Vermont Avenue
10th Floor Conference Room
10:00am – 12:00pm**

AGENDA

- I. Welcome and Introductions
- II. Review Meeting Materials and May 15th Minutes
- III. Economic Impact on WET Principles
- IV. Status of WET Activities
- V. Subcommittees
 - a. Formation
 - b. Guidelines
- VI. Other Issues
- VII. Next Meeting
 - a. September 2nd, 2009, 10:00am-12:00pm
 - b. September 30th, 2009, 10:00am-12:00pm

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

**July 8th, 2009
Meeting Minutes**

Present:

Angelita Diaz-Akahori
Anna Perne
Brenda Ingram
Carmen Diaz
Carlos Sosa
Cora Fullmore
Dennis Murata
Elaine Powell
Hector Garcia

Heidi Techasith
James Cunningham
John Krueger
Juan Mata
Karen Gunn
Karen Morris
Karl Burgoyne
Krista Scholton
Leticia Flores

Mariko Kahn
Maurie Edwards
Melinda Bradshaw
Paul Stansbury
Richard Van Horn
Tomas J. Hill (TJ)
Yanela Solier-Ruiz

| TASK / ISSUE | DISCUSSION | FOLLOW UP / STATUS | CONTACT |
|---|---|--------------------------------|----------------------|
| I. Welcome and Introductions | Committee members and guest were welcomed and introduced themselves. | | Karen Gunn |
| II. Review Meeting Materials and May 15th Minutes | The following documents were distributed: Agenda, Draft Minutes from May 15 th Meeting, WET Advisory Workgroups Guidelines and the WET Workgroup Volunteer Form. | Minutes approved as presented. | Juan Mata |
| III. Economic Impact on WET Principles | <p>The Department foresees a deficit of approximately \$53 million in CGF for FY 09-10. If CalWORKs is cut, the Department's deficit will increase by roughly \$24 million. PEI might be able to absorb some of the loss, but it will require delivery of services to be transformed, which entails retraining of staff.</p> <p>Richard also reminded the committee that MHSA funds are expected to take a big hit in about 2 years. It is projected that MHSA funds will drop to \$1.3-\$1.4 billion for FY 09-10, \$900 million for FY 10-11, and even lower for FY 11-12. It is vital that we plan accordingly and place funds in the MHSA reserve. Especially important if there is no PEI reserve.</p> <p>Dennis stated that MHSA funds have been put in reserve, the County sets aside a 10% operational reserve. There is enough money to ensure continuance of MHSA programs including WET. Innovations</p> | | Dennis Murata |

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
 WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE
 July 8, 2009 - Meeting Minutes**

| TASK / ISSUE | DISCUSSION | FOLLOW UP / STATUS | CONTACT |
|--------------|---|--|---------|
| | <p>only have to be set aside for 2 years, which Richard corrected as not only 2 years, but Innovations is an ongoing commitment per Sec. 5892.a.6 of MHPA.</p> <p>The WET Plan was focused on CSS, not PEI, Innovations, or curtailment. Therefore it must be refocused to include retraining and transformations to prepare staff to deliver early intervention services. PEI is very focused on evidence based practices (EBP), hence very clinical.</p> <p>Karen inquired about any proposed cuts to EPSDT?</p> <p>Dennis clarified that the stipend program will continue as it was during FY 08-09. Even though the Department would still like to do something for psychologists, it might not have the delegated authority to change existing agreements to include other disciplines. Delegated authority can not be used because the objectives of the contract will change if additional disciplines are added. At this time contracts have been renewed for the stipends, and the bidding process will be put in place for FY 10-11. The Department will begin to look at revising the current stipend policy because it allows for only DMH staff to participate; it needs to be expanded to include contracted staff.</p> <p>Karl believes that a psychology fellowship program would be more beneficial than a stipend program, since it will commit the student to about 12 months of service to the county. With stipend programs there is always a chance that the student can not get into the public mental health system. Many people come to DHM to take advantage of opportunities offered. Angelita added that post-docs can be offered to address the EBP model of PEI.</p> <p>Richard proposed focusing more resources on the Loan Reimbursement/Forgiveness action plans since those are easier to track and ensure compliance with the commitment requirement, since the person is already working in the public mental health system. The idea is to pay back your employees loans over a period of roughly 5 years, this ensures that they maintain an incentive to work for you until</p> | <p>Since the county match is so small, EMT has not really looked into cutting it.</p> <p>Paul voiced looking further into this idea, due to the fact that financial aid, while in school, is getting hard to come by. Stipends might be the only financial assistance some of the students get, without it some won't be able to attend school at all.</p> | |

