

Enhancing Mental Health Capacity for Youth-Serving Organizations

THIS DOCUMENT IS FOR VIEWING ONLY

If you would like to submit an application, you will need to create an account on our website: hria.org/train-the-trainer

Overview of the Initiative

The goal of this initiative is to build the capacity of community-based organizations (CBOs) serving marginalized youth, particularly youth of color and/or LGBTQ+ individuals, who face significant behavioral health disparities. Health Resources in Action (HRiA), a Boston-based non-profit working to improve and reimagine public health, is partnering with the Boston Public Health Commission's (BPHC) Center for Behavioral Health and Wellness on this initiative. HRiA will offer training and coaching to those working directly with youth to enhance individual and CBO capacity to better support the immediate and long-term mental health needs of youth. Organizations will identify up to two staff members, who will serve as Behavioral Health Champions (BHCs), and will receive training and coaching that will help them better identify, understand, address, and follow up on youth mental health needs in a non-clinical setting. These BHCs will participate in a Training of Trainers (ToT) and return to their organizations to provide foundational Mental Health 101 training to their youth-serving colleagues with support from HRiA. Each BHC will receive a certificate of completion, and each organization can receive up to \$5000 for their participation in this initiative.

Organization Eligibility Requirements

This capacity-building opportunity is available to Boston's youth-serving CBOs that meet the following criteria:

1. Serves 14-18 year old youth consistently (at least weekly) with dedicated programming provided on an ongoing basis (programming has been in place for at least one full year)
2. Mission of organization is consistent with [BPHC overall mission and vision](#)
3. Are based in Boston ([Neighborhoods | Boston.gov](#))
4. Serve youth who reside in Boston
5. Serve youth of color and/or LGBTQ+ youth
6. Staff reflect the identities of the youth served
7. Have demonstrated histories of trust and high regard by youth and the communities in which they are situated
8. **Not** clinical in nature i.e., does not provide behavioral or mental health services as its main objective or outcome

9. The following are **ineligible** for this opportunity:
- a. Schools
 - b. Health centers and/or hospitals
 - c. For-profit organizations

Please click the following to affirm that you meet these criteria:

My organization primarily serves 14-18 year olds on an ongoing basis (at least once a week)

My organization's program for 14-18 year olds has been established for at least one year

My organization is based in Boston

My organization serves youth of color and/or LGBTQ+ in Boston

My organization is NOT:

Clinical in nature

A school

Clinic, health center, or hospital

A for-profit organization

The leadership of the organization (and any relevant supervisors) are on board with participation in this initiative.

For organizations who meet eligibility criteria, they will receive:

1. A 16-hour Training-of-Trainers (ToT) provided by HRiA over four 4-hour sessions delivered to a cohort of youth serving staff to become Behavioral Health Champions (BHCs) at their organizations. Each organization can send up to two staff to become BHCs. HRiA will coordinate a time that is most conducive to participants. The topics tentatively covered at this ToT are:
 - Building Collective Resiliency in Youth: Culturally Responsive Strategies for Supporting Mental Health
 - Trauma-Informed and Healing Centered Practices in Youth Programs and Communities
 - Substance Use and Harm Reduction and its Connection to Mental Health
 - Mental Health Support Strategies
2. A maximum stipend of \$5000 per organization, broken down as follows:

- a. \$1500 stipend per staff (up to 2) who attends the 16-hour BHC ToT. We encourage sending two staff, however, one can suffice. HRiA expects a portion of this stipend to go directly to the staff, more guidance to be provided later.
 - b. \$1000 stipend for each six-hour Mental Health 101 training* (up to 2) that the CBO offers to their staff, volunteers and/or community partners on mental health topics sourced from the 16-hour HRiA provided training. HRiA will provide the BHCs with the training agendas and related materials.
3. Individualized and group technical assistance and networking opportunities, including but not limited to, training preparation, networking, and co-facilitation support – all of which can take place either in-person or online.

