

Agenda Item 9c:

2026-2030 Five-Year Behavioral Health Services Act Workforce Education and Training (WET) Plan Update

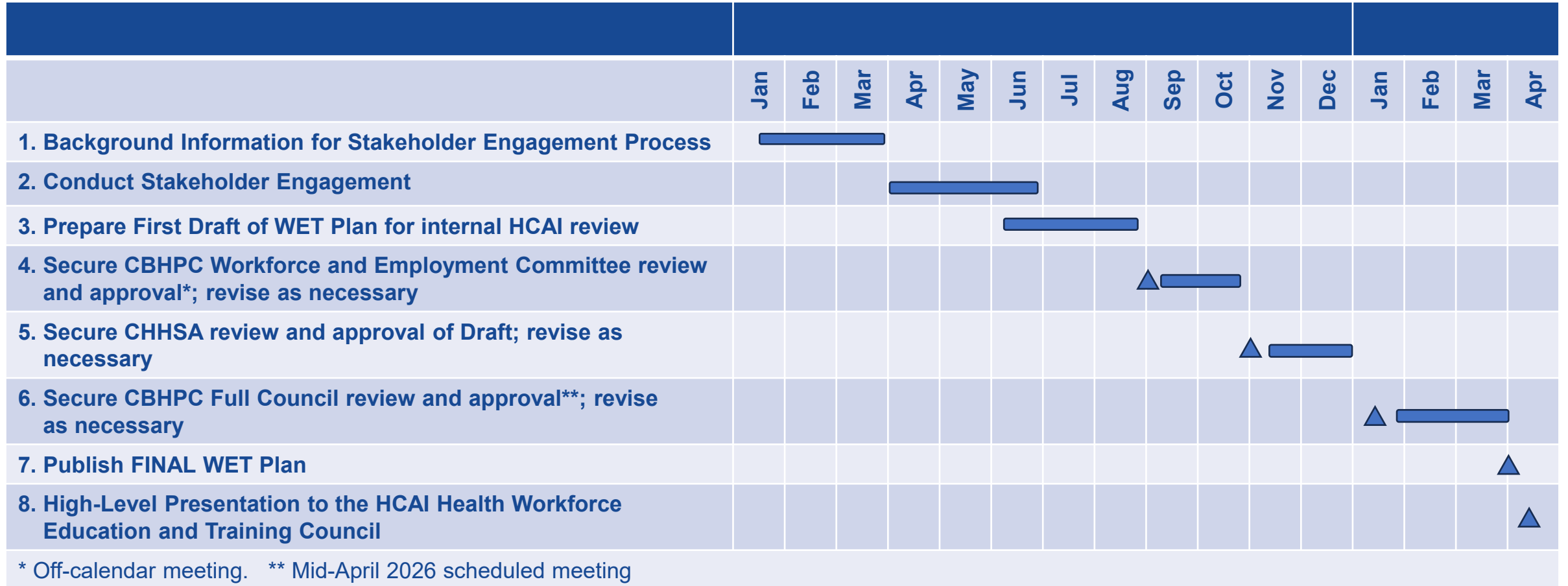
**Facilitator: Sharmil Shah, Branch Chief, Behavioral Health and Policy
Health Workforce Development, HCAI**

2026-2030 Workforce Education and Training (WET) Five-Year Plan

- State law* requires HCAI to develop a plan every five years that describes the workforce requirements for serving people with chronic behavioral health conditions and how available funds will address workforce shortages.
- HCAI will work with the California Behavioral Health Planning Council to finalize and approve the plan for final publication by HCAI.
- The WET Plan was a part of the Mental Health Services Act (MHSA) adopted in 2004 as Proposition 63. This requirement continues under the Behavioral Health Services Act (BHSA) that was approved by the voters as Proposition 1 in March 2024, and now includes addressing workforce needs and shortages around serving people with chronic substance use disorders.
- The BHSA also provides a 3% set-aside to fund workforce development. After meeting the state matching requirements for the BH-CONNECT Workforce Initiative, a portion of these funds would be used to fund the activities of the 2026-2030 WET Five-Year Plan.

*Welfare and Institutions Code Sections 5820-5822.

2026-2030 Five-Year BHSA WET Plan Work Plan Timeline



WET Plan Stakeholder Engagement Organizations and Other Groups

Community and Consumers

- Consumers and Family Members and Organizations and Groups representing Consumers and Family Members

Statewide and local public agencies and orgs.

- State and Local Government Agencies and Commissions

Non-governmental orgs. and associations

- Professional Associations, including Peer Support Specialist-Run Organizations
- Associations representing Non-Profit Service Providers
- Housing and Other Organizations Serving Chronically Homeless Individuals who have Chronic Behavioral Health Conditions
- Educational Institutions and Training Organizations that prepare providers to deliver care
- Educational Institutions and Training Organizations that prepare providers to deliver care
- Criminal and Juvenile Justice Organizations and Agencies

All Groups: Subject matter experts in the field of SED/SMI needs and services

WET Plan Stakeholder Engagement Process

- Focus groups:
 - Topic-Focused
 - State-wide and Regional (frontier, rural, urban)
- Individual Interviews Representing
 - Key Organizations/Agencies
 - Subject Matter Experts
 - Consumers and Their Representatives
 - Other Convenings as Necessary

- Engagement Topics
 1. Consumer Perceptions of Care
 2. Pipelines and Pathways
 3. Education and Training
 4. Workplace Well-Being
 5. Retention and Attrition
 6. Diversity and Equity
 7. Work-Based Learning
 8. Credentialing and Licensing
 9. Technology & Telehealth Impact
 10. Innovation

Questions?