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE
July 8, 2009 - Meeting Minutes**

| TASK / ISSUE | DISCUSSION | FOLLOW UP / STATUS | CONTACT |
|-------------------------------------|--|--|------------------------------|
| | <p>their loan is repaid. Brenda informed the group that Veterans' Affairs (VA) has been doing a similar program for nurses. They pay \$20,000-\$25,000 per year for loan repayments for up to five years.</p> <p>Mariko expressed that workgroups are needed to focus on action plans that can be implemented to enhance the current workforce, such as those being discussed in the Financial Incentives funding category.</p> <p>Camen asked why are we not including Action Plan #10 (Parent Advocates) in those to have a Focus Group formed? Because of the Katie A lawsuit, Parent Advocate items are available in the Department, and the action plan should be implemented soon since its one of the core principles of MHSA.</p> | <p>The group agreed to refocus, but concluded that the workforce pipeline can not be abandoned because of the economic situation, because when the time to hire more staff does come the pipeline needs to be operational.</p> <p>The Committee agreed to form the following Focus Groups to develop global implementation ideas:</p> <ol style="list-style-type: none"> 1. Action Plan #10 – Parent Advocates 2. Action Plan #11 – Family Members 3. Action Plan #12 – MH Career Advisors 4. Financial Incentive Funding Category | |
| IV. Status of WET Activities | <p>Angelita provided the following updates:</p> <ol style="list-style-type: none"> 1. Communication surveys have been sent out to all 125 legal entities currently contracted by the Department. This survey is to ensure WET related news is passed to all agencies more efficiently. So far about 56 have responded. We will be following up with those that have not responded and thanking those that have. 2. All action plans tied to RFS #9 contracts have been renewed. Board Supervisors approved the amendments extending the contract for an additional year in June. 3. Statements of Work are being finalized for the following plans that will be put of to bid: <ul style="list-style-type: none"> • Action Plan #3b – Licensure Workshops • Action Plan # 5 – Recovery Oriented Supervision • Action Plan #6 – Interpreter Training 4. The Learning Management System will begin a pilot expansion with 2 contractors. Donna Kay is taking the lead and has already selected the two piloting contract agencies. 5. During the previous WET Advisory Committee, the group decided to form smaller subcommittees, identified as "Focus Groups" to develop global concepts on what the action plans | <p>Carmen reminded the group that the LMS is already very slow, it may need to be beefed up if additional people are going to be added to it.</p> <p>Karen recommended forming "Focus Groups" instead of "Workgroups". Dennis agreed that because some</p> | Angelita Diaz-Akahori |

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE
July 8, 2009 - Meeting Minutes**

