BHRR Launch Webinar

Presented by the Behavioral Health Recruitment and Retention (BHRR)Team

July 20, 2023, 12:00 pm – 1:00 pm

Indigenous Land Acknowledgement

- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office resides in Tongva territory.

- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California and in displaying respect, honor, and gratitude for all indigenous people.

Whose land are you on?

Option 1: Text your ZIP code to 1-907-312-5085

Option 2: Enter your location at the [Native Land website]

Option 3: Access Native Land website via QR Code
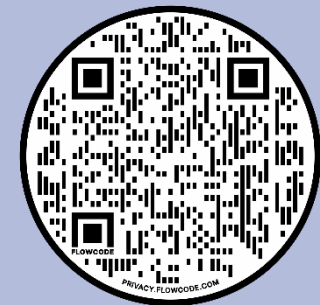
Advocates for Human Potential, Inc. (AHP) BHRR Team

Kathleen West
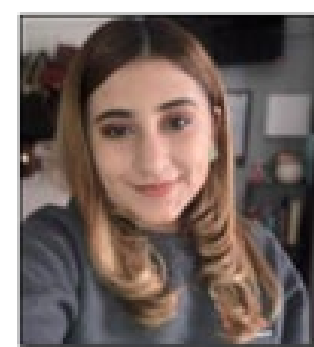*BHWD Project Director*

Tammy Bernstein
BHWD Deputy Project Director

Lorena Nevile
BHRR Deputy Project Director

Cklara Moradian
Lead Grantee Coach

Roxanne Brooks
Grantee Coach

Rosy Larios
Grantee Coach

Cherice Cooley
Operations Specialist

Caitlin Storm
Quality Assurance Coordinator

Kate Cox
BHWD Operations Manager

Kayla Halsey
BHWD Data & Analyses Manager

Susan Lange
SME & TTA Provider

This project would not be possible without the many amazing people who work in the background but are not on this slide.

| Behavioral Health Workforce Development | Behavioral Health Recruitment and Retention (BHRR)

Agenda

1. Welcome/BHRR Program Overview/ TTA

2. Statement of Work

3. Implementation Plan

4. Needs Assessment/Baseline Survey

5. Invoicing

6. TTA Events-Who Should Attend

7. Q&A

DHCS

BHRR Grantees
WELCOME and CONGRATULATIONS!

81	**BHRR Funded Locations**
65	**Behavioral Health Organizations**
60	**Cities**
24	**Counties**

BHRR Awardee Map

Congratulations on your awards!

BHRR Program Overview

- **Program is designed to support:**

- Development of **recruitment and retention** at behavioral health (BH) organizations to help expand California's future behavioral health workforce; specifically in the area of OUD prevention, treatment, and recovery.

- Improve BH organizations' knowledge and implementation of best practices in BH **workforce development** and change management.

- Strengthen the capacity of BH organizations' capacity to effectively **recruit and retain** skilled staff through identification and deployment of specific strategies in their organization.

- Increase the **diversity of the BH workforce** through an array of strategies to better reflect the individuals in need of service.

- Increase the BH organizations' **sustainability** and their ability to respond to changing environments by supporting their development of and adherence to longer-term **strategic plans**.

BHRR Phase A Overview

Phase A (Planning Phase)
July 1 – September 30, 2023:

- Awarded grantees will receive $50,000 for the Planning Phase (the first three months of the grant).

- Unspent funds from Phase A can be rolled over into Phase B.

- Extensive TTA will be provided during this phase to ensure monthly deliverables are met and a completed Phase B plan.

- Implementation Plan is turned in by end of Quarter 1.

- Grantees are required to participate in TTA opportunities.

