

Behavioral Health Forum

April 3, 2024



Agenda

- Welcome and Workforce Initiatives Updates
- SFCC Guests
- Community Voices Council Announcement
- Training: Proposals and Decisions
- Offset Lost Billable Hours Brainstorming
- Looking Ahead

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

Total IMC Dollars	Total Planned	Total Remaining
\$1,203,906	\$755,864	\$448,042

Behavioral Health Forum Guiding Principles

Support, enhance, and sustain current workforce opportunities and existing promising approaches.

Support organizations led by impacted populations and those with lived experience.

Responsive to community-identified needs and priorities.

Qualifying rather than competitive funding decision-making (based on eligibility criteria rather than ranking system).

Accessible: reduce/remove barriers to apply and access funding.

Adaptable: change over time as we learn.

Collaborative, using participatory budgeting and other participant-driven methods.

We make decisions that lead to a more diverse workforce in terms of demographics and roles.

We work to de-silo the behavioral health system and create alignment and collaboration across organizations.

Active Initiatives Overview

Initiative	Allocation	Notes
Behavioral Health Supervision Support	\$150,000	All funds allocated, collecting reporting and compiling results
Behavioral Health Internship Support	\$150,000	13 contracts in place, 2 available. Six-month reporting begins this month.
SUDP Alternative Certification	\$66,000	Six spots remaining. Contact Hannah if interested.
Community-based Workforce Training	\$47,000	Ongoing – supporting E. WA CHW Network training for members and other CBW
CHW Training Program	\$75,000	Ongoing - funding participation for trainees who aren't eligible for federal funds
CPC Training and WRAP	\$60,000	CPC training in November 2023. April WRAP training filled up in 3 days. Additional WRAP: August '24 and Q1 '25.
SFCC Scholarship	\$207,864	Supporting first cohort of students through duration of Bachelor's in Integrated Behavioral Health program.

Special Guests from SFCC

Bachelor's in Integrated Behavioral Health student sharing

Training / Education

Background, discussion, and vote

Training Planning Review

- Confirmation for previously identified priorities: trauma-related and Motivational Interviewing = top votes. Highly ranked training topics: DEI, leadership/managing staff, de-escalation/behavior management, CBT+, Mental Health First Aid.
- Structure: cohort, series, and ad hoc were all of interest.
- Schedule: shorter time frames were of higher interest.
- Format: in person = highest interest. Virtual also of interest.
- Frequency: quarterly and bi-monthly received highest affirmation.
- Other themes:
 - Multiple options of same training so different staff can attend while still covering organization responsibilities.
 - Importance of best/promising practices: emphasis on core therapeutic elements and improving treatment

Design Discussion

Training and Education (\$310,000)

Category	Allocation	Notes
All Workforce	\$75,000	No credential required, content relevant to most/all (CBW, clinical, administrators, etc.)
Clinical Workforce	\$50,000	Focus on training for clinicians (e.g. specific EBPs)
Train the Trainer Investment	\$75,000	Build regional infrastructure through opportunities for people to become certified trainers
Offset Lost Billable Hours	\$45,000	Support training participation by those who sacrifice billable time to attend.
BHT CEU Provider Certification	\$500	If needed to offer CEU as part of training, BHT can obtain certification.
Remaining Balance	\$64,500	

Trauma-Informed Practice Training Series

- Swan Innovations: Martina and Cree Whelshula, Native American cultural consultants and trainers that specialize in cultural resources, intergenerational trauma impacting Native Americans, and health and wellness content that aligns with Indigenous values and worldviews.
- Learning objectives focus on four large categories: knowledge-building, skills for service providers, skills for self care, and resiliency.
- Connects to trauma topics and DEI, both Forum priorities.
- BHT explore CEU credit in partnership with Swan Innovations

Training	Attendees	Cost
Trauma-Informed Knowledge and Practice – day-long in-person training, repeat 2x	40-50/session	\$15,000 (\$7500/day)
Food, supplies, and space for two trainings		\$1500
TOTALS		\$16,500

Discussion and Vote: Trauma Training

- \$16,500 from All Workforce bucket
- BHT will manage contract and logistics (registration, space, food, etc.)



Discussion and Vote: BHT CEU Provider

- If contracted trainer(s) don't offer CEUs, would allow BHT to request CEU approval for training.
- \$425 for a 2-year unlimited through the WA-NASW (multiple different topic workshops, application process and content requirements)



Motivational Interviewing Training Series

- Casey Jackson / IFIOC – recommended by multiple Forum members. Willing to customize based on Forum recommendations. Background in clinical work, and excited to support BH providers and the community-based workforce in our region.
- Progressive training series proposal from beginner to competence to fidelity. To reach measurable competency in MI, research shows that professionals need specific fidelity coding/coaching (not just training sessions but implementation into practice).
- CEUs available for WA licensures (SUDP, LICSW, MHP, etc.)
- Trauma-informed and DEI-informed training content and methodology
- Importance of good data to demonstrate efficacy, support future investments. Proposed indicators:
 - *BHT strategic measures: % of workforce engaged in professional development, % of workforce who felt able to engage & support individuals*
 - *Casey recommendations: client satisfaction for individual clinician/provider, staff job satisfaction, client attendance/no-show rates.*

Motivational Interviewing Training Series

Training	Attendees	Cost
Introduction to MI: 2-day training. In person.	35-40	\$15,000
Introduction to MI: 2-day training. Virtual or in-person.	35-40	\$15,000
Intermediate/Advanced MI: 2-day training. In-person.	35-40	\$15,000
Coaching cohort (\$250/session per individual. Can do this by individual or in a skills cohort. Recommend planning for 6 sessions per person)	12	\$18,000
Coaching cohort (<i>dependent on interest</i>)	12	\$18,000
Coaching cohort (<i>dependent on interest</i>)	12	\$18,000
Food for in-person training		\$1,500
TOTALS		\$100,500

Discussion and Vote: MI Training

- \$100,500 total
 - \$50,000 from Clinical Workforce bucket
 - \$50,500 from All Workforce bucket
 - “up to” contract with unspent funds going to the remaining balance bucket



Offset Hours Brainstorming



Offset Billable Hours Bucket

- \$45,000 to support training participation for those who lose billable time to attend training

Offset Hours Funding Prioritization



Eligibility to access funds: which organizations and which providers?

Any organizations, who provide direct services to clients

To me this would be most logical to be applied for the ratio of number of staff attended to each training, based on agencies/individuals that bill for services

Agencies that bill. Partner agencies should have priority.



2



What design considerations are most important? Any other comments?

Clear guidance on the amount available; leave flexibility for how agency allocates the funds