



Children and Youth Behavioral Health Work Group – Prenatal through Five Relational Health (P5RH) Subgroup

May 7, 2025

Glossary of Terms

CNF: Complex Needs Fund

Early ECEAP: (Birth to three) Early Childhood Education and Assistance Program

ECEAP: Early Childhood Education and Assistance Program

HCA: WA Health Care Authority

IECMH: Infant and Early Childhood Mental Health

IECMH-C: Infant and Early Childhood Mental Health Consultation

UW: University of Washington

W&R: Workforce and Rates Subgroup

WSA: Washington State Association of Head Start and ECEAP

Meeting Topics

2025 Legislative and Federal Updates

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Reintroducing the Primer and Workgroup Opportunities

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Discussion Summary

2025 Legislative and Federal Updates

1. Subgroup leads provided an overview of 2025 P5RH legislative session updates (see slide for more details), including the following:
 - a. Legacy Items:
 - i. Early (Birth to three) Early Childhood Education and Assistance Program (Early ECEAP) received no funding and a reduction of \$9.254M for the biennium. The program was preserved.
 - ii. The ECEAP Complex Needs Fund (CNF) underspend was taken (\$198k), with a budget of \$8.86M for the biennium.
 - iii. The Child Care CNF was reduced by \$5M, and now stands at \$15.508M for the biennium.
 - iv. Infant and Early Childhood Mental Health Consultation (IECMH-C) was cut by half (\$4.4M).
 - b. Other items related to P5 work:
 - i. [HB 2041](#) (2025-26) on postpartum medicaid coverage did not pass.
 - ii. [HB 1291](#) (2025-26) on cost sharing for maternity services did not pass.
 - iii. [SB 5182](#) (2025-26) on maternal care for incarcerated individuals passed.



- iv. [SB 5752](#) (2025-26) on modifying child care and early childhood development programs passed.
2. Katy Warren, Washington State Association of Head Start and ECEAP (WSA), provided an update on Head Start, which included the following:
 - a. The original draft budget that the federal administration had developed for Head Start called for the elimination of Head Start; however, the recent “skinny” budget from the administration did not mention Head Start – meaning they are not planning to eliminate the program.
 - b. Once the more detailed budget is released, it will be determined whether or not programs such as the Child Care Development Fund and home-visiting supports will be impacted.
 - c. Federal advocacy work is being done, and the highest risk areas are Medicaid and children’s health related programs.
 - d. Washington and four other states filed a lawsuit last week against the federal administration.
3. Discussion surrounding legislative session included the following:
 - a. This has been a challenging session, and there are likely to be large cuts coming at the federal level as well, which may cause the state legislature to revisit and address issues prior to the 2026 session.
 - b. Start Early has created [charts of the budget results](#) in the early learning space.

Reorienting Toward Existing Knowledge and Initiatives

1. Subgroup leads reoriented the group to the current stage for the subgroup process this year and reset in the work that’s been done over the past few years, including the following (see slides for details):
 - a. The desire to be assertive to ensure the Strategic Plan builds on the subgroup’s established, shared view of the P5 space and priorities, including:
 - i. The P5 Primer that the subgroup began developing in late 2023.
 - ii. The Health Care Authority (HCA) [IECMH statewide tour report](#).
 - iii. The UW Barnard Center’s IECMH workforce plan (People Powered Workforce Initiative).
 - iv. Other key efforts in the state in this space.
 - b. The inputs the P5 subgroup will provide to Washington Thriving:
 - i. A synthesized write-up of anything the subgroup wants to ensure is considered in the Strategic Plan.
 - ii. Illustrative examples of P5 needs, the current state, risks, shared frameworks, etc. and proposed solutions and/or roadmaps for resolving key system-level challenges and gaps.
 - c. How Washington Thriving will use subgroup inputs:
 - i. Informing language in the Strategic Plan and assertions made related to P5.
 - ii. Informing “Strategic Starting Point(s)” that the plan puts forward related to P5.
 - iii. The basis for more detailed issue briefs that dive deeper than the Strategic Plan itself can.
 - d. Other sources of P5 input to the Strategic Plan outside of this subgroup include:
 - i. Washington Thriving Advisory Group



- ii. Systems Modeling team
- iii. Statewide, regional and community listening sessions
- iv. National consultation
- v. Various literature and reports
- e. The timeline of the subgroup process for the next few months (see slides for chart).

Reintroducing the Primer and Workgroup Opportunities

1. Subgroup leads reintroduced the Primer including background information, shared understanding of the issue, shared framework for recommendations, how the subgroup identifies, develops, and prioritizes recommendations, and appendices.
2. Subgroup leads discussed the process for developing shared priorities, which included the following:
 - a. Building on content already developed by the P5 subgroup.
 - b. Organizing existing content to allow the subgroup to better engage and prioritize issues.
 - c. Determining 1-2 issues to recommend to Washington Thriving.
3. Subgroup leads introduced the option for interim P5 workgroups:
 - a. Leads offered the proposal to create a work group that focuses on continued development of the following: 1) the Primer and 2) the priorities.
 - b. The work group would meet prior to the next subgroup meeting, with support from the subgroup leads.
 - c. The work group would create proposed materials for the full P5 subgroup to respond to at the June 11th P5 meeting.
 - d. Initial volunteers were tabulated for this work group.

Spotlight: UW Barnard Center – People Powered Workforce initiative

1. Sharon Shadwell (The Practice NW) provided an overview of the People Powered Workforce Initiative, including the following (see slides for more details):
 - a. The purpose of the initiative: To design a cohesive strategy to expand, diversify, train, and retain the IECMH workforce in WA state.
 - b. An overview of the people who were a part of focus groups for the project – including the total number, type of role, counties, and other demographic information.
 - c. An overview of the personal and lived experience of these folks – the majority being White, cisgender women who are a part of the millennial and Gen X generations, predominantly residing in King County.
 - i. See slides for a further breakdown of these demographics, as well as sexual orientation, disability, neurodiversity, caregiving experience, religion, role, education, and economic experience.
 - d. An overview of focus group questions, which included:
 - i. What brought you into the field?
 - ii. What keeps you working?
 - iii. Have you considered leaving/why?
 - iv. What would make you thrive in your job?
 - v. Where do you see yourself in 5 years?
 - e. The framework for data analysis.



- f. The vision that emerged: We envision an IECMH workforce whose relational, emotional, physical, spiritual, and economic wellbeing are prioritized so that they can better prioritize the wellbeing of young children, families, and communities.
 - i. In order to achieve this, our systems must be reimagined to promote interconnectedness, center relational healing, uphold community voice, honor diverse worldviews, and create a sense of belonging for generations to come.
- g. Discussion included:
 - i. The timeline for the project – it is a yearlong project with a report due to the legislature by the end of June 2025.
 - 1. UW has an internal review process, so ideally the report will be ready by early June with feedback received from subgroup members in the next week or so to be considered.
 - ii. Administrative burden and complexity is a large topic being discussed by the Workforce and Rates (W&R) subgroup.
 - iii. Washington Thriving will prioritize integration of findings from this initiative and the IECMH Statewide Tour into the broader narrative of P-25 workforce in the Strategic Plan to supplement the P5 subgroup's direct inputs.
 - iv. How to best connect and integrate the project learnings into places where current or future workforce can access.
 - v. The importance of including and considering children that are placed outside of the home or unhoused, not living in a consistent environment or having a consistent caregiver, or impacted by disability, as the strategic plan is built out.

Next Steps & Wrap

- 1. Subgroup leads will follow-up on the interim work group development.
- 2. Next P5RH Subgroup meeting: June 11th from 10-11:30AM