

## **Workforce and Employment Committee**

### **Meeting Minutes**

October 18, 2023

**Committee Members present:** John Black, Walter Shwe, Arden Tucker, Jessica Miller, Donald Morrison, Maria Sierra, Alfonso Jimenez (stand in for Jessica Grove), Susie Baker

**WET Steering Committee Members Present:** Robb Layne, Chad Costello

**Presenters:** Clinton Ramstad, Lucero Robles, Alexandria Simpson, Venezia Vargas, Steven DeSilva

**Staff present:** Ashneek Nanua, Justin Boese, Naomi Ramirez

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

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#### **Item #1      Approve June 2023 Draft Meeting Minutes**

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The Workforce and Employment Committee (WEC) reviewed the June 2023 Draft Meeting Minutes. The minutes were approved by the committee with no edits.

#### **Action/Resolution**

The June 2023 WEC Meeting Minutes are approved.

#### **Responsible for Action-Due Date**

The June 2023 WEC Meeting Minutes will be posted to the CBHPC website – October 2023

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#### **Item #2      CBHPC Workgroups Update**

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Ashneek Nanua, WEC staff, provided an update on the Children and Youth Workgroup (CYW) and Reducing Disparities Workgroup (RDW) meetings. The CYW invited youth representatives across the state to inform the youth about CBHPC and gather their perspectives on the challenges and barriers to pursuing and accessing mental health and substance use disorder services, as well as what the youth would like to see happen in the system. The goal is to have a working relationship with youth at future workgroup meetings and incorporate their voices and recommendations into the work of CBHPC. At the January 2024 Quarterly Meeting, the workgroup plans to share current behavioral health policies and efforts regarding children and youth and will invite the youth representatives back to inform them of these efforts.

The RDW is working on a list of questions for presenters invited to CBHPC meetings to build equity into their presentations. Additionally, the workgroup will host a screening of the film, *Color of Care*, and will share their thoughts of the film during the October 2023 RDW meeting. The Substance Use Disorder Workgroup is in the beginning phase of developing their work and will be meeting on the Thursdays of the quarterly meetings during the lunch hour.

#### **Action/Resolution**

The WEC will identify representatives to report on each CBHPC workgroup.  
The workgroup representatives will update the WEC on activities of each group.

#### **Responsible for Action-Due Date**

Ashneek Nanua – Ongoing

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### **Item #3      Nominate Chairperson and Chair-Elect for 2024**

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WEC staff stated that Chairperson Vera Calloway and Chair-Elect Christine Frey have stepped down from CBHPC. Therefore, the WEC will need to nominate a new Chairperson and Chair-Elect for 2024. Staff reviewed the responsibilities of the committee Chairperson and Chair-Elect. John Black nominated Jessica Grove to be the Chairperson for the WEC in 2024. Jessica Grove was not present so staff will reach out to Jessica to gauge her interest. Arden Tucker offered to step in as an interim Chairperson until the WEC has secured an official Chairperson for 2024.

#### **Action/Resolution**

WEC staff will ask Jessica Grove if she is interested in becoming the WEC 2024 Chairperson and will work with Arden Tucker in the interim.

#### **Responsible for Action-Due Date**

Ashneek Nanua – January 2024

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### **Item #4      2020-2025 Workforce Education and Training (WET) Five-Year Plan and HCAI Behavioral Health Updates**

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Clinton Ramstad, Grants Management Section of the Health Care Workforce Development Division at the Department of Health Care Access and Information (HCAI), presented updates on the HCAI behavioral health workforce programs and WET Five-Year Plan. Clinton reported that two Regional Partnerships have been paid in full while three Regional Partnerships payments are in progress.

WEC staff asked if HCAI can share any updates regarding the development of the next WET Five-Year Plan and when Council members and public input will be included. Clinton indicated that conversations regarding the next WET Five-Year Plan are preliminary and does not have updates to share at this time. Committee members stated that they hope the public stakeholder input process for the development of the next WET Five-Year plan will be as robust as the process for the current Five-Year Plan in terms of collecting diverse input from a variety of agencies and organizations.

**Action/Resolution**

The WEC will invite HCAI representatives to subsequent meetings to provide updates.

