System of Care (SOC)
G.A. v Bimestefer Settlement

JBC Presentation on Workforce Capacity

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Presented by:
Kelly Causey, Deputy Commissioner, BHA
Robert Werthwein, Senior Advisor for Behavioral Health and Access, HCPF

Kempe Center History

Background:

- OBH contracted with Kempe to develop a High Fidelity Wraparound (HFW) model and train Wrap Facilitators, Supervisors, Family Support Partners, and coaches in line with the model

Accomplishments

- Limited HFW workforce that is delivering services today, and will receive expedited NWIC training
- Entry level trainings for BHA Learning Management System
- Lessons learned informed the launch of new statewide model

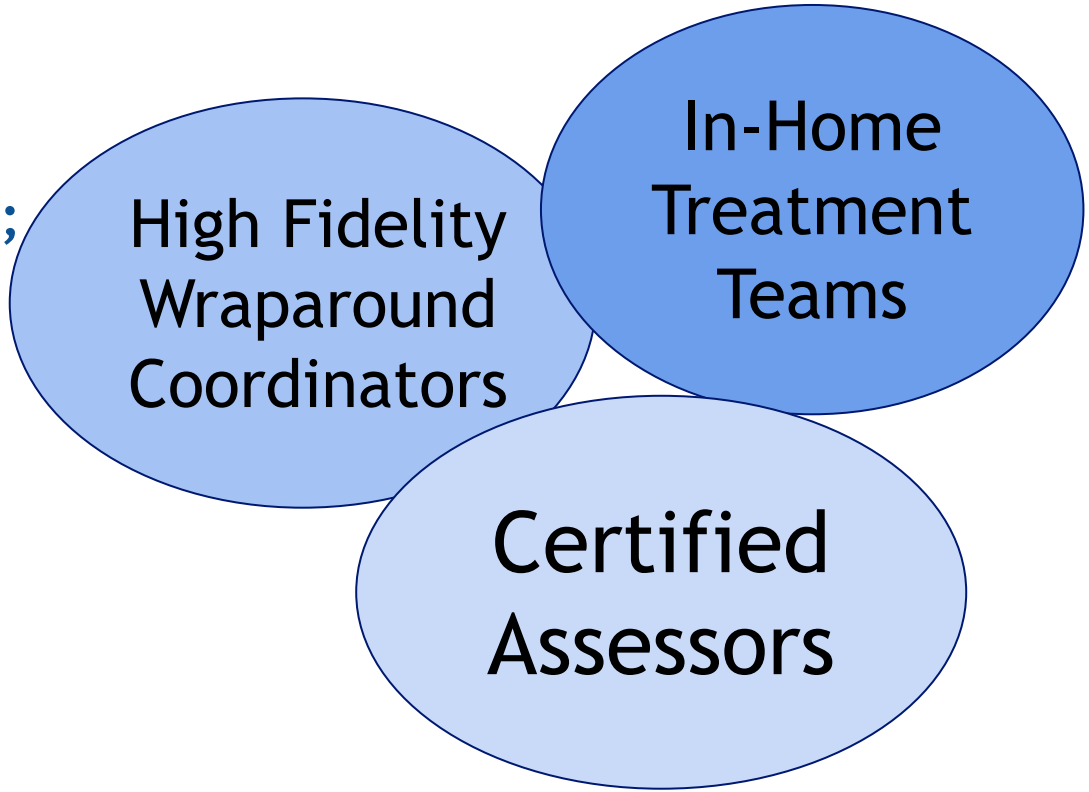
Why a new model?

- A national model (NWIC) proven to be successful at scale
- Builds sustainable workforce and aligned service delivery across payors
- Braiding of BHA (600K) and HCPF funds; collaborative process

