



**317 Board and Osteopathic Heritage Foundation of Nelsonville
Investment Partnership VI:
Workforce Development Initiative
Year 1 Report**



WORKFORCE RECRUITMENT & RETENTION PROJECTS

Hopewell Health Centers – utilized 75% of total funding

- **Client Impact:** 105 served by Adam-Amanda and Connett Rd; 4,114 positively impacted by improved staff wellness; 60 served by doctoral fellows
- **Staff Impact:** Increased residential staffing – Adam-Amanda 80% to 85%, Connett Rd 45% to 67%; Increased staff wellness – ProQOL subscale 23 *At-Risk* to 22 *Low-Range*; 1 doctoral fellow placed in each county
- **Funding Benefits:** Recent Staff Satisfaction Survey results show improvement on several items notably that 80% were very satisfied/satisfied with the company culture.
- **Lesson Learned:** The Doctoral Fellows program was a new 'idea' for both the university and the agency that neither partner has seen/heard of in the region. It would be possible to replicate this model. The challenge is that doctoral level cohorts are generally very small and many doctoral students still would like to focus on research and less on practice. The stipend level would likely need to be increased if attempts were made to draw interest from more students; and possibly trying to brand beyond clinical mental health/other universities to increase the applicant pool.

Health Recovery Services – utilized 81% of total funding

- **Client Impact:** The number of AHV consumers served in 2023 was 1560 - exceeding goal of 1556 (Baseline: n=1188). The number of treatment days accessed by AHV clients increased to 2199, exceeding goal of 2136 (Baseline: n=1709).
- **Staff Impact:** Increased number of students staying on as employees from paid internships by 2, meeting goal. 51 clinical staff utilized professional development opportunities, exceeding goal of 40, and a reduction in turnover during period was 2.75%, exceeding 3% goal.
- **Funding Benefits:** Improved clinical retention and increased positive staff morale.
- **Lesson Learned:** Supporting staff results in higher recruitment capability and increased staff retention which in turn builds the foundation for positive consumer outcomes. They are all very closely linked together and interdependent.

Integrated Services for Behavioral Health – utilized 58% of total funding

- **Client Impact:** 100
- **Staff Impact:** Deeper learning
- **Funding Benefits:** More staff with more training
- **Lesson Learned:**

My Sister Place – utilized 90% of total funding

- **Client Impact:** 100% of clients completing surveys indicated they were satisfied with the services they received.
- **Staff Impact:** 100% of staff who participated in the wellness stipend and/or the conference reported a higher rate of satisfaction in the workplace
- **Funding Benefits:** All staff who attended the conference were enthusiastic about the workshops attended, many stating it was the most helpful conference they'd ever attended. We have had many staff comments of gratitude for the wellness stipend, with many expressing appreciation that the agency values their mental and physical health.
- **Lesson Learned:** The relatively small amount of money (\$150 a month for full time staff and half that for part time) made available to our employees has had an outsized effect. Our staff feel appreciated, respected, and cared for, according to both written and verbal comments.



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OCCUMETRICS WORKPLACE WELLBEING ASSESSMENTS

Athens Photographic Project

- First assessment is complete
- Request for funding submitted to develop and implement a standardized APP training program to include procedural manual, instructor handbook, internal and external, contractor on-boarding, and long-term professional development
- Reassessment in June 2024

Sojourners

- The first assessment is complete
- Report already made some significant changes based on assessment
- Reassessment in August 2024

TASC of Southeast Ohio

- The first assessment is complete
- All focus groups were in person
- Reassessment in late 2024 or early 2025

Integrated Services for Behavioral Health

- Launched surveys in October – reported a 70% response rate on November 3
- Data analyzed and scheduling focus groups
- Reassessment spring of 2025