

GCACH Workforce Committee Meeting

Meeting Minutes

December 05, 2019 | 4:00 PM – 5:00 PM | Teleconference

<p>Participants (* denotes they called in)</p>	<p>*Dan Ferguson, *Sandra Suarez, *Leslie Stahlnecker, *Patrick Jones, *Asja Sulic, *Bevan Briggs, *Suzanne Swadener, *Steve Perry, *Jill Adcock Carol Moser, Wes Luckey, Diane Halo, Lauren Noble, Chelsea Chapman, *Martin Sanchez</p>
<p>Welcome & Introductions</p>	<p>Dan and Carol welcomed everyone and thanked them for attending the meeting for the Workforce Committee. Sandra Suarez motioned to approve the October 02, 2019 and the October 11, 2019 minutes. Patrick Jones seconded. Motion passed.</p>
<p>Finalized Behavioral Health Internship and Training Fund Policy</p>	<p>Carol informed the committee that the policy was approved at the November Board meeting. A reminder was provided around the sources that informed the development of this policy (e.g. Sentinel Network Survey, subject matter experts, etc.). The finalized policy used the SAMHSA definition for Behavioral Health, which states: The term “behavioral health” in this context means the promotion of mental health, resilience and wellbeing; the treatment of mental and substance use disorders; and the support of those who experience and/or are in recovery from these conditions, along with their families and communities, the promotion of mental health, resilience and wellbeing.</p>
<p>Behavioral Health Internship and Training Fund Application</p>	<p>Carol walked through the application for the Behavioral Health Internship and Training Fund now that the policy has been finalized. This application was cross walked with the application format used for event sponsorships.</p> <p>The outline of the application is as follows:</p> <ul style="list-style-type: none"> • Contact Information • History with GCACH and Applicant Background • Applicant Intent • About the Intern • About the Preceptor <p>Questions and comments include:</p> <ul style="list-style-type: none"> • Applicant relationship with GCACH: <ul style="list-style-type: none"> ○ Clarification that it is preferable but not required. ○ Clarification that applicants who have a relationship will likely be favored (in an effort to expand partnership). • It is clear that there is an implication for a Team-based training setting, which is preferred. Good marketing. • Clarification that organizations with multiple sites (e.g. Yakima Valley Farm Workers Clinic) would be analyzed similar to how GCACH contracts with provider organizations: one organization can have a total of three (3) interns across multiple sites. • Suggestion to eliminate the “Time Frame for Internship” question from top section of document due to different scenarios for each intern (e.g. at different sites)

- Suggestion by Sandra to explicitly ask for opportunities tied to Bi-Directional integration within the "Applicant Intent" section. Answer will be informing and may provide a deciding factor between applications.
- Suggestion by Sandra to provide a budget template with the application (referring to the Requested funding amount for year one – itemized by intern) to make it easier for applicants and to ensure we are getting the answers we are looking for.
- Clarification by Steve Perry around why three (3) interns was chosen. Large organization that do a lot of precepting (referring to economies of scale with each preceptor). Dan reminded the group that we don't know yet and will have to see the response.
- Reminder by Carol that leaving allocation of funds to the organization (versus Primera Grant, specific amounts are provided for each item). For example, organizations that allocate more to lodging might be viewed more favorably than an organization who doesn't provide anything to the intern. We don't know what the appetite of provider organizations and what is going to entice to precept the intern. Biggest problem is these organizations don't have money to precept, hence we didn't want to presuppose the budget.
- Suggestion by Patrick that the question around "Would you be able to accept less than your requested amount" needs to be more specific. Carol and Lauren acknowledged that all applicants with the sponsorship events have answered "Yes." However, this is not in proportion to the fund amount, so it's a different scenario. This is more of a learning question and will likely evolve as we receive completed applications.
- Clarification by Patrick around "itemize by intern" means. Budget template will be given (previously decided) and will provide clarity to that question. Not sure what budget would look like. Will be dependent on organization's current intern policies (e.g. stipend is provided, etc.).
- Clarification by Suzanne around funding new costs or covering costs that exist so that money can spread somewhere else. Internship A costs \$10,000, if I add one more person, do I ask the full cost of an intern or just the cost of a new person. Carol pointed to the question that asks "list sources of funding" which might indicate if organization is using their funds elsewhere or leveraging GCACH funds. If they don't have sources of funding that might lead us to believe that might be a good opportunity. Statement by Bevan that he'd imagine the only cost incurred is by spending time with students (lost productivity), it's just a matter of recouping the production of not seeing as many patients. It depends on how the caliber of internship (level of autonomy vs. full-time supervision). Suzanne reminded the certain administrative elements that need to occur and how important those are to the total funding dollars. Carol reminded the rural areas and to enhance the concept of "grow your own", and that this is an attempt to attract the workforce in that area.
- Clarification by Dan around if there is an existing internship program? Suggestion to add "Do you currently offer internships in your organization" to be added.
- Dan wouldn't mind having a question around theory of practice around internships, or philosophy of being a learning organization? Group decided to tease out answers with the question "Describe why your organization is applying for preceptor funds". Sandra thinks it's too philosophical. Hard for people to answer, because we can recruit anyone and this is going to be our solution. Might not be an answer new programs could fill out, wouldn't want them to be discouraged.
- Suzanne inquired around questions on the application regarding the specialty, (e.g. childhood or Substance Use Disorder (SUD)). Carol clarified that we are letting the provider decide what they want to encourage. Suggestion by Sandra to add what target population to you help to address through this internship? Is it a criterion we'd want to consider if we had a lot of applications? Not a deciding factor but will be an informational question.

Communications Plan for Behavioral Health Internship and Training Fund	Lauren walked the group through the communications roll out: <ul style="list-style-type: none"> • Reach out to those who showed interest • Press releases at the beginning of the year • Distribute information via Mailchimp • Distribute information via GCACH Report • Display BH Internship and Training policy on GCACH website • GCACH to develop a flyer to be distributed at Leadership Council, Board, LHIN meetings, etc. <p>Comments and questions included:</p> <ul style="list-style-type: none"> • Very comprehensive, multi prong strategy. Thinking the same thing around sponsorship policies. <p>Motion by Sandra Suarez to approve the updated application and communications plan for the December Board meeting. Les Stahlnecker seconded. Motion passed.</p>
Next Steps	Carol discussed next steps for the Workforce Committee: <ul style="list-style-type: none"> • Staff to revise the application and send to WF committee prior to the board meeting
Adjournment	Carol and Dan concluded the meeting by thanking all for attending. Meeting was adjourned at 5:00pm. Meeting minutes taken by Chelsea Chapman.