



Fellows

Make a Difference.

Allegheny County Department of Human Services

Executive Summary



Scan the QR code or visit acdhs.org/BH-Fellows for more information and how to apply to participate.

The BH Fellows program is a new initiative sponsored by Allegheny County Department of Human Services (DHS) in partnership with - Community Care Behavioral Health, and Jewish Healthcare Foundation. The goal of the initiative is to strengthen the County's public behavioral health system by providing educational loan repayments, competitive salaries, and career development experiences to behavioral healthcare staff.

With over \$15MM in funding, this program is designed to attract and retain individuals dedicated to improving the lives of the County's most vulnerable. After being accepted into the program, BH Fellows will be eligible to receive:



Competitive pay



Educational loan repayment (up to \$25,000 for a bachelor's degree and up to \$45,000 for a master's degree) OR free access to an approved professional certificate program



Paid training and leadership development and networking experiences through a cohort model

In return, Fellows agree to complete two years of employment in a specific behavioral health role with a program-eligible provider. (Note: educational loan repayment will be paid once the Fellow has completed the two-year service commitment).

BH Fellows will be hired into key positions in the following areas:

- Blended Service Coordination
- Family-Based Mental Health
- Crisis Services
- Child Diversion and Acute Stabilization
- Case Management for Substance Use Disorder
- Integrated Dual Disorder Treatment

Staff currently employed by a behavioral health services provider and individuals who are new to the behavioral health field are encouraged to apply.

Program Partners

Jewish Healthcare Foundation

- Designs cohort experiences for Fellows, including retreats, networking, training, and professional development
- Recruits Fellows and supports Fellows through two-year service obligation

Smeal College of Business at Penn State

- Provides training and development to providers' supervisory staff

Community Family Advocates

- Administers financial aspects of program; holds funds for educational loan repayments; monitors adherence to program requirements

Pittsburgh Council on Higher Education (PCHE)

- PCHE Board of 11 area colleges and universities voted to endorse the BH Fellows Program; coordinates outreach and recruitment to build candidate pools among area universities and colleges

Program Overview

What the Program Offers Fellows

- Student loan assistance or free access to an approved professional certificate program
- Competitive salary
- Paid time off for training and professional development as part of a cohort
- Helping to increase access to care to critical services

What Applicants Need to Do

- Meet qualifications of program-eligible roles
- Apply to participate
- Accept award
- Obtain a job offer by a participating provider within one of the target service areas
- Start the eligible job within required timeframe
- Complete a two-year time commitment to the eligible provider

What the Program Offers Providers that Opt-In

- Increased staffing for a minimum two-year period
- Program-sponsored and centrally run professional development and training experiences for Fellows
- Decreased burden from staff churn
- Increased ability to meet members' BH needs and generate revenue
- Free management training for management and supervisory staff
- Provider reimbursement for eligible program costs, including administrative costs and Fellows' paid training

What Providers Need to Do

- Meet eligibility criteria (services in one or more of the target service areas, vacancies in Program-eligible staff roles)
- Apply to participate - sign the BH Fellows Program Provider Agreement and submit a recruitment and retention plan
- Post vacancies in a central web-based location
- Hire a Fellow(s)
- Follow program requirements and support Fellow(s) through their required service term
- Support Fellows' paid time to attend required orientation, trainings, and program meetings
- Support managers' and supervisors' participation in management training
- Track and report service delivery, as well as BH-Fellow specific data and FTE & staff data. Liaise with program administrators at regular intervals to help demonstrate impact of program

Program Eligible Roles and Qualifications

Level of Care/ Target Service Area	Eligible Staff Roles	Minimum Staff Qualifications
Blended Service Coordination	Service Coordinator	Bachelor's degree with no experience - or Master's degree with no experience
	Service Coordinator Supervisor	Bachelor's degree with 5 years direct care experience, 2 of which include supervisory experience - or - Master's degree in related field with 3 years direct care experience
Family Based Mental Health	Bachelor's Level Clinician	Bachelor's degree with 1 year relevant experience Master's
	Master's Level Clinician	Master's degree with 2 years relevant experience
	Supervisor	Bachelor's degree with 3 years relevant experience
Crisis Services	Peer Services	High school equivalency and a willingness to share recovery journey
	Crisis Clinician Associate	Bachelor's degree with no experience
	Clinician I	Bachelor's degree with 2 years clinical experience - or - Master's degree
	Clinician II	Bachelor's degree with 2 years mental health direct care experience - or - Master's degree with 1-year mental health direct care experience

	Clinician III	Bachelor's degree with 5-6 years experience - or - Master's degree and 3-4 years experience
	Clinical Supervisor	Master's degree and 4-5 years experience
Child RTF (Short-term) – Diversion and Acute Stabilization	Nurse Master's Level Clinician	Master's degree Master's degree
	Bachelor's Level Clinician	Bachelor's degree
	Milieu Staff (safety and security)	High school equivalency
Targeted Case Management – SUD	Case Manager (Bachelor's)	Bachelor's
	Case Manager (Master's)	Master's
	Case Manager Supervisor	Master's degree with 3 yrs relevant experience -or- Bachelor's degree with 5 yrs relevant experience, 2 of which include supervisory experience
Integrated Dual Disorder Treatment	Nurse	Master's
	Program Manager	Master's degree and 4 yrs relevant experience - or - Bachelor's degree in related field + 5 yrs relevant exp and cert in co-occurring disorders within 6 mo. of hiring
	Team Leader/Master's Level Clinician	Master's degree in related field and 2 year co-occurring disorders and 2 yrs program administration experience
	Vocational Specialist / Clinician	Bachelor's degree in related field and 3 yrs relevant experience - or - Master's degree at 1 year experience
	Peer Specialist	High School equivalency and a willingness to share recovery journey

Notes



Allegheny County
Department of
Human Services



COMMUNITY CARE
Behavioral Health Organization



PCHE
Pittsburgh Council on Higher Education



JEWISH
HEALTHCARE
FOUNDATION