

April 5, 2023 | 10:00-11:30 am

Meeting materials: <https://www.betterhealthtogether.org/bold-solutions-content/bh-forum-materials-april2023>

Review: How We Got Here

- Big buckets and small buckets: review categories and allocated dollar amounts (see [slides](#))
- Reminder that voting members are organizations in the BHT region doing work with behavioral health clients or on workforce issues related to behavioral health. Voting member organizations are allotted one vote. All are welcome to attend and engage in discussion.
- Helpful documents/links:
 - [Workforce Initiatives Landing Page](#)
 - [List of initiatives with dollar amounts and descriptions](#)
 - [February 2023 Meeting Materials](#)
 - [Guiding Principles](#)

Workforce Initiatives: Updates, Discussion, and Design Decision-making

Currently Active: Behavioral Health Supervision Support

- Funding to support provider organizations with supervision for master's level behavioral health staff
- \$150,000 allocated; \$10,000 maximum per organization
- 5 contracts in place (2 new applicants, 3 returning from the first round of funding)
- For full information about this bucket (including link to apply for funds):
<https://www.betterhealthtogether.org/bold-solutions-content/bh-supervision-funding-2021>

Currently Active: SUDP Alternative Certification

- Covers the cost of the alternative certification coursework at the Community Colleges of Spokane. For behavioral health providers serving Medicaid populations in the BHT region.
- \$66,000 allocated (plus remaining funds from a previous round of funding)
- 8 people enrolled for the spring quarter; 21 inquiries including from medical residents who are interested but not sure if they can obtain the required supervised hours for the credential
- 10 slots remaining
- Email Hannah@BetterHealthTogether.org to request funding or get more information

Plan in Place: SFCC Bachelor's in Integrated Behavioral Health Scholarship

- Update from élodie goodman/SFCC
- \$45,000 allocated from the Forum. One quarter costs \$3,400; one year is \$10,050. Partnering with the Financial Aid Office to disperse the funds.
- Program starts in Fall 2023. They've had 27 applications for 15 available spots.
- Admission rubric available [here](#). Applicants from CTE (Career and Technical Education) program are favored for equity reasons (more likely to be historically underserved, first generation, graduate with higher debt, etc.). Providing on ramp for students who don't quite meet the criteria, and currently

applying for a couple of grants seeking funding to help students complete math classes or otherwise meet pre-requisites.

- Former Chancellor Dr. Johnson heard about BHT's contribution and donated a full ride scholarship to one student in the program.
- Staffing: cabinet saw value in the program and recognized BHT's support. Hired full-time faculty member dedicated to the program (internal transfer). Looking at hiring a full-time counselor and a curriculum advisor, too.
- Question: if someone has a bachelor's degree not in behavioral health, would they still qualify? Answer: faculty can look at the program/transcript and do an analysis to see which core competencies have been met.
- For more information, contact élodie goodman, SFCC Dean of Social Sciences, Business, and Human Services: elodie.goodman@sfcc.spokane.edu

Plan in Place: Peers/CHW Joint Trainings – culturally specific/accessibility

- Forum handed this funding to the E. WA CHW Network
- \$47,000
- Update from Kim Wilson (kim.wilson@BetterHealthTogehter.org), BHT:
 - Surveyed E. WA CHW Network members on training topics of interest. MH First Aid and MI were mentioned along with cultural awareness, trauma-informed.
 - Kim is building a full course catalogue of training options for the HRSA CHW Training Program's upskilling efforts. Finding trainers, looking at dates and costs.
 - Susan with the YMCA is MI trainer, will be in Spokane to do an in-person training in June.
 - If forum members provide training or know of trainers, please share with Kim or Hannah.
 - Christi L: IFD provides MI training. Additional training idea that's come up with WISE/Peer staff – taking care of their own mental health needs, for example when things get triggered as they're working with clients.

Moving Forward: Certified Peer Counselor and WRAP Training

- Allocated \$60,000 for Certified Peer Counselor Trainings. Talked at February Forum about WRAP (Wellness Action Recovery Plan) as well – good next training after CPC. Voted whether to fund 3 CPC or 2 CPC/1 WRAP, and vote was in favor of 2 CPC/1 WRAP.
- Passages can facilitate both CPC and WRAP. Connected with another CPC facilitator organization that has BIPOC trainers and a focus on BIPOC participants (Jones Community Solutions). BHT will work with these organizations to move forward with these.
- Health Care Authority is also offering additional CPC classes in Spokane and working to reduce their waitlist. BHT will work with HCA to make sure we're not overlapping trainings or encountering scheduling conflicts.
- Forum approval to move forward? (Not an official vote, since that was taken in February)
 - General affirmation from Forum members

Discussion: Org stipends for taking on practicum students/interns

- Review questions, ideas, concerns, and background for this bucket:
 - Forum allocated \$125,000. Decision in 2022 to invest as much as possible to support the future workforce, possibility to add to this bucket as we get clearer about design and process. Note that the amount in this bucket is larger than most other small buckets.
 - Early goal that was discussed – build capacity by adding to what is already available – expand opportunities and grow the number of available slots.
 - Recognition of the time/cost it takes to supervise interns; desire to support organizations in doing this work.

