

THE PUBLIC INPUT SESSION WILL BEGIN MOMENTARILY



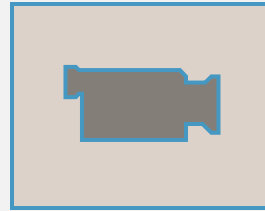


UPSKILLING RFP 4 – PAID INTERNSHIPS AND CLINICAL
PLACEMENTS
PUBLIC INPUT SESSION

April 2 and April 4, 2025



MESSAGE FROM COUNTY BEHAVIORAL HEALTH SERVICES



A message from:

Nadia Privara

*Assistant Director, Chief Strategy and Finance Officer
County of San Diego Behavioral Health Services*

INTRODUCTIONS AND HOUSEKEEPING



Team

The **Policy & Innovation Center** (PIC) was procured by San Diego County as the Program Administrator of the ELEVATE Behavioral Health Workforce Fund and is partnering with two subcontractors **Social Finance** and **Trailhead Strategies** on implementation. Today's Moderators are from Trailhead:

- Andy Hall
- Erin Henderlight

Housekeeping

Asking a Question/making a comment (we have built in pauses for Q&A):

- Use the chat function *or* raise your hand

LOGIC MODEL



AGENDA

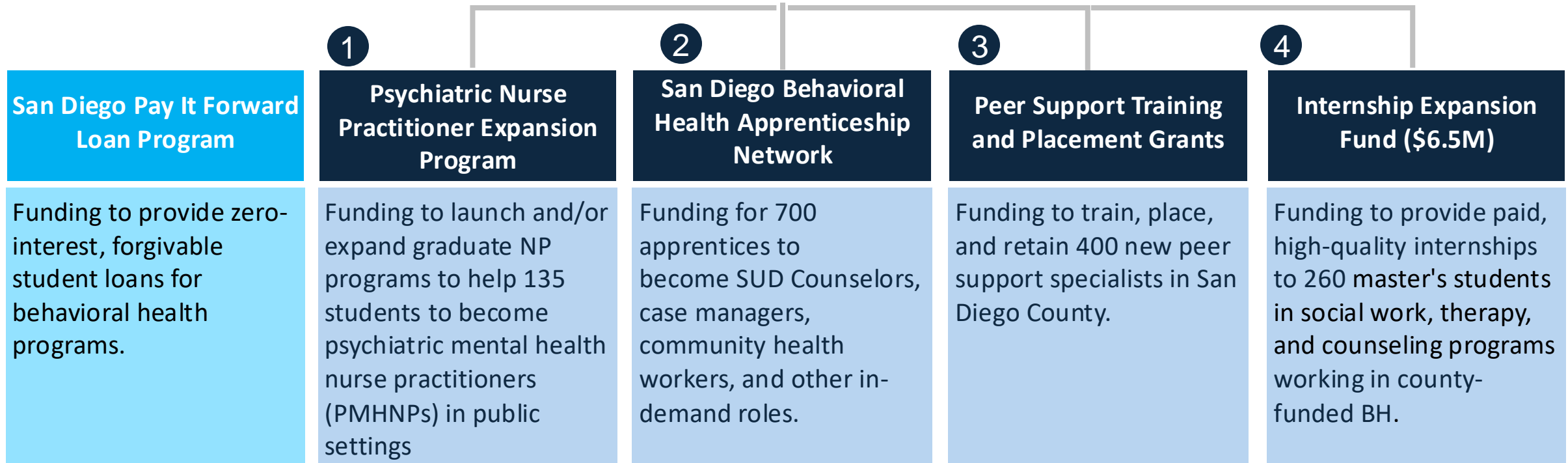
- What is the ELEVATE Behavioral Health Workforce Fund?
- What is RFP 4, the Social Work, Counseling, and Therapy Internship Program?
- What problems is the RFP 4 investment trying to solve?
- What interventions do we believe will solve it?
- What outcomes are we looking for?
- What funding do we have and how will we disperse it?
- What is our timeline?
- Who is eligible to respond?
- What partners do we want you to consider?



