

Behavioral Health Forum

February 1, 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

Ready to Go

Design Phase

Future Planning

Ready to Go / Plan in Place

BH Supervision Support

- Replicates previous funding process
- Survey Monkey application is ready to go
- Web page will be updated and posted in February
- **Any supervisors interested in being listed in the directory? Contact Hannah.**

SUDP Alternative Certification

- Replicate previous funding process
- Cost is \$5499 for the 15-credit online program. Forum funds will cover in full for eligible licensed professionals.
- Email Hannah to enroll; Community Colleges will invoice BHT for the cost.
- Spots for up to 17 clinicians (5 leftover from last funding round and 12 new)

SFCC BAS-IBH Scholarship

- Creating plan with SFCC faculty for scholarship process.
- Program application deadline is April 3, will set up scholarship application to be due at end of spring quarter (late June).
- Prioritize DEI values to award one full scholarship and multiple partial scholarships as recommended by faculty.

Ready to Go / Plan in Place

CPC Trainings

- Budget for 3 trainings at \$20,000 each.
- Three CPC classes in Spokane completed by June 30, 2023 – one led by Passages. 108 people on the waiting list for the region.
- Passages trainer available for CPC and WRAP. BIPOC-led training possibility with JCS
- Discussion/decision: 2 CPC Trainings and 1 WRAP or 3 CPC?

CHW/Peer Joint Trainings

- Hand off to E. WA CHW Network
- \$47,000 allocated with a focus on Forum-identified topics related to culture and accessibility
- Network discussed trainings of interest at January meeting

Discussion

Organization Stipends for Practicum/Internship

- \$125,000 total
- Forum decisions: fund new slots, first year pilot, qualifying (not competitive process)
- Application (with developed plan) via web form with attestation for use of funds and organization eligibility
- Organizations design program and budget: cover supervisor's time, support higher ed relationship development, stipend interns, etc.

Questions for Discussion

- **Award amount:** See table below
- **Maximum slots per organization:** See table below
- **Timing:** When do you need funding confirmed to feasibly add new slots for AY 2023-24?
- **What is the most appropriate payment trigger?** BHT contract signed, intern agreement signed, reporting submitted, internship complete. Supervision dollars are 50% up front and 50% for 6-month reporting.
- **Hold funds for renewal option vs. use now?**

\$ per slot	# available	2 per org	3 per org
\$5000	25 slots	12 orgs	8 orgs
\$4000	31.25 slots	15 orgs	10 orgs
\$2500	50 slots	25 orgs	16 orgs

Discussion – moved to April meeting

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

Initiatives for Future Discussion

Peer Practicum/ Internship Model

- Exploring Peer Counselor apprenticeship programs, which are newly underway via the Health Care Apprenticeship Consortium
- Contact Hannah if you have experience with this or feedback about this direction

Training/ Education

- Working with top 3-5 lists of trainings and topics as determined by December voting
- Send specific recommendations for trainers and training institutes to Hannah
- Plan for updates and discussion at April BH Forum meeting

Offset Lost Billable Hours

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