| TASK / ISSUE | DISCUSSION | FOLLOW UP / STATUS | CONTACT |
|---|---|---|-------------------------------------|
| | <p>are set to accomplish. Her recommendations for the Focus Groups are:</p> <ul style="list-style-type: none"> • Keep them small • Assign leads from the committee and WET Staff • Time-limited • Logistical support will be provided by WET Staff • Should be ready to present recommendations to Advisory Committee at next meeting. | <p>experts on the Focus Groups might be potential bidders, we require that objectives be very global to avoid any potential conflict of interest.</p> | |
| <p>V. Subcommittees a. Formation b. Guidelines</p> | <p>An agreement was made to form Focus Groups to focus on global concepts, not funding allocations. They will be open to everyone, not just committee members. Focus groups will also examine whether Action Plans need to be refocused due to the current economic landscape.</p> <p>The following committee members volunteered to be part of the indicated Focus Group:</p> <p><u>Focus Group - Action Plan #10 Parent Advocates</u> Carmen (Co-Lead), Cora, NAMI</p> <p><u>Focus Group – Action Plan #11 Family Members</u> Leticia or John Griffin, (Co-Lead), NAMI</p> <p><u>Focus Group – Action Plan #12 Career Advisors</u> Richard (Co-Lead), Melinda, Leticia, Karen, TJ, and Teddy</p> <p><u>Focus Group – Financial Incentives</u> Mariko (Co-Lead), Karl, Carlos, TJ, Teddy, Leticia, Hector, Karen, Brenda, Dennis, Jeff Gorsuch, John Oliver, Eydie Dominguez, James Cunningham</p> | <p>Focus Groups agreed to meet on:</p> <p><u>Focus Group – Action Plan #10 Parent Advocates</u> Camen will notify participants, would prefer to schedule meeting at her worksite.</p> <p><u>Focus Group – Action Plan #11 Family Members</u> July 24th, 2009, 9:30am-11:30am</p> <p><u>Focus Group – Action Plan #12 Career Advisors</u> July 17th, 2009, 10:00am-12:00am</p> <p><u>Focus Group – Financial Incentives</u> July 31st, 2009, 9:30am-11:30am</p> <p>Confirmations will be sent as soon as meeting locations are secured.</p> | <p>Angelita Diaz-Akahori</p> |
| <p>VI. Other Issues</p> | <p>N/A</p> | | |
| <p>VI. Next Meeting</p> | <p>September 30th, 2009, 10:00am – 12:00pm, 9th Floor Conference Room</p> | | <p>Juan Mata</p> |

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADMINISTRATION**

WET ADVISORY WORKGROUPS

GUIDELINES

Timeline: July 20, 2009 – August 28, 2009

Purpose: The WET Advisory Workgroups are to delineate concepts and generalized ideas regarding implementation of selected action plans. The selection of the action plans are driven by the public mental health system and its present and future workforce needs.

Directives for the Workgroups:

- Identify concepts to guide recommendations for potential implementation of the action plans
- Identify essential foundational objectives
- Identify general outcomes and/or global indicators of success

Workgroup Structure:

- Workgroups to be set up according to prioritized action plans set forth
 - Action Plan #11 - Expanded Employment and Professional Advancement-Family Members
 - Action Plan #12 - Mental Health Career Advisors
 - Action Plan #19 - Tuition Reimbursement Program
 - Action Plan #20 - Associate and Bachelor Degree 20/20 and/or 10/30 Program
- Workgroups to identify components of action plans essential for implementation
- 3 – 5 workgroup members to be co-led by one member of WET Advisory Workgroup and one WET Staff person; consultants to be available for workgroup consensus, if needed.
- WET Staff to provide support (logistics, information, minutes, etc)
- Final concept recommendations to be presented to the WET Advisory Committee

Timeframe

- Time limited
- Complete recommendations within 2-4 meetings
- Commitment ends once workgroup directives are completed

Conflict of Interest Guidelines

- Review of roles and responsibilities in the Workgroups
- Do's and Don'ts

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADMINISTRATION**

WET WORKGROUP VOLUNTEER FORM

If you are interested in participating in a WET Workgroup, please list the following Action Plans according to your participation preference. Participants will be placed in workgroups as space limitations allow. Do not forget to submit your form before you leave.

MEMBER NAME: _____

| ACTION PLAN | PREFERENTIAL ORDER (1-4) |
|--|---|
| #11 - Expanded Employment and Professional Advancement Opportunities for Family Members Advocates in the Public Mental Health System | |
| #12 - Mental Health Career Advisors | |
| #19 - Tuition Reimbursement Program | |
| #20 - Associate and Bachelor Degree - 20/20 and/or 10/30 Program | |