



HOWTO Progress Report

<i>East Cascades Works/COBHC</i>	01/01/2021	1/31/2024	#168562
Recipient Name	Grant Start	Grant End	Grant Agreement Number

<i>July 2023 - Report#5</i>	01/01/2023	06/30/2023	07/28/2023
Reporting Period	From	Through	Date Submitted

The completed report is to be no more than 10 pages.

Please submit completed progress reports to howto.grant.program@odhsoha.oregon.gov

Italics are examples please complete with your organization information.

Part I: Narrative

1. **What progress has been made (activities, resources, evidence) during the reporting period toward the achievement of each outcome listed in the Grant Agreement? If progress was not made, please indicate why not.**

a. Developing and funding a sustainable Central Oregon Behavioral Health Consortia program which is based on an established evidence-based model - Winter/Spring 2021:

In progress and ongoing:

The COBHC is proud to report that we have completed our first full training year.

At last report we had 19 partner agencies engaging with our services and growing. We have successfully added 3 additional partnering agencies to our MOU: Heart of Oregon Corps; Treehouse Therapies; and Heartwood Therapeutics. These additions continue to balance our consortium member base. Heart of Oregon Corps supports youth and young adults, Treehouse has a focus on children and families, and Heartwood Therapeutics is a private practice looking to expand and has a specialty focus on PTSD treatment.

Our 2023 cohort of trainees dropped from 24 to 22 during this term. Two trainees struggled to meet the learning expectations of the COBHC due to personal concerns. As of June 30, 2023, the remaining twenty-two trainees have completed all learning objectives, yielding a 91% completion rate for the 2023 cohort. We are now preparing for the second cohort. On July 13, 2023, we announced that applications for the next academic year are open. In addition, we have completed contracts with three of the four 2023/2024 quarterly training presenters.

For this term, the following training hours can be reported:

- 1) **Quarterly Trainings:** Four trainings held: Changing the Conversation about Pain; Cognitive Processing Therapy for PTSD; Motivational Interviewing; Gender Diverse Youth. Combined total



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learning hours of both COBHC trainees and community members attending all four trainings = **1,143 hours**

- 2) **Self-paced, virtual, didactics, Journal Club, Case Consultation, and other self-paced independent study activities:** Total hours among all 24 trainees to date = **1,165 hours**

The following are the total CE learning hours completed by community members during our Quarterly Trainings:

- 1) Changing the Conversation about Pain: 8 participants = 64 hours
- 2) CPT for PTSD: 13 participants = 208 hours
- 3) Motivational Interviewing: 9 participants = 63 hours
- 4) Gender Diverse Youth: 9 total participants, 4 day one only, 5 both days = 98 hour

Total = 433 hours

b. Hire Consortium Director and Coordinator to oversee Consortium:

Completed in Fall of 2021.

c. Hire Developer to create a secure website to advertise and accept applications to consortium:

Completed summer and fall 2022.

d. Contractual collaboration between provider service sites and education institutions to deliver training: on-going:

The COBHC has been very satisfied with our growing and successful relationship with Cornerstone Whole Health Organization (C-WHO). Their consultation, training materials, program management, IT support, marketing, sales support, and much more, have been instrumental in supporting the COBHCs successes. We are currently in negotiations for a second year of contracting. Further, they are providing us with data collection and quality improvement, per our HowTo deliverables.

e. Sign agreements with academic institutions to provide resident/intern pipeline and training support;
- Summer 2021:

Modified by collaborative decision making in 2021. Please see Report #4 for details.

f. Identification of training leads at each participating training site.

Summer 2021:

Completed in summer and fall of 2022.

g. Completion of required formal training for all clinical training leads and clinical supervisors:

In progress:

The COBHC Training Committee reviewed the COBHC Handbook and the current expectations for documentation and supervision as recommended by our academic partners. Through collaborative decision making, the Training Committee agreed to continue with site-specific training of supervisors, given the variable work environment each internship site provides. Based on feedback from sites and trainees that it has worked well, we will continue with this model for the 2023 cohort.

