

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



WORKFORCE EDUCATION AND TRAINING (WET)  
ADVISORY COMMITTEE MEETING

February 9, 2009  
9:30a.m. to 11:30a.m.

AGENDA

- |   |             |
|---|-------------|
| I. Welcome & Introductions                            | 9:30-9:35   |
| II. Review Agenda and Meeting Materials               | 9:35-9:40   |
| III. Committee Structure                              | 9:40-9:50   |
| A. Background: Previous WET Ad Hoc Advisory Committee |             |
| B. Purpose, Duties and Responsibilities               |             |
| IV. Committee's Proposed Priority Tasks               | 9:50-10:00  |
| A. Advise Approved WET Action Plans and Budget        |             |
| B. Recommend New WET Action Plans and Budget          |             |
| V. Approved WET Action Plans and Budget               | 10:00-10:10 |
| A. Update: State Review of WET Plan                   |             |
| B. Update: Action Plan # 14: Market Research: Funding |             |
| C. Update: Action Plan # 21: Stipends: Data           |             |
| VI. New WET Action Plans and Budget                   | 10:10-11:20 |
| A. Proposal:  |             |
| 1. Five-Year Budget/Strategic Investments             |             |
| 2. Timeline: March 2009                               |             |
| B. Discussion:  |             |
| 1. What do we think?                                  |             |
| 2. What do we need to complete task?                  |             |
| VII. Calendaring Next Meeting(s)                      | 11:20-11:30 |
| VIII. Adjourn   | 11:30       |

NEXT MEETING

February 20, 2009 from 9:00 am to 11:00 am  
550 S. Vermont Ave., Los Angeles, CA 90020  
12<sup>th</sup> Floor Executive Conference Room



**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH  
 WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE  
 February 9, 2009 - Meeting Minutes**

TASK / ISSUE	DISCUSSION	FOLLOW UP / STATUS	CONTACT
	<ol style="list-style-type: none"> <li>I. Develop a multi-year budget rooted in a strategic investment for workforce development</li> <li>II. Review the progress of the implementation of WET Action Plans and related outcomes.</li> <li>III. Analyze mental health workforce trends/projections and recommend adjustments or solutions as needed</li> <li>IV. Provide input and/or advice on mental health workforce development needs and efforts that are currently under way throughout the system</li> <li>V. (Potentially) Regional Partnership Duties</li> </ol>	John pointed out that data is required to complete duties # III and IV.	
<b>IV. WET Advisory Committee's Priorities</b>	<p><b>Budget for FY 2009 – 2010 and consider Multi Year Budget</b></p> <ul style="list-style-type: none"> <li>• The Committee's priority is to develop a budget. Dennis recommended the Committee develop a budget by mid March, due to 30 day posting and Public Hearing requirements. The Annual plan can be submitted by mid April. A multi year budget is recommended in order to have the remaining WET funds transferred to LA County. Action Plans can be modified annually taking into consideration the changing workforce needs.</li> <li>• Bruce expressed concern for developing a long term WET Plan when we have not implemented all the 08-09 plans.</li> <li>• Committee will have to work with the 22 Action Plans already developed by the WET Ad Hoc Committee. Additional Plans can be added as workforce needs change.</li> </ul>		<b>Rigoberto Rodriguez Dennis Murata</b>
<b>V. Update on LA County WET Plan</b>	<p><b>State Reviews WET Plan</b></p> <ul style="list-style-type: none"> <li>• Angelita reported that the State Reviewers met on January 28, 2009. Additional questions were forwarded for County response. The prevailing themes focused on how success was to be measured and cultural/linguistic competency. Response from County is expected to be forwarded to the State this week. The State Reviewers will have one week to comment on the County's responses. Then, Plan is to be sent to the Chief Director for approval. Announcement of a decision is expected by the 3<sup>rd</sup> or 4<sup>th</sup> week of February.</li> </ul>		<b>Angelita Diaz-Akahori</b>