DHCS

Phase A Workplan

Week	M	Date	Smart Goals (1 goal per MONTH in quantifiable terms) Specific (simple, sensible, significant). Measurable (meaningful, motivating). Achievable (agreed, attainable). Relevant (reasonable, realistic, and resourced, results-based). Time bound (time-based, time limited, time/cost limited, timely, time-sensitive).	Action Steps Please list the actions you will take in each week to achieve your monthly goals during Q1 only. (This is a space for smaller steps that will help you achieve your goals – these are tasks, such as attending events, conducting meetings, doing tasks required such as filling out forms, creating a team, etc.)	Responsible Person(s) In addition to Project Coordinator, who else will be involved to ensure you meet your goals? (Different people might be involved for different weekly tasks)	Date of Completion Please write when the SMART GOAL has been completed.	Deliverable This is what you will turn in to AHP.	Notes Is there anything you want your AHP Grantee Coach to know regarding your goals or tasks?
1	1	7/3/23-7/7/23	Ex: By 7/28/23, this grantee will solidify the project team and the team will complete Phase A work plan as measured by attending 100% of required AHP TTA and turning in this completed document to assigned Grantee Coach.	Ex: Meet with Executive Team and Project Coordinator to put together a team. Review documents provided by AHP. Provide AHP with the names of the team members. Attend Welcome Webinar Log into website	Ex: Project Coordinator HR (Human Resources) Director Executive Director			Ex: State any obstacles or challenges in completing tasks or setbacks
2	1	7/10/23-7/14/23		Schedule 1:1 with AHP Grantee Coach. Make note of assigned Grantee Cohort The team will meet 2x/week to discuss progress and fill out needed forms	Project Coordinator			
3	1	7/17/23-7/21/23		Attend Launch Webinar Meet 1:1 with Grantee Coach to go over SOWs (Scope of Work) Fill out Capacity Building Survey	Project Coordinator +Team			
4	1	7/24/23-7/28/23		Submit SOW (Scope of Work) Complete Phase A workplan for the entire Q1 Submit Capacity Building	Project Coordinator + Team	Ex: Completed 7/25/2023	EX: Turned in completed workplan	

Phase A Workplan is due to your Grantee Coach on 7/28/2023.

The template will have examples and instructions on how to complete this document.

BHRR Phase B Overview

Phase B (Implementation Phase)
October 1, 2023 – January 31, 2025:

- Awarded grantees will receive up to $300,000 to implement feasible recruitment and retention strategies during this Phase. The amount will be determined based on the Implementation Plan and budget completed during Phase A (Quarter 1).

- The final budget for Phase B will be developed as part of the Phase A three (3)-month Planning Phase and will be approved and awarded via a subcontract modification in September 2023; at the close of Phase A.

- *Please note that BH organizations must complete a sustainability plan during Phase B.*

Phase B Implementation Plan

Behavioral Health Recruitment and Retention (BHRR) GRANTEE IMPLEMENTATION PLAN

For Quarter 2 (10.01.23-12.31.23)

Organization:

Corresponding BHRR Application ID (6 Digits):

Contact Name:

Contact Email:

Reporting Period	Week	Month	Date	SMART Goal	Action Steps	Sustainability	Status	Date of Completion	Timeframe and Due Date	Deliverable	Notes	Grantee Coach Notes
				Specific (simple, sensible, significant) Measurable (meaningful, motivating) Achievable (agreed, attainable) Relevant (reasonable, realistic and resourced, results-based) Time-bound (time-based, time-limited, time-/cost-limited, timely, time-sensitive)	Please list the actions you will take in each week to achieve your monthly goals during Q2 only. (This is a space for smaller steps that will help you achieve your goals—these are tasks such as attending events, conducting meetings, filling out forms, creating a team, etc.)	How do you plan to sustain the strategy that you are implementing?	Click the cell and use the dropdown arrow to enter the status of the planned action.	Please write when the SMART Goal was completed.	Indicate the timeframe and/or due date of when this planned action will be completed.	This is what you will turn in to AHP.	Is there anything you want your AHP Grantee Coach to know about your goals or tasks?	Notes from Grantee Coach
	13	4					In Progress					
	14	4					Complete					
	15	4					In Progress					
	16	4					In Progress					
	17	5					In Progress					
	18	5					In Progress					
	19	5					Not Started					
	20	5					Not Started					
	21	6					Not Started					
	22	6					Not Started					
	23	6					Not Started					
	24	6					Not Started					
	25	6					Not Started					
							Not Started					
							Not Started					
							Not Started					

Deliverables include:

Attending all events and 1:1 sessions with GCs

Creating SMART Goals and Outcome Measures for Phase B (do not list Phase B SMART Goals in this document)

Follow approved implementation

Make progress toward your selected strategies

Q2 Data Report

Q2 Invoices

Events include:

Webinars

Administrative Coaching Calls

Learning Collaboratives

Cohort Workshops

BHH Training and Technical Assistance

- 1:1 meetings with Grantee Coaches

- Support from SMEs on workforce development

- Workshops to collaborate with other grantees

- Assistance with the development of a Workplan and Implementation Plan

- Selection of strategies to achieve retention and/or recruitment goals

Reminders

- "The budget must be used to pay for necessary operating and technology costs, such as space, rent, software, computers, internet services, etc., as well as staff salaries and/or consultant support to conduct an organizational assessment using analytic tools and methods such as an environmental needs assessment; strengths, weaknesses, opportunities, and threats (SWOT) analysis; asset mapping; employee surveys; sustainability plans, and others" (BHRR RFA, p. 8).

