



# Closing Celebration

## Behavioral Health Recruitment and Retention

November 20, 2024 | 11:00–12:30 p.m. PT



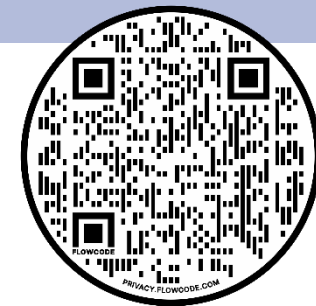
# Indigenous Land Acknowledgement

- 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



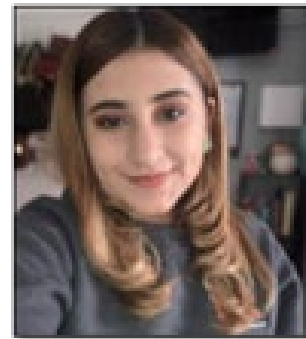
Susan Lange  
*Program Director  
Workforce Innovation Lab*



Cklara Moradian  
*BHRR Deputy Project Director  
and Grantee Coach*



Roxanne Brooks  
*Grantee Coach*



Rosy Larios  
*Grantee Coach*



Sandra Gomez  
*Grantee Coach*



Angelica Rodriguez  
*Grantee Coach*



Neyat Tefery  
*Operations Specialist*



Caitlin Storm  
*Quality Assurance  
Coordinator*



Kate Cox  
*Behavioral Health  
Workforce Development  
(BHWD)  
Operations Manager*



Kayla Halsey  
*BHWD Data and  
Analyses Manager*



Orlhy Hernandez  
*M.S.W. Intern*

**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*



Allen Fowler  
*WFD SME and  
Senior Writer*



Martina Durant  
*WFD SME and  
Senior Program Manager*

# Agenda

Director and Deputy Director Welcome

Moment of Silence

Map of Awarded Grantees

Data and Grantee Coach Lessons Learned

Takeaways, Sustainability, and Yearbook Review







# Director and Deputy Director Welcome

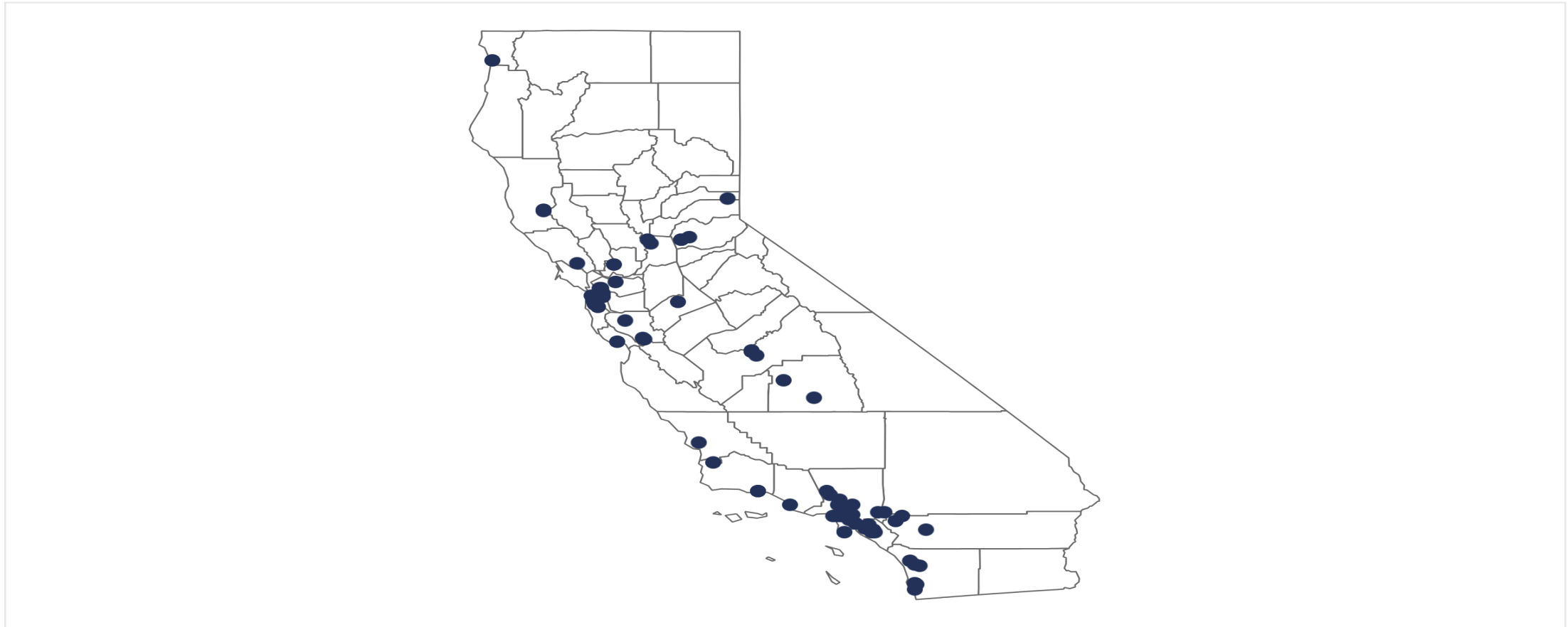


# A Moment of Silence

In memory of those who we have lost during the BHRR project. Recognizing that their impact has forever changed lives and communities.

# Map of Grantee Awardees

BHRR Awardee Map





The background features a collage of data-related elements. On the left, a portion of a laptop keyboard is visible. A blue pen lies diagonally across the center. A magnifying glass with a wooden handle is positioned on the right side. The background is filled with various charts and graphs, including bar charts with values like 14.0, 2.95, 2.40, 2.22, 1.30, and 1.26, and a pie chart with segments labeled 30, 21, 15, 37, and 28. A bar chart on the right shows age groups 65-69 and 70-74. The overall color scheme is a mix of blue, teal, and white.

# Data Highlights

# Our data tells us that during your time as BHRR grantees, your organizations successfully . . .



Increased accessibility of behavioral health services in your communities



Increased utilization of behavioral health services by vulnerable populations



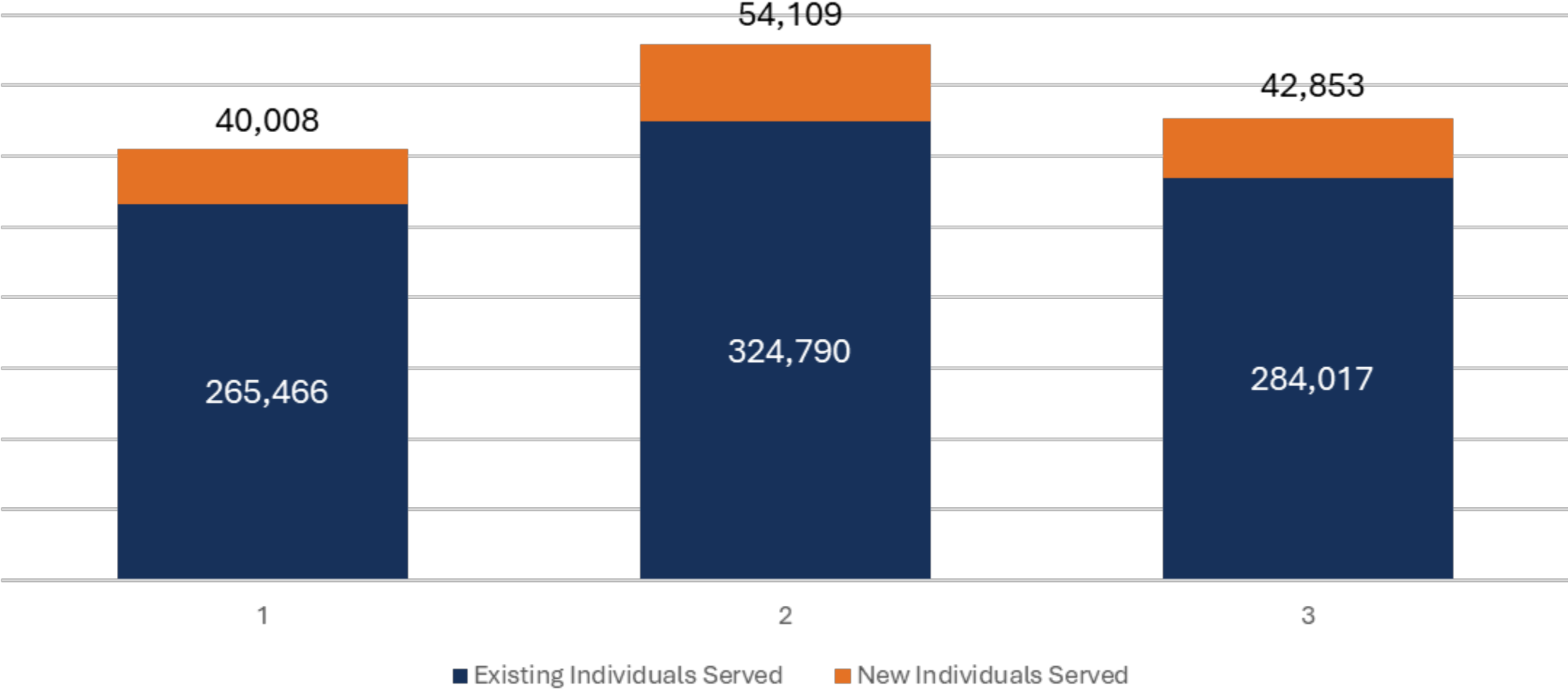
Increased recruitment and retention of behavioral health staff in your organizations



