



Workplace Wellness Workshop

Behavioral Health Recruitment and Retention

Tuesday, November 14, 2023 | 11:00 a.m. –12:30 p.m. PT



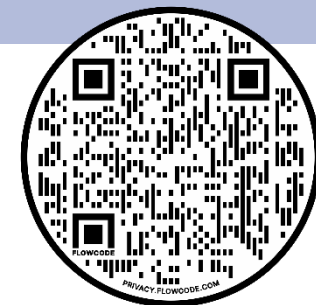
Indigenous Land Acknowledgement

- 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: Enter your location at <https://native-land.ca>

Option 2: Access Native Land website via QR Code





Advocates for Human Potential, Inc. (AHP) Behavioral Health Recruitment and Retention (BHRR) Team



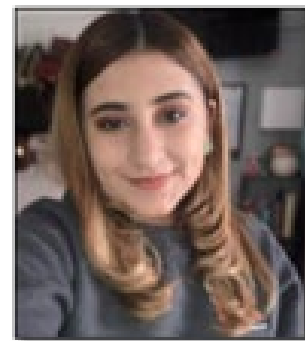
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This project would not be possible without the many amazing people who work in the background but are not on this slide.

AHP Workforce Development (WFD) Subject Matter Expert (SME) Team



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Agenda



Introduction to Workplace Wellness



Case Study



Breakout Room Discussion



Breakout Room Debrief



Solutions for Workplace Wellness



Q&A





“

Are you working to burnout or working to wellness? Reduce employee stress, heavy workloads, and burnout, and aim to support and sustain a healthy, resilient workforce.

”

Introduction to Workplace Wellness

1. Call to Action

- a) Develop intervention strategies to track and work to wellness instead of working to burn out.
- b) Develop proactive wellness strategies.
- c) Build a Planning and Implementation Task Force.



Promoting Wellness in the Workplace



Upgrade
technology

Offer
rewards,
incentives,
benefits

Evaluate
employee
workloads

(e.g., forecasting,
distribution, monitoring,
management)

Offer flexible
office hours and
hybrid options

Case Study

A Community Based Organization (CBO) has been inundated by demand for mental health services. It is struggling to retain licensed clinicians who provide supervision.

Most of this CBO's staff are associate clinicians and case managers serving marginalized communities. **Staff have high caseloads**, high productivity requirements, and minimal protected time for training, documentation, and rest. The waitlist for services is six or more months. **The administration is under tremendous pressure** by funders to reduce the waitlist. **Morale is low. Rates of absenteeism** due to burnout and vicarious trauma **are high**.

Leadership recognizes these issues. To support staff, this CBO started offering onsite yoga classes and created “a peaceful oasis” in the breakroom. Two months later, very few people have taken advantage of these things.

Breakout Room Questions

1. What went wrong?
2. Has your organization experienced similar challenges?
3. What solutions would you offer?
4. Share with your cohort any strategies in your Implementation Plan that address similar issues.
5. What resources or protocols do you have in place at your organization to address workplace wellness? Have these resources or protocols been effective?



Breakout Room Discussion



45 minutes

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

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	Schrank's 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

Solutions to Workforce Wellness



Large Group Debrief Activity

Benefits of Workplace Wellness

Extra investments in employee wellness = improved performance and consistency

- Other benefits include:
 - Less absenteeism
 - More savings on health insurance
 - Higher employee satisfaction
 - Greater job retention
 - Improved productivity



Questions?

Please enter questions in the Q&A box and/or raise your hand.





Please fill out the attendance form and feedback survey in the chat to meet your requirements for today's event.



“

Thank you!

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References

- California Workforce Association (2023, October 17). [ARE YOU WORKING TO BURNOUT OR WORKING TO WELLNESS? HOW TO REDUCE STRESS, ANXIETY AND BURNOUT IN WORKFORCE DEVELOPMENT ORGANIZATIONS!](https://calworkforce.org/hard-times-new-workforce-skills-to-overcome-the-challenges-we-face/) calworkforce.org/hard-times-new-workforce-skills-to-overcome-the-challenges-we-face/
- Landau, P. (2023, March 10). [Workload management: How to manage your team's workload.](https://www.projectmanager.com/blog/how-to-manage-your-teams-workload) <https://www.projectmanager.com/blog/how-to-manage-your-teams-workload>
- Thomas, E. (n.d.). [Project management tips for the workplace.](https://www.signupgenius.com/Business/project-management-tips-workplace.cfm) <https://www.signupgenius.com/Business/project-management-tips-workplace.cfm>
- UCS Dornsife at USC. (n.d.) [How to promote wellness in the workplace.](https://appliedpsychologydegree.usc.edu/blog/wellness-in-the-workplace/) <https://appliedpsychologydegree.usc.edu/blog/wellness-in-the-workplace/>