- "Funding may be used to pay staff working directly on the project and to pay for related business expenses, equipment, and durable goods. Please note that BHRR does not fund the employment of direct service staff" (BHRR, RFA p. 8).

- "Award funds may not be used to pay the salary of an individual at a rate in excess of Executive Level II of the Federal Executive Pay Scale... $203,700" (BHRR RFA, p. 10).

- "DHCS will not fund the following: Debt retirement, operational deficits, partisan activities, religious organizations for explicit religious activities, activities that exclusively benefit the members of sectarian or religious organizations, purchase of lease of vehicles, purchase or improvement of land, or purchase, construction, or permanent or minor remodeling of any building or other facility or purchase of major medical equipment" (BHRR RFA, p. 10).

- "All components of 45 CFR Part 75 are applicable to all subgrantees" (BHRR RFA, p. 9)

- "Only organizations using the de minimis rate of ten percent (10%) of modified total direct costs, as defined in 45 CFR Part 75, will be selected for this funding opportunity. This means that indirect costs may not exceed ten percent (10%) of direct costs" (BHRR RFA, p. 10)

PHASE A
Training Topics

- SMART Goals
- Sustainability, PSAT
- Phase B budget
- Overview of categories and strategies
- Selecting categories and strategies
- Development of a Phase B Implementation Plan

PHASE B

Training Topics

- Tips for successful implementation
- Fundamentals on DEIJB+
- Fundamentals in workplace culture in retention
- Fundamentals in HR improvements in recruitment
- Fundamentals for improving benefits for retention
- Fundamentals in marketing and branding in recruitment
- Fundamentals of workforce development in retention
- Fundamentals of leveraging technology and data
- Fundamentals of workforce wellness in retention

Modalities of TTA Participation

TTA will include:

Quarterly Learning Collaborative meetings

Coaching calls and webinars

Cohort workshops based on selected strategies

Tailored TA based on grantee requests

DHCS

CFDA # for the BHWD grants:
93.959

This is the CFDA number that you will need to give to your Finance Departments for audit purposes.

DHCS

BHRR Statement of Work

The slide also contains a screenshot of a document:

ATTACHMENT D STATEMENT OF WORK (SOW)
Behavioral Health Recruitment & Retention (BHRR) project

Name of org, Unique ID

Equipment (*NOTE: Additional Equipment purchase terms apply. Please review the Subcontract carefully about Subcontractor's ongoing obligations with all equipment purchases.)

• Itemize estimates for equipment/durable goods you plan to purchase. E.g.: • Two (2) laptops at $600 each = $1,200.00 • Two (2) cell phones at $200 each = $400.00	Enter total amount for equipment to be purchased over the life of Phase A grant period.

PHASE A: July 1-September 30, 2023

Quarter	Deliverable Description	Amount	Delivery Due
Quarter 1 (7/1/23 – 09/30/23) 7438.01.XXXX	**Execution of Contract with AHP**	Up to 50% of 1st quarter payment	9/30/23
Quarter 1 (7/1/23 – 09/30/23) 7438.01.XXXX	**Planning Phase Requirements** • Develop a Phase A work plan within one month of the grant start date, using the template provided by AHP. • Continually implement all components of the Phase A work plan, as approved by AHP. • Build a final Phase B budget as part of the Phase A (3-month planning phase) and adhere to budget guidelines listed in the RFA. • Develop a tailored BHRR Implementation Plan focused on goals for expanding recruitment and improving retention for the BH organization to be implemented in Phase B. **Staffing** • Identify and onboard a BHRR project coordinator who will be the lead point of contact with AHP staff and is responsible for ensuring the completion of all deliverables. **Training and Technical Assistance (TTA)** • Participate in all learning collaboratives, webinars, coaching calls, and other required trainings as specified by AHP. **Behavioral Health Workforce Resource Center (BHWRC) website**	Enter deliverable amount	9/30/23

SOW Instructions

- Add your organization's name and Unique ID to the top of the SOW. If you have multiple funded sites, please add the specific location and ID. One SOW will be required for each funded site

- In the first section about equipment, provide an estimate and list all the necessary equipment. The yellow section is an example and should be replaced with your own estimate. Finally, include the total cost for this section on the right side.

- In the Deliverable section, all required deliverables are pre-filled and should not be changed or deleted. Add the total in the amount column per quarter. You may divide the award amount in any way that works for you, and it does not need to be equally divided among quarters.

- Ensure that the totals for years 1 and 2 add up correctly, and that the grand total is the exact dollar amount as stated in your Notice of Award.

