



FUNDING FOR CA TO PROVIDE EBP TRAINING HISTORY

HISTORY

HB 2536, enacted by the legislature in 2012, called upon DSHS to increase the use of evidence based and researched based practices, but did not include any funding for provider training and quality assurance activities. In the Children's Administration (CA), funding for training and quality assurance has come out of service dollars. In the past four years the availability of training in most of the EBPs through CA has been severely curtailed. The result is that as normal turnover has occurred in private agencies, the EBP capacity in our state has fallen. Private agencies want to replace lost staff capacity, and also want to help the state meet the goal of expanding EBPs to all possible parts of the state.

In the summer of 2014 the Washington Association for Children and Families began meeting with Children's Administration management to collaborate on EBP sustainability. In these meetings we heard that CA does not have the funding to provide additional training. CA also questioned the need for additional EBP capacity. Later we were told there is enough money, but private agencies are not doing enough to prevent turnover, and should have more "skin in the game"; this has led to a cost sharing proposal from CA, in which private agencies pay all or a portion of EBP training fees.

WACF members have responded by asking for a comparison of staff turnover in private agency therapists compared to turnover in front line state jobs; to our knowledge turnover is much lower in the private agencies. We have also pointed out that erratic and inadequate referrals is a major reason trained staff are lost, and how often the CA recruits away EBP trained private agency staff.

We have shown CA how we are already cost sharing. The cost of staff salary and travel to training for a 5 day EBP workshop runs from \$1000 to \$2500 depending on how far staff must travel to training. Lost revenue while a staff is in training is about \$350 a day. These costs are but a fraction of the total cost to an agency of turnover or of expanding EBPs to a new area. To recruit and maintain a quality workforce, staff must be offered salaried positions with benefits. Beyond the costs of recruitment, hiring, on-boarding, and on the job training, it typically takes months for a new staff to build a full caseload, and staff must be fully paid during this transition period. An analysis done in one member agency showed the costs of turnover to be between \$13,000 and \$20,000 per staff, depending on how quickly adequate referrals are received.

REQUEST

We are asking that that the legislature provides funding to the CA for EBP training to rebuild and maintain EBP capacity. The cost for one year is approximately \$177, 000.

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