










Welcome and Orientation

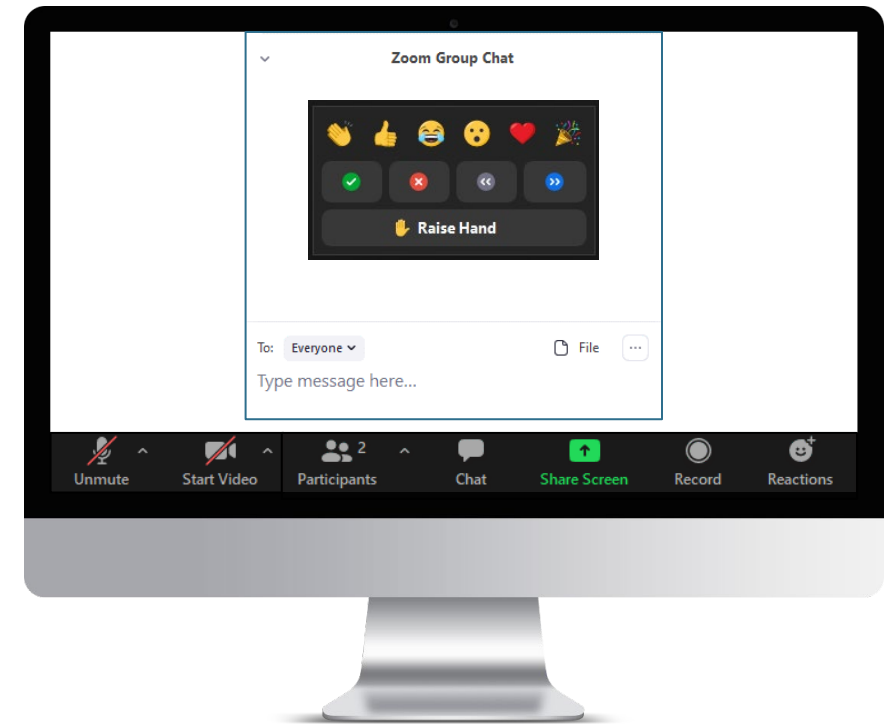
Behavioral Health Recruitment and Retention

July 6, 2023 | 12 p.m. - 1 p.m. PT



Housekeeping

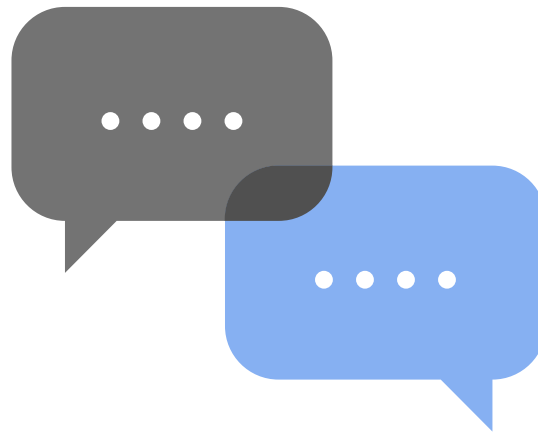
-  **Join by Phone:** Click Join Audio, Phone Call tab, dial the desired phone number, and enter Meeting ID and Participant ID. **01**
-  **Camera:** Please keep your camera on unless you have low bandwidth. **02**
-  **Name:** Please change your name to your actual name. **03**
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Full-screen: Double-click to toggle. **06**
-  **Need help?** Type in the Chat box! **07**



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Welcome and Orientation

Behavioral Health Recruitment and Retention (BHRR)

July 6, 2023 | 12 p.m. - 1 p.m. PT



BHRR Welcome and Orientation



Jena Grosser, Health Program Specialist II
California Department of Health Care Services (DHCS)

Kathleen West, Project Director
Behavioral Health Workforce Development (BHWD) Initiative
Advocates for Human Potential, Inc. (AHP)

Lorena Nevile, BHRR Deputy Project Director, AHP

Cklara Moradian, BHRR Lead Grantee Coach, AHP

Roxanne Brooks, BHRR Grantee Coach, AHP

Indigenous Land Acknowledgement

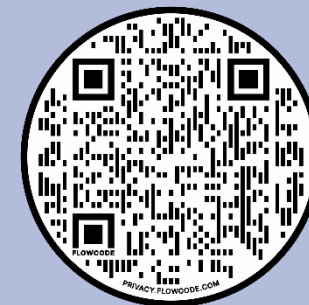
- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office resides in Tongva territory.
- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California 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 <https://native-land.ca>

Option 3: Access Native Land website via QR Code



Agenda

1. DHCS Welcome & Congratulations
2. Funding Overview
3. Program Purpose
4. BHRR Overview
5. Training & Technical Assistance (TTA)
6. Grantee Requirements & Process
7. Timeline and Deliverables
8. Submitting Questions
9. Project Timeline



BHRR Grantees

WELCOME and CONGRATULATIONS!