We continue with our efforts to build a robust training program to impact supervision needs in our region. In collaboration with vested community partners, we have created an education program and



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will cover the cost for licensed behavioral health providers to complete the training so they may become eligible to supervise associate level clinicians. We have also been working with our C-WHO partners to gather and develop continuing education content for supervisors. This content will be available for all supervisors within the COBHC, with a greater goal to get the training content out to a larger, state, and multi-state audience.

h. Development of a quarterly resident/intern and licensed Behavioral Health Provider (BHP) Learning Collaborative- Summer 2021:

Complete and ongoing:

All four of our 2022/23 Quarterly trainings were a success, and were as follows:

- 1) Changing the Conversation About Pain; Nora Stern, PT, MS, Know About Pain. State and national experts on the treatment of persistent pain.
- 2) CPT for PTSD; Dr. Debra Kaysen, PhD., Stanford University. Regional CPT for PTSD trainer and researcher on Indigenous populations and trauma.
- 3) Motivational Interviewing; Heather Lynch, MINT Level Trainer for Motivational Interviewing.
- 4) Treatment Considerations for Gender Diverse Youth; Dr. Edwards-Leeper, PhD, for a spring 2023 training on Gender Diverse Youth and Assessments.

Our 2023/24 Quarterly Trainings are shaping up nicely as well.

- 1) CPT for PTSD; Dr. Debra Kaysen, PhD, Stanford University. Regional CPT for PTSD trainer. We bring this back to continue to balance the availability of evidence-based treatments for PTSD in our region.
- 2) Psilocybin Services; Kate Gillespie LCSW, & Valeria Clarke, LCSW. State of Oregon educators on Psilocybin service implementation.
- 3) Cognitive Behavioral Therapy for Psychosis; Ron Unger, LCSW. State of Oregon expert on treating Psychosis and Persistent Mental Illness with CBT.
- 4) Ecopsychology; Thomas Joseph Doherty, Psy.D. Expert on environmental impacts to therapy, and using the outdoors as part of your therapy practice.

i. Recruitment and hiring of up to five BH residents/interns Summer/Fall 2021:

We are happy to report that we have performed to this deliverable. We will have more exact numbers to share in the next reporting period once all our data has been collected and evaluated by C-WHO, but we do know that at this time six members of the 2023 cohort have secured local jobs and will start in late summer of 2023. Three of these regional hires will be working with children and families (one at a Certificate of Approval site, another at a rural county site, and the final at a group private practice). The fourth has a job offer with a local FQHC and an offer at a local group practice. The fifth will be working for local county mental health services in Bend, and the final confirmed hire will be working in a group practice that is also a Certificate of Approval site.

These six hires illustrate the success of the COBHC's programming and impact as a consortium. Of the six hires, five are at high impact, low barrier treatment programs that serve our priority populations of central Oregon. Please see attachment "A" which outlines a success story of a hiring due directly to the impact of the COBHC's collaborative model.

j. Establishing clinical training rotations- Fall 2021:



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Complete via modification using collaborative decision-making in 2022. See report #4 for details.

While we did make an intentional choice to depart from this deliverable due to difficulties related to the abbreviated period of time students are in field placement sites for their internship, we have continued to explore ways to achieve tracks of education. This past reporting period we piloted a contract with Larksong Counseling (see Attachment A for Larksong's report). Larksong, and owner Anna Thedford, LPC, provided Play Therapy and Sand Tray Therapy education to a selection of interns from cohort 2023. The students that engaged in this education offering reported that they found it to be of great value and one of the trainees became a direct hire at Larksong due to this educational product. We will continue to offer this experience and explore other focused learning opportunities that combine didactic learning with supervisory consultation for practice of the advanced learning received. Moreover, the COBHC sees this as a more suitable form of rotation that fits with the internship timeframe and accreditation requirements of our academic institutions.

YEAR 2:

k. Vet and hire third party vendor to evaluate consortium- Spring 2022:

Complete fall 2022 – progress on going:

Our consulting partner, C-WHO, (discussed in objective D), will be the vendor to evaluate our program and provide guidance and advice towards sustainability, improvement of product, and procedures. This is an on-going evaluation process with weekly meetings, every Friday, to continue to advance various projects and programs.

During the months of May and June, C-WHO and COBHC began our QI process and development of evaluation of cohort 1. Our handbook materials originally provided forms for evaluation of the supervisor-trainee experience. However, we found these forms ill-fit for the programming we delivered. These forms were adopted pre-programming and edited to the expected program goals. After the start of our first cohort, it became clear that the following are important to consider for our new and more functional evaluation:

- 1) Adopting a new evaluation format to truly assess what the COBHC delivered.
- 2) Allow the academic institution to hold all supervisor evaluation processes throughout a trainee's internship, with the COBHC focusing only on its training objectives as an augmented part of the internship experience, as well as increase tools to help train better supervisors.
- 3) Keep our current forms related to supervisor/supervisee evaluation within our handbook as a recommended rather than a requirement.

l. Re-evaluate MOUs to include centralized payment structures for provisionally licensed trainees- Fall 2022/Winter 2023:

Within the past 6 months, the COBHC has added three additional members to the MOU. Treehouse Therapies, Heart of Oregon Corps, and Heartwood Counseling have joined our member base and are now engaged and supporting the COBHC's community wide efforts. We are proud of our growing membership as this shows we are impacting our region positively and building a reputation for quality educational experiences.