- Once completed, save the document with your agency's name and return it to your grantee coach via email by July 22, 2023

Contract Execution

Grantee completes SOW and sends to AHP → AHP will review SOW → Upon approval, SOW will be sent to AHP contract office

Grantee will receive a contract from AHP → Grantee signs and returns to AHP → AHP financial dept. will finalize contract
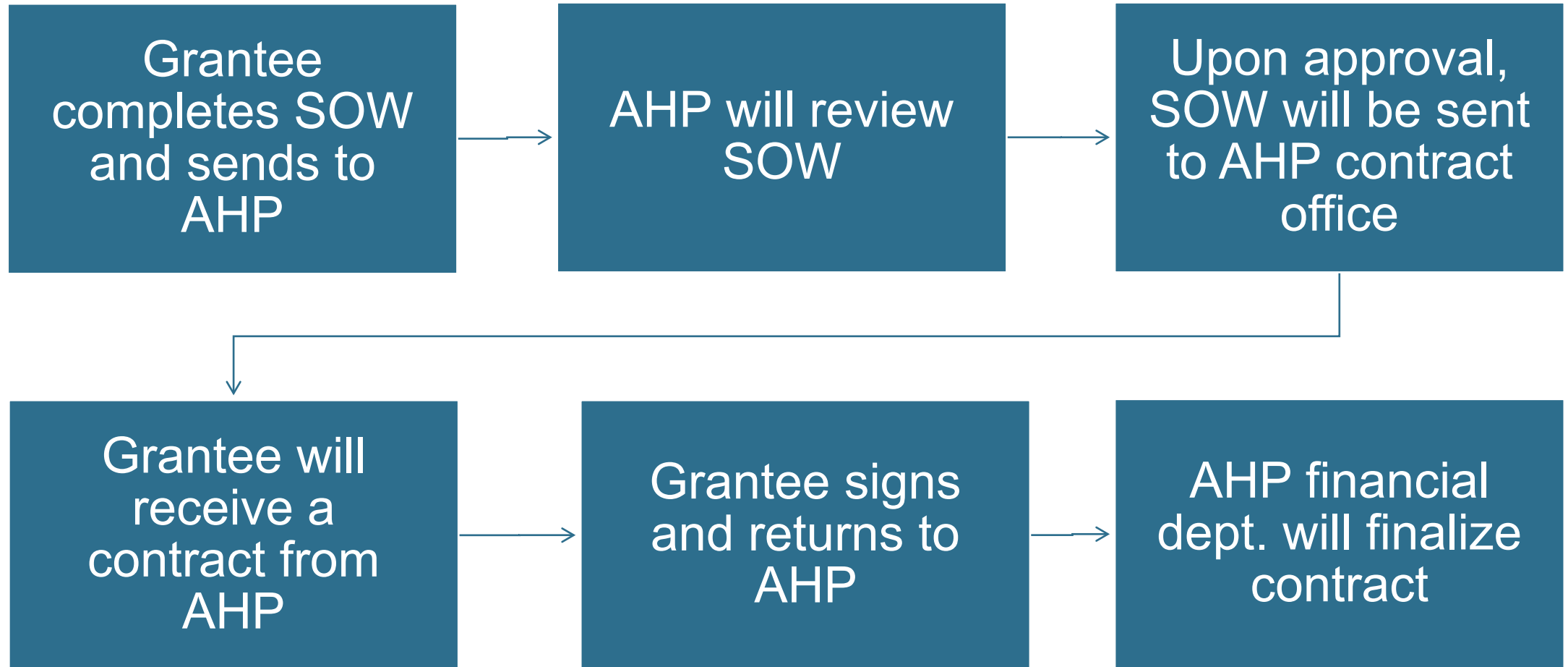
Contract Execution

- Insert picture of contract here

BHRR Invoice

As soon as your contract is executed, you are eligible to send your invoices for reporting period

Enter ates here using the template provided to you.

Invoice FAQs

Do we invoice our actual expenses on the "Activities/Deliverables" section, or the total amount listed on the SOW in the contract?

Can the funds designated for equipment roll over to the next quarter if we don't use as much as we anticipated?

Is invoicing only quarterly? Can they be submitted on a monthly basis?

When will we get our check?

Quarterly Reports and Data Collection

# Quarterly Reports and Data Collection

- Quarterly reports are **mandatory** for Grantees.

- Quarterly Reports are due **15 days** after the end of the reporting quarter.

- AHP must receive the quarterly reports **prior** to approving invoices.

Capacity Building Survey

- The survey will be used to identify your organization's strengths, as well as areas in which training and technical assistance (TTA) can help build your capacity to implement and sustain recruitment and retention strategies.