Increased quality of behavioral health services and service providers through staff training

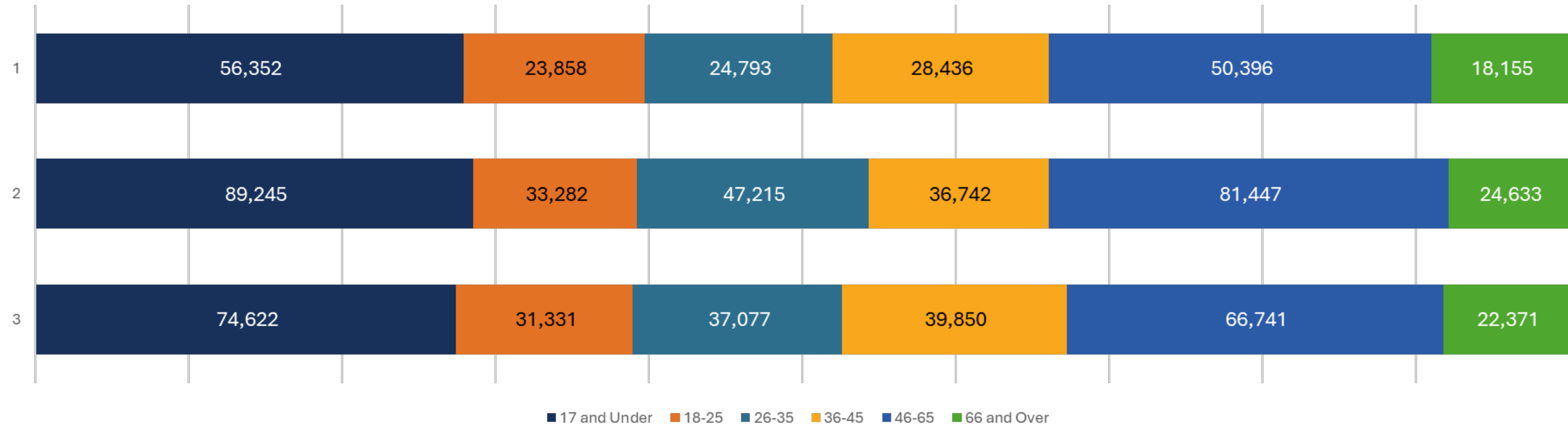
# Individuals Served by BHRR Grantees

## Individuals Served by Quarter



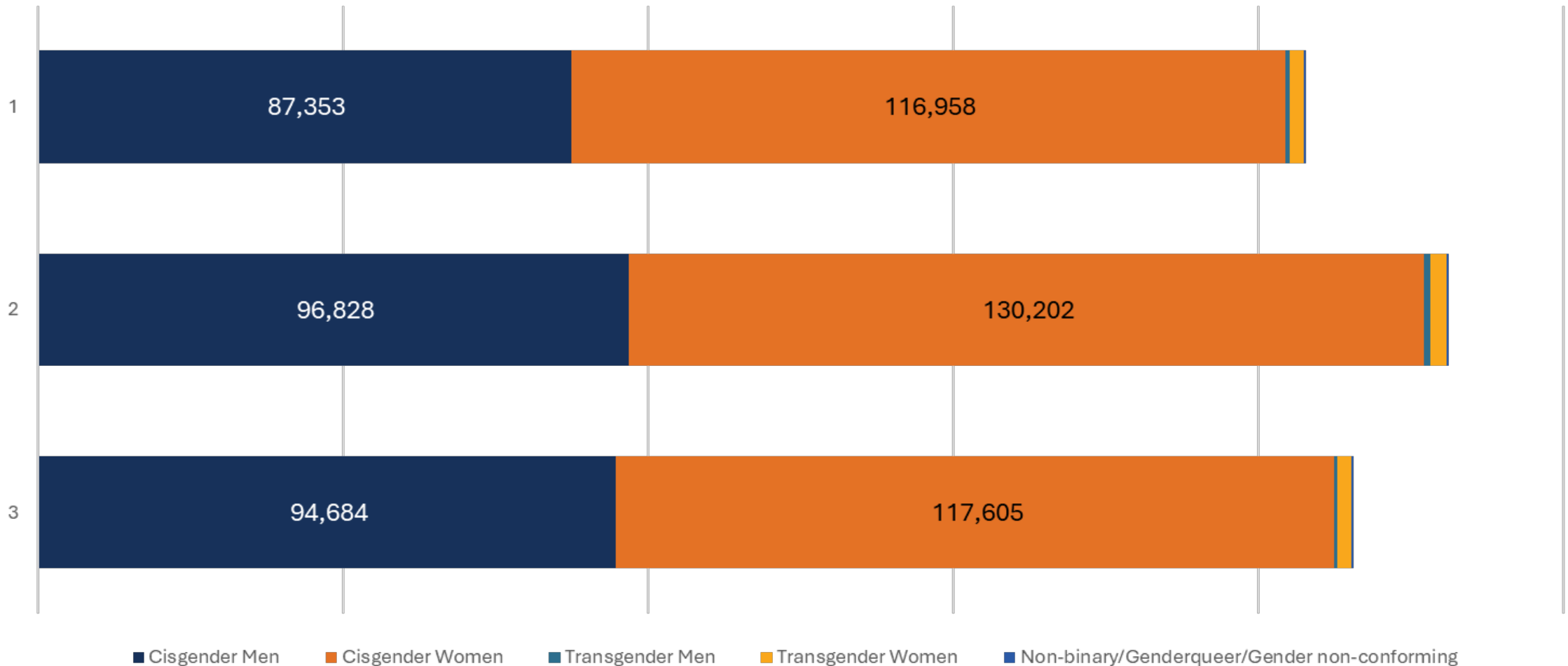
# Demographics of Individuals Served

Individuals Served Age by Quarter



# Demographics of Individuals Served

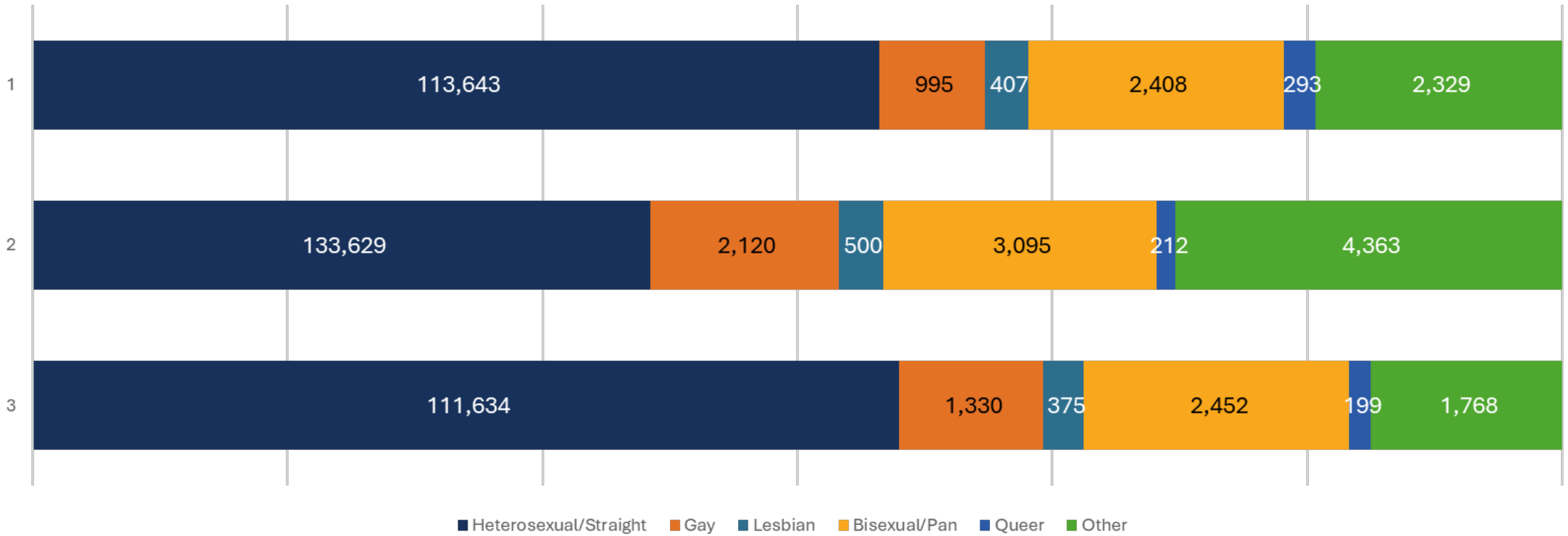
