



# **Board of Vocational Nursing and Psychiatric Technicians**

## **2025-2030 Strategic Plan**

Adopted: November 22, 2024

**Prepared by:**

SOLID Planning Solutions

Department of Consumer Affairs

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## **Board Members**

Carel Mountain, LVN/Educator Member, President

John Dierking, Public Member, Vice President

Abraham C. Hill, PT Member

Aleta Carpenter, Public Member

Gloria Gregoria Guzman, LVN Member

Ken Maxey, Public Member

Lessie Moore, PT Member

Nelly Nieblas, Public Member

Rashima Sonson, Public Member

**Gavin Newsom, Governor**

**Tomiquia Moss, Secretary, Business, Consumer Services and Housing Agency**

**Kimberly Kirchmeyer, Director, Department of Consumer Affairs**

**Elaine Yamaguchi, Executive Officer, Board of Vocational Nursing and Psychiatric Technicians**

## About the Board

The California Board of Vocational Nursing and Psychiatric Technicians (Board or BVNPT) protects consumers from unprofessional and unsafe licensed vocational nurses (VNs) and psychiatric technicians (PTs). Public protection is the highest priority of the Board in exercising its licensing, regulatory and disciplinary functions. The BVNPT is part of the Department of Consumer Affairs (DCA).

The Vocational Nurse Program was created by the Statutes of 1951, Chapter 1689, and the Psychiatric Technician Program was created by the Statutes of 1959, Chapter 1851. The oversight of the two professions was melded into one Board in 1959. In 1998, the name changed from the Board of Vocational Nurse and Psychiatric Technician Examiners of the State of California to the Board of Vocational Nursing and Psychiatric Technicians of the State of California.

Authorized by Chapter 590 of the Statutes of 2024 (AB 3255, Berman), the BVNPT administers the laws related to the practice of licensed vocational nurses and psychiatric technicians.

**Vocational Nurses (VNs)** provide basic nursing care to clients under the direction of a physician, registered nurse, or licensed naturopathic doctor. The VN utilizes scientific and technical expertise and manual skills. A VN's scope of practice typically includes, but is not limited to, provision of basic hygienic and nursing care, measurement of vital signs, basic client assessment, documentation, performance of prescribed treatments, and administration of prescribed medications. A VN may also perform non-medicated intravenous therapy and blood withdrawal upon successful completion of a separate Board-approved certification. The Vocational Nursing Practice Act, Business and Professions Code section 2840 et. seq. governs the functions of VNs in California.

**Psychiatric Technicians (PTs)** provide care for mentally disordered or developmentally disabled clients under the direction of the director of those services. The director may be a physician, psychologist, rehabilitation therapist, social worker, registered nurse or other professional. The PT utilizes scientific and technical expertise and manual skills to provide care and training for clients with mental disorders and developmental disabilities. A PT's scope of practice typically includes, but is not limited to, basic hygiene and nursing care, measurement of vital signs, performance of prescribed treatments, administration of prescribed medications, implementation of behavioral management techniques, crisis intervention, sensory and perceptual development assessment, social and vocational training, and the facilitation of individual and group therapeutic activities. In 1970, the Psychiatric Technician certification was changed to a licensure program through Senate Bill 298. The

Psychiatric Technician Law, Business and Professions Code sections 4500 et. seq. governs the functions of PTs in California.

The Board is composed of eleven members with a public member majority (i.e., 6 public members and 5 professional members). Nine members are appointed by the Governor, one by the Speaker of the Assembly and one by the Senate Pro Tempore.

# Message from the Board President

## Message from the President

On behalf of the California Board of Vocational Nursing and Psychiatric Technicians (BVNPT), I am pleased to present our 2025-2030 Strategic Plan.

As the healthcare landscape continues to evolve, BVNPT holds an important role in protecting the public while supporting our licensees. Creating pathways for success has inspired BVNPT to create an improved program approval process, thus making sure that there will be adequate access to LVN and LPT education. We have examined current trends and implemented precedential decisions to ensure the safety of the public. We continue to work with our partner boards to create synergistic collaboration to assure that healthcare consumers remain our top priority and receive the care they need.

With these important concepts in mind, the strategic plan was developed. The Department of Consumer Affairs' (DCA) Strategic Organizational Leadership and Individual Development (SOLID) planning unit coordinated staff focus groups, in-depth individual interviews with the Board's executive management team and board members, sought input from our stakeholders, and engaged in working meetings to solidify the goals for the future.

As we move forward, this strategic plan will provide a basis to guide and direct the Board in its future endeavors. It builds on the accomplishments of the past five years and strives to align with upcoming changes in the healthcare sector. As we examined our vision and values for the future, we celebrated our accomplishments of the past and worked to create a blueprint to carry forward the goals of this organization, always keeping in mind the goal of protection of the public.