- Will establish a baseline for data collection related to BHRR

- Due: by **07/28/2023**

- ***Staff (3 levels) at multiple levels of the organization must complete the survey***

- A survey must be completed for EACH awardee location.

- Please answer each question as accurately and completely as possible.
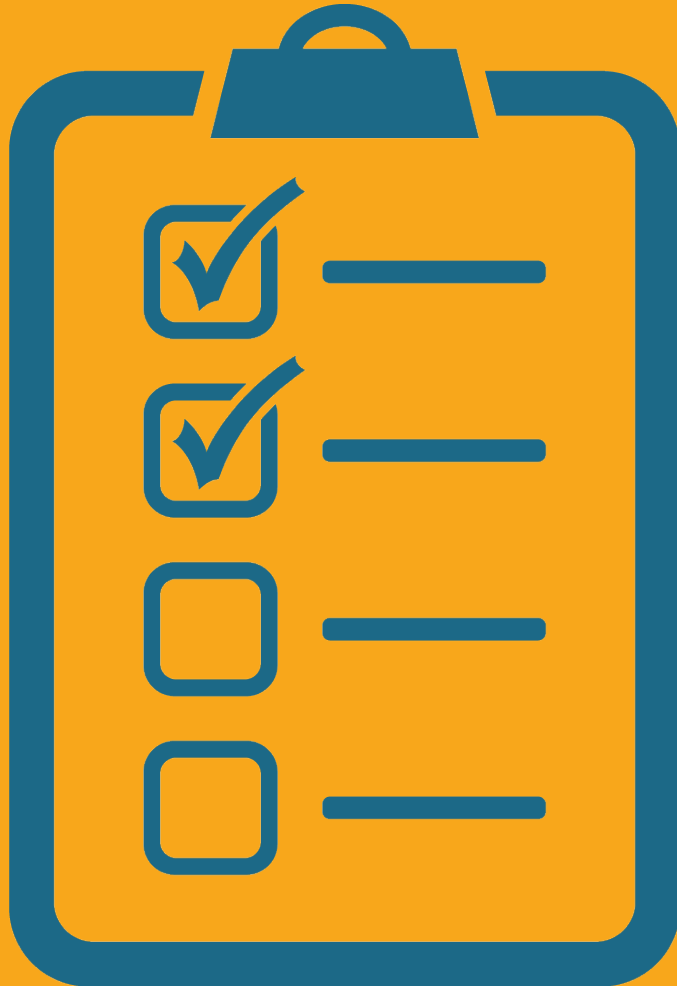
Program Coordinator Duties

- Point of contact between AHP and the grantee.

- Participates in all required BHRR TTA activities and events.

- Creates deliverables, documents, completes surveys and quarterly reports.

- Acts as a liaison for their organization. Encourages staff in relevant departments to participate in the workshops.

Program Coordinator

Have you identified a program coordinator?

Does this person hold another position in the organization?

How will you help protect their time so they can focus on their duties for this project?

If you intend to hire, how quickly can this person be onboarded?

BHRR Attendance Requirements

Per Site	Monthly Webinars	Quarterly Administrative Coaching Calls	Quarterly Learning Collaboratives	Tailored Individual Training & Technical Assistance	Workshops*
Time Commitment	1 hour/month	1 hour/quarter	2.5 hours/quarter	Depends on need, at least 1 hour/month for 1:1 coaching (implementation plans, sustainability plan, etc.)	90 minutes/ monthly
Grantee Main POC	Required	Required	Required	Required (as needed)	Required
HR and leadership	Highly encouraged- depending on the topic	N/A	Highly encouraged- depending on the topic	N/A	Highly encouraged- depending upon their involvement in creation of the deliverables

*Workshops will be matched in cohorts according to the recruitment and retention strategies chosen.

Categories & Strategies Recruitment

Table I: Recruitment

Category	Corresponding Strategies
Diversity, Equity, Inclusion, Justice, and Belonging+ (DEIJB+)*	• Develop diversity, equity, and inclusion (DEI) initiatives to attract a more diverse workforce. *While DEIJB+ is called out as a separate strategy focus, all grantees must ensure that an equity approach is infused within all strategies.*
Marketing and Branding	• Build a strong employer brand with a clear mission, values, and unique inclusive culture affirmation. • Develop a marketing strategy to advertise and broaden reach among qualified candidates, e.g., using professional job boards, attending job fairs, and leveraging social media. • Revamp organization website and include an employee value proposition that highlights the benefits of working for the organization. • Market organization's active engagement with the BHRR project as a demonstration of commitment and excellence in evidence-based practices (EBPs) regarding recruitment and retention.
Leveraging Technology for Recruitment	• Calculate cost to hire, retention rates, and other data to support recruitment and retention planning. • Track and monitor progress on the above.
Human Resources (HR) Improvements	• Use data to justify compensation increases, such as cost to hire/cost of turnover rates. • Create a clear and transparent salary structure with knowledge, skills, and abilities criteria to support salary and positions. • Create clear job descriptions.
Pipeline Creation	• Bring recently exited workforce back in by offering part-time roles, mentorship, or training and education jobs. • Partner with local educational institutions and offer internships to allow pipeline candidates to become familiar with organization. • Actively support staff with lived experience to promote within the organization.

