

Guiding Principles

What? (what the work looks like)

We prioritize decisions and funding that...

- ...support, enhance, and sustain current workforce opportunities and existing promising approaches.
- ...support organizations led by impacted populations and those with lived experience.
- ...reduce power differentials by centering competency over credentials, supporting alternative workforce pathways, and making traditional pathways accessible.

How? (process)

Our decision-making and funding processes aim to be...

- ...community-focused and community-driven.
- ...qualifying rather than competitive; we fund organizations based on whether they meet eligibility criteria.
- ...accessible: we reduce and remove barriers to apply and access funding.
- ...collaborative, using participatory budgeting and other participant-driven methods.
- ...adaptable, with the ability to change over time as we learn.

Why? (what the world looks like as a result)

We make decisions that lead to...

- ...a more diverse workforce in terms of both demographics and roles.
- ...a de-siloed behavioral health system, with alignment and collaboration across organizations and sectors.
- ...a culturally responsive, accessible, and inclusive behavioral health system.
- ...health equity for our communities and our region.

Workforce Retention & Expansion: \$540,000

Activity	Budget	Description	Design Notes
BH Supervision support continuation	\$150,000	Support provider organizations with master’s level behavioral health (inclusive of SUD) staff with supervision. Options include contracting for outside supervision, offsetting lost billable hours of internal supervisors providing supervision, materials like exam and license fees, training costs for provider to become a supervisor. Description of 2021 funding.	Continuation of 2021-22 initiative – implement as already designed
Org stipends for taking on practicum/intern students	\$125,000	Support the labor cost of organizations taking on practicum/intern students. Potentially in partnership with AHEC.	Initial calculation of \$4000/student (31 students): Would this be enough to incentivize your org taking on additional slots? What org context would be helpful to know? Money to organizations (not students themselves) What’s the goal? (new or existing slots) How do we distribute among orgs? schools? Qualifying v competitive
SUDP Alt Cert continuation	\$66,000	Covers the cost of eligible providers completing the SUDP Alternative Certification through Community Colleges of Spokane.	\$5,500 per student Continuation of existing BHT initiative – implement as already designed
SFCC BAS Scholarship	\$45,000	Support the first cohort of 15 Bachelor of Applied Science in Integrated Behavioral Health (BAS-IBH) students. Program begins in fall 2023. Two years to complete degree (junior/senior year). Builds on addiction studies program, integrated community services program – accepting students from these programs and related disciplines.	Discussion with SFCC to provide \$3,000/student. Need-based with equity focus.
Remaining Balance	\$154,000		

Peers & CHWs: \$230,000

Activity	Budget	Description	Design Notes
Certified Peer Counselor (CPC) Trainings	\$60,000	Support local candidates in completing CPC, addressing limited state-provided trainings. Numbers: 25 enrollees for in-person classes and 20 enrollees for online.	\$20,000/training – funding for 3 trainings. Continuation of 2022 initiative – implement as designed
Joint trainings – culturally specific/ accessibility	\$47,000	Training for peers/CHWs on culturally specific approaches and/or accessibility.	Could include trainer/facilitator fee, food, space, funding to offset barriers like transportation and childcare. Hand off to CHW/Peer network to advise or do as Forum (sub-group)?
Practicum/ Internship Model Pilot	\$50,000	Pilot onboarding curriculum/internship for peers to build skills after CPC training, including how to use and put into practice in advance of receiving full caseload.	How many orgs/pilot sites to fund? Single pilot design or multi? Possible RFP (look at our SDOH/CRF RFP – pull questions) Who makes the decision of who gets funded? Voting members? Qualifying v competitive
Supervision Support	\$40,000	Provide training, technical assistance, access to experts, etc. for non-peer-focused organizations, including clinical supervisors and other staff that work with peers. Help integrate peers into the work and ensure appropriate understanding of and support for their roles.	HCA offers Operationalizing Peer Support trainings (8-hour virtual or in person options) and can customize What would it take to get org/supervisor buy-in? To make it accessible? How to develop and customize? Subgroup work with HCA team?
Remaining Balance	\$33,000		

Evidence-Based Practices: \$310,000

Activity	Budget	Description	Design Notes
Training: All Workforce	\$75,000	Regional training offering with no degree/licensure requirement for completion/certification, e.g. Mental Health First Aid, Motivational Interviewing, topics/issues of interest.	How should we decide which trainings? Cost, number trained, train-the-trainer, CEU/certification? Just pick one?
Training: Train the Trainer	\$75,000	Build local capacity to regularly deliver trainings. For example: MH First Aid (instructor training \$3K/person), EBPs that have Train the Trainer options and are of ongoing regional interest.	How should we decide which trainings? Cost, number trained, CEU/certification? Just pick one? If there are more interested than slots, how do we decide?
Training: Master's/Clinical	\$50,000	Regional training offering of EBP(s) with degree/licensure requirements for completion and certification, e.g. PCIT, CBT+, etc. Would need to identify specific EBPs desired by a critical mass of orgs.	How should we decide which trainings? Cost, number trained, train-the-trainer, CEU/certification? Just pick one?
Offset lost billable hours	\$45,000	Based on \$50/hour estimated rate: 1-day training for 25 people is \$10K, 1-week training for 25 people is \$50,000	Figure out trainings first before designing this. Scholarship - need based or DEI? SDOH costs (transport, child care)?
BHT CEU Provider Certification	\$500	Certification allows organization to offer CEUs at trainings. Good for 2 years.	Simple application process
Remaining Balance	\$64,500		

Flexible/Emerging Opportunities: \$123,906

We'll plan more with these funds in 2023, as timely opportunities emerge, or to enhance above efforts over time.