Partner organizations are responsible for:

1. Identifying up to two, ideally, full-time, permanent, staff to serve as Behavioral Health Champions (BHCs) to ensure consistency and continuity
2. BHCs must commit to attending the full in-person 16-hour Training of Trainers sessions
3. BHCs must commit to participating in technical assistance sessions to prepare to lead the 6-hour Mental Health 101 training at their organizations. These could be facilitation practice sessions in person, via Zoom, or a mix of both depending on the need and availability.
4. Within 4 months of completing the Training of Trainers (ToT), BHCs must schedule and lead up to two, 6-hour Behavioral Health 101 trainings at their organizations for staff, volunteers and/or community partners with a goal of reaching 35 people per training.
5. Providing HRiA with required data requested on training participants (more to be shared later), including administering pre-and post- surveys provided.

Project Timeline:

This initiative will conclude in the Spring of 2026, therefore, there will be a rolling application deadline to accept 4 cohorts through this timeframe.

HRiA is currently recruiting for cohort 1, please apply now keeping in mind the dates below.

Cohort 1 Key Dates

Oct 12th, 2024: Submit applications by the end of day

Early Winter 2025: BHCs deliver up to two Behavioral Health 101 training sessions at their organizations

March 2025: Final data submission deadline

Dates will be posted soon for future cohorts. Stay tuned.

Applicant Contact Information

Organization Information

Organization Name

Organization Address

Organization Website

Fiscal Sponsor Organization (if applicable)

Tax ID/Employer ID Number of Lead Organization

Contact Information

Organization Lead (Executive Director / Chief Executive Officer)

First Name

Last Name

Pronouns

Title

Office Address

City

State

Zip Code

Phone number

E-mail

BHC Initiative Organizational Lead Contact (this is the person who be implementing the Initiative at your organization, preferably someone who supervises the staff person who will be attending our training)

First Name

Last Name

Pronouns

Title

Office Address

City

State

Zip Code

Phone number

E-mail

Application

Please provide the following demographic information to the best of your ability.

Youth Served:

How many young people do you serve annually?

What percentage of the youth you serve identify as the following?

1. BIPOC (Black, Indigenous, People of Color):
2. LGBTQ+:
3. Residents of Boston:
4. 14-18 years old:

Questions:

1. Please describe your organization. You may include your organization's mission and history, specific programs that serve youth, and a description of those youth served. (1-2 paragraphs or 4-6 bullets)

2. Please describe what your organization hopes to get out of participating in this initiative. You may include behavioral and/or mental health challenges experienced by youth in your organization. (1-2 paragraphs or 4-6 bullets)
3. How do leadership and key staff and/or volunteers reflect the identities of the youth served by your organization? (1 paragraph or 4-6 bullets)
4. An expectation of this initiative is to deliver up to two, 6-hour Behavioral Health 101 trainings to program staff and volunteers who directly serve 14–18-year-olds in Boston. How many trainings do you anticipate delivering? (1-2 paragraphs or 4-6 bullets)
 - a. What would help you to successfully deliver these trainings?
 - b. What barriers do you anticipate in delivering these trainings?
5. How many staff, volunteers and/or community partners will you train in the Behavioral Health 101 training? (1 paragraph or 4-6 bullets)
6. Is there anything else you would like to share about your program/organization, youth or community served? (1 paragraph or 4-6 bullets)

Behavioral Health Champion applicants:

Each organization can send up to two BHC trainees. If you know the name(s) of the staff member(s) you would like to send, enter here:

Applicant One

Name:

Title:

Months/years at your organization:

Drop Down Menu:

Full-time Staff

Part-Time Staff

Seasonal Staff

Intern

Temporary Staff

Consultant

Other (write in):

Applicant Two

Name:

Title:

Months/years at your organization:

Drop Down Menu:

Full-time Staff

Part-Time Staff

Seasonal Staff

Intern

Temporary Staff

Consultant

Other (write in):