- Feedback from Forum: needs vary widely by organization when it comes to internship programming. Funding new slots isn't what all organizations need. Questions about creating competition between organizations for limited interns.
- Decision one: given questions and concerns that have come up, does the group still want to move forward with this bucket? NOTE: vote is about continue to work on this, not about any specific design elements.
 - Vote using yes/no option or fist-to-five (see [slides](#) for full explanation of fist-to-five):
 - Yes – 5 votes
 - 3 fingers (I see minor issues we can resolve later) - 5
 - 1 finger (I see major issues we need to resolve) – 2 votes.
 - 0/No – 0 votes
 - Discussion:
 - Christi L. – thinking about larger versus smaller orgs, ensuring equity among organizations. In previous discussion this seemed messy. Some organizations have established programs and have arrived – they want to fund people who are already supervising students. Some organizations want to try and use the money to get in a better position to supervise students.
 - Deneese: agree with the concept. Worried about students' rights, protecting their time. Need to ensure no exploitation of student interns.
- Discussion/Input: consider a flexible funding option. Basic parameters around how the dollars can be spent to support practicum/internship programs, but organizations would design something that works for them. Less structured than Forum discussed in February. No formal vote.
 - Christi L: Question about outputs and equity of funding. If there's already an organization that routinely has a certain number of interns, would we be looking for an increase? That could be an outcome.
 - Sarah B-D: Question of whether the goal/big outcome is to expand the number of slots. This may help some organizations but not others. Additional consideration: this isn't long-term, sustainable funding. What is helpful with one-time dollars? With BH supervision we have measures to track across funded organizations and report based on that. We can use those numbers to make an argument to the State and MCOs that this is a relatively small investment that makes a big difference in the workforce. For example with practicum/intern discussion: funding may allow us to open more slots than previously, help offset cost of living for interns. Funding could be more restrictive, such as designated to support an organization in opening additional slots. We have unallocated dollars in this big bucket and could potentially use them for another round, but won't have IMC dollars in the future to keep this going.
 - Dave: seeing a decrease in the number of staff going into helping professions/education. This won't attract new master's-level candidates. Unintended consequences: if one agency offers \$X for internship and total number of interns are limited, this could pull interns away from another organization. Concern about competition for limited number of interns – organizations want to support one another rather than compete. Question about types of internships/practicums support – nurses? Master's level? Need to consider this in the design. Not in favor of funding only new slots – pulls from other agencies and creates competition for shrinking pool of master's counselors.
 - Sean: likes what Dave said. Could we do data collection – how many interns there are in schools, how many are going to community MH settings / private practice. Could this help get more people into community MH? Could also establish baseline for how many slots orgs have. Measure if they get more people from local master's programs into community MH internships.
 - Christi L: equity lens, also recognize organizational strain. Idea: rather than giving dollars to organizations, have student apply for the stipends directly. Eliminates competition between

- agencies for those students, and supports students who experience loss of income/limited earning opportunities while meeting internship hours requirements.
- Sarah B-D: haven't yet looked at direct student support. Thanks for Sean's comments about getting baseline understanding. Possibility of SFCC connections – support internship/practicum for students in the BAS program. **BHT will put together some proposals to share at the next Forum: (1) goal of opening additional opportunities (if there's a need where there are more interns than spots); (2): flexible funding options; (3) direct support to students.**
 - élodie: love the idea of direct student support!!

Emerging Opportunities: CHW Training Proposal

- Forum decision to hold \$123,906 in an Emerging Opportunities Bucket
- Community Health Worker funding support request: Kim Wilson and Vivian Sather, BHT
- See [slides](#) for full information about this funding opportunity and request for funds
- Discussion:
 - Gaps in the workforce have been mentioned nation/state-wide as well as regionally. CHWs are a way to help with that.
 - Funding is specifically for stipends for applicants who are not eligible for stipends via the HRSA grant – because of HRSA/federal restrictions.
 - Stipends to trainees is as-needed. Participants are eligible for up to \$7500 in funds – they estimate training expenses and then either use all or a portion of this stipend. \$75,000 would support at least 10 people, possibility for supporting more people.
 - Question: will applicants face issues getting employment, just as they face eligibility challenges for the HRSA dollars? Answer: could be an issue, but there are work-eligible individuals who don't have citizenship/permanent residency that would make them eligible for the HRSA dollars.
 - Question: are the same orgs hiring CHWs receiving government funding – people would face closed doors? Answer: this is a possibility, but giving them the opportunity to go through training and receive support can open doors – volunteering, working in home countries, professional development. Also, organizations employing CHWs may not be clinical and may have unrestricted/less restricted philanthropic funding. Organizations are trying to address all barriers for employment.
 - Question: peer staff have to have agency affiliated credentials to work. Has this been addressed? Answer: not addressed yet, would be agency-specific.
- VOTE: to approve \$75,000 from the Emerging Opportunity Fund be allocated to support the CHW training request (as detailed in the slides).
 - Results: 6 yes votes, 0 no votes

Workforce Initiatives: Looking Ahead

- See Forum [slides](#) for an overview of small bucket initiatives that the Forum will be working on in the months ahead.
- Contact Hannah if you have ideas to share.

Announcements

- The [UW Psychiatry Consultation Line](#) is open to any health care provider (both prescribers and non-prescribers) in the state with a question about a mental health and/or substance use condition.

Providers can schedule a consult online or by phone or email. Follow the link for details and/or BHT can make connections with outreach contact if you/your organization would like to learn more.

- Community Colleges of Spokane is offering a 6-hour Mental Health First Aid class on April 27. Cost is \$50 and the last day to register is this Friday, April 7. Link to register: <https://www.campusce.net/spokane/course/course.aspx?c=1042>
- [The UW CoLab upcoming webinar](#): Supervising Clinical Mental Health Providers: A Discussion with Community Supervisors. Friday, April 21 from 12 to 1:30 pm. Register using [this link](#).
- Ron Tussey, Clinical Practice Manager at Pioneer Human Services, is available to give tours and share more about the regional stabilization center. Contact him by emailing Ron.Tussey@P-H-S.com
- Next meeting is June 7 from 10 to 11:30 am
- Contact Hannah (Hannah@BetterHealthTogether.org) with ideas or to connect in the meantime, will send email updates between meetings