



Connecting to Local Resources and Building Pipeline Sustainability

Behavioral Health Recruitment and Retention

April 18, 2024 | 11 a.m. - 12:30 p.m. PT



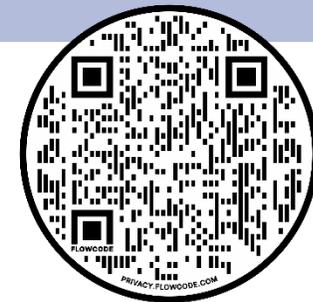
Indigenous Land Acknowledgement

- 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



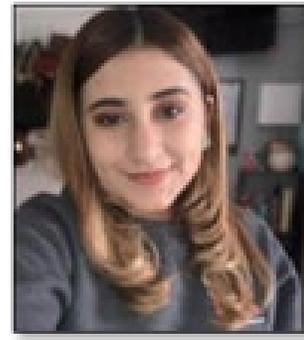
Susan Lange
Program Director
Workforce Innovations Lab



Kklara Moradian
BHRR Deputy Project Director
& Grantee Coach



Roxanne Brooks
Grantee Coach



Rosy Larios
Grantee Coach



Sandra Gomez
Grantee Coach



Angelica Rodriguez
Grantee Coach



Erika Asuncion
2nd-Year M.S.W. Intern
Grantee Coach in Training



Neyat Tefery
Operations Specialist



Caitlin Storm
Quality Assurance
Coordinator



Kate Cox
Behavioral Health
Workforce Development
(BHWD)
Operations Manager



Kayla Halsey
BHWD Data &
Analyses
Manager

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



Susan Lange
WFD SME & Program Director



Allen Fowler
*WFD SME &
Senior Writer*



Martina Durant
*WFD SME &
Senior Program Manager*

Agenda



Grantee Spotlight:
Orange County Asian and Pacific Islander
Community Alliance (OCAPICA)



Breakout Room Discussion



Large Group Debrief



Q&A



Community Partnerships

Established in 1997 with the mission to build a healthier and stronger community by enhancing the well-being of Asians and Pacific Islanders through inclusive partnerships in the areas of service, education, advocacy, organizing, and research.



ocapica



About OCAPICA



- Is the largest Asian American and Native Hawaiian Pacific Islander (AANHPI)-serving organization in Orange County.
- Provides integrated, comprehensive services and support.
- Focused on/specialized in serving Asian American and Pacific Islanders.
- Evolved to serve all: any population, socioeconomic status, city, etc.



OCAPICA Staff and Services



- OCAPICA has 120+ staff members representing the diverse communities of Orange County.
- We speak 20 different languages, including most Asian and Pacific Islander languages as well as Spanish, Farsi, and Arabic.
- OCAPICA serves more than 80,000 community members annually.
- OCAPICA has been providing behavioral health services for over 19 years to more than 40,000 individuals a year. This includes clinical, case management, and rehabilitative services; substance use treatment; and supportive services for housing, transportation, education, food, and other needs.

Behavioral Health Recruitment and Retention (BHRR)



- The county has 25% AANHPI or 800,000+ members ([U.S. Census Bureau, 2020](#)), and OCAPICA is one of the few behavioral health service providers providing in-language services.
- While we receive hundreds of referrals from local service providers, OCAPICA is still competing with providers that offer higher pay to non-bilingual staff.
- BHRR funding is supporting OCAPICA by creating long-term solutions and strategies to address the lack of bilingual/bicultural AANHPI behavioral health service providers in Orange County.

How BHRR Is Supporting OCAPICA

- OCAPICA has over 175 community partners, including local health centers, hospitals, community-based organizations, school districts, businesses, and others.
- With BHRR funding, we extended our reach to local UCs, Cal States, and community colleges, especially those with Master in Social Work and Marriage and Family Therapy programs.
 - Azusa Pacific University, California Baptist University, The Chicago School, Cal State University Fullerton, Cal State University Long Beach, University of Southern California, etc.

How BHRR Is Supporting OCAPICA



- Internal partnership process for local schools
 - Identify current needs, internal resources, and appropriate schools to create career/training pipelines.
 - Explore/gather school information (and contact information, if available) from current staff members who are alumni from specific schools.
 - Explore/strengthen existing partnerships and expand our network.
 - Ensure adequate clinical support (licensed clinical supervisors, LMFT/LCSW, etc.) and available training.

How BHRR Is Supporting OCAPICA

- How we are building a career/training pipeline of bilingual/bicultural behavioral health providers:
 - Providing live supervision under established bilingual/bicultural providers (LMFTs, LCSWs, Psy.D.s)
 - Coaching and modeling bicultural services
 - Increasing awareness of community resources
- Retention of bilingual/bicultural staff
 - Support with necessary training, continuing education units (CEUs), and licensure renewal
 - Opportunities to improve clinical skills through culturally competent trainings



How BHRR Is Supporting OCAPICA

– *Recruitment and retention of staff*

- HR

- Extended our recruitment pool to include F-1 visa, Optional Practical Training (OPT) to H-1B visa applicants
- Vacation policy modification: staff can accrue more vacation hours
- New staff policy modification: shorten probationary/introductory period from 6 months to 3 months



OCAPICA Staff



Thank You!