81

BHRR Funded Locations

65

Behavioral Health Organizations

60

Cities

24

Counties

BHRR Awardee Map



Funding Overview

- **BHRR** is a project of the DHCS BHWD Initiative.
- The goal of **BHWD** is to support and expand the statewide behavioral health (BH) workforce in California.
- **BHRR** is funded through the American Rescue Plan Act 2021.
- **AHP** serves as the Administrative Entity (AE) on behalf of DHCS to administer, supervise, and provide TTA to BHRR grantees.



Funding Opportunity Overview

Two Phases of Funding

Phase A: Planning Phase

- 3 months
- \$50,000
- Develop tailored implementation plan to expand recruitment and retention

Phase B: Implementation Phase

- 16 months
- Up to \$300,000
- Implement *at least* 1 recruitment and/or retention strategy



It is expected that grantees will be awarded funds in Phase B, depending on performance in Phase A.

BHRR Purpose



Enable



Grow and Retain



Create



Expand

The Four (4) Goals of BHRR

Improve	Improve BH organizations' knowledge and implementation of best practices in BH workforce development and change management.
Strengthen	Strengthen BH organizations' capacity to effectively recruit and retain skilled staff through identification and deployment of specific strategies in their organization.
Increase Diversity	Increase the diversity of the BH workforce through an array of strategies to better reflect the individuals in need of services.
Long-term Strategy	Increase BH organizations' sustainability and ability to respond to changing environments by supporting the development of and adherence to longer-term strategic plans.



BHRR Phase A Overview

Phase A (Planning Phase)

July 1, 2023 – September 30, 2023

- Awarded grantees have received \$50,000 for Phase A (the three [3]-month planning phase).
- Unspent funds from Phase A can be rolled over into Phase B if grantee approved for Phase B.
- Extensive TTA will be provided during this phase to ensure monthly deliverables are met and a Phase B Implementation Plan is completed.
- Phase B budget is due on **8/21/23** to ensure time for review.
- Phase B Implementation Plan must be submitted during Phase A by **9/29/23**.
- Grantees are **required** to participate in TTA opportunities.



