



Children and Youth Behavioral Health Work Group – Workforce & Rates (W&R) Subgroup

April 30, 2025

Glossary of Terms

CCBHC: Certified Community Behavioral Health Clinic

CHW: Community Health Worker

CYBHWG: Children and Youth Behavioral Health Work Group

DCYF: Department of Children, Youth and Families

DSHS: Department of Social and Health Services

HCA: Health Care Authority

IECMH-C: Infant and Early Childhood Mental Health Consultation

MCO: Managed Care Organization

WSAC: Washington Student Achievement Council

Meeting Topics

Session Updates

Recap of Goals, Roadmap, and Scope for 25-26 W&R

Small group discussion on emerging focus areas

Large group reflection

Next steps & close

Discussion Summary

Session Updates

1. Laurie Lippold (Partners for Our Children) discussed session updates, including the following:
 - a. Session has ended – and subgroup members were encouraged to reach out to the Governor about their budget priorities.
 - b. The outcomes for subgroup priorities, which included:
 - i. Partnership Access Line (PAL) and referral service received money.
 - ii. Certified Community Behavioral Health Clinics (CCBHCs) took a budget cut but still received \$4.5 million, in addition to \$886k for clinic development. The clinics also got the authority to spend the federal dollars they had received.
 - iii. [SHB 1272 \(2025\)](#) (the youth stuck in hospitals bill – a continuation of HB 1580 (2023)) received funding, as well as an additional \$450k allocated to Health Care Authority (HCA), \$308k to the Department of Children, Youth and Families (DCYF), and funds for the Department of Social and Health Services (DSHS).
 - iv. A continuation of community health worker (CHW) rates was included in the budget.
 - c. The legacy items from the larger work group did not fare well, with outcomes including the following:



- i. There were no funds for the teaching clinic designation and enhancement rate.
 - ii. Funding for Infant and Early Childhood Mental Health Consultation (IECMH-C) was significantly reduced.
 - iii. Conditional Scholarships did not get any additional funds.
 - 1. There is a proviso that directs Washington Student Achievement Council (WSAC) to spend a minimum of 5% of the money in the General Health Core and the Behavioral Health Program funding pots on conditional scholarships, but also gives the ability for WSAC to spend it on loan repayment if there aren't enough people who are applying for conditional scholarships.
 - 2. The public sector provided a good sense of commitment to the pursuit of conditional scholarships, which was promising.
 - iv. The Supervisor Stipend program was not funded.
- 2. Discussion on the session updates included the following:
 - a. There were a tremendous number of sweeps for underspends and there is a need for further reflection on the reasons behind underspending.
 - b. The purpose of the Strategic Plan to provide a framework to guide this work as we adapt to emerging changes and circumstances.

Recap of Goals, Roadmap, and Scope for 25-26 W&R

- 1. Subgroup leads set the stage for the 2025-2026 W&R Subgroup process, which included:
 - a. The ongoing iterative process for developing priorities, as the subgroup leads continue participating in listening sessions and obtaining feedback from employers and educators, students and recent graduates, and community health care workers.
 - b. The timeline:
 - i. In late April, May, and June the subgroup will continue working together and using collective expertise to make decisions about how the group wants to substantially form inform the [Washington Thriving](#) strategic planning effort, keeping in mind the scope and collective bandwidth of the subgroup.
 - 1. The big picture goal is how the subgroup can ensure the Strategic Plan is making assertions that align with what the subgroup sees as the core drivers of the workforce challenge.
 - ii. In July, August, and early September, the subgroup will have an opportunity to react as a group to the draft Strategic Plan and give additional input to areas that the subgroup may have elected not to prioritize but still have strong thoughts and opinions on.
 - iii. As the process continues, the subgroup will continue to monitor topics and issues that seem ripe for further work and potential recommendations in 2026.
 - c. Considerations of budget in these inputs:
 - i. The subgroups don't need to be constrained by the immediate budget reality in how they are thinking about the vision and future for inputs to the Strategic Plan.
 - ii. Budget is going to be a more prominent factor in specific 2026 legislative recommendations to the CYBHWG, for two reasons:
 - 1. The fiscal constraints currently being faced.



2. The desire to prioritize getting the bigger picture Strategic Plan set up as the future direction for investment across the system as a whole.
2. Subgroup members had time for individual reflection on subgroup progress and input development to-date, considering the scope statement: "Develop and Sustain a Diverse, Well-Trained Workforce in Sufficient Number: Invest substantially in a diverse, well-trained, geographically distributed, thriving workforce in sufficient number to meet the needs of Washington's P-25 population."
3. Individual reflection was followed by small group discussion, with the following guiding questions:
 - a. Does the proposed scope feel like the correct statement?
 - b. Does system complexity capture what people view as the core driver issues of our workforce challenges?
 - c. What is the interest and bandwidth of the group?
 - d. Are there further core focus areas (beyond the large bucket of what we're calling administrative burden) that W&R folks want to heavily influence in the Strategic Plan?
 - e. What capacity do people have to take on areas where they feel activated?

Group Reflection on Scope and Areas of Focus

1. Share out from group discussions included the following:
 - a. The direction the subgroup is headed, what's missing, what should be added, including the following:
 - i. The need for a potential fourth core area, (in addition to workforce pathways, administrative burden, and retention) specific to provider compensation, reimbursement and rates.
 - ii. The lack of representation of the key driver of *compensation* in the scope statement.
 - iii. The need to be more explicit about which care setting is being addressed across the document. For example, regarding supervision, it is important to know if the setting is school based, a community setting, or other.
 - iv. The feedback that the document is heavily influenced by and focused on the Medicaid population, rather than commercial insurance and private pay.
 - v. System Complexity:
 1. The need to add the role of the federal administration in discussing regulatory considerations.
 2. The need to shift beyond saying Managed Care Organizations (MCOs) to be inclusive of all of Medicaid (e.g., fee for service models, Alaska Native and American Indian populations who aren't currently represented)
 - vi. Questions about how Tribal behavioral health needs will be covered within the Strategic Plan.
 - b. Discussion about the scope of the W&R subgroup:
 - i. It is important to keep in mind that just because W&R doesn't take on an issue explicitly, doesn't mean it's not part of the effort of Washington Thriving.
 - ii. If the subgroup is considering making specific assertions about a topic, it should be viewed through the lens of: how does [strategy we are proposing] address



[core problem] in a way that is cognizant of/increases equity in access across coverage for all people?

- iii. Workforce is a top level priority across the Strategic Plan, and other subgroups and partners will also be contributing to this topic.

- c. Acquisition of volunteers for some of the issue areas.

Next steps & close

1. Subgroup leads encourage folks to continue by providing comment on developing inputs in between meetings.
2. Next W&R meeting: Wednesday, May 14th from 10-11:30am.