Individuals Served Gender by Quarter





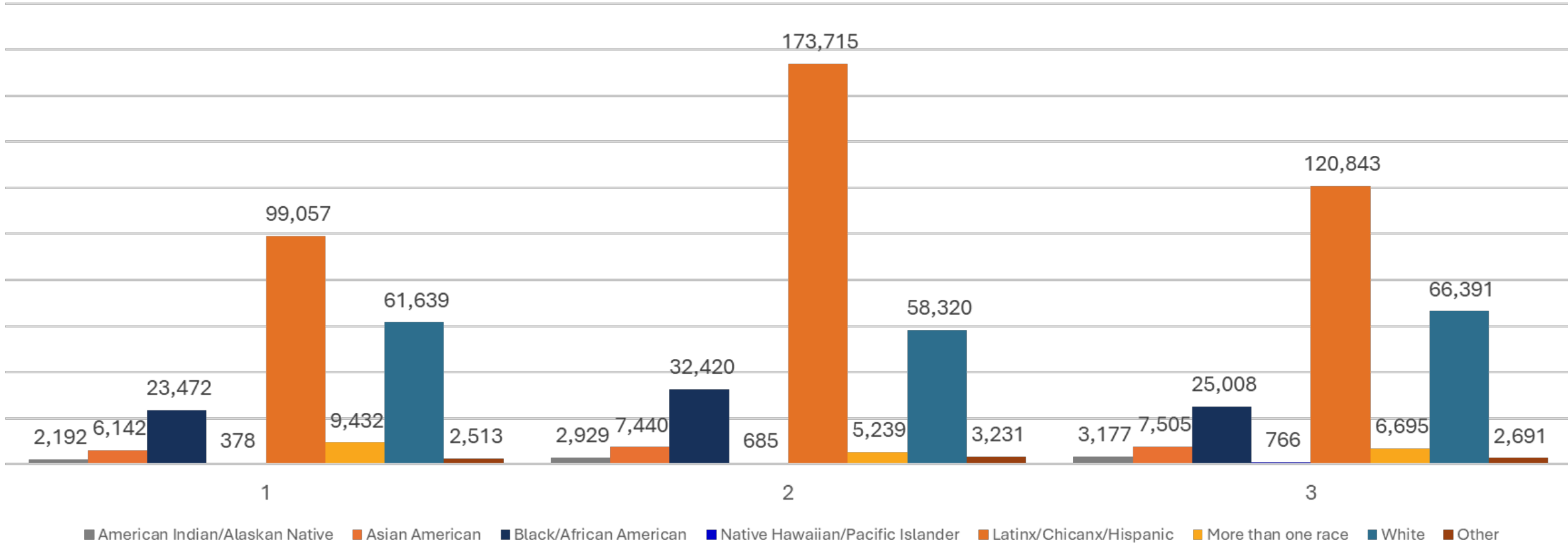
# Demographics of Individuals Served

Individuals Served Sexual Orientation by Quarter



# Demographics of Individuals Served

Individuals Served Race/Ethnicity by Quarter



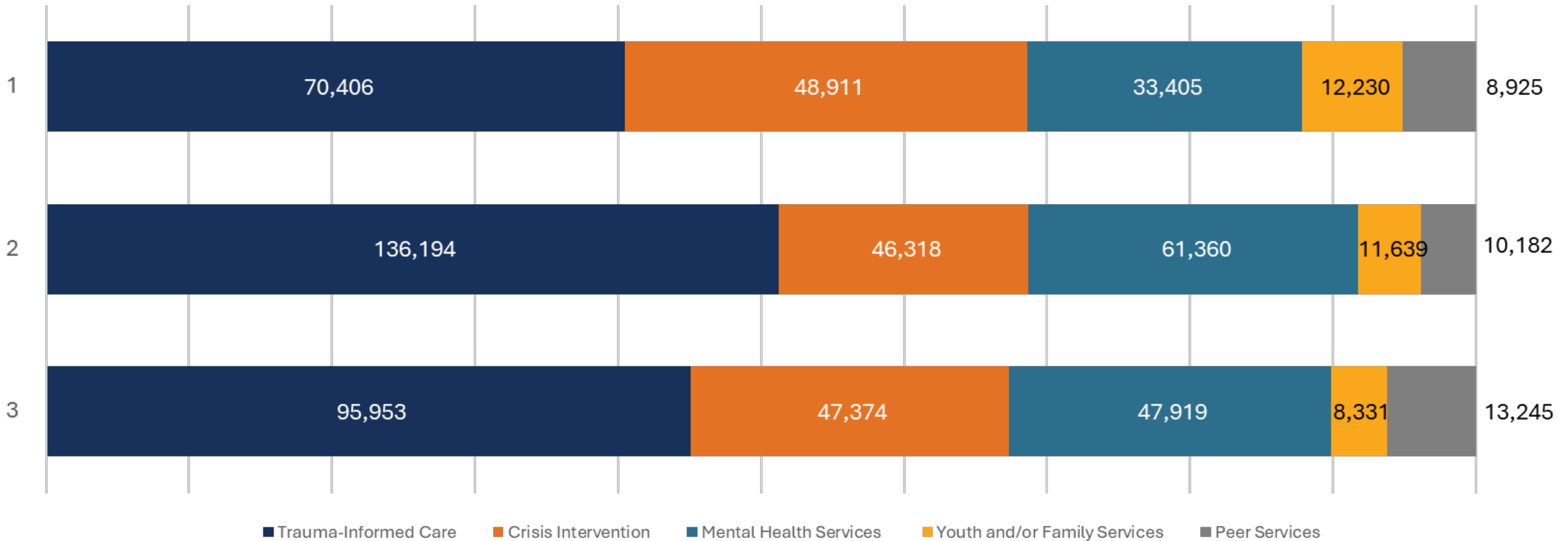
# Over the previous three quarters, grantees have gradually increased their services to special population groups.