Categories & Strategies Retention

Category	Corresponding Strategies
	▪ Actively support staff with lived experience to promote within the organization. ▪ Review existing policies and create new policies that help support staff in recovery.
Workplace Culture	▪ Solicit and implement employee feedback from "stay interviews." ▪ Examine staff workloads and adjust as necessary. ▪ Actively address burnout with structured support, such as open-door hours for all staff to engage with leadership on a weekly basis. ▪ Provide regular feedback, employee performance evaluations, "360 evaluations," and recognition opportunities. ▪ Survey staff to determine a baseline of psychological safety, employee satisfaction, and engagement. ▪ Increase workload/productivity expectations in phases to avoid burnout. ▪ Establish a peer mentorship program to improve team cohesion and retention.
Improving Benefits	▪ Adjust earnings for staff as they attain licensure. ▪ Expand reimbursement for SUD counselors. ▪ Increase the use of loan forgiveness, scholarship/tuition reimbursement, and stipend programs.
Workforce Wellness	▪ Offer health benefits and wellness programs to support recovery (e.g., nutrition and exercise programs). ▪ Designate and create a quiet space/well-being room for employees, such as meditation and/or culturally sensitive prayer rooms. ▪ Implement on-site peer recovery groups.
Workforce Development	▪ Establish transparent career ladders (upward mobility) and lattices (horizontal mobility and skillset enhancement). ▪ Offer educational support, tuition reimbursement, incentives, one-time retention bonuses, and other supports to help peers and other staff move up in the workforce via credentials. ▪ Educate workers on the resume benefits of longevity and promotions at workplace. ▪ Allow flexible schedules and clinical autonomy for skilled workers. ▪ Provide supervisor training. ▪ Provide mentorship opportunities to established staff.
Leveraging Technology for Retention	▪ Leverage improved technology to benefit any of the above strategies.

Table II: Retention

Category	Corresponding Strategies
DEIJB+	▪ Create a DEI plan that includes input from staff at all levels. ▪ Establish collaborative management and shared governance models. ▪ Evaluate the diversity of leadership at the organization and commit to increasing representation of those historically marginalized in leadership and decision making. ▪ Diversify staff training and development to meet the needs of specific cultures. ▪ Require training on cultural responsivity, cultural humility, and implicit bias for all staff. ▪ Increase belonging by starting employee resource groups. ▪ Review background/clearance requirements to ensure they are not unnecessarily exclusionary. ▪ Establish a DEI officer at the top level of the organization.

Categories & Strategies
Organizational Development for Sustainability

Table III: Organizational Development for Sustainability – *required*

Category	Corresponding Strategies
Organizational Development	Sustainability Planning

Possible Activities (*all** required, unless conducted within last two [2] years)*
- Conduct organizational needs assessment
- Conduct SWOT analysis
- Conduct community asset mapping
- Complete program sustainability assessment tool