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We finished the 9-month training program and have pulled in a total revenue of \$10,475 from seats sold to our quarterly trainings. While we did not make a profit from any of our trainings, we did recoup some cost, and learned a great deal about how we are structuring our coming year's programming. We will be seeking sponsorship for our quarterly trainings in the 23/24 academic year, with the following tiered structure: Presenter Sponsor at \$5,000; Catering Sponsor at \$1,500; CEU Sponsor at \$1,000; and Student Sponsor at \$350. We are in the process of developing this marketing campaign.

Finally, we are in conversations about sustainability through greater partnership with Cornerstone Whole Health Organization. We are in initial stages of discovery and due diligence to understand how our business practices align, and if becoming part of a multi-state, multi-service provider, specializing in behavioral health education is the right fit for our community, mission, vision, and values.

YEAR 3 and beyond:

a. Developing community pipeline initiative, Shadow BH Professional Day, at the high school and undergraduate level:

The COBHC continues to collaborate with community partners and the EC Works youth program manager to address this deliverable.

b. Assist in developing a psychiatry residency/internship:

Within the past reporting period, we have engaged in program development conversations with the newly appointed director of the St. Charles Psychiatry Residency Program, Sean Stanley, MD. We see our engagement with this residency program as an opportunity to meet educational needs for their therapy rotations. We are hopeful that our quarterly training courses will be a central part of the residents' training in therapeutic skills, which often takes place in years 2 or 3 of residency.

c. Collaboration with community partners to provide additional culturally and linguistically appropriate training opportunities to residents/interns including training to include Implicit Bias, Trauma Informed Care, ACEs, and others offered in collaboration with Central Oregon Community College and Pacific Source Community Solutions/Pacific Source Health Plans:

This is an ongoing training component which the COBHC has been successfully tackling through our partnership with C-WHO (outlined in year 1 – objective D). C-WHO is a nationally recognized training and program management consultant that is also a direct partner with Pacific Source, our CCO. Our contract provides access to hundreds of hours of culturally appropriate training, with the opportunity to develop more as our relationship progresses. Trainings we provided in this reporting period that meet these criteria are: 1) Gender Diverse Youth 2-day training; Black History Month didactic training that heavily utilized community partners for learning opportunities; 2) a robust 4-hour didactic learning module on anti-racism for the month of June. Our anti-racism learning module includes implicit bias training, is trauma informed, and focuses on how a community of primarily white learners, within a predominantly white community populus, can work to be more expanded in their understanding of race.

d. Attracting new BH talent to Central Oregon including Psychiatrists:



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As we wrap up our first cohort, COBHC has developed a solid reputation region wide. We continue to receive solicitations from partners outside the identified Central Oregon counties for this project, and, we have now begun to have more serious conversations about program and product expansion (as outlined in Year-3, objective H). Per our communications with St. Charles Health Systems and Sean Stanley, Residency Director, taking in new recruits to their Central Oregon program will be as far out as 2025, with engagement in our services for residents being needed as far out as 2026 or 2027.

e. Retaining interns/residents in training sites post residency/internship:

We had a successful first cohort, with a 91% completion rate. A total of 22 trainees out of the 24 originally accepted into the Cohort in October of 2023 have completed our full training program. As reported earlier, to date we know of 6 full-time hires within the COBHC site membership base, or the larger collaborative. Of the three associates who participated in the COBHC, all three remain employed with their current employer of record who supported them through the COBHC.

As of July 12th, 2023, we have launched our application process for the 2023/24 cohort. We anticipate a significant increase in interested applicants from the 30 we reported last period. We are also aware that at least 4 of the current cohort may wish to return as associates for year two of the COBHC. We look forward to reporting on these numbers in the next reporting period.