Special Populations Served by Quarter



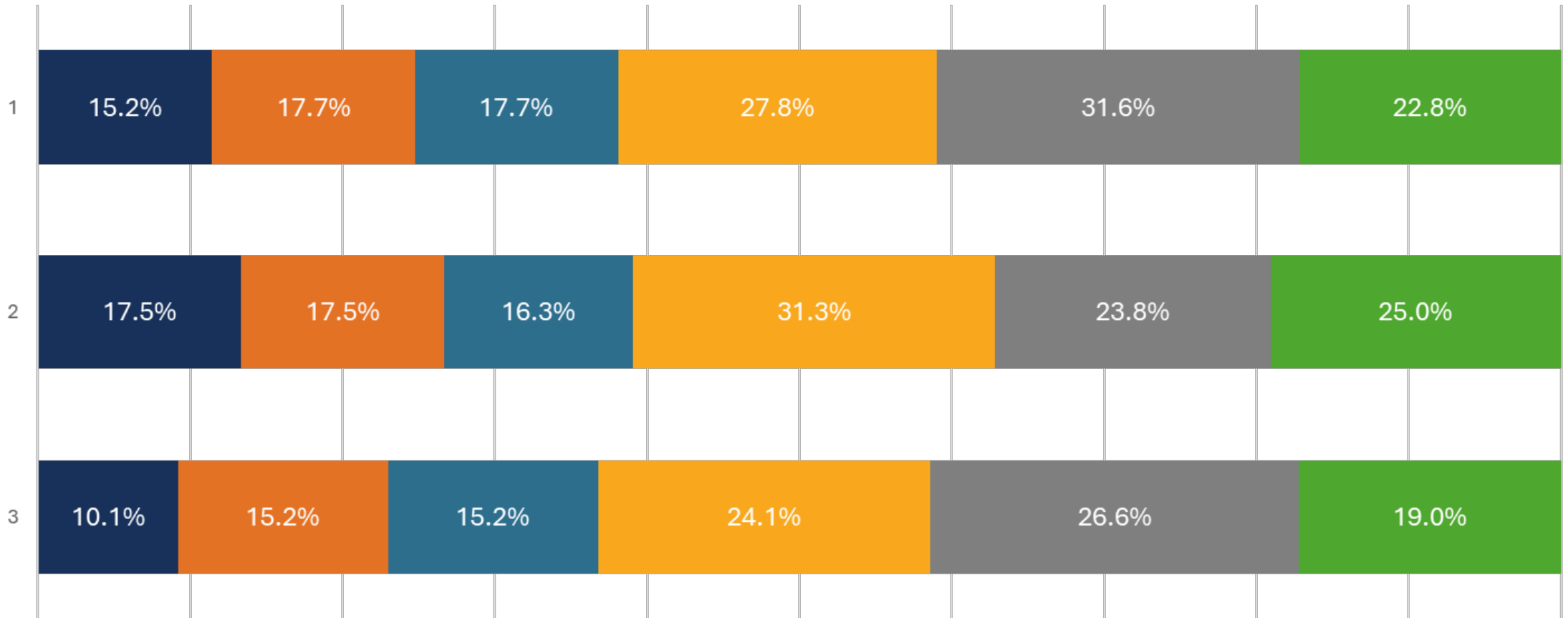
# Service Delivery by BHRR Grantees

## Top 5 Services Individuals Received by Quarter



# BHRR Service Accessibility Strategies Accomplished

Efforts Implemented to Increase Accessibility of Services by Quarter

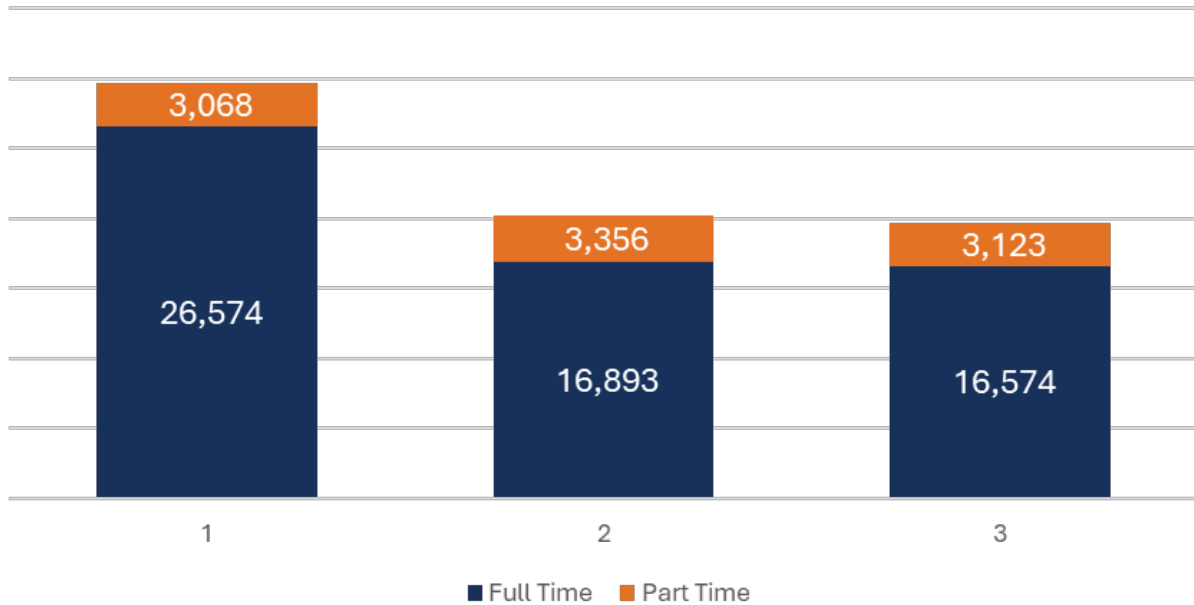


- Extending hours of operation (increased morning hours)
- Extending hours of operation (increased evening hours)
- Extending hours of operation (increased weekend hours)
- Expanding places of service
- Increasing types of services offered
- Increasing frequency of services offered