Regional Assignments: Bay Area/Mid-state

Bay Area Mid-State

Unique ID	Org Name	County
BHRRBAB01	Aspiranet Behavioral Health Division	San Mateo County
BHRRBAB02	Aspiranet Family and Community Division	San Mateo County
BHRRBAB03	Aspiranet Residential and Education Division	San Mateo County
BHRRBAB04	Aspiranet Resource Family Adoption and Foster Care Division	San Mateo County
BHRRBAB05	Aspiranet Transition Aged Youth Division	San Mateo County
BHRRBAB06	Aspiranet Wraparound and Intensive Home Based Services Division	San Mateo County
BHRRBCH01	Community Health for Asian Americans	Alameda County
BHRRBCS01	Community Solutions	Santa Clara County
BHRRBCU01	Cultivating Culturally Competent Clinicians Inc	Fresno County
BHRRBEB01	East Bay Agency for Children	Alameda County
BHRRBGF01	Gardner Family Health Network Inc DBA Gardner Health Services	Santa Clara County
BHRRBGR01	Greater Fresno Health Organization Inc	Fresno County
BHRRBHS01	Heart and Soul	San Mateo County
BHRRBIF01	Instituto Familiar de la Raza	San Francisco County
BHRRBJS01	Janus of Santa Cruz	Santa Cruz County
BHRRBKV01	Kings View	Fresno County
BHRRBLA01	La Clínica de La Raza	Alameda County
BHRRSLR01	LAGS Recovery Centers Inc	Santa Barbara County
BHRRBLC01	LGBTQ Collaborative	Stanislaus County
BHRRBLM01	LifeLong Medical Care	Alameda County
BHRRSMH01	Mental Health Association of Santa Barbara County DBA Mental Wellness Center	Santa Barbara County
BHRRBNS01	NAMI San Mateo County	San Mateo County
BHRRBPT01	Partnerships for Trauma Recovery	Alameda County
BHRRBRC01	Rebekah Childrens Services	Santa Clara County
BHRRSSB01	Santa Barbara Neighborhood Clinics	Santa Barbara County
BHRRBSC01	Schranks Clubhouse	Tulare County
BHRRSTM01	Transitions Mental Health Association	San Luis Obispo County
BHRRBTR01	Tule River Indian Health Center	Tulare County

Regional Assignments: NorCal/Capital

NorCal & Capital		
Unique ID	**Org Name**	**County**
BHRRBAR01	Archway Recovery Services Inc	Solano County
BHRRCED01	El Dorado County Community Health Center	El Dorado County
BHRRCED02	El Dorado County Community Health Center Cameron Park Behavioral Health Site	El Dorado County
BHRRNGM01	Gateway Mountain Center	Nevada County
BHRRNMC01	Mendocino Community Health Center	Mendocino County
BHRRCON01	One New Heartbeat	Sacramento County
BHRRBPH01	Petaluma Health Center	Sonoma County
BHRRNRC01	Redwood Community Services Inc	Mendocino County
BHRRCSY01	Sacramento Youth Center	Sacramento County
BHRRCED03	STEPS Program at El Dorado Community Health Center	El Dorado County
BHRRBWC01	We Care Services for Children	Contra Costa County
BHRRNYT01	Yurok Tribe	Del Norte County

Regional Assignments: SoCal (Los Angeles)

	SoCal (Los Angeles)	
Unique ID	**Org Name**	**County**
BHRRSBH01	Bienestar Human Services Inc	Los Angeles County
BHRRSCS01	Chinatown Service Center	Los Angeles County
BHRRSCO01	Compatior Counseling Center	Los Angeles County
BHRRSDH01	Didi Hirsch Psychiatric Services dba Didi Hirsch Mental Health Services	Los Angeles County
BHRRSFA01	Five Acres	Los Angeles County
BHRRSFB01	Fred Brown Recovery Services	Los Angeles County
BHRRSGA01	Gateways Hospital And Mental Health Center	Los Angeles County
BHRRSHC01	Health Care Integrated School Based Health SBH	Los Angeles County
BHRRSHH01	Healthy Hearts Medical Association dba Health Care Integrated Services	Los Angeles County
BHRRSHH02	Healthy Hearts Medical Association dba Health Care Integrated Services	Los Angeles County
BHRRSHH03	Healthy Hearts Medical Association dba Health Care Integrated Services	Los Angeles County
BHRRSPA01	Parents Anonymous Inc	Los Angeles County
BHRRSPL01	Penny Lane Centers	Los Angeles County
BHRRSPH01	PHOENIX HOUSES OF CALIFORNIA INC	Los Angeles County
BHRRSSD01	Samuel Dixon Family Health Center Inc	Los Angeles County
BHRRSSD02	Samuel Dixon Family Health Center Inc	Los Angeles County
BHRRSSC01	Southern California Health And Rehabilitation Program	Los Angeles County
BHRRSSJ01	St Johns Community Health	Los Angeles County
BHRRSPC01	The People Concern	Los Angeles County
BHRRSVF01	The Village Family Services	Los Angeles County
BHRRSVE01	Venice Family Clinic	Los Angeles County

