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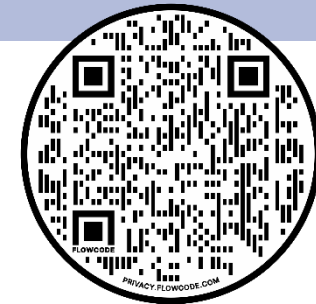
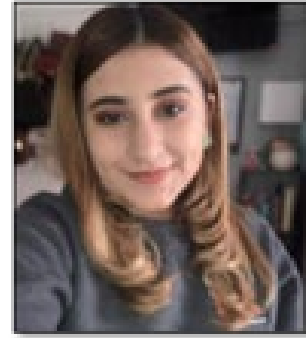# Advocates for Human Potential, Inc. (AHP) Behavioral Health Recruitment and Retention (BHRR) Team

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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

Susan Lange
WFD SME and Program Director

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Agenda

- Evaluating Programs
- Grantee Data Dashboards and Final Report
- Breakout Room Activity
- Large Group Discussion
- Closing Remarks and Survey

DHCS

The Importance of Program Evaluation

Health professionals can use program evaluation to determine the effect and quality of the initiatives they are delivering and whether they are having the desired outcomes.

- **Identifying whether programs are successful is likely to contribute to the security of funding for those programs.**

- **Funders and managers are often interested in identifying opportunities for advancing program improvement—program evaluation is a way to do this.**

- **Evaluation can show us how to improve existing programs and build on their strengths.**

- **Evaluation can reveal why a program is or is not being implemented as planned or producing intended results.**

- **Evaluation and analysis can help us understand why certain trends or patterns are observed in existing data sources.**

The Importance of Program Evaluation

Program evaluation helps provide answers to important questions:

- **Implementation—Are program activities being completed as planned?**

- **Effectiveness—Is the program achieving what was intended?**

- **Attribution—Did the outcomes happen because of the program?**

- **Contribution—What factors could contribute to these outcomes?**

- **Efficiency—Is the program operating using the appropriate resources?**

Behavioral Health Workforce Data Tracking

Benefit to your organization:

➢ Align yourselves with other behavioral health organizations collecting these metrics.

➢ Increase your likelihood of acquiring additional funding streams.

➢ Contribute to the field's development of evidence-based practice.

Grantee Data Dashboards

- The BHWD Data Team is working to develop data dashboards for all BHWD grantees.

- These data dashboards will showcase all your hard work through this project and include outcomes data from your Quarterly Data Reports, training and technical assistance, Program Sustainability Assessment Sustainability Tool reports, and funding amounts.

- Each grantee will receive access to their own data dashboard and a general data dashboard for each project they are a part of.

- The BHWD Data Team hopes that this data will be useful for project evaluation, quality improvement, grant writing, and securing future funding.

Demo:
Grantee Data
Dashboards

Our Gift to You

For the remainder of the contract period:

- The data dashboards will be made available for grantees to interact with on the BHRR Administrative Portal in October 2024.

- You can interact with the dashboard to see how your own organizational data compares with other grantees in your project.

- All grantee data is aggregate apart form your own, which is password protected.

Post-project:

- At the end of the project period, each grantee will also receive a cumulative PDF report of their data dashboard to take with them after the project ends and the portal is no longer accessible.

- You can use this on your website, in your applications for other funding streams, etc.

BHWD Draft Final Report Walk-Through

- The BHWD Final Report will go live in the portal by the end of **October** so you can view the questions, begin working through it, and save as you go. However, you cannot submit the report until **January**.

- You may need to reach out to different departments in your organization to gather certain information, particularly for questions in the funding section.

- The final report is meant to encompass your overall experience throughout the entire contract period and is due **January 15, 2025**. **It must be completed before final invoice approval.**

- Please send any additional questions to bhwddata@ahpnet.com.

Breakout Room Reflection Questions

1. What are some ways your organization can use the data from the BHWD data dashboards (and the PDF exports) to benefit your organization?

2. What are some ways you think the data should be used to improve the behavioral health field in California?

Activity Instructions: How to Self-Select into Breakout Rooms According to Organization Size
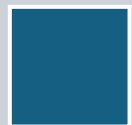
Emerging organizations are defined as having fewer than 25 employees.

Small organizations are defined as having 25 to 100 employees.

Medium organizations are defined as having 100 to 300 employees.

Large organizations are defined as having more than 300 employees.

Large Group Discussion and Debrief

Questions?

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

DHCS

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 5 of BHRR						
Q	Month	Week 1	Week 2	Week 3	Week 4	Week 5
5	July	**Asynchronous Learning: Workforce Analytics**	**OH:** **7/11/24** **12:00 p.m.-12:45 p.m.**	**Q4 Data Report and Q4 Invoice due 7/15/24** **Workshop: Long-term Recruitment and Retention Strategies** **(1.5 hours)** **07/17/24** **11 a.m.-12:30 p.m.** **OH: 7/19/24** **9 a.m.- 9:45 a.m.**	**Update implementation plan(s)** **Asynchronous Learning Knowledge Check due** **OH: 7/30/24** **3 p.m.-3:45 p.m.**	
5	August	**Asynchronous Learning: TBD**	**OH: 8/07/24** **12:00p.m.-12:45p.m.**	**OH: 8/16/24 9 a.m.-9:45 a.m.**	**Update implementation plan(s)** **Asynchronous Learning Knowledge Check due** **Workshop: Value Proposition to Support Funding** **(1.5 hours)** **8/22/24** **11 a.m.-12:30 p.m**. **OH: 8/26/24** **1 p.m.-1:45 p.m.**	
5	September	**Learning Collaborative: TBD*** **(2.5 hours)** **9/03/24 or 9/04/24** **10 a.m.-12:30 p.m.**	**OH: TBD**	**Workshop: TBD** **(1.5 Hours)** **9/18/24** **11:00am-12:30pm**	**End of Q5 –** **Update implementation plan(s)** **Reminder:** **Q5 Data Report and Q5 invoice(s) due:** **10/15/24**	

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 6 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!"