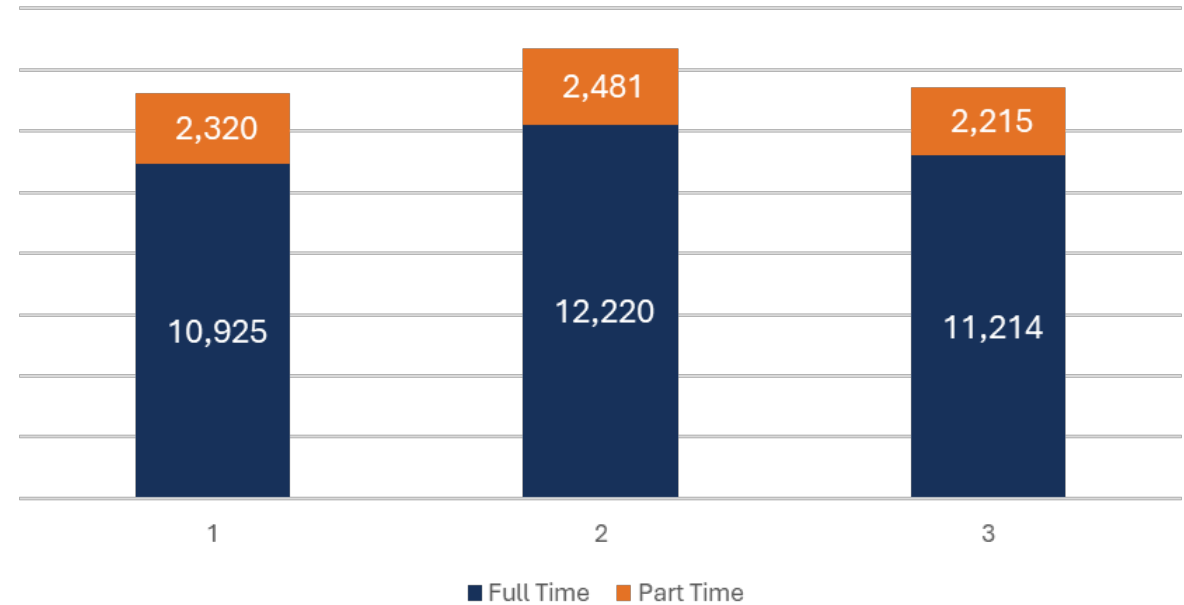


# BHRR Staff

Organization Staff by Type and Quarter

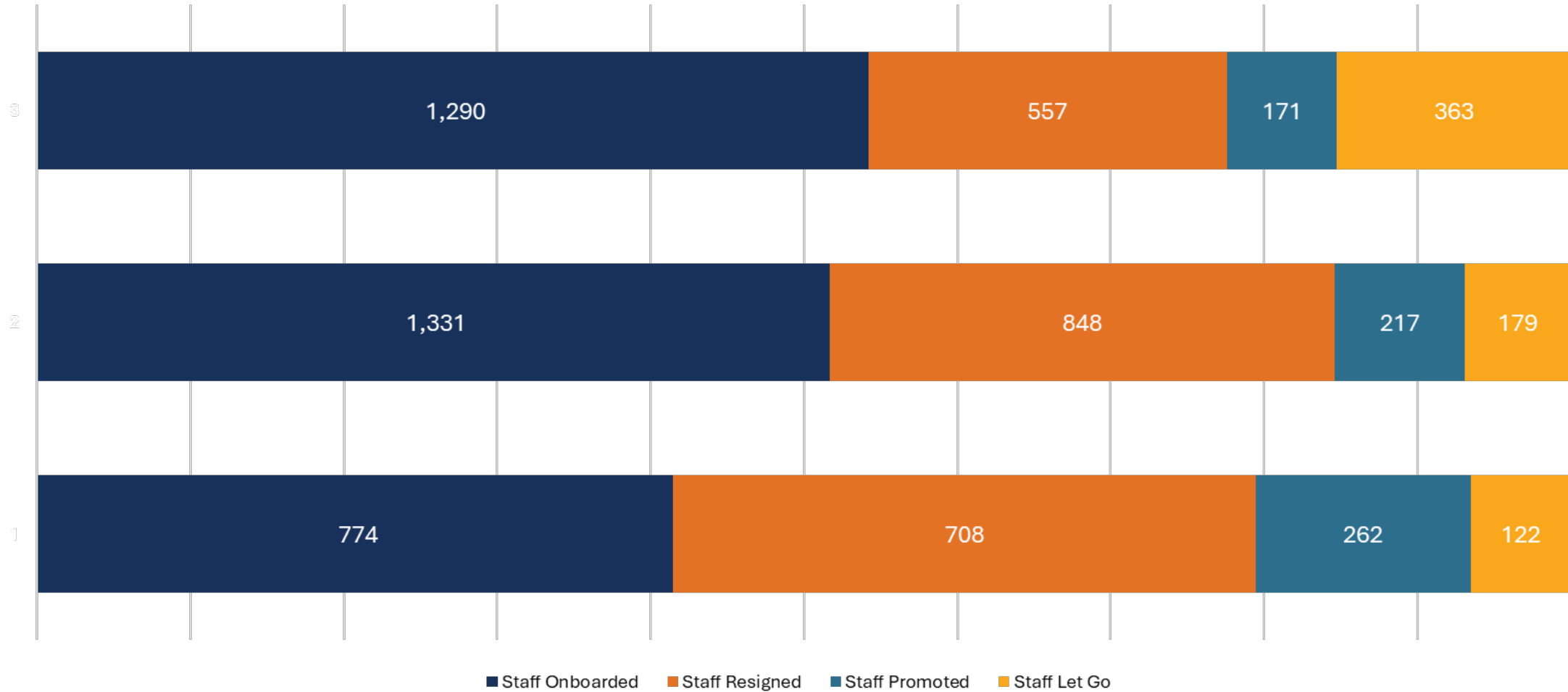


Grant Related Staff by Type and Quarter



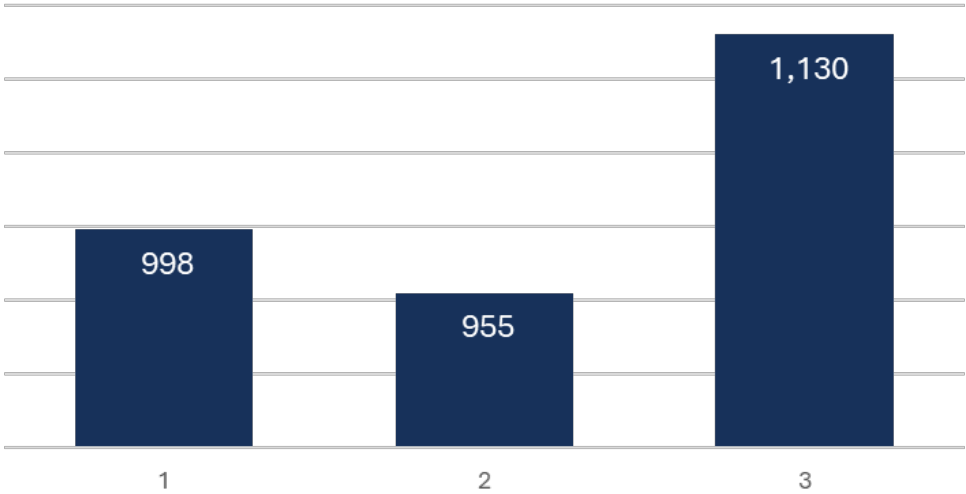
# BHRR Staff Transitions

Staff Type by Quarter

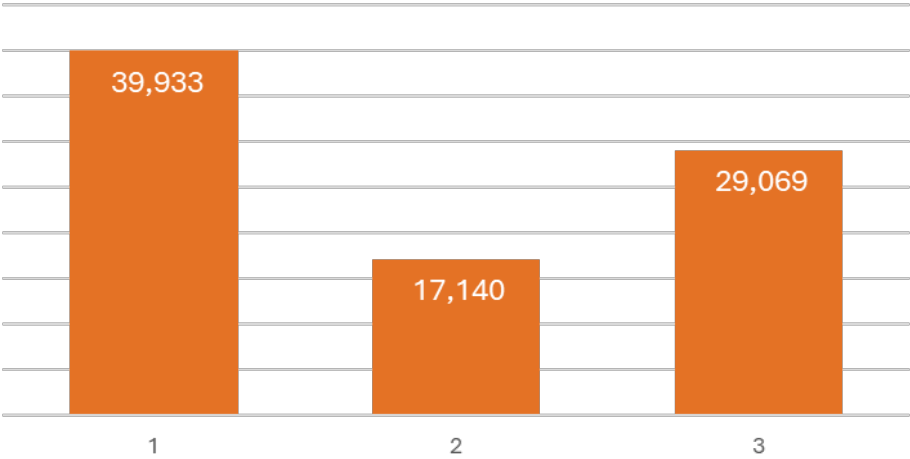