BVNPT looks forward to working to accomplish this strategic plan and continue being a leader for change in the healthcare workforce.

Carel Mountain, DNP, RN, CNE, CDP

# **Board Mission, Vision, and Values**

## **Mission**

The Board serves and protects the public by licensing qualified and competent vocational nurses and psychiatric technicians through ongoing educational oversight, regulation, and enforcement.

## **Vision**

Access to the highest quality patient care for all.

## **Values**

- Accountability
- Excellence
- Inclusiveness
- Integrity
- Professionalism
- Transparency
- Trust

## Goal 1: Licensing

**The Board verifies that VN and PT applicants are qualified for licensure and ensures the applicants and licensees are competent to provide safe and professional health care services to diverse populations.**

- 1.1 Update the Board's website regularly to ensure current, clear, and concise licensing information.
- 1.2 Establish an equivalency application process.
- 1.3 Improve communication of licensing processing times to set clear and realistic expectations.
- 1.4 Establish internal licensing best practices and procedures.



## Goal 2: Enforcement

**The Board prevents, reduces, or remediates unlawful or unsafe activities by licensed VNs and/or PTs and applicants that pose a threat to the health, safety, or welfare of the public.**

- 2.1 Restructure the enforcement unit to increase efficiency and clarify roles and responsibilities.
- 2.2 Update and improve communications with licensees, complainants, and consumers on enforcement processes.
- 2.3 Improve policy and procedure training to staff to promote consistency.
- 2.4 Recruit diverse subject matter experts (SMEs) to provide consistent and relevant scope of practice information.

## Goal 3: Legislation and Regulation

**The Board develops, maintains, and defends statutes and regulations, including the Vocational Nursing Practice Act and the Psychiatric Technician Law.**

- 3.1 Evaluate workload and staff resources to ensure sufficient resources for legislation and regulation activities.
- 3.2 Establish a system to track and monitor legislative and regulatory projects.
- 3.3 Provide staff with legislative and regulatory training and updated resources.
- 3.4 Create a plan to improve communications with, and information provided to, legislators.
- 3.5 Amend educational oversight regulations to ensure clarity and understanding.

## Goal 4: Educational Oversight

**The Board protects the public by reviewing, approving, and auditing educational programs in accordance with the Vocational Nursing Practice Act and the Psychiatric Technician Law.**

- 4.1 Create a communication plan for addressing scope of practice inquiries and questions.
- 4.2 Evaluate and, where possible, improve Board processes to enhance communication and fairness.
- 4.3 Improve communication and resources provided to schools in preparation for the Board's site visits.
- 4.4 Implement BVNPT's cite and fine authority to increase the accountability of schools and programs.
- 4.5 Create a plan to promote curriculum that enhances diversity, equity, and inclusion (DEI) and cultural sensitivity in the treatment of patients.
- 4.6 Create a plan to promote mental health awareness training.

## Goal 5: Outreach

**The Board educates about the practice and regulation of professional licensed VNs and PTs.**

- 5.1 Identify dedicated staffing resources to coordinate outreach efforts.
- 5.2 Create an outreach plan to improve outreach efforts.
- 5.3 Increase the Board's presence at public events to enhance its connection with stakeholders.

## Goal 6: Administration

**The Board provides effective, efficient, and quality customer service.**

- 6.1 Implement enhanced leadership training to increase management skill sets and foster an improved workplace culture.
- 6.2 Create a board-wide succession plan.
- 6.3 Enhance board member onboarding process to increase engagement and investment.
- 6.4 Evaluate the Board's administrative processes to identify areas for improvement.

## Strategic Planning Process

To understand the environment in which the Board operates as well as identify factors that could impact the Board's success in carrying out its regulatory duties, the Department of Consumer Affairs' SOLID Planning Unit (SOLID) conducted an environmental scan of the Board's internal and external environments by collecting information through the following methods:

- Phone/online interviews with board members, executive leadership, and board management during April and May of 2024.
- Online surveys distributed to board staff and external stakeholders, during the month of April and May 2024.

The most significant themes and trends identified from the environmental scan were discussed by board members, board leadership and staff, and members of the public during a strategic planning session facilitated by SOLID on August 15, 2024. This information guided the Board in the development of its strategic objectives outlined in this 2025-2030 strategic plan.

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Strategic plan adopted on November 22, 2024.

This strategic plan is based on stakeholder information and discussions facilitated by SOLID for the Board of Vocational Nursing and Psychiatric Technicians on August 15, 2024. Subsequent amendments may have been made after the adoption of this plan.



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