

Behavioral Health Forum

April 5, 2023



Big Buckets	Dollar Amount
Workforce Retention & Expansion	\$540,000
Training & Education – EBPs	\$310,000
Peers & CHWs	\$230,000
Emerging Opportunities	\$123,906
TOTAL	\$1,203,906

Workforce Recruitment & Retention	Dollar Amount
BH Supervision support (continuation)	\$150,000
Org stipends for taking on practicum / internship students	\$125,000
SUDP alternative certification (continuation)	\$66,000
SFCC BAS scholarship	\$45,000
Remaining balance	\$154,000
TOTAL	\$540,000

EBPs / Training and Education	Dollar Amount
Training: Train the Trainer	\$75,000
Training: All Workforce Training	\$75,000
Training: Master's/Clinical	\$50,000
Offset lost billable hours	\$45,000
BHT CEU provider certification	\$500
Remaining balance	\$64,500
TOTAL	\$310,000

Peers & CHWs	Dollar Amount
CPC trainings (continuation)	\$60,000
Joint trainings – culturally specific / accessibility*	\$47,000
Practicum / internship model pilot	\$50,000
Supervision support	\$40,000
Remaining balance	33,000
TOTAL	\$230,000

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.

Small Buckets

Currently Active / Planned

Design and Decisions

Emerging Opportunities

Future Planning

Currently Active / Planned

BH Supervision Support

- Funding to support provider organizations with supervision for master's level BH staff
- Application is currently live, full information and application link posted on web page
- \$150,000 funding (15 organizations at \$10,000 each)
- Five contracts in place: 3 returning, 2 new

SUDP Alternative Certification

- Covers the cost for BH providers serving Medicaid populations to complete the SUDP alternative certification coursework through Community Colleges of Spokane
- Email Hannah to enroll, CCS invoices BHT for the cost
- 8 enrolled for spring quarter, 21 inquiries

SFCC Scholarship

- Bachelor's in Integrated Behavioral Health - \$45,000
- First cohort starts in the fall
- Update from élodie goodman

CHW/Peer Joint Trainings

- Handed off to E. WA CHW Network - \$47,000
- Focus on topics related to culture and accessibility
- Update from Kim Wilson

Discussion

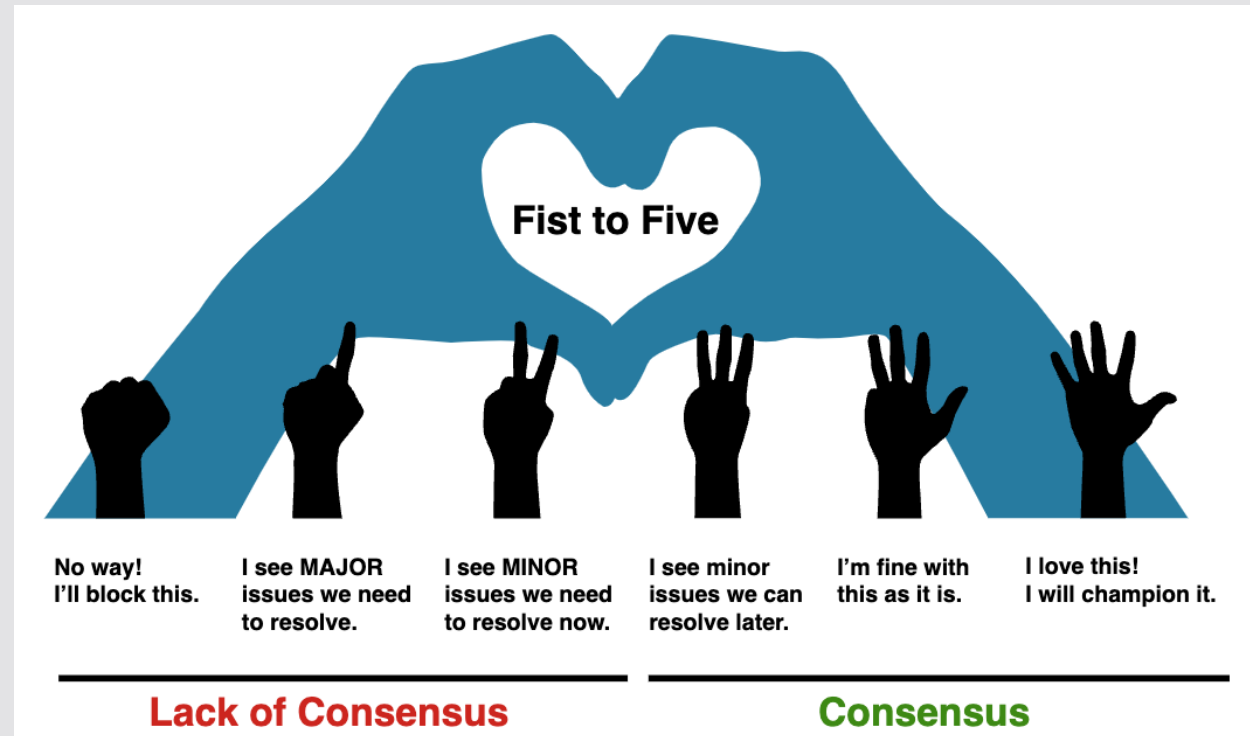
Certified Peer Counselor Trainings / WRAP