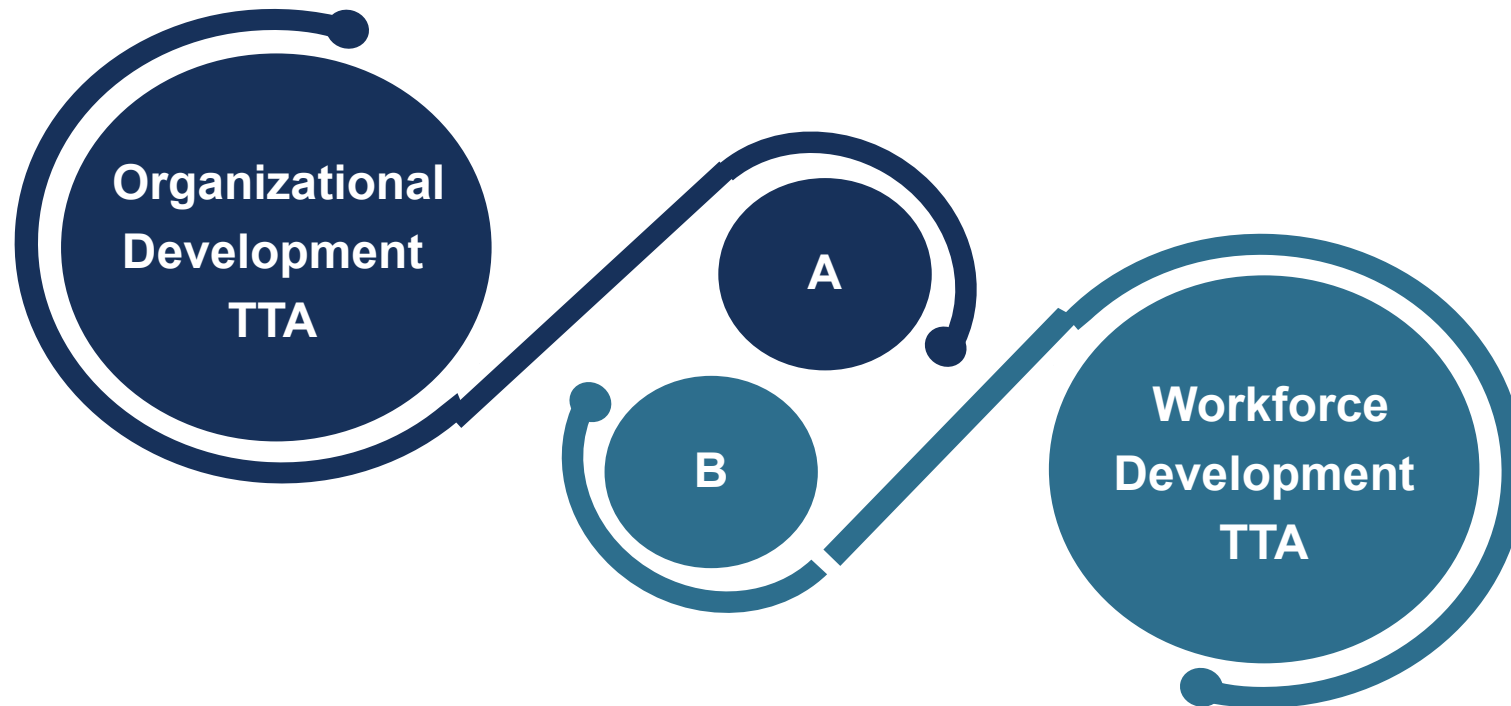
BHRR Phase B Overview

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

- Awarded grantees will receive up to \$300,000 for recruitment and retention strategies. 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.
- *Grantees must complete a Sustainability Plan during Phase B, which must be referenced in the Implementation Plan.*



BHRR TTA



Modalities of TTA Participation

TTA will include

Quarterly Learning Collaborative meetings

Coaching calls and webinars

Cohort workshops based on selected strategies

Tailored TTA based on grantee requests



AE & TTA Provider for the BHWD Initiative

AHP

**35 years of
expertise in the
Human Services
field**

Local



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.

New Grantee Process

- AHP Grantee Coach assigned to each BHRR grantee.
- Grantee onboarding (survey completion, asynchronous training).
- SOW and subcontracting process with AHP.
- Grantee Coach will work with each site to develop the SOW and execute the grantee subcontract for each phase as soon as possible. This timeframe varies by the grantee.



**Register for the BHRR
Administrative Launch Webinar
on July 11, from 12 p.m. – 1
p.m. PT [Zoom Meeting](#)**

**The funding start date is
July 1, 2023.**

BHRR Grantee Requirements

Develop subcontracts with AHP and execute them ASAP.

Complete Phase A workplan and meet all deliverables needed to receive Phase B funding.

Implement projects as specified in the Implementation Plan and SOW, including TTA participation (all part of the subcontract).

Participate in data collection, outcome monitoring, and evaluation related to BHRR objectives (specified in the subcontract).

Submit quarterly reports with data updates and deliverables progress.

Submit quarterly invoices.

First Tasks For BHRR Grants

01

Identify a BHRR Coordinator for grantee sites and solidify executive leadership support for project.

02

Complete BHRR assessment surveys. Links will be sent to the BHRR Coordinator by July 6, 2023.

03

Complete the BHRR Phase A workplan. A template will be sent to the BHRR Coordinator by July 6, 2023.

04

Develop the SOW. AHP's SOW template will be sent to the BHRR Coordinator by July 6, 2023.

05

Attend the July 11, 2023, 12 p.m. – 1 p.m. PT Administrative Launch webinar for SOW, contracting, and invoicing information.

06

Re-examine the budget to ensure that tasks and budget align. A Grantee Coach will work with the BHRR Coordinator to assist in SOW completion and subcontract execution.