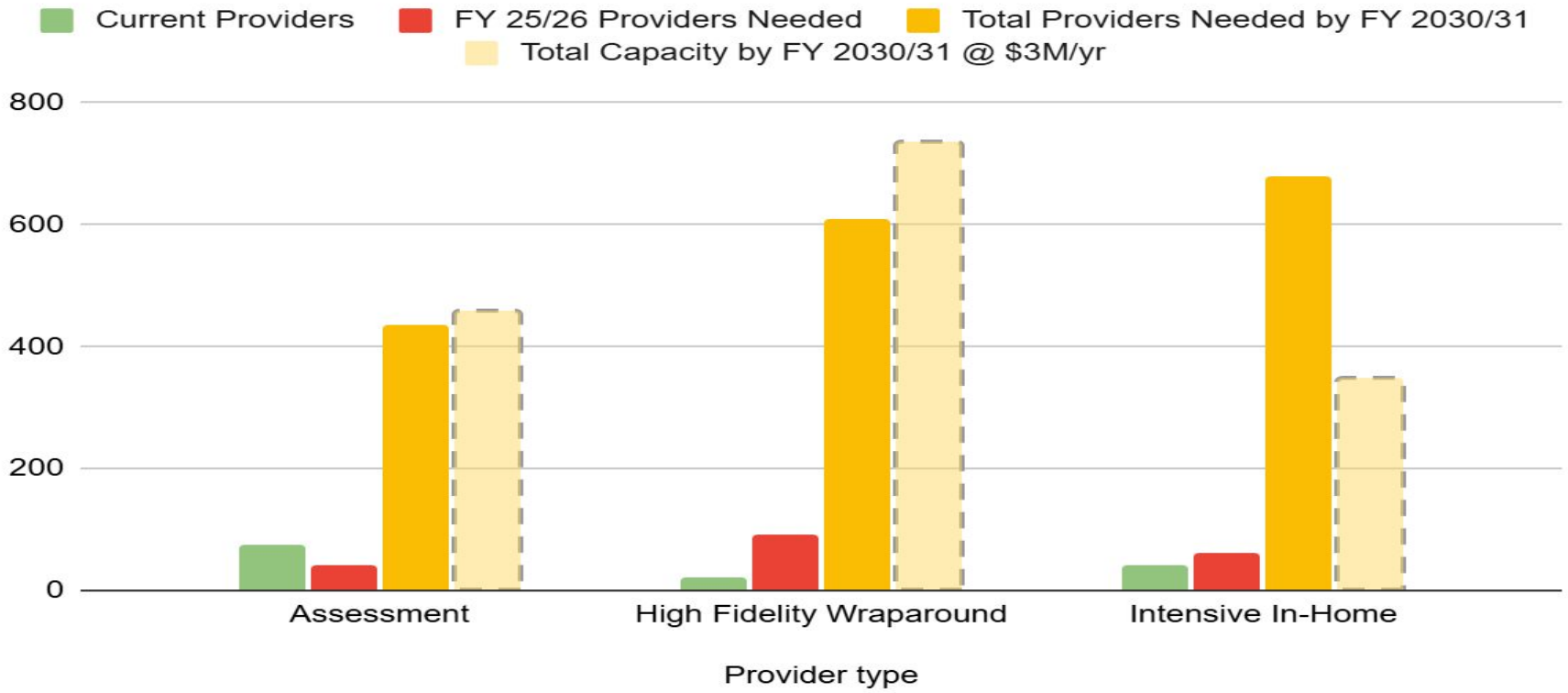
System of Care Workforce

Why SOC? Better outcomes for kids and families:

- **Reduced time in institutions;**
- **Reduced child welfare and juvenile justice involvement;**
- **Improved youth and caregiver mental health;**
- **Reduced overall cost to the system.**



Workforce Needed for FY 2026 and FY 2031



How B10 Achieves State Goals

Increase the number of certified providers of billable intensive in-home BH services

- Recruit, train, and support behavioral health providers through an in person and existing Online Learning System
- Purchase evidence-based curriculum for ongoing use
- Use of physical space, infrastructure, coordination across higher education programs (indirect costs)

Reduce provider cost and administrative burden for training

- Pay providers for their time in training, no loss of revenue
- Center staff to operate center activities, training oversight, and manage all infrastructure and technology

Connect funding efforts and appropriate rates with SOC workforce capacity efforts

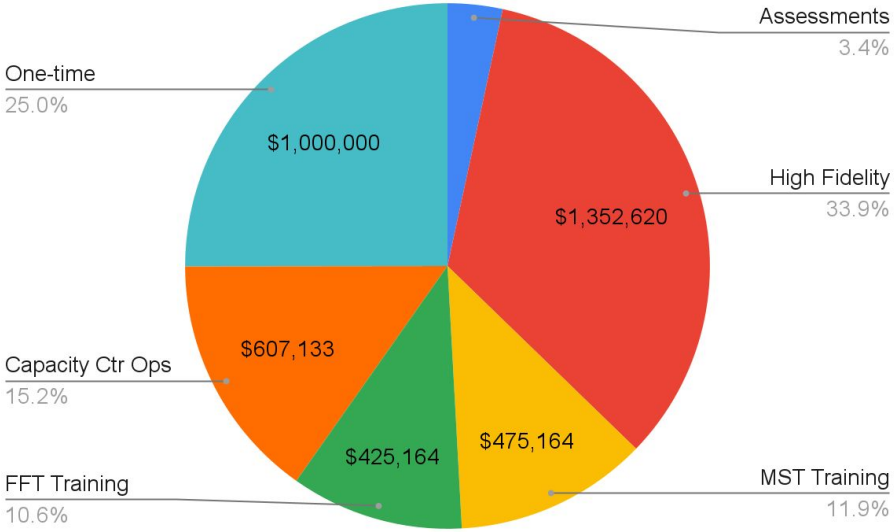
- Certify and track providers, credentialing for all payers (Medicaid, BHA, CDHS, potential commercial)
- Colorado-specific elements of certification, contracting, and policy
- Recruit providers that reflect state needs: focus on rural, unlicensed & entry level positions, BHA pipeline

What is in the cost

Cost by Function (rounded to nearest ten-thousand)

- Online Learning System cost ($60k)
- Certification and tracking of providers ($220k)
- Provider time to complete training ($280k)
- Contractor staff to manage capacity center ($320k)
- Purchase evidence-based curriculum ($350k)
- Develop Colorado-specific training program ($600k)
- Capacity center staff to train providers statewide ($500k)
- Estimated 30% indirect costs charged by university ($610k)
- Costs in Year 1 only: ($1M rough estimate)
    - Infrastructure development
    - Physical space

Cost by Program Area



WORKFORCE CAPACITY CENTER

Certification/Credentialing

This work will require new provider types or an expansion of skill sets of existing provider types that require an agency to certify qualifications of providers.

Training / TA

Some provider types require to be trained in order to deliver services in the proper manner.

Fidelity Monitoring

For certain services to be effective, they require fidelity to the model, an agency will need to sample and ensure fidelity.

Contract Management

Create and manage contracts with proprietary organizations for evidence based models.

Curriculum Development

Work with state on developing or enhancing necessary curriculum.