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	<p><b>Action Plan #14: Market Research Funding</b></p> <ul style="list-style-type: none"> <li>Should this action plan be modified? No consensus reached, further discussion will be needed.</li> </ul> <p><b>Action Plan #21: Stipend Date</b></p> <ul style="list-style-type: none"> <li>Angelita reported that the following data (provided by the Training Bureau): 135 stipends were awarded FY 2007-2008. Only 15 participants (10 MFTs and 5 MSWs) have not secured employment. John shared those numbers are better than for CalSWEC stipend students. He further reported that CalSWEC is considering expanding the hiring of these students by contractors. Bruce believes some contractors already hire them.</li> </ul> <p><b>NOTE:</b> The current economy is forcing private practice clinicians to seek employment in the public mental health system; we need to consider how these clinicians will be educated and integrated into our transformed system.</p> <ul style="list-style-type: none"> <li>Karl stated that loan forgiveness programs are better incentives for attracting qualified individuals. Others reiterated that stipends are also important in attracting students who are still in the learning stages.</li> </ul>		Richard Van Horn
VI. Five Year Budget Proposal	<p><b>Five Year Budget Proposal</b></p> <ul style="list-style-type: none"> <li>Dennis stated that the Committee has the option of developing a one year plan or a five year plan that will encumber the available funds through the remaining ten years. Richard reminded the members that we must be careful not to spend all of it too fast since SLT will never allow service delivery dollars to be used for WET. Most members agreed that it would be best to develop a budget that will draw down all the available funds, thus avoiding potential garnishing by the State. The State does provide flexibility to revise the plan on an annual basis which is essential when considering the changing needs of the workforce.</li> <li>Carmen expressed concern about the importance of allocating funds to assist consumer, family, and parent advocates in job placement. Not all individuals will utilize the junior college education pathway to seek employment. Most have life experiences that are valuable and essential in the performance</li> </ul>		Dennis Murata

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	<p>of these jobs. Dennis responded that not only will entry level positions be available but career pathways and employment advancement are important for advocates.</p> <ul style="list-style-type: none"> <li>• What are the budget allocations going to be based on? One suggestion was to allocate a percentage within each category and then define allocations for each Action Plan within the funding category. WET funds, after FY 08-09 expenditures, are estimated at \$55 million.</li> </ul> <p>Additional ideas re: funding is welcomed and should be submitted to Angelita and/or Juan.</p> <p><b>Reminder: Timeline: March 2009</b></p> <ul style="list-style-type: none"> <li>• Annual Report will be posted for a 30 day period in mid-March and submitted to State in mid-April. WET budget needs to be posted at the same time (mid-March) to draw down funding.</li> </ul> <p><b>What do you think?</b></p> <ul style="list-style-type: none"> <li>• Committee members expressed their concern about the short turn around time for the development of a budget, while others expressed the priority of ensuring those WET funds are encumbered as soon as possible.</li> </ul> <p><b>What do we need to complete this task?</b></p> <ul style="list-style-type: none"> <li>• Any and all available data regarding already implemented action plans or funding ideas will be shared with the committee.</li> </ul>		<p><b>Rigoberto Rodriguez</b></p>
<p><b>VII. Next Meeting</b></p>	<p>February 20<sup>th</sup>, 2009            9:30am – 11:30 am            550 S. Vermont Avenue, 12<sup>th</sup> Floor Executive Conference Room            Los Angeles, CA 90020</p>		<p><b>Juan Mata</b></p>

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

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

**INTRODUCTION:**

The Los Angeles County Department of Mental Health Workforce and Education (WET) Plan establishes a Workforce Education and Training Advisory Committee to advise, review, comment and advocate for public mental health workforce needs.

The WET Advisory Committee will function in an advisory capacity only. It will not have decision-making authority to make final governmental decisions or to compel or prevent a decision by the Director of Mental Health from being initiated. Final funding decisions will rest with the Director of Mental Health who shall retain authority.

**DUTIES AND RESPONSIBILITIES:**

The duties and responsibilities of the WET Advisory Committee will include:

1. Assisting in creating a strategic vision for mental health workforce development efforts.
2. Reviewing the progress of the implementation of WET Action Plans and its outcomes.
3. Analyzing mental health workforce trends/projections and recommend adjustments or solutions as needed.
4. Providing input and/or advice on mental health workforce development needs and efforts that are currently under way throughout the system.

**MEMBERSHIP:**

- Members selected reflect and represent recognized State or County wide level expertise, experience and leadership in key WET Plan areas. Their qualifications would include technical, professional, executive or policy-level proficiencies in relevant areas of the WET Plan
- Members are selected by the Department of Mental Health Director and serve as direct advisers to the Director and DMH Executive staff.
- Members of the Committee comprise of 15 to 21 individuals who shall be appointed for a minimum period of no less than one year. Members can be asked to serve beyond that time frame at the discretion of the Director.
- Members shall exercise appropriate and transparent procedures and processes through an objective course of action that assures an outcome free of conflict of interest. Members will recuse themselves from decisions where potential conflict of interest exists.
- Members are expected to attend one meeting a month unless otherwise requested for important workforce education and training concerns. If a member is unable to attend a meeting, the WET Coordinator shall be notified and an alternate can represent the Member.

We thank you for your commitment to serve on the Workforce Education and Training Advisory Committee.