Regional Assignments: SoCal 2

	Southern CA	
Unique ID	Org Name	County
BHRRSCI01	City Impact	Ventura County
BHRRSCC01	Community Clinics Health Network dba Health Quality Partners of Southern California	San Diego County
BHRRSCR01	County of Riverside Riverside University Health System Behavioral Health	Riverside County
BHRRSGH01	Grandmas House of Hope	Orange County
BHRRSHC02	Health Care Integrated School Based Health SBH	Riverside County
BHRRSHG01	Higher Ground Youth and Family Services	Orange County
BHRRSMS01	Marys Shelter DBA Marys Path	Orange County
BHRRSNC01	Norooz Clinic Foundation	Orange County
BHRRSNO01	North County Health Project Inc dba TrueCare	San Diego County
BHRRSOC01	Orange County Asian and Pacific Islander Community Alliance	Orange County
BHRRSPF01	Palomar Family Counseling Service	San Diego County
BHRRSPV01	Peer Voices of Orange County	Orange County
BHRRSSP01	Serve The People	Orange County
BHRRSHL01	The Happier Life Project	Riverside County
BHRRSPR01	The Purpose of Recovery	Orange County
BHRRSUC01	Unicare Community Health Center	San Bernardino County
BHRRSUP01	Union of Pan Asian Communities	San Diego County
BHRRSVI01	Vista Community Clinic	San Diego County
BHRRSVH01	Vista Hill Foundation	San Diego County
BHRRSWA01	Waymakers	Orange County

Grantee & AHP's Next Steps towards Getting Paid!

GRANTEE:

1. Complete and Submit your Phase A Work Plan 07/28/23
2. Complete and Submit your Scope of Work (SOW) by 07/28/23
3. Complete and Submit your Capacity Building Survey (CBS) by 07/28/2023
4. Review, Sign, and Return your Contract
5. Submit your budget for Phase B by **8/21/23**
6. Complete and Submit your first invoice and Q1 report 10/15/23
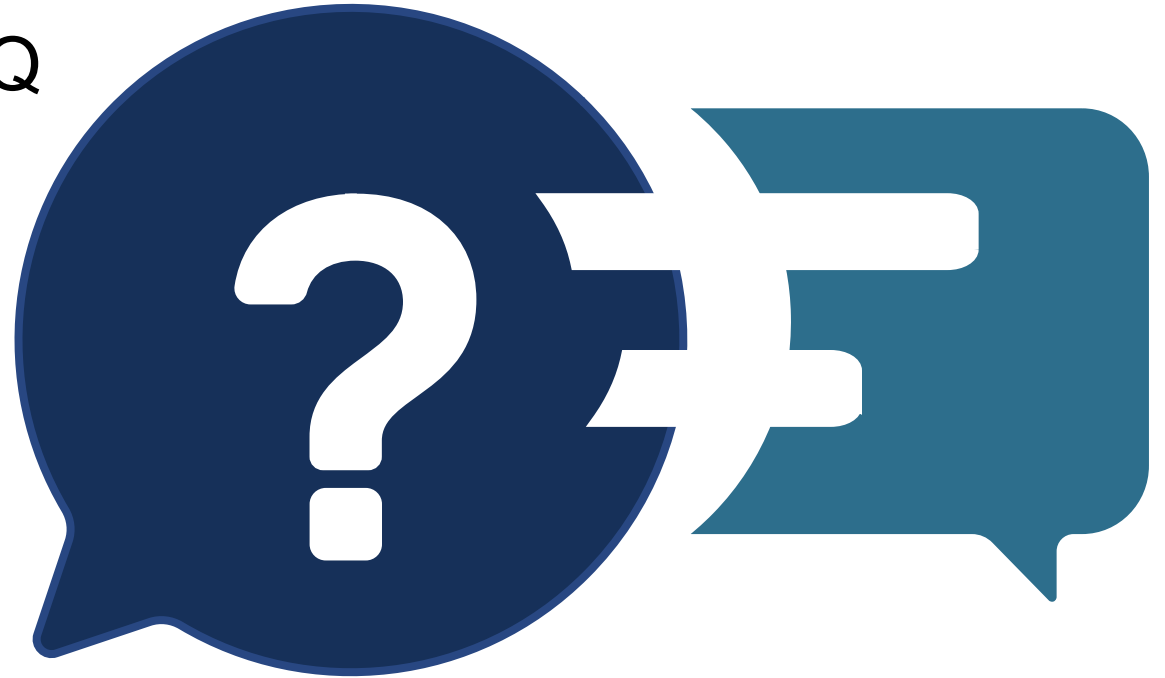
AHP:

1. Grantee Coach will schedule a Zoom Call to discuss your SOW & help you access the BHWRC after receipt of 1,2, and 3 above
2. Contracts office will contact you to verify contract information, email you the contract for signing, and will execute contract after you've signed
3. Provide invoice templates and instructions for billing
4. Send payment to you

Q & A

Please enter your questions in the Q & A box and/or send them to insert BHRR email mail to:
AHP email with subject line **BHRR Awardee Question**
Please cc your Grantee Coach!

THANK YOU