

Workforce Retention and Expansion

The Need: The region faces a severe and increasing workforce shortage—this category supports behavioral health agencies in workforce retention and expansion.

Peers and CHWs

The Need: Increased training opportunities to expand workforce through Certified Peer Counselor (CPC) training specific to our region and cross-training CPCs & Community Health Workers (CHWs).

Training & Education - EBPs

The Need: Support for ongoing clinician training and clinical integration following training to increase consistency in evidence-based practice (EBP) understanding and use across the region.

Emerging Opportunities

The Need: Allows us to adapt to emerging opportunities & requests from partners, community, and state.

Behavioral Health Forum Guiding Principles

Adopted May 2022

The purpose of these guiding principles is to inform the decision-making of the Behavioral Health Forum. These principles were developed through facilitated discussions at the forum in early 2022. Equity is intentionally baked into these principles, not standing alone. The principles may adapt or shift as the forum tests them and observes need for changes.

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.
- Are responsive to community-identified needs and priorities.
- Show evidence of measurability and achievability of outcomes.
- Reduce power differential 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, rather than focused on individual interests or the interests of one organization.
- 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 in order to create inclusive opportunities with a focus on prioritizing organizations led by impacted populations.
- 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, where staff at all levels are reflective of the clients and community we serve
- 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

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.
- Are responsive to community-identified needs and priorities.
- Show evidence of measurability and achievability of outcomes.
- Reduce power differential 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, rather than focused on individual interests or the interests of one organization.
- 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 in order to create inclusive opportunities with a focus on prioritizing organizations led by impacted populations.
- 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, where staff at all levels are reflective of the clients and community we serve
- 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

Guiding Principles	Name of option 1	Name of option 2	Name of option ...
WHAT			
• Enter guiding principle ...			
• Enter guiding principle ...			
• Enter guiding principle ...			
What Totals			
HOW			
• Enter guiding principle ...			
• Enter guiding principle ...			
• Enter guiding principle ...			
How Totals			
WHY			
• Enter guiding principle ...			
• Enter guiding principle ...			
• Enter guiding principle ...			
Why Totals			
Overall Totals			

If you have \$100 to spend in a candy store, what would you buy?



Category	Percentage
Chocolates	0%
Hard Candies	0%
Little Gummies	0%
Sour Candies	0%
One Giant Gummy Bear	0%



If you have \$100 to spend in a candy store, what would you buy?

Chocolates

-10 +10

100 points left

Hard Candies

-10 +10

100 points left

Little Gummies

-10 +10

100 points left

Sour Candies

-10 +10

100 points left

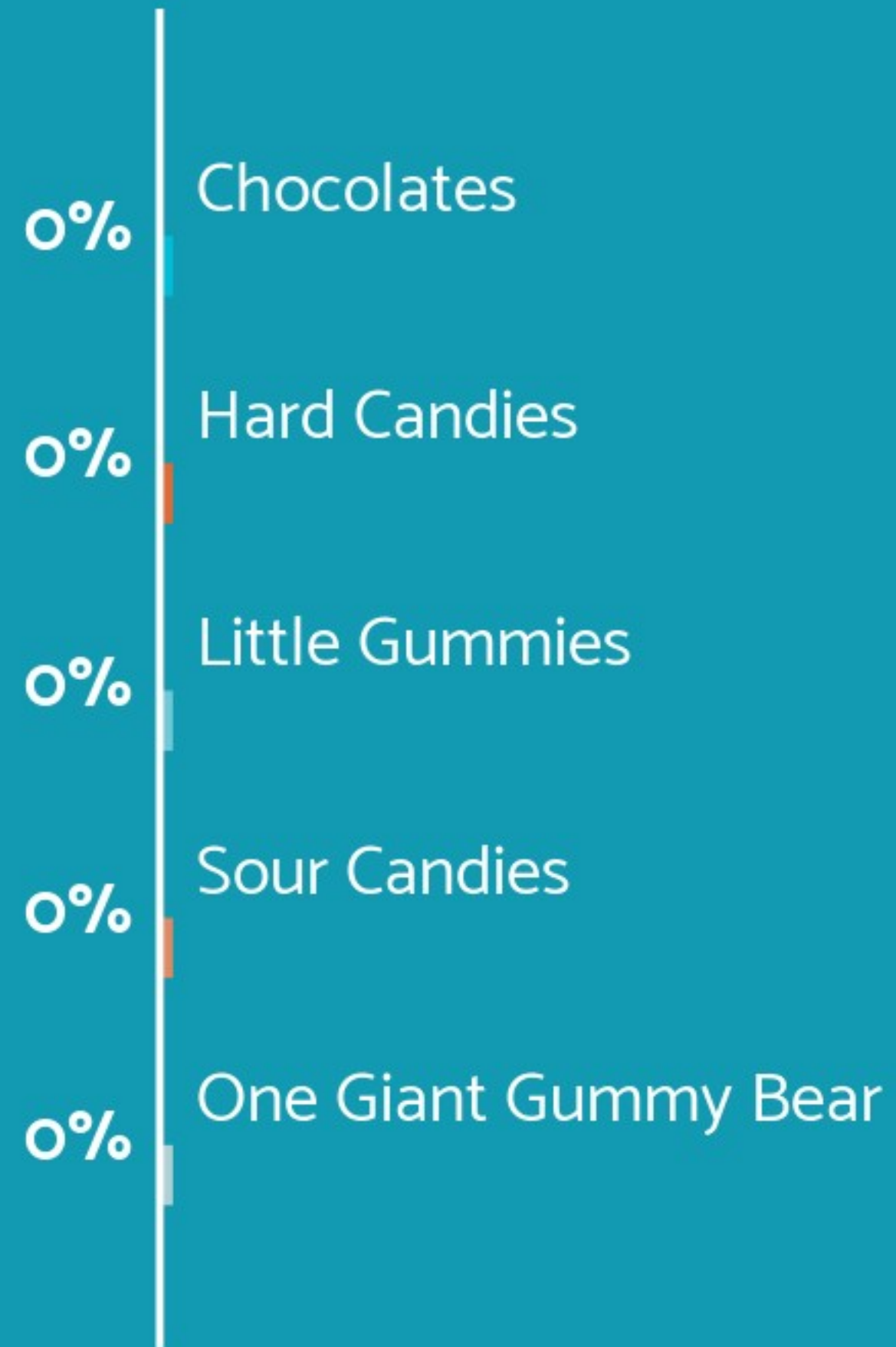
One Giant Gummy Bear

-10 +10

100 points left

Submit

If you have \$100 to spend in a candy store, what would you buy?



Decision Guide: Workforce Funding Big Buckets

Guiding Principles	Workforce Retention and Expansion	Peers and CHWs	Training/ Education - EBPs	Emerging Opportunities
WHAT				health together
Support, enhance, and sustain current workforce opportunities and existing promising approaches.				
Support organizations led by impacted populations and those with lived experience.				
Reduce power differential by centering competency over credentials, supporting alternative workforce pathways and making traditional pathways accessible.				
What Totals				
HOW				
Adaptable, with the ability to change over time as we learn.				
How Totals				
WHY				
A more diverse workforce in terms of both demographics and roles, where staff at all levels are reflective of the clients and <u>community</u> we serve				
A de-siloed behavioral health system, with alignment and collaboration across organizations and sectors				
A culturally responsive, accessible, and inclusive behavioral health system				
Why Totals				
Overall Totals				

Allocate your 100 dollars (aka points) into the following funding categories, using the completed rubric as a guide for decision-making