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

**COMMITMENT**

By signing below, I am accepting this 12 month appointment to the Workforce Education and Training Advisory Committee. I agree to comply with the duties and responsibilities set forth.

Name (please include any degrees/credentials/licensure):

\_\_\_\_\_

Mailing Address: \_\_\_\_\_

Employer: \_\_\_\_\_

Title At Agency: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Field of Expertise: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**MHSA WORKFORCE AND EDUCATION TRAINING COMPONENTS- FIVE FUNDING CATEGORIES WITH STATE DEFINITIONS**

**Workforce Staffing Support**

This category includes the specific earmarking of funds to plan for, administer, support or evaluate the workforce programs and trainings fielded in the remaining four categories.

**Training and Technical Assistance**

This is a very broad funding category that is defined as events and activities in which individuals and/or organizations are paid with MHSA funds to assist all individuals who provide or support the public mental health system in better delivering services consistent with the fundamental principles intended by the Act.

**Mental Health Career Pathway Programs**

Mental health career pathway programs are educational, training and counseling programs that are designed to recruit and prepare individuals for entry into a career in the public mental health system.

**Residency, Internship Programs**

MHSA funding for psychiatric residency programs, internship programs leading to licensure and physician assistant programs with a mental health specialty are designed to address workforce shortages and supplement existing programs to increase the share of licensed professionals practicing in community public mental health.

**Financial Incentive Programs**

Stipends, scholarships, and loan forgiveness programs are financial incentives to recruit and retain both prospective and current public mental health employees who meet employers' needs for 1) workforce shortages of critical skills, 2) diversity and language proficiency shortfalls, and 3) promoting employment and career opportunities for individuals with consumer and family member experience in all public mental health positions.



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**MENTAL HEALTH SERVICES ACT (MHSA)  
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE - ALLOCATION RECOMMENDATION WORKSHEET**

MENTAL HEALTH SERVICES ACT (MHSA) WET PLANS		FY 08-09	FY 09-10	FY 10-11	FY 11-12	FY 12-13	FY 13-14	FY 14-15	TOTAL
<b>A. WORKFORCE STAFFING AND SUPPORT</b>									
1	Workforce Education and Training Coordination	\$ 559,969							
2	WET County of Los Angeles Oversight Committee								
	<b>Subtotal</b>	<b>\$ 559,969</b>							
<b>B. TRAINING AND TECHNICAL ASSISTANCE</b>									
3	Transformation Academy Without Walls	\$ 225,000							
4	Learning Management System - The Learning Net								
5	Recovery Oriented Supervision Trainings								
6	Interpreter Training Program	70,000							
7	Training for Community Partners	100,000							
	<b>Subtotal</b>	<b>\$ 395,000</b>							
<b>C. CAREER PATHWAYS</b>									
8	Intensive Mental Health Recovery Specialist Training Program	\$ 1,086,750							
9	Expanded Employment and Professional Advancement Opportunities for Consumers in the Public Mental Health System (Peer Training)	180,000							
10	Expanded Employment and Professional Advancement Opportunities for Parent Advocates, Child Advocates and Caregivers in the Public Mental Health System								
11	Expanded Employment and Professional Advancement Opportunities for Family Members Advocates in the Public Mental Health System								
12	Mental Health Career Advisors								
13	High School Through University Mental Health Pathways								
14	Market Research and Advertising Strategies for Recruitment and Professionals in the Public Mental Health System	200,000							
15	Partnership with Educational Institutions to Increase the Number of Professionals in the Public Mental Health System (Immersion of Faculty-MFT, MSW, etc)	100,000							
	<b>Subtotal</b>	<b>\$ 1,566,750</b>							
<b>D. RESIDENCY AND INTERNSHIP PROGRAMS</b>									
16	Recovery Oriented Internship Development								
17	Psychiatric Residency Program								
18	Training Pursuant to the Mental Health Services Act for Student Psychologists, MSWs, MFTs, Psychiatric Nurse Practitioners, and Psychiatric Technicians Certificate Program								
	<b>Subtotal</b>	<b>\$ -</b>							
<b>E. FINANCIAL INCENTIVE</b>									
19	Tuition Reimbursement Program								
20	Associate and Bachelor Degree - 20/20 and/or 10/30 Program								
21	Stipend Program for Psychologist, MSWs, MFTs, Psychiatric Nurse Practitioners and Psychiatric Technicians	\$ 2,518,000							
22	Loan Forgiveness Programs								
	<b>Subtotal</b>	<b>\$ 2,518,000</b>							
<b>GRAND TOTALS</b>		<b>\$ 5,039,719</b>							