**Responsible for Action-Due Date**

Ashneek Nanua – Ongoing

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**Item #5      Public Comment**

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Elizabeth R. Stone asked if HCAI can share any timelines or information regarding the development of Community Health Workers (CHW) Medi-Cal Benefit through the CalAIM Initiative. Clinton indicated that he would only be able to speak to the Peer Personnel Program under HCAI. DHCS dictates the terms that guide the organizations for peer personnel and HCAI is responsible for creating and maintaining the grant agreements for the organizations participating in the Peer Personnel Program.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

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**Item #6      Medi-Cal Peer Support Specialist Certification Updates**

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Alexandria Simpson from the Medi-Cal Behavioral Health Policy Division at the Department of Health Care Services (DHCS) and Lucero Robles, Director of Quality Assurance and Compliance for the California Mental Health Services Authority (CalMHSA), presented updates on the Medi-Cal Peer Support Specialist Certification Benefit followed by a Q & A session with committee members. Alexandria Simpson shared a personal story highlighting why peer certification is important to her and then provided Medi-Cal Peer Support Specialist updates from DHCS. She shared that the draft guidance for the program requirements was released for public comment and DHCS is currently updating the guidance based on the feedback received. DHCS also sent a survey to counties to assess program implementation which will be used to inform guidance and technical assistance development. Alexandria then provided an

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overview of the differences between Peer Support Specialists, Community Health Workers (CHWs), and Behavioral Health Wellness coaches based on the scope of practice, whether lived experience is required, educational requirements, delivery system that each provider type would work in, and whether certification is required.

Lucero Robles provided updates from CalMHSA regarding peer certification. She provided updated statistics and demographics for certified individuals as well as updates regarding awarded scholarships and training providers. Lucero shared that CalMHSA now has a data dashboard available on their peer certification website. Additionally, the certification exam has been released in Spanish. The next steps include releasing a feedback survey to all certified Peer Support Specialists to evaluate the certification process. The survey will cover the peers' experience in training, certification process, career placement and outcomes, psychological and economic well-being, and demographics. CalMHSA will partner with RAND Corporation to release an evaluation report by December 2023. Additionally, the Continued Provider Training Applications will be open until December 2023.

Committee members engaged in a Q & A session with the presenters. Topics included CalMHSA's outreach efforts for specialization training, questions around CHW certification and delivery systems, diversity in the representation of CalMHSA's Stakeholder Advisory Council including the deaf and hard of hearing community, and availability of exams in non-English languages.

### **Action/Resolution**

The WEC will continue to track and provide input for Senate Bill 803 implementation.

### **Responsible for Action-Due Date**

Ashneek Nanua – Ongoing

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### **Item #7      Public Comment**

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Chad Costello asked how detailed the questions for the post-certification survey to Peer Specialists will be. Lucero Robles stated that CalMHSA would like to look at how comfortable and prepared peers felt in approaching the certification process and would like to receive feedback more than one time.

Steve McNally asked if CalMHSA is planning to distribute 900 scholarships that have not yet been distributed. He also stated that it would be helpful to pool counties to view data on the data dashboard as opposed to one county at a time. Steve asked CalMHSA to capture how many peers are county staff versus non-county staff. He stated that it would be helpful for counties to use Memorandums of Understanding across counties as individuals may live in one county and work in a different county. Lucero stated that funding available for the grandparenting pathway scholarships has moved to the initial certification pathway. Regarding the data dashboard, CalMHSA recently added a data

element to their application to capture where individuals are working whether they are county staff or non-profits.

Elizabeth R. Stone expressed concerns that the surveys from CalMHSA and DHCS will only look at how peer certification is being implemented through the counties versus non-profits and other organizations. She indicated that peer-run organizations are losing their contracts to clinical programs that are already certified and is concerned that the state will not be able to gather a full data picture. She went on to say the surveys miss the barriers that individuals face during the certification process. Elizabeth shared that individuals with formal education are being certified in greater numbers than individuals with lived experience.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

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**Item #8 California Clubhouse Presentation**

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Venezia Vargas, Program Director, and Steven DeSilva, Social Practitioner, from California Clubhouse in San Mateo presented on their program. The presenters provided a background and overview of the Clubhouse International Model which is a non-clinical, strength-based approach to recovery that includes work-mediated relationships and social support. The presenters then reviewed core programs and community resources for CA Clubhouse. Programs include services under the Business Unit and Hospitality Unit. CA Clubhouse offers career development opportunities through workshops, supported employment, transitional employment, and supported education and training opportunities. Venezia and Steven shared that Clubhouse services have great impacts in the community such as reducing hospitalization, lowering suicide and self-harm rates, improving treatment outcomes, and reducing substance abuse. The presenters then reviewed the best practices, challenges, and demographics of their program.

Upon conclusion of the presentation, WEC members engaged the presenters in a Q & A session. Council members asked about the number of locations and if there is enough space. There is one Clubhouse in San Francisco that is currently unaccredited but follows Clubhouse International rules and the presenters found that there is enough space for services. The WEC applauded CA Clubhouse for including weekends and holidays in their programming and placing an emphasis on the needs of the individuals being served.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

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**Item #9      Public Comment**

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Robb Layne, California Association of Alcohol and Drug Program Executive (CAADPE), stated that one of the best things from the policy perspective is using terms like recovery for both mental health and substance use disorders. He asked the presenters to speak on their work around substance use disorders and harm reduction. Steven DeSilva stated that Clubhouse does not address any particular diagnosis or disorder but has members that are active in their recovery or pursuing recovery. There is no minimum requirement for days of sobriety to enter the program but members are asked not use the day that they come into the program. There are Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) meetings listed at the Clubhouse. The Clubhouse social practitioners educate members on recovery, offer to take members to meetings and offer peer support and sober spaces.