- Forum Budget: 3 trainings at \$20,000 each (\$60,000 currently allocated)
- BHT would contract with HCA-approved training organization(s) to offer to Eastern Washington candidates
- HCA working to reduce waiting list (three CPC classes in Spokane in first half of 2023) but still a factor
- February discussion/vote:
 - 2 CPC and 1 WRAP – 9 votes
 - 3 CPC – 4 votes
- Remaining funds available: \$33,000 in the Peers/CHW big bucket. Also unallocated training funds that could be used in the future.
- **Confirmation to move forward with 2 CPC and 1 WRAP**

Discussion

Organization Stipends for Practicum/Internship Students

- \$125,000 total allocated to this bucket
- Review goals, discussion, questions, concerns
- **Decision #1: Move forward with this bucket?**
- **Decision #2: Flexible funding option?**
 - Organizations design program and budget based on their needs (e.g. cover supervisor's time, stipend for interns, support higher ed relationship development)



Emerging Opportunity

HRSA Community Health Worker Training Program

Community Health Worker Training Program

Vivian Sather & Kim Wilson

Community Health Workers (CHWs)

A **community health worker** is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the worker to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

A community health worker also builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.



HRSA Grant Background Information

- The Health Resources & Services Administration (HRSA) awarded BHT \$3 million over 3 years (2022-2025) to coordinate a **training and upskilling** program for new and current Community Health Workers (CHWs) in our region.
- There are four main areas of work associated with the grant:
 1. **Expansion:** Training new CHWs
 2. **Extension/Upskilling:** Supporting ongoing training for current CHWs
 3. **Employment:** Apprenticeship development and job placement support
 4. **Health Equity:** Increasing distribution & diversity of CHWs

Supports for Trainees

Stipends/Financial Support (60% of budget)

- \$7,500/year per trainee in any program (new, upskill, apprenticeship)
- Can be used towards transportation, insurance, childcare, subsistence, training fees, etc.

Social Determinants of Health Screening:

- Connect participants and help enroll them in state, federal, and local programs if needed.

Networking Opportunities:

- Continue convening and supporting Eastern WA CHW Network.
- Learning collaborative amongst program participants.

Employment Assistance Program:

- Work with local organizations to employ program participants who do not wish to do a CHW apprenticeship.

Eligibility for Financial Support

HRSA Grant Requirements:

- Participants receiving financial support must:
 - Have received a high school diploma or GED certificate.
 - Be a citizen of the United States or a foreign national having in their possession a visa permitting permanent residence in the United States.

Inequity Identified:

- Eligibility requirement excludes undocumented residents, those with student visas or other temporary visas, and others who face barriers to gaining citizenship or permanent residency.
 - Worked with HRSA to clarify that COFA Islanders are eligible for stipend.
- Community members and partners have expressed a need for alternative funding routes.
 - 3 out of 24 applicants in our initial application period were not eligible.
- A large portion of the community who would benefit from becoming a trained CHW are excluded based on these guidelines that we cannot change.

Emerging Opportunity

Funding Request:

- We are requesting \$75,000
- Supports at least 10 people total to go through training
 - 5 people each year for two grant years (2023-2024)
- Help fill an equity gap and expand program participation to include more people

Alignment with Guiding Principles:

- Support, enhance, and sustain current workforce
- Support organizations led by impacted populations
- Responsive to community-identified needs

Funding Will Lead To:

- A more diverse workforce reaching impacted communities
 - Connect people to CPC pathway and/or regional employers
- A culturally responsive, accessible, and inclusive behavioral health system
- Health equity for our communities and our region

Future Discussion

Peer Supervision Support - \$40,000

Option 1: Training Series

- Work with HCA DBHR Operationalizing Peer Support team to organize a monthly or bi-monthly series of free trainings (virtual, in person, or hybrid)
- Fund trainer's time and in-person costs incurred

Option 2: Coaching

- HCA Operationalizing Peer Support office hours and weekly webinars are held regularly – build on these current offerings
- Consultant available to provide 1:1 or group coaching to supervisors
- Fund consultant's time

Option 3: Facilitated Conversations

- In-person opportunities for supervisors and peers to share directly about roles and challenges, ask questions
- Fund stipends for participants (if not covered via professional role), space, food, offset barriers, facilitator

Future Discussion

Peer Practicum/Internship Pilot - \$50,000

Option 1: Health Care Apprenticeship Consortium

- Provide financial support / fund Eastern Washington Peer Counselor cohort through Apprenticeship program
- Determine number of spots/organizations based on funding, timeline, what funds would cover

Option 2: Forum Design Process

- Small group of Forum volunteers design pilot model to share with group in the fall

Future Discussion

Training/Education

- Three categories: All workforce, masters/clinical workforce, train the trainer
- Results of December votes on training topics:
 1. Trauma
 2. Diversity, Equity, Inclusion, and Belonging
 3. Leadership/Managing Staff
 4. Harm Reduction
 5. Ethics and Boundaries
- Results of December vote on specific training:
 1. Motivational Interviewing
 2. Managing Aggressive Behavior
 3. CBT+
 4. DBT
 5. Mental Health First Aid
- Send specific recommendations for trainers and training institutes to Hannah
- Plan for updates and discussion at future BH Forum meetings

Offset Lost Billable Hours

- Will develop proposals alongside training opportunities later in 2023
- Plan for discussion after training plans are established

\$ Snapshot

Big Bucket	\$ Allocated	\$ Planned/Spent
Workforce Retention & Expansion	\$540,000	\$261,000
Training & Education	\$310,000	\$0
Peers & CHWs	\$230,000	\$107,000
Emerging Opportunities	\$123,906	\$0
Overall	\$1,203,906	368,000