# BHRR Staff Expansion Efforts

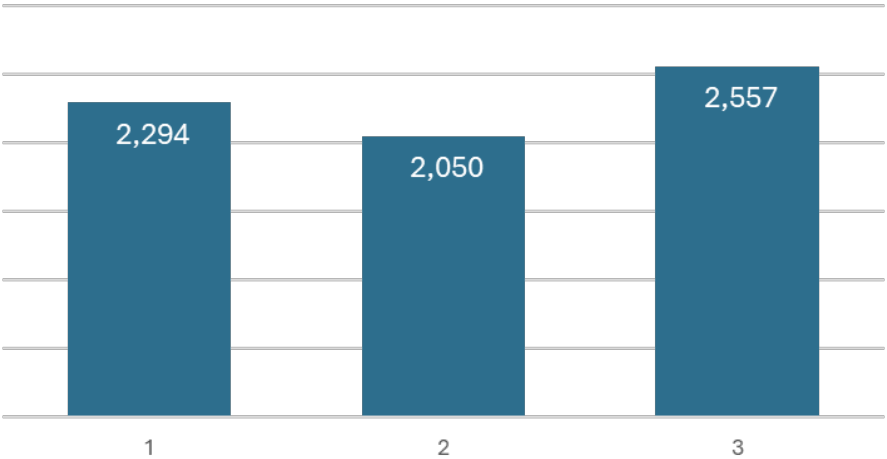
Total Open Positions by Quarter



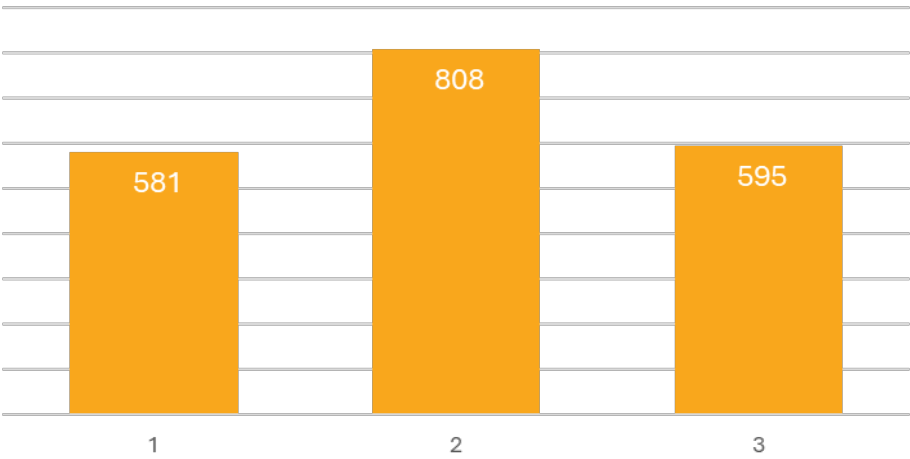
Total Applicants by Quarter



Total Interviews by Quarter

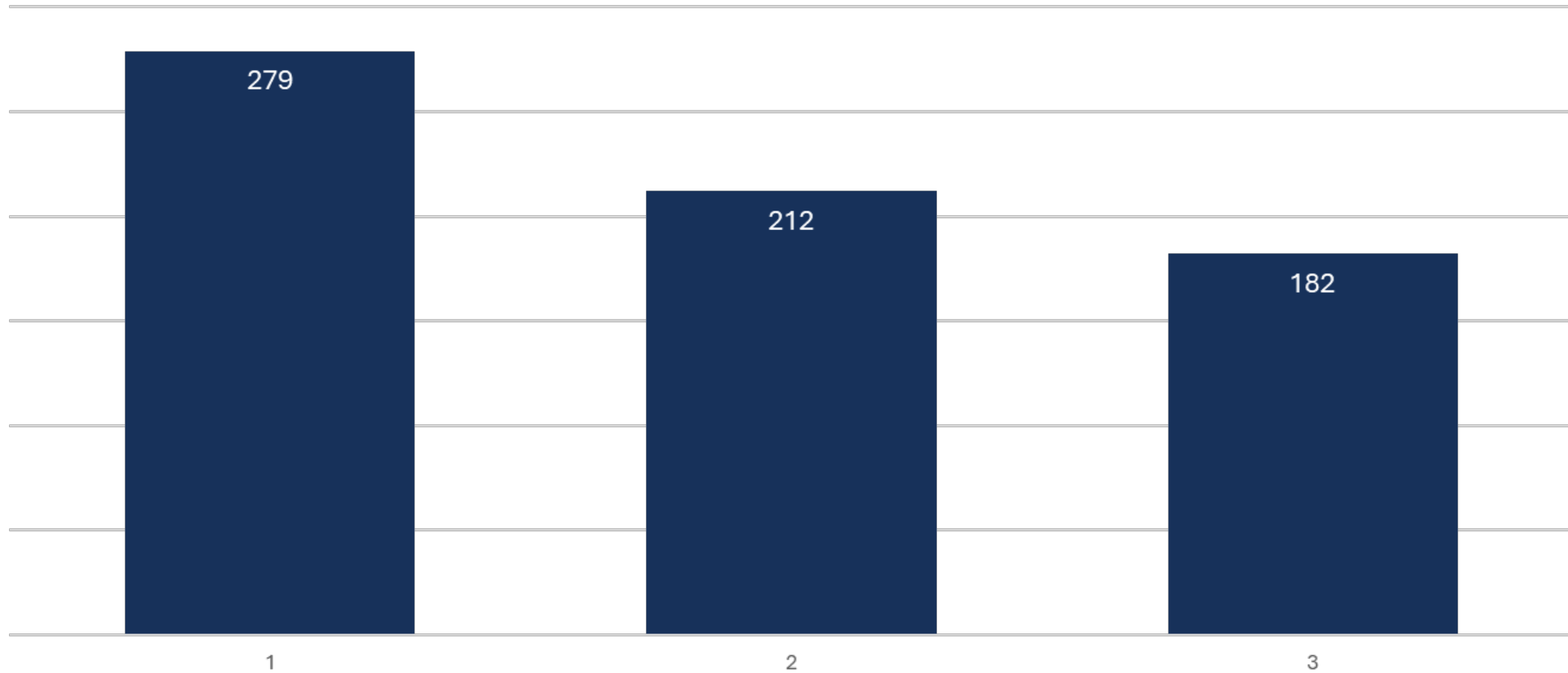


Total Hired by Quarter



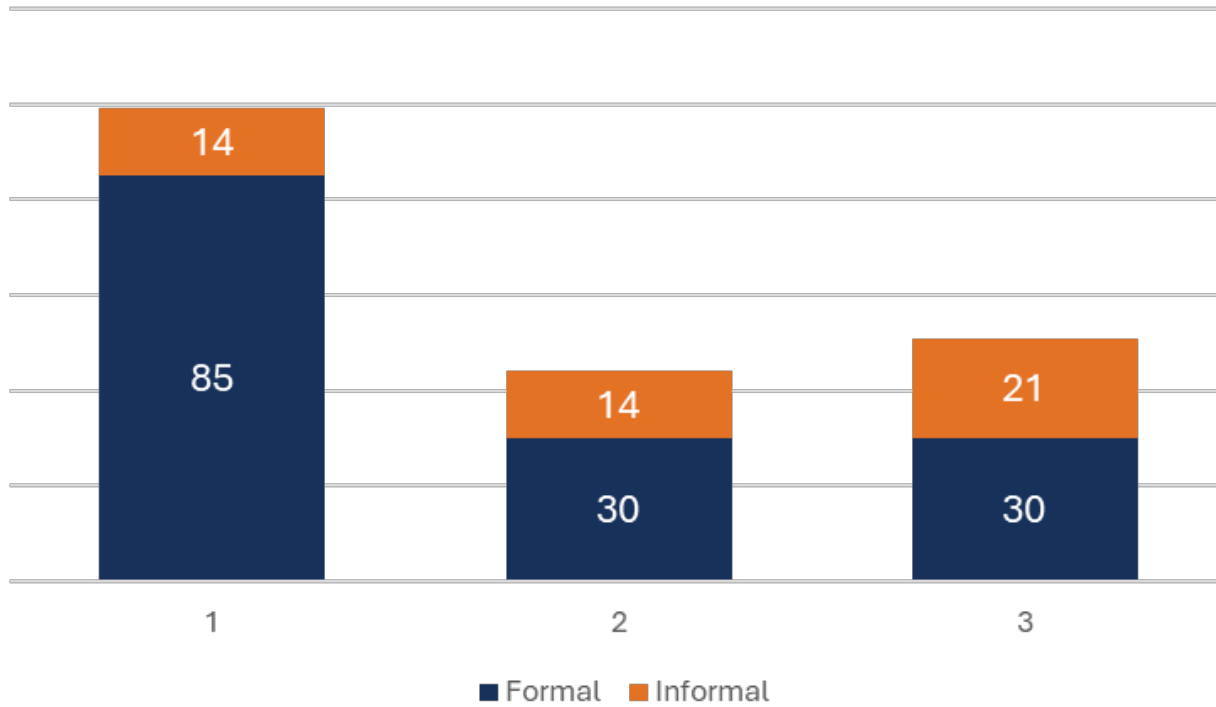
