

How is BHWD (PWI/EPOC) Enhancing and Expanding the BH Workforce in California

The California Department of Health Care Services (DHCS) Behavioral Health Workforce Development (BHWD) project is expanding California's behavioral health workforce to improve participant access to and productive participation in behavioral health services throughout the state.

BHWD's Expanding Peer Organization Capacity (EPOC) grant offers a rare opportunity for emerging peer organizations to build their infrastructure and capacity to deliver peer recovery supports for individuals with mental health and substance use disorders.

BHWD's Peer Workforce Initiative (PWI) provides a unique chance for behavioral health programs to invest in their capacity and infrastructure to "set the table" for the Medi-Cal peer support services benefit.

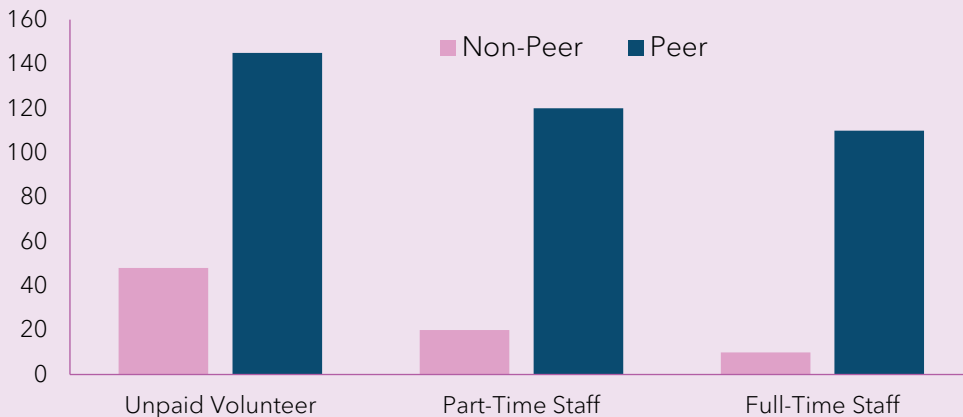
Data for this infographic were collected from PWI and EPOC grantees from Q4, 4/1/22 to 6/30/22.



STAFFING AND RETENTION

Number of Newly Onboarded Staff in Q4

***376** new peers onboarded during Q4



This quarter, we increased our monthly payroll 5 times over from an average of \$500 per pay period to over \$2,700 a pay period.

-PWI Grantee, San Mateo County



Efforts to Reduce Staff Turnover - Grantee Testimonials



"Last quarter, we expanded the number of Peer Community Organizers, allowing staff to make peer support a viable career path and reducing staff turnover."

- PWI Grantee, San Mateo County



"We developed core values and a conflict resolution process that is now in the process of being approved by the board and will be circulated for staff, volunteers, supervisors, etc."

- PWI Grantee, San Mateo County



"Three out of 4 interns in our first cohort were hired into full employment by our agency."

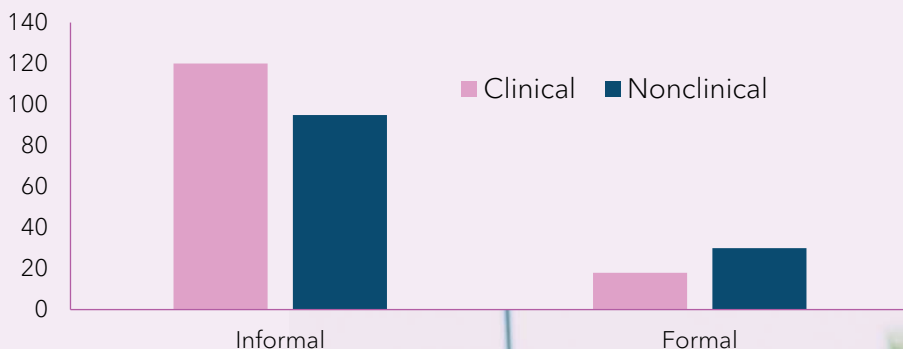
- PWI Grantee, San Luis Obispo County



How BHWD is Enhancing and Expanding the BH Workforce in California

BUILDING PARTNERSHIPS

Number of New Partnerships
by Agreement and Partner Type



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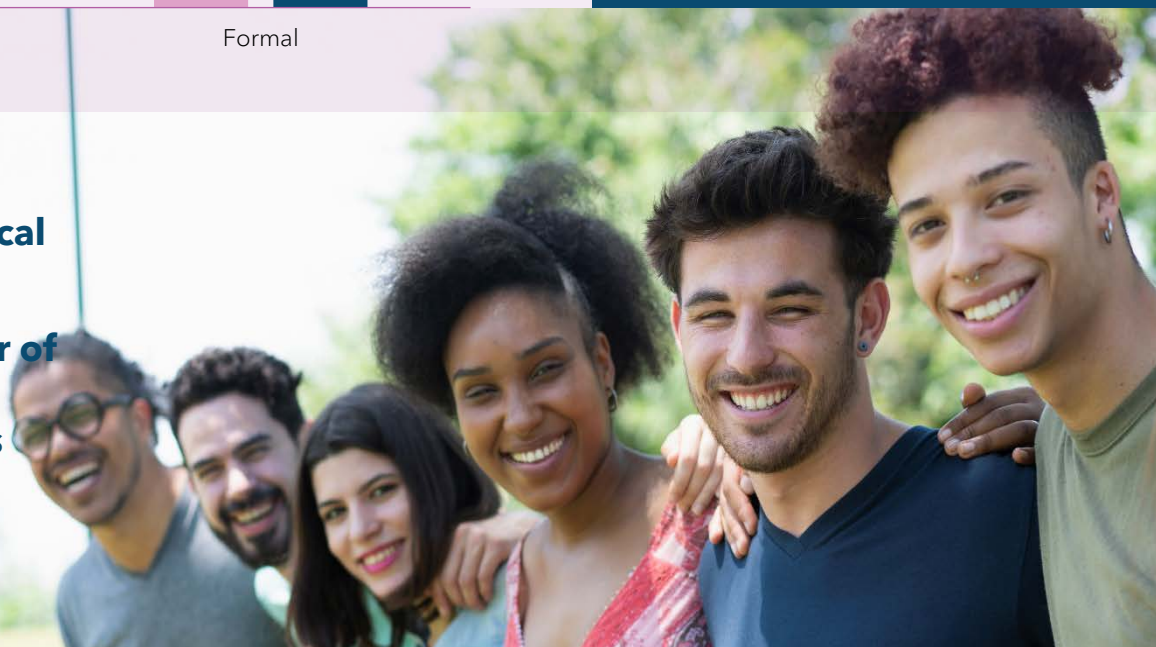
In Q4, we began partnering with the public defender's office to assist folks getting to court and negotiating sentencing, including not being charged a fee when given diversion.

-EPOC Grantee,
Sonoma County



26 | 50% Number of Grantees with new clinical partnerships

28 | 53.85% Number of Grantees with new nonclinical partnerships



STAFF TRAININGS

* Using PWI/EPOC grant funding

Top 5 Staff Trainings Provided by Grantee Organizations

By topic/# of attendees

143 Mental Health Topics | **112** Peer Services | **74** Community Outreach | **73** DEI/Cultural Competency | **66** Recovery Planning

Top 5 Trainings Attended by Grantee Staff

By topic/# of grantee staff attendees

342 Mental Health Topics | **308** Peer Services | **230** Community Outreach | **219** DEI/Cultural Competency | **194** Recovery Planning