As we work with our data specialist at C-WHO, we believe we will continue to learn about the stability of employment and movement of employees throughout our region by way of annual data collection from current and previous cohorts.

f. Educating undergraduates and high school-age youth about BH job opportunities to develop upstream pipeline program:

Like year 3 – Objective A, we plan to work on this objective through collaboration with youth-serving organizations affiliated with EC Works.

g. Hosting annual BH Consortia Summit:

Since our last report, this project has been put on hold. September of 2023 is our planned date to return to collaborative development of a spring 2024 BH Consortium Summit. We discovered that another local agency, Creach Consulting, is creating a grant funded educational program with target dates that could be a direct conflict with our chosen dates for quarterly trainings and the BH Consortium Summit.

After working with the agency to make sure training dates of our already created and stable programming did not overlap, it was the collaborative decision of the Training Committee to focus on our quarterly trainings and allow Creach Consulting to complete their learning objectives by Winter of 2024, so we could then advertise our BH Summit in Spring or Summer of 2024.

h. Providing a successful Oregon model for potential replication in other medically underserved regions:

We remain in support of and in communication with Pacific Source and other community partners in the Columbia Gorge region of Oregon on expanding our current training programming to both Wasco, and Hood River Counties. They are working to obtain a HowTo Grant, and in our last conversations we discussed sharing our knowledge and web-based learning platform, as well as expanding our quarterly trainings to accommodate their learners if they find funds to support their anticipated program. We have



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also been in conversations with La Clinical in Southern Oregon and Willamette Workforce Partners out of Salem, both of which are HowTo recipients, on expanding our COBHC-Hub web-based learning platform to their regions.

2. Have you encountered any successes during this reporting period?

- 1) Of cohort 1 – 24 begin, 22 completed. This is a 91% success rate.
- 2) Total learning hours completed for the 2023 cohort = **2,089 hours** which includes all didactic and quarterly training hours.
- 3) Total learning hours completed by community license providers or other paraprofessionals = **433 hours**.
- 4) Ran an additional 2 quarterly training courses for the COBHC 2023 cohort and community partners.
- 5) Have successfully launched a new training program to address the supervisor deficit.

3. Have you encountered any challenges during this reporting period?

Overall, we had a highly successful completion of our first program year. Challenges that we encountered ranged from addressing individual learning challenges of cohort members to meet training expectations, changes in staffing at member sites that impacted site representation within the consortium advisory committees and managing the payment of stipends.

4. Have any challenges from the previous reporting period continued or have they been resolved? (Please explain)

We were able to work successfully with a handful of cohort members on individual learning plans to keep them on pace and ensure the quality of training through one-on-one support with Adam Dickey, PsyD – Director of the COBHC. Our member sites also successfully added new representatives when COBHC staff asked. Finally, we made great progress to change and improve stipend payment processing, which had been our biggest challenge. 1) Stipend processing was not well defined in our original HowTo grant document; we were able to manage getting payments processed through simple bookkeeping with our fiscal department at EC Works. 2) We improved our payout time from ‘mid to end’ of the month for the previous month of learning, to ‘on or before the 15th’ of each month. Finally, we implemented a Learning Time Form for the trainees to complete monthly, that allowed a simplified way for us to verify learning hours completed in our web-based learning platform and other forms of data collection by the COBHC staff.

5. Are you requesting changes to any grant outcome or workplan? If yes, please list.

No, not currently.

6. What are the strategic questions you are grappling with?

How do we best manage our journal club and case consultation? Last year, our scheduling and implementation of journal club and case consultation was challenging. Mid program year we moved from a “required number of attendances” to “optional, as part of total hours learned.” This coming academic year we will stay with optional attendance and move to a more streamlined approach of offering case consultation twice a month, and journal club once a month.



Who is the cohort audience? Last year we had two cohort members that were considered pre-practicum. This was not ideal, and our academic institution requested to limit access to interns and above. We will implement this. We have also expanded to allow advanced placement Bachelor of Social Work Students to participate in the cohort. There is a question of benefit for this early learner, as we had for pre-practicum students for Master of Counseling Students and will beta this new participation in the 2024 cohort. We are also going to beta having Masters of School Counseling students, enrolled in the 90-credit track, participate in the 2024 cohort. In consultation with our OSU Academic Site Representative, we learned that these students could do either school counseling or clinical counseling, post-graduation. With this advice, we felt it was reasonable to explore if they will benefit from the COBHC learning program. We will collect data on this over the next program year.