# BHRR Staff Promotions

Staff Promotions by Quarter

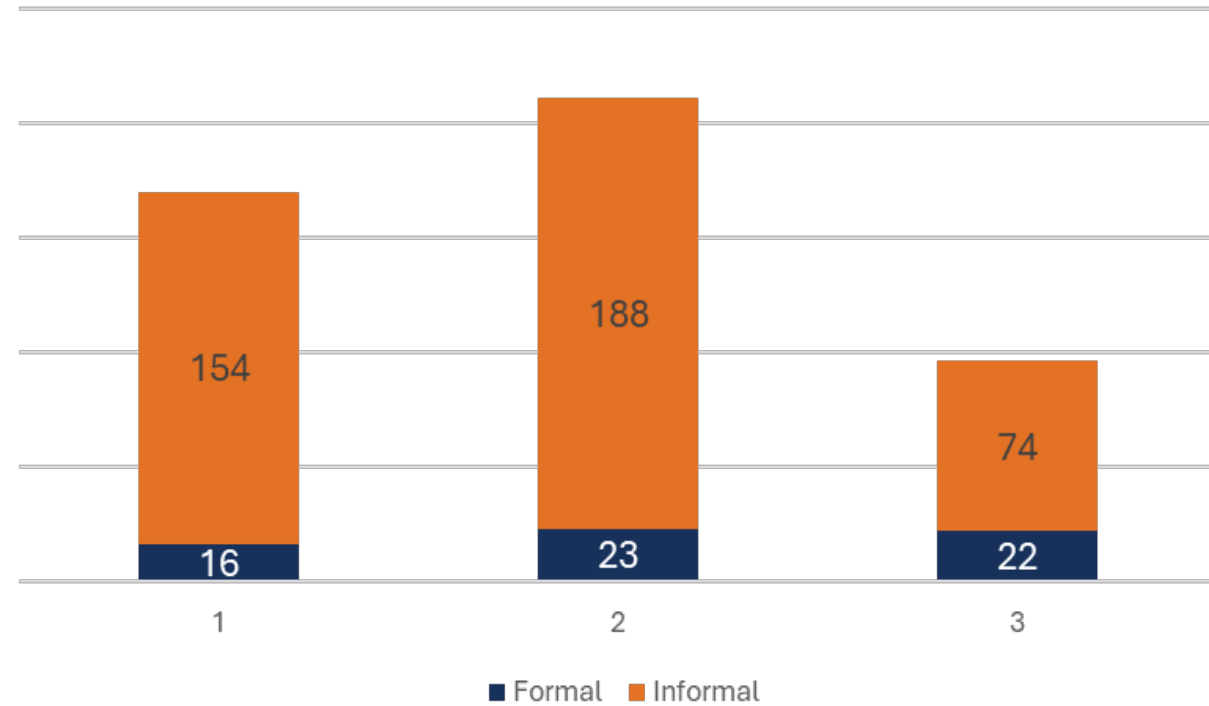


# BHRR New Behavioral Health Partnerships Formed

## Clinical Partnerships by Type and Quarter



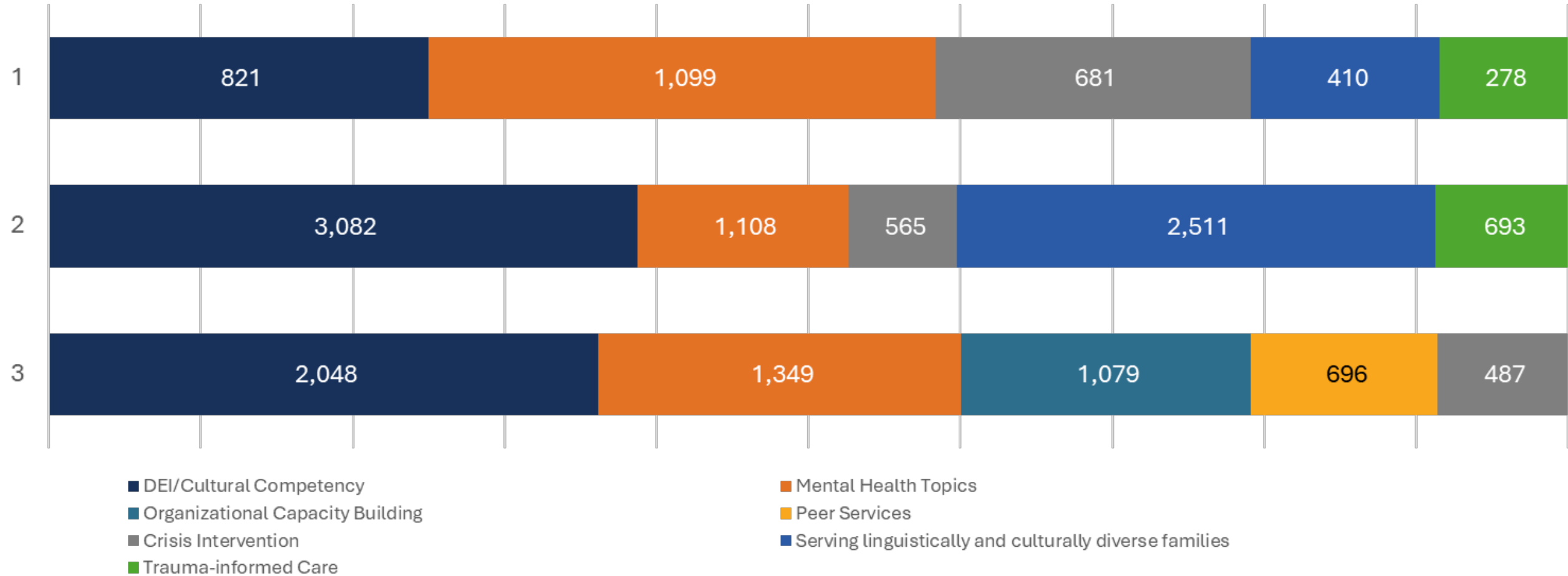
## Non-Clinical Partnerships by Type and Quarter





