

Transformation Workgroup #7
Workforce Development
February 27, 2006
2-4pm

Convener: Michael Hoge

Major Topics/Discussion Points:

- We reviewed the agenda for the day, which included updates on the statewide transformation processes and discussions about plans for focus groups.
- Update from the State:
 - Convener reviewed the Table of Organization for the Transformation process and discussed the role of the Oversight Committee, which is to review the recommendations put forth by each of the seven workgroups and make final determinations about inclusion in the Comprehensive State Plan
 - Other Workgroups will start to meet within the next two weeks
 - A list of allowable activities was made available—important point—Transformation dollars can be used for Infrastructure only
 - Substance abuse/use issues should be included in our process as well. (AMENDMENT—we have received clarification from SAMHSA that co-occurring substance abuse/use and mental health issues should be addressed in our process. Recommendations regarding Substance Abuse/use issues in the absence of mental health related issues are not required/allowed).
- Focus Group Plans:
 - As previously discussed, Workforce transformation members will conduct focus groups to help identify views on workforce needs, recommendations, and existing workforce activities that are ongoing throughout the state
 - We reviewed individual workgroup members' schedules for focus groups
 - We discussed the format for focus groups
 - Feedback collected from informal discussions (i.e., personal conversations rather than in focus group format) is welcome and should be recorded onto a summary sheet for inclusion
 - Focus groups should be completed by March 27th when we reconvene or by April 10th if schedules do not accommodate the March 27th date.
 - Help is available to state agencies in conducting focus groups
 - Regional mental health boards should be involved in discussions
 - We clarified the term “resources” in Question #3 to mean existing resources that the state could use—not new resources to be provided.
 - We agreed that simplification of language on overview sheet would be helpful
- Discussion about the product of this Working Group-- should be a small number of recommendations that address key workforce issues that will help move CT to a transformed system of care
- Workgroup members discussed some barriers and gaps in existing system (see below) and began to make recommendations about addressing identified workforce needs
- An update was provided on existing reports collected by the Yale Evaluation Team

Barriers/Problems Identified:

- The lack of services for aging population
- Disparity issues in the workforce—based on age, culture, ethnicity, race—both of the professionals and of the persons served
- Cultural competency workforce issues—difficulty getting interpreters
- Workforce issues in the school systems? Child guidance clinics?
- Prevention issues
- Keeping/recruiting licensed personnel
- Training of paraprofessionals
- Limited pool of applicants with MH/SA-specific training
- How to train in an efficient way.
- Wage issues

Ideas/Recommendations:

- Should we have representative from Bureau of Rehabilitative Services on committee?
- Considering a full day retreat DMHAS/DCF to increase representation of children/families
- Suggestions were made to possibly engage representatives from nursing homes (CANPFA or CAPFA) in future discussions.
- Link with other workgroups to address things like prevention and cultural competency/disparities
- Consider developing distance education as a more efficient way to train workforce
- Look at innovative approaches to developing jobs, including flexible hours and responsibilities

Transformation Activities in Connecticut Discussed in the Meeting:

- Dept. of Labor presented on their work which includes:
 - a website for the disabled community that helps with recruitment and retention issues
 - Mobile Express, internship placements, job fairs
 - Online job search/job bank ct.gov/dol for employers looking for information with job descriptions, linking with other agencies-- Cthealthjobs.org
 - A Self-sufficiency standard report: www.ctdol.state.ct.us/lmi available online
 - Employer seminars—Family Medical Leave Act (April 3rd) and Drug testing in CT workforce (March 27th)
- BRS, DSS has Medicaid infrastructure grant

To Do/Tasks:

- Members will complete focus groups.
- Evaluation team will explore adding workforce issues to state community survey
- Focus group overview page will be revised to simplify language, and distributed

Next Meetings:

Monday, March 27th: 1:00-4:30 pm Room 212 Page Hall, CVH

Monday, April 10th: 1:00-4:30 p.m., Room 212, Page Hall, CVH