Orange County Asian and Pacific Islander Community Alliance, Inc. (OCAPICA)

- **Main Office**

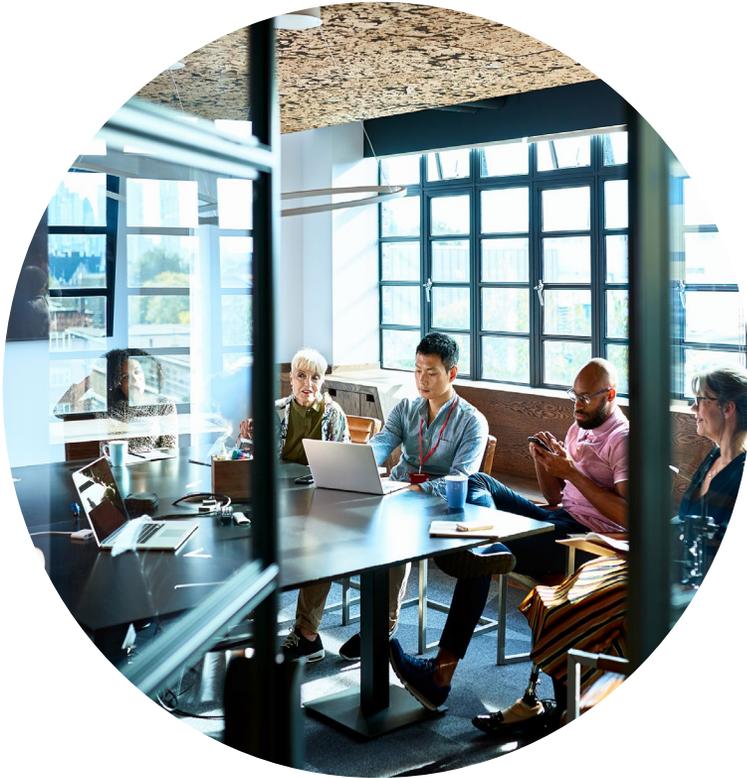
12912 Brookhurst Street, Suite 410
Garden Grove, CA 92840
714-636-9095

- **Behavioral Health Services**

12966 Euclid Street, Suite 495
Garden Grove, CA 92840
714-461-3687



Breakout Room Reflection Questions



1. How is your organization building pipeline sustainability through partnerships?
2. What challenges is your organization facing with forming partnerships to promote pipeline creation?

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

Connecting to Resources and Partnerships

Large Group Debrief Activity



Questions?

Please enter questions in the Q&A box and/or send them to CA_BHRR@ahpnet.com





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

Phase B Training and Technical Assistance – Quarter 4 of BHRR							
Q	Month	Week 1	Week 2	Week 3	Week 4	Week 5	Total Hours of Live Grantee Attendance per Month
4	April	Webinar: Charting Your Course: Asset Mapping toward a Workforce Pipeline and Collaborative Partnerships (1 Hour) 04/02/24 12-1p.m.		Q3 Data Report and Q3 Invoice Due 04/15/24 Workshop: Connecting to Local Resources and Building Pipeline Sustainability (1.5 Hours) 04/18/24 11a.m.-12:30p.m.	Update Implementation Plan(s)		2.5 Hours + 1:1 with GCs SMEs as needed
4	May	Learning Collaborative: BHRR Mini-Consultancy Session (2.5 Hours) 05/07/24 & 05/08/24 10a.m.-12:30p.m.		Administrative Coaching Call (1 Hour) 05/22/24 11a.m.-12p.m.	Update Implementation Plan(s)		3.5 Hours + 1:1 with GCs SMEs as needed
4	June	Webinar: Working with the Whole Person: Shifting to a Competency-Based Framework (1 Hour) 06/05/24 12-1p.m.		Workshop: Competency-Based Framework in Practice (1.5 Hour) 06/18/24 11a.m.-12:30p.m.	End of Q4 – Update Implementation Plan(s) Reminder: Q4 Data Report and Q4 Invoice(s) Due 07/15/24		2.5 Hours + 1:1 with GCs SMEs as needed

Upcoming Events and Important Reminders

Note: This document is a tentative plan and is subject to change. You will receive notification about changes to this plan in advance via email and through communication from your GC. Please refer to this plan for a general guideline of what to expect in Quarter 4 (Q4) of BHRR. The BHRR Team may offer optional Open Office Hours if needed. Those dates will be communicated in advance.

Acronyms:

- BHRR: Behavioral Health Recruitment and Retention
- SME: subject matter expert
- GC: Grantee Coach
- TA: technical assistance



“

Thank you!

”