Elizabeth R. Stone shared excitement that DHCS is promoting the Clubhouse model. She asked about the credentials and training, including peer support training, of Clubhouse staff as well as how the program is funded. Venezia Vargas stated that the San Mateo Clubhouse does not have credentialing requirements. California Clubhouse is not currently billing to Medi-Cal. There is a possibility to bill Medi-Cal in the future but there is fear around the documentation for Medi-Cal billing. California Clubhouse currently receives funding from grants, corporate sponsorships, donors, and the county.

**Action/Resolution**

N/A

**Responsible for Action-Due Date**

N/A

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**Item #10      Update WEC Work Plan for 2024 & Discuss Year-End Report**

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Committee staff reviewed the WEC's comments for the WEC Work Plan that were provided during the June 2024 Quarterly Meeting. There was one edit to modify Objective 1.3 to add language stating, "...in consideration of local different needs in rural and urban areas." Walter Shwe motioned approval of the WEC 2024 Work Plan with the suggested language changes. Arden Tucker seconded the motion. There was

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no public comment on the motion. Alfonso Jiminez, Donald Morrison, and Maria Sierra abstained. The WEC approved the changes to the Work Plan through a roll call vote.

WEC staff reviewed the accomplishments of the committee throughout 2024 and asked if there were any items that committee members would like to see highlighted in CBHPC's Year-End Report for 2024. The WEC indicated that they would like to highlight the committee's efforts to track the Medi-Cal Peer Support Specialist Certification and gather CalMHSA, DHCS, California Mental Health Peer-Run Organizations (CAMHPRO), and Cal Voices to present to the full Planning Council body on their perspectives of peer certification in an organized and structured manner. CBHPC was recognized as a neutral place and a safe space to discuss these issues in an educational manner and the Planning Council modeled this for other organizations.

### **Action/Resolution**

WEC staff will finalize changes to the Work Plan and post it to the CBHPC website.

### **Responsible for Action-Due Date**

Ashneek Nanua – January 2024

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### **Item #11      Public Comment**

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Elizabeth R. Stone asked to modify Objective 2.1(a) to state "Identify successful programs that are happening at the local level and where they are located." She also expressed confusion about Objective 2.3 on the listening session. Staff clarified the goal of the objective. Elizabeth recommended that the objective be reworded to state "...provide the perspectives of each model on the community needs, benefits, and challenges." Elizabeth encouraged the committee to capitalize Behavioral Health Wellness Coaches in Objective 1.6. For Objective 1.3, Elizabeth asked if language around clinical training was the best word or whether the word could be modified to reflect a more recovery-oriented approach. Donald Morrison recommended the language be changed to state, "...to include training appropriate to scope of practice...". Committee members agreed with the language changes proposed by Elizabeth and Don.

### **Action/Resolution**

N/A

### **Responsible for Action-Due Date**

N/A



## **Item #12      Wrap Up/Next Steps**

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The WEC discussed the following next steps for the January 2024 Quarterly Meeting:

- Invite a Clubhouse from San Diego County to present to the WEC
- Invite HCAI representatives to update the committee on the WET Five-Year Plan and HCAI's behavioral health programs unless there are no new updates
  - Potentially ask HCAI about the potential impact on the education and peer grants if Proposition 1 (Behavioral Health Modernization Proposal) passes
- Invite DHCS and CalMHSA to provide updates on the Medi-Cal Peer Support Specialist Certification Benefit

Naomi Ramirez encouraged committee members to keep the Work Plan in mind as well as think about the end product to report on and accomplish.

### **Action/Resolution**

WEC staff will work with WEC leadership to plan the agenda for the next meeting.

### **Responsible for Action-Due Date**

Ashneek Nanua – January 2024

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## **Item #13      Public Comment**

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Elizabeth R. Stone encouraged the WEC to ask HCAI to discuss Community Health Worker (CHWs) certification at future meetings and how it parallels with Peer Certification as CHWs are not able to hold both certifications at the same time. She expressed issues with billing for Peer Workforce Investment (PWI) grants and grants for EPIC, an electronic medical record software system. Elizabeth encouraged the WEC to ask CalMHSA where peers are working and to look into their work environments.

Stephanie Ramos, CalVoices, recommended looking into why an individual is not able to hold both CHW and Peer Support Specialist Certifications. She encouraged the WEC to look into how Proposition 1 will affect the peer workforce and the next step for peers who are working in programs that will be cut with funding redistribution. Stephanie also encouraged conversations around parity for the roles of peers, CHWs, and Behavioral Health Wellness Coaches.

### **Action/Resolution**

N/A

### **Responsible for Action-Due Date**

N/A