Project Timeline & Deliverables – Phase A

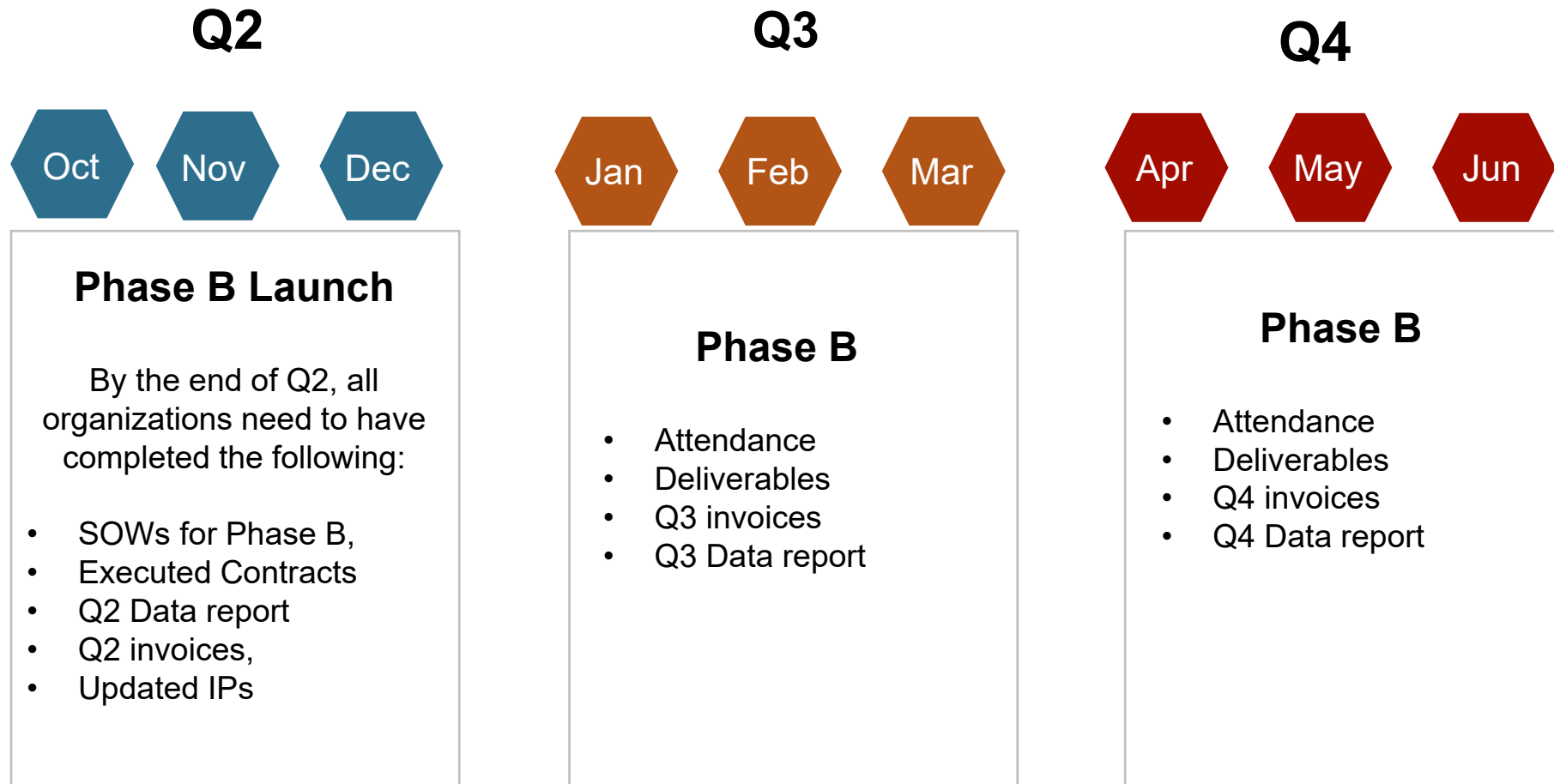
Project launch Quarter 1 (Q1)