ELEVATE

Behavioral Health Workforce Fund

\$75M to help individuals start, succeed, and advance in County-funded BH programs
Up to ~\$22M will be distributed through four initial RFPs to be released in May



LOGIC MODEL

Problem Statement

- Unpaid internships create financial stress on students, and in some cases, lead to students dropping out of school
- There is evidence that advanced year interns that have positive experiences are more likely to pursue employment in similar settings, but County-fund BH programs do not have the same financial resources as other settings.



Inputs

Up to \$6.5M to establish internship and supervision anchor sites across the County of San Diego at County-funded BH programs.



(Potential) Beneficiaries

- Social work, therapy, and clinical counseling graduate students
- County-funded BH programs that can offer meaningful internship and clinical supervision



Interventions

Funding to support a combination of any of the following:

- Internship stipends
- Clinical supervision of associates
- Admin. costs of developing/overseeing field placements



Outcomes

- 260+ Master's students in social work, therapy, or clinical counseling complete paid internships in county-funded BH programs.
- An expanded number of county-funded BH programs have established supervision and internship programs.

ELIGIBLE ENTITIES AND PARTNERS

- This RFP is expected to result in 4-5 contracts with County-funded BH providers to serve as internship and supervision anchor sites “Lead Agencies”
- Each contract will be with a Lead Agency who may then funnel funding to other county-funded providers and/or educational partners

Lead Agencies (County-Funded BH Providers)

- Lead Agencies are responsible for using funding to ensure:
 - 2nd year students working in county-funded BH receive paid internships
 - High-quality supervision and mentorship to students through hiring or contracting with dedicated clinical supervisors
 - Onboarding curriculum and support for interns exists to be successful on the job, including curriculum in specialty areas (e.g., pediatrics, older adults, collaborative care)
 - Internship coordination with university partners (see below) and other county-funded BH partners is developed, as needed
 - Students do not struggle to pay for licensure application and exam fees post graduation

(as needed) University Partners

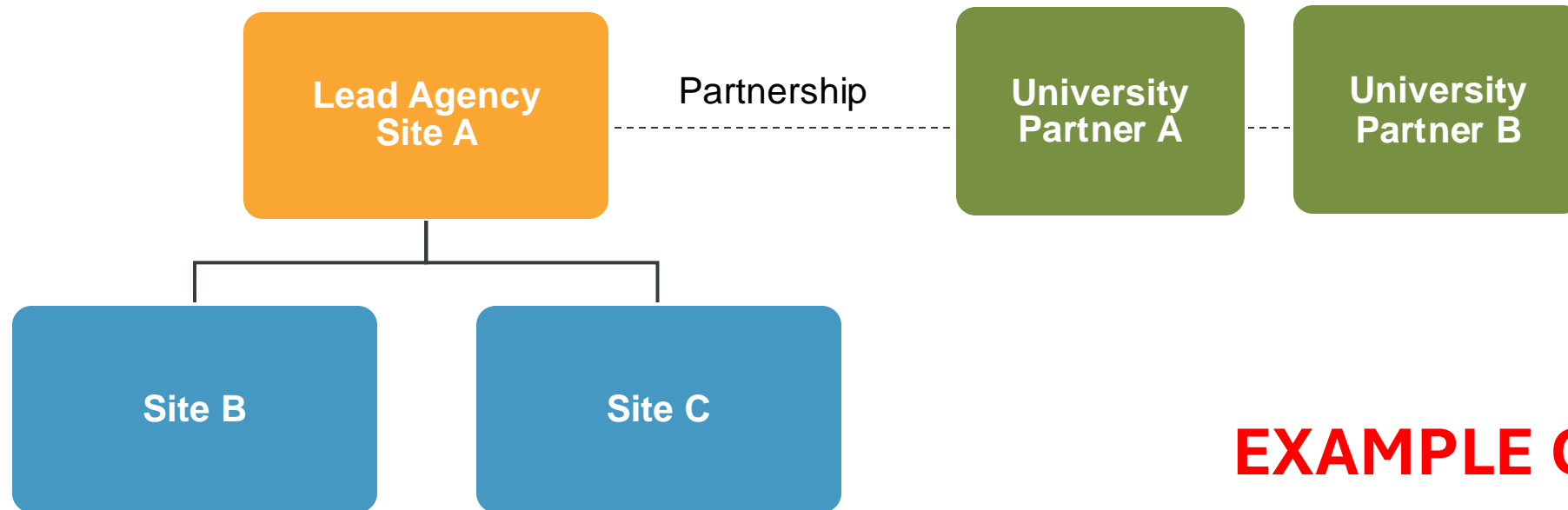
- Funding *may* include support from the Lead Agency for accredited educational institutions to:
 - Develop and/or further improve on clinical pipeline(s) structures, placement options, and mentoring programs specifically for clinicians going into public behavioral health
 - Draft MOUs and oversee public BH placements
 - Create best-match placements for students in public BH
 - Provide mentoring and coaching for students

