

[**Guiding Principles**](https://www.betterhealthtogether.org/s/BH-Forum-Guiding-Principles-and-Rubric_May-2022-pxa6.pdf)

**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?** (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**

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| **Activity name** | **Approx. cost range** | **Short description/other info** | **Activity priority level** (high, med, low) | **Funding level**  (none, low, med, high, full) |
| BH Supervision support continuation | $100,000 to $150,000 | Support provider organizations with master’s level behavioral health (inclusive of SUD) staff with supervision. [Description of 2021 funding](https://www.betterhealthtogether.org/bold-solutions-content/bh-supervision-funding-2021).  10-15 partners at $10,000 each. |  |  |
| Loan Forgiveness Pilot | $100,000 to $250,000 | Loan forgiveness for those not eligible for other programs. Funds could go to organizations to disburse (monthly, lump sum) with retention stipulations, directly to providers, or other disbursement design. |  |  |
| Org stipends for taking on practicum/intern students | $40,000 to $80,000 | Support the labor cost of organizations taking on practicum/intern students. Potentially in partnership with AHEC.  $4K/student, 10 or 20 students. |  |  |
| Scholarship model for existing staff higher ed | $100,000 to $250,000 | Current employees of organizations who are interested in pursuing a higher-level degree, for example, a bachelor’s level staff pursuing master’s.  10 or 25 at $10K. |  |  |
| SFCC BAS Scholarship | $45,000 to $90,000 | Would support the first cohort of 15 BAS students for 1 or 2 years. The program is 2 years (jr/sr). |  |  |
| SUDP Alt Cert continuation | $27,500 to $55,000 | Covers the cost of eligible providers completing the SUDP Alternative Certification through Community Colleges of Spokane.  5 or 10 at $5,500 each. |  |  |

**Peers & CHWs: $230,000**

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| **Activity name** | **Approx. cost range** | **Short description/other info** | **Activity priority level**  (high, med, low) | **Funding level**  (none, low, med, high, full) |
| Certified Peer Counselor (CPC) Trainings | $40,000 to $80,000 | To support local candidates in completing CPC, addressing limited state-provided trainings. 2 to 4 trainings at up to $20k per training, depending on number of enrollees - 25 (in-person) or 20 (online) candidates per training |  |  |
| Eastern WA CHW Network support | $25,000 to $230,000 | The Network is made up of CHWs from throughout the region. Meets monthly for networking, resource-sharing, training, collaboration. Flexible fund would support/ enhance the work. Could put a small amount or give a large/full amount for the Network to determine use. |  |  |
| HRSA Grant Mini Model | $230,000 | Expand the public health workforce by training new and existing CHWs and health support workers, with financial support to offset expenses that would impede success in training. May include experiential training, on-the-job training, apprenticeship, field placement, and employment opportunities. $7,500 per trainee in grant model |  |  |
| Joint trainings – advocacy/policy change | $10,000 to $50,000 | Training for peers/CHWs about effective approaches to advocacy, such as policy advocacy. Could include funding to offset barriers like transportation and childcare. Potentially offered via the Eastern WA CHW Network. |  |  |
| Joint trainings – culturally specific/accessibility | $10,000 to $50,000 | Training for peers/CHWs on culturally specific approaches and/or accessibility. Could include funding to offset barriers like transportation and childcare. Potentially offered via the Eastern WA CHW Network. |  |  |
| Practicum/ internship model pilot | $50,000 to $75,000 | Pilot onboarding curriculum/internship for peers to build skills after CPC training, including how to use and put into practice in advance of receiving caseload. Possibly RFP. |  |  |
| Supervision support – trainings, pilot model | $25,000 to $75,000 | Supervision pilot that incorporates peer support/coaching (possible RFP); trainings, technical assistance, access to experts around better supporting peers and CHWs. |  |  |

**Evidence-Based Practices: $310,000**

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| **Activity name** | **Approx. cost range** | **Short description/other info** | **Activity priority level**  (high, med, low) | **Funding level**  (none, low, med, high, full) |
| BHT CEU Provider Certification | $500 | Certification allows organization to offer CEUs at trainings. Good for 2 years. |  |  |
| Offset lost billable hours | $10,000 to $50,000 | Based on $50/hour estimated rate: 1-day training for 25 people is $10K, 1-week training for 25 people is $50,000 |  |  |
| Ongoing training/  support/consultation | $50,000 to $100,000 | For example, contract with the [AIMS Center](https://aims.uw.edu/) to provide training, EBP implementation support |  |  |
| Training: All Workforce | $15,000 to $150,000 | Regional training offering with no degree/licensure requirement for completion/certification, e.g. Mental Health First Aid, Motivational Interviewing, topics/issues of interest |  |  |
| Training: Master’s/Clinical | $3,000 to $100,000 | 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 |  |  |
| Training: Scholarships | $25,000 to $150,000 | Scholarships for individual practitioners to attend relevant trainings in order to pursue proficiency, certification |  |  |
| Training: Train the Trainer | $10,000 to $100,000 | 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 |  |  |

**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.*