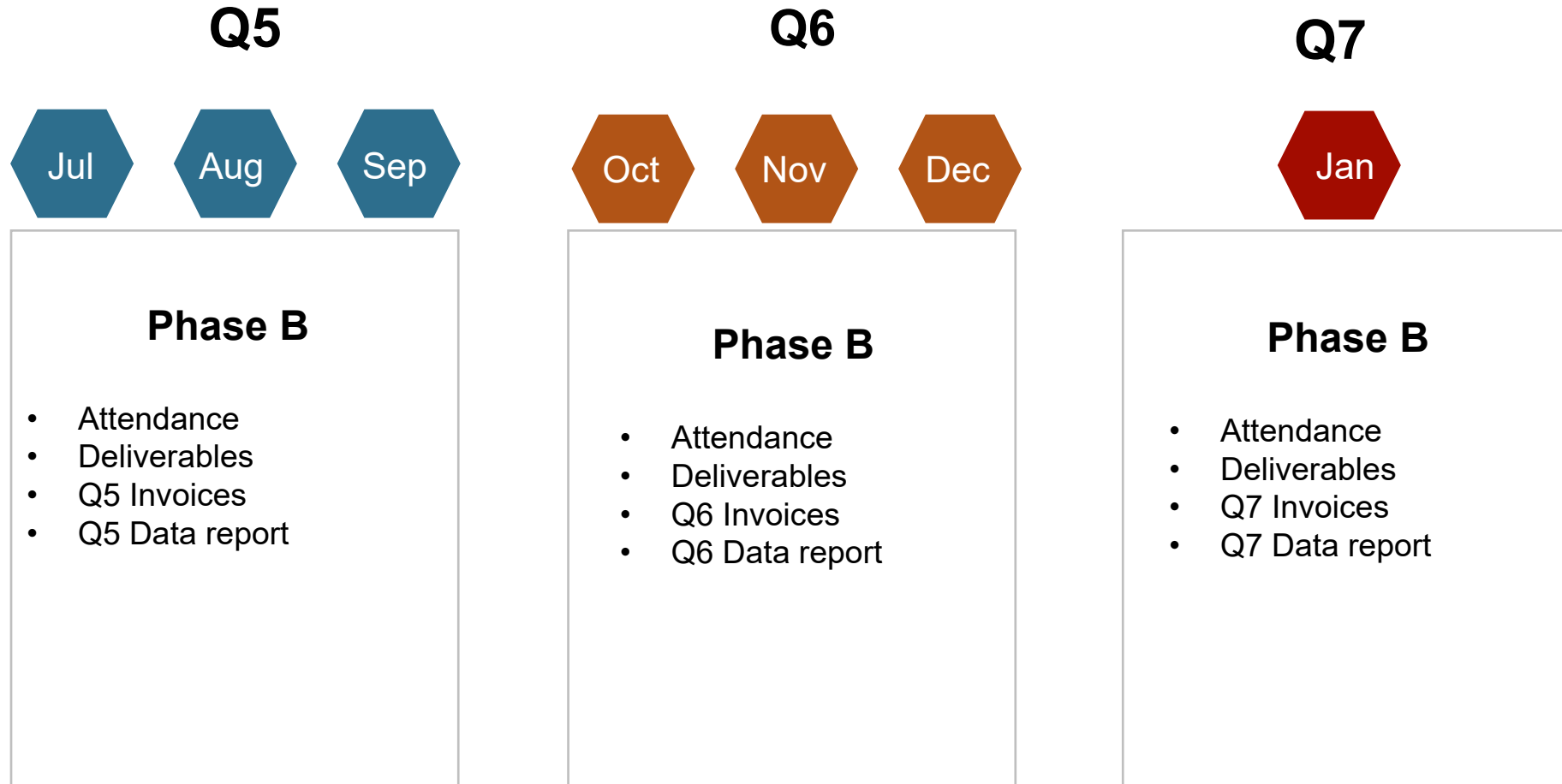
By the end of Q1 on September 30, all grantees need to have completed the following:

- Phase A Workplan
- Capacity Building Survey
- SOW
- Executed Contracts
- Q1 Data Report
- Q1 Invoices
- SMART goals for Phase B
- Program Sustainability Assessment Tool
- Sustainability Plan
- Implementation Plan for Phase B, including Phase B budget

Project Timeline & Deliverables – Phase B



Project Timeline & Deliverables – Phase B



Questions?

Please enter questions in the Q&A box and/or send them to

CA_BHRR@ahpnet.com

with the subject line:

BHRR Awardee Question





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Thank you!

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