DISCUSSION & INPUT

Our goal is to support a range of internship experiences in County-funded programs, large and small, to provide students with a diverse set of programs and specialty populations to choose from.

What must we consider for this goal to be successful?

How might we support this goal without being overly prescriptive?



EXAMPLE ONLY



PAUSE FOR QUESTIONS

AWARDS AND PAYMENTS

Funding: With two major (and one optional) components:

1. Funding for clinical placements to provide students with high-quality experiences
2. Pay 2nd year interns (\$15,000/yr, for example)
3. Optional: University Program Funding to develop clinical placements and support placing students in public BH internships

	Total Support	University Program Support (Estimates*)	Clinical Support (Estimates*) EXAMPLE ONLY		
			Paid Internships (Quantity/Funding)**	Add'l Student Support for CEs/Exam Prep	Clinical Supervision & Mentoring
Year 1: 2025-2026 (7/1 start)	\$190,000	Optional	6 students (\$90,000)		\$100,000
Year 2: 2026-2027	\$367,000		14 students (\$210,000)	\$7,000	\$150,000
Year 3: 2027-2028	\$485,000		20 students (\$300,000)	\$10,000	\$175,000
Year 4: 2028-2029	\$587,500		25 students (\$375,000)	\$12,500	\$200,000
Total	\$1.63M		65 students (~\$1M)	~\$650,000	

* TBD through RFP Process

** \$15,000 per student



PAUSE FOR QUESTIONS

RFP PROCESS

- **Awards:** 4-5 clinical partners across the county
- **Planned Contract Term:** July 2025 – December 2029
- **Funding Plans:** We will ask for a plan how you will spend the money you are asking for, and how many more new Social Work, Therapy, and Counseling students in public BH you can serve.
- **Partners:** We are highly supportive of partnerships to more completely serve the regions and develop provider capacity. We will strongly suggest proposals include MOUs with educational institution partners to improve the pipeline of students to clinical sites.
- **Payment Methodologies:** Funding will be provided on a cost reimbursement basis, and we will review plans/milestones yearly.
- **Contracts:** Contracts will be made with SD PIC
- **Reporting Requirements:** monthly performance and financial reporting, biannual impact reporting, and annual audits.
- **Performance based:** If significant over/under performance, monies may be moved throughout the Fund
- **Priority Populations:** see next slide.

PRIORITY POPULATIONS

Under-resourced individuals and communities

- ✓ Individuals on public assistance (Medicaid, TANF, CalFresh); and/or
- ✓ who qualify as low income; *and/or*
- ✓ Individuals who reside in census tracts rated as “Less Healthy” by the Healthy Places Index¹

¹ <https://www.healthyplacesindex.org/>

Individuals with language competency

- ✓ Individuals with proficiency in County threshold languages, including: Somali, Arabic, Chinese (Mandarin), Korean, Persian (incl. Farsi and Dari), Spanish, Tagalog, Vietnamese;

Individuals with lived experience

Individuals with lived experience with substance use disorder, SMI and/or receiving care in the public behavioral health system, or with loved ones receiving care in the behavioral health system.

Individual likely to serve in high-needs systems

Demonstrated interest and experience in public behavioral health and/or high-needs systems.

HIGH-LEVEL PROPOSED RFP TIMELINE



The below is how we see the RFP and contracting process for the RFPs. While we may need to modify the general timelines slightly, we remain committed to partner input and transparency.



QUESTIONS FOR YOU:

Are there any major risks or considerations related to this project you would like to share with

Is there anything else you would like to share to inform the RFP process?

QUESTIONS?




Key Contacts



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