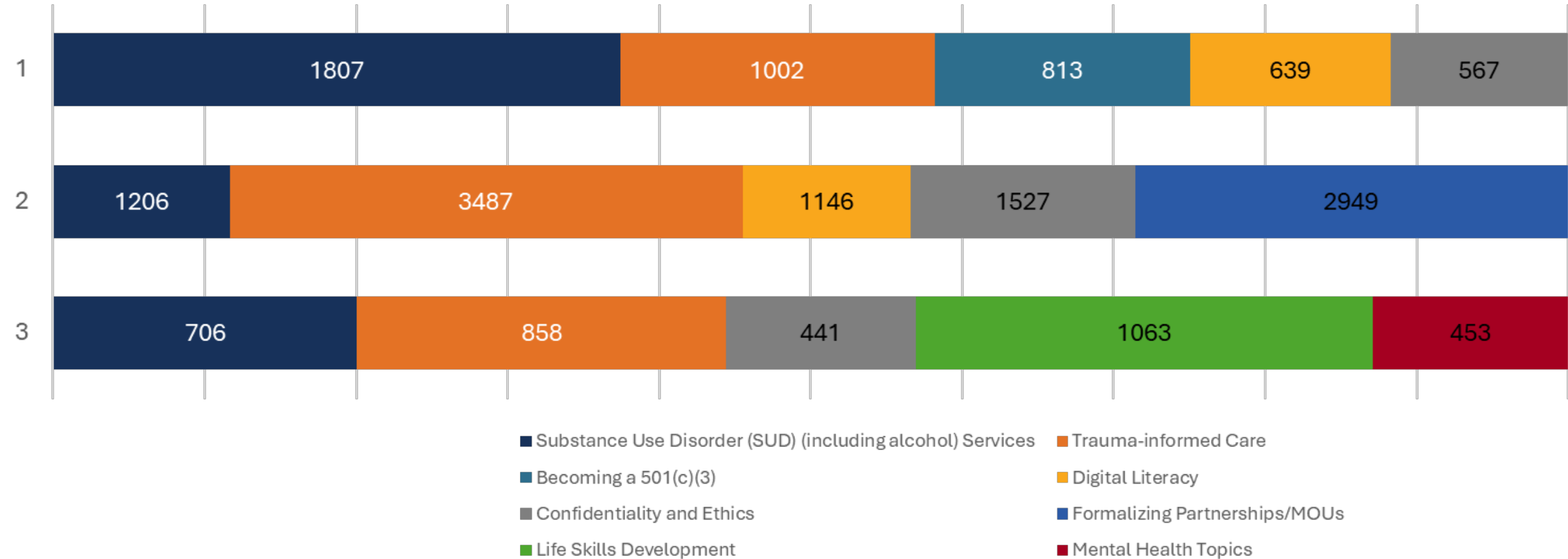
# BHRR Staff Training

## Top 5 Trainings Topics Received by Staff by Quarter



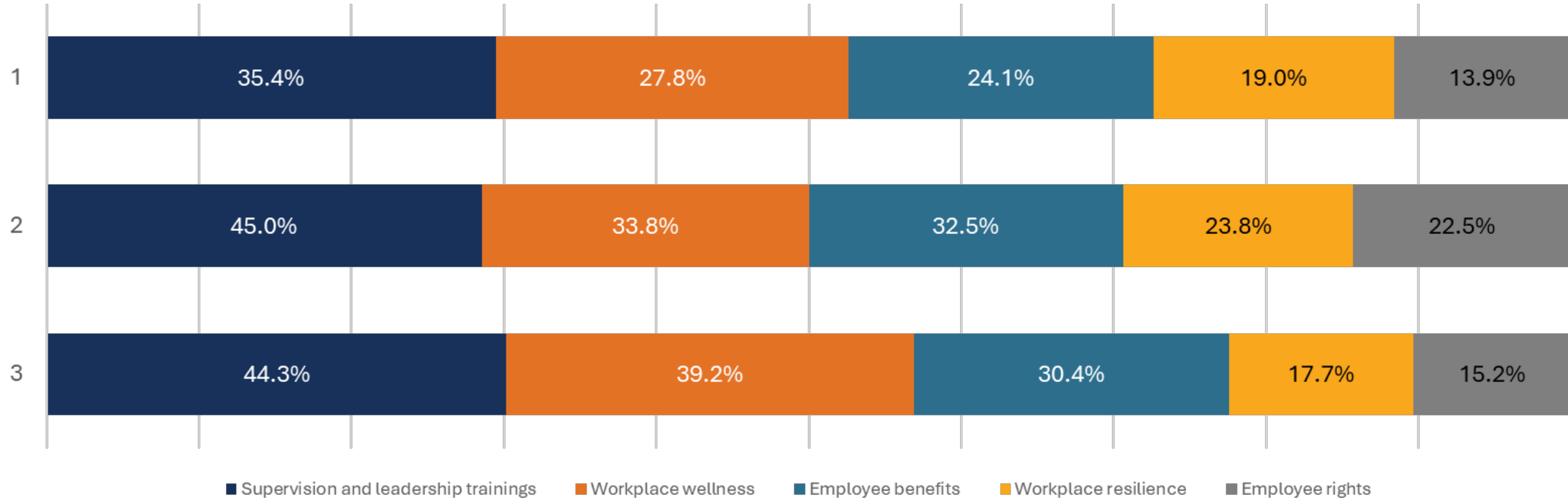
# Trainings Provided by BHRR Grantee Sites

## Top 5 Trainings Topics Hosted by Grantees by Quarter



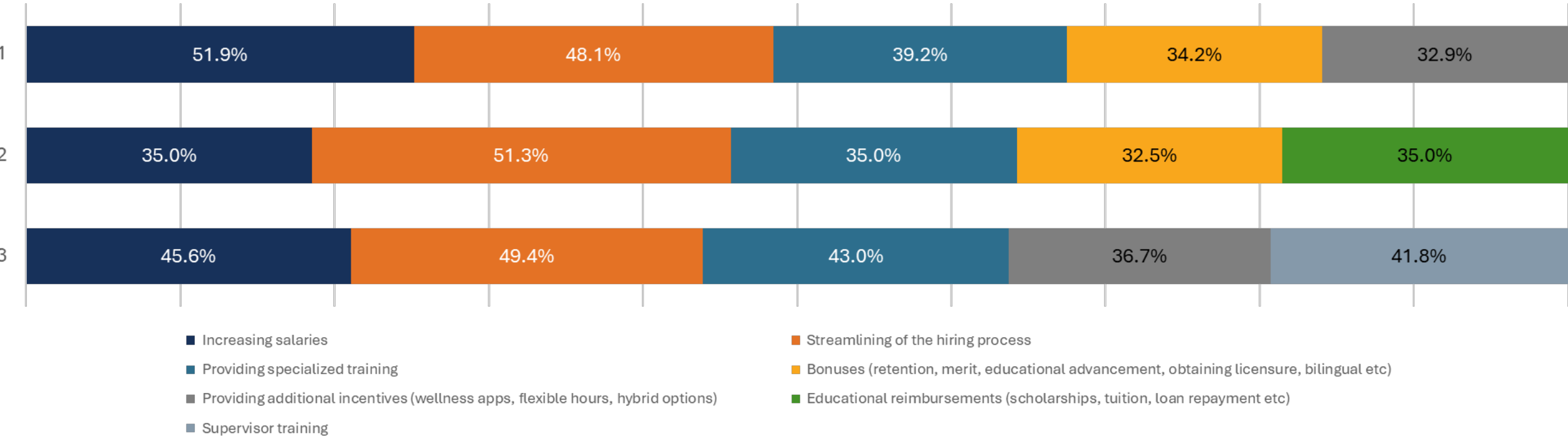
In Quarter 1, 35.4% of grantees reported that their staff participated in supervision and leadership trainings. Over the following two quarters, there was almost a 10% increase in grantee participation in supervision and leadership trainings. Similarly, participation in workplace wellness trainings had an 11.4% increase during the same period.

Top 5 Workforce Trainings Grant Staff Participated in by Quarter



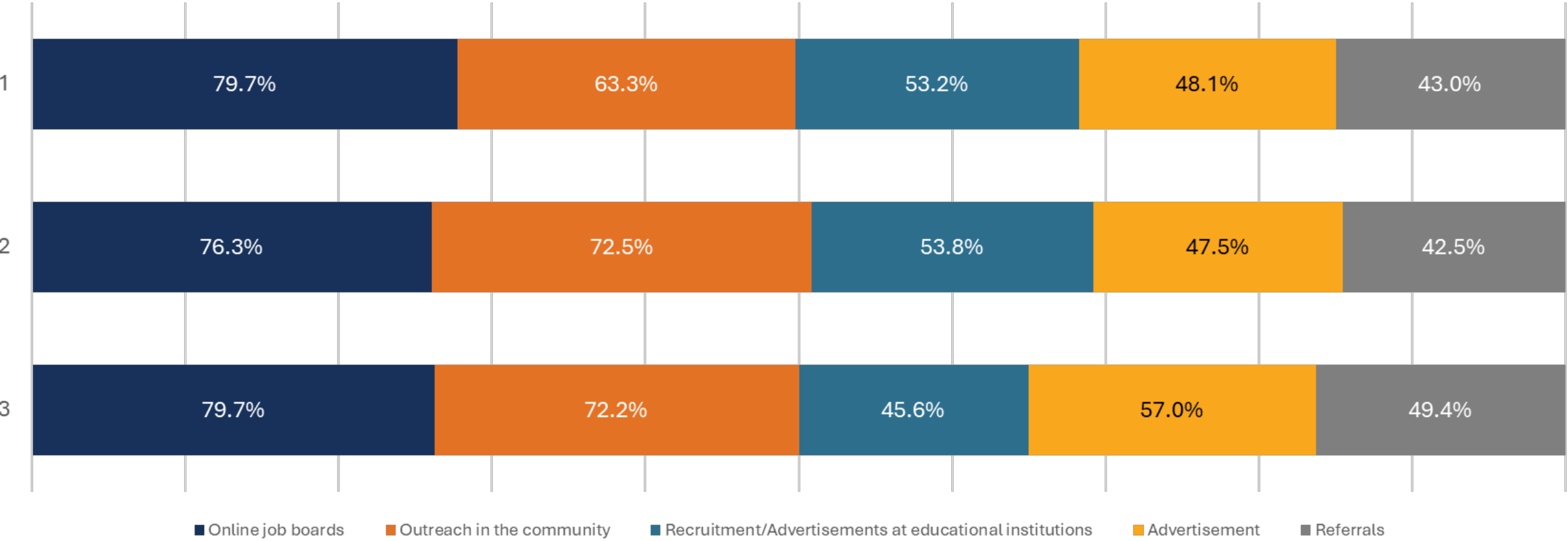
# BHRR Retention Strategies Accomplished

Top 5 Retention Strategies by Quarter



# BHRR Recruitment Strategies Accomplished

Top 5 Recruitment Strategies by Quarter







# Grantee Coach Lessons Learned

# Takeaways and Sustainability





# Preview of Yearbook



# Questions?

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



# Upcoming Events and Important Reminders

- The last administrative coaching call (the last BHRR event) is on **12/18/24, 11 a.m.–12 p.m. PT**. Please ensure your organization's compliance and/or fiscal officer can attend this meeting or can watch the recording.
- **The BHWD Grantee Equipment Survey is mandatory. It is due 12/2/24.**
- The Quarter 6 Implementation Plan, substantiating documentation, invoice, and Quarterly Data Report are due no later than **1/15/25. FIRM DEADLINE.**
- The Final Data Report is due no later than **1/15/15. FIRM DEADLINE.**
- The final invoice is due no later than **2/15/25. FINAL FIRM DEADLINE.** We are unable to make exceptions, as we will not have staff to follow up and process these materials. In the past, we have approved delayed invoices; however, the BHRR contract is ending. All AHP BHRR staff will move on to other projects. The final invoice due date is firm and cannot be extended. AHP reserves the right to not process any invoices submitted after February 15, 2025. Please plan accordingly. Please communicate this directive to your finance departments.
- Last calls with Grantee Coaches will be in **December 2024**, unless a follow-up is needed in **January 2025**.



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



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*Thank you and  
Congratulations!*

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