What is our sustainability model? We are currently exploring if C-WHO will be a functional and sustainable partner in the long term to take over the staffing and operation of the COBHC as part of our long-term sustainability plan. We are currently in “discovery and due diligence” and will report on progress next period.

a. How can we help? Are there any resources you need?

We will reach out as needed, thank you!

7. Are there any stories, successes or impacts you would like to share related to your HOWTO program? Additionally, if you have any recent photos, videos, interviews, or news articles about your work that you would like to share with us, please send them as a separate attachment(s).

Please find the attached Larksong Counseling report on outcomes of our joint program for Play Therapy and Sand Tray Therapy. We want to note that we are currently interviewing at least six cohort members for qualitative data on their experience within the COHOC cohort. We will provide a summary of this report next period, along with all data from cohort 1, which is currently being collected and analyzed.

a. Have you identified or developed any additional materials (e.g., media, tools, surveys) that are helpful in communicating the value or context of the work? If yes, please list and send them as a separate attachment(s).

Please find the attached photo album with a selection of photos from our trainings, along with marketing materials, handouts, and programming materials. We also encourage you to visit our website at cobhc.org for more details.

8. How is your organization/ HOWTO program advancing [antiracism](#), [health equity](#) and [Trauma Informed](#) workplaces and services?

We are proud that our programming has had specific training components related to increased equity and inclusion. Our June anti-racism training was completed by all EC Works staff, as well as a number of trainees. We also had a robust training around gender diverse youth in April that focused on health equity for this prioritized population. Finally, we are committed to bringing high quality trauma informed trainings to our community and have contracted with CPT for PTSD for a second year to further the evidence-based treatment skill of our community on this challenging diagnosis.



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- a. **Would you like any support in incorporating this into your work? If so, how?**

We will reach out as needed.

9. What would you like us to know about your work?

Aside from all that has been achieved in the past reporting period, as noted above, the COBHC staff would like to thank HowTo for this wonderful opportunity to impact our region with funds to make our program a success. We believe the impact of our training program will deeply impact our community both immediately, and over the course of time. Furthermore, regardless of retention of providers in the region, the COBHC and its member partners have grown stronger mental health clinicians, early on and for their full future career, wherever they may go. It is our belief that this impact will reach past our counties, and state, for years to come.

10. Any other updates or comments?

We believe there has been an unexpected benefit from the efforts of this consortium as evidenced by comments made to us in numerous virtual meetings and in-person settings. We have been told that being part of the COBHC has brought a strengthening of our existing community of providers through partnership with our programs, especially since COVID-19 has taken many of us into hybrid and remote work and learning spaces. We hear frequently that there was a “lack of connection” from provider-to-provider & site-to-site, as well as a lack of knowledge for collaboration of client care and referral resources. We believe that this project is healing our BH community at large.

Part II: Organizational Information

- 1. What has happened in your organization over the past reporting period that may impact your HOWTO grant program (staffing changes, funding, other etc.)?**

No significant changes have occurred impacting our ability to complete our objective.

- 2. Have you made any changes to your board, staff, or nonprofit status? If yes, please explain.**

No

Part III: Grant Expenditures

- 1. Have you attached an expenditure report (only use the HOWTO budget template) detailing the use of grant funds during the reporting period and listing expenditures for each line item in the approved budget? If no, please explain.**

Yes

- 2. Are you requesting changes to the budget, or any budget items? If yes, please list.**

No, not at this time. We want to thank HowTo for earlier work on budget modifications and no cost extensions to continue to support our exciting programming in finishing our objectives and fully spend down our funds.



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3. **Was any interest earned on grant funds? If yes, were the funds applied to the approved project/program?** N/A- EC Works has not earned any interest related to this grant fund. Any grant funds generating income are recorded as program income and are immediately put back into the program or project from which they are earned.

Part IV: Quantitative Report *Please complete utilizing your objectives, outcomes, evaluation etc. as appropriate to your project and in alignment with your grant agreement. Add and edit as appropriate. Italicized items below are examples please complete with your appropriate measures and data.*

Objective(s)/ Outcome(s)	Reporting Period Total	Cumulative Grant Total
Number of		
Total 2023 interns	22	24
Total interns who completed	22	22
Number of		
Self-produced professional trainings	2	4
Number of		
Co-sponsored professional training	0	2
Number of		
Total learning/continuing education hours	1,596	2,522
Number of		
Community trained professionals	18	83
Number of		
Associates receiving COBHC provided clinical supervision	0	1
Number of		
Interns receiving COBCH provided clinical supervision	1	1