

Enhancing Mental Health Capacity for Youth-Serving Organizations

Frequently Asked Questions (FAQ)

Updated as of 10/2/2024

ELIGIBILITY

1. What is a CBO?

Community-based organizations (CBOs) work at the local level to meet community needs. This includes social service agencies, nonprofit organizations, and formal and informal community groups, like neighborhood groups or recreational or special-interest clubs. CBOs do not include municipalities, universities, quasi-governmental organizations, or for-profit companies or businesses. Schools are not eligible, but CBOs based in schools are eligible for this opportunity.

2. We are not a certified 501(c)3 organization. Can we still apply for this opportunity?

Yes, you can apply with a non-profit organization that serves as your fiscal agent (meaning it would receive the funding). However, it is expected that your organization would be performing the majority of the work and that the funding provided would be used to support what is expected through this initiative.

3. We mostly work with elementary and middle school youth. Can we still apply?

Organizations that also work with elementary and middle school youth are encouraged to apply. To be eligible for this initiative you must serve 14-18 year old youth consistently (at least weekly) and have dedicated programming provided to them on an ongoing basis (programming has been in place for at least one full year).

4. We work with youth inside and outside of Boston. Can we still apply?

Organizations that also work with young people outside of Boston are encouraged to apply. To be eligible for this initiative you must serve youth who reside in Boston and have a primary organizational office located within the city of Boston (See [Neighborhoods | Boston.gov](https://www.boston.gov/neighborhoods)).

PROGRAM CONTEXT

5. What is the purpose of this 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 youth workers 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.

6. What do you mean when you say youth worker?

A person who helps young people with their personal, social, and educational development in an informal setting using educational processes, care and leisure approaches. They work with young people between the ages of 11 and 25 in settings such as organizations, faith-based groups, youth centers and/or colleges.

7. What is a Training of Trainers (ToT)?

A training of trainers (ToT) is led by trainer(s) with experience delivering trainings on specific topics in order to equip participants with the knowledge, skills and confidence to effectively train other people. The ToT offered through this initiative will entail 16-hours of content and skills building to enable the participants to lead a consolidated 6-hour training on similar topics to people back at their organization.

8. Our organization is interested, but we are not sure who to send to the ToT. Can you please provide examples of who should participate?

The staff member you send should be someone that can attend all four ToT sessions (the full 16 hours) and has the capacity to lead the 6-hour Mental Health 101 training for other staff and/or volunteers at your organization. This could be a youth worker, youth work supervisor, program coordinator, program manager, partnership coordinator, or any other staff member with the time and interest. We recommend sending up to two staff members, if possible, so they can co-lead the training together. If you aren't sure about who to send, please reach out to YouthMH@hria.org and we can help you think through the decision.

9. Will HRiA offer the ToT in languages other than English?

No, the ToT will only be led in English.

10. Will HRiA be able to help with language translation for the 6-hour Mental Health training we need to offer?

Yes, if you anticipate needing to deliver the 6-hour training back at your organization in a language other than English, HRiA will assess the need with you and will aim to ensure the training materials provided to you are translated. Please mention the languages you may need, and the need for those languages, in your application.

11. Can we customize the 6-hour Mental Health training?

Yes, you can customize your training in the following ways. You can supplement the 6-hour training with population-specific information to make it more applicable and relatable to your organization and populations served. You can customize icebreakers and activities to fit the size of your training audience. You can deliver the 6-hour training in two 3-hour or three 2-hour blocks of time to fit the scheduling needs of your organization. If you're unsure how you would like to customize, HRiA can support you to think through this.

12. Our staff have already received training on some of these mental health topics, can we still receive the \$1000 if we deliver a portion of the 6-hour training?

No, participants in this initiative are expected to deliver the entire 6-hour training they are provided. We can provide you with support to customize and/or deepen the content in any topic area that you feel needs to be enhanced to meet the need of your audience.

13. What if we cannot recruit 35 people for the 6-hour Mental Health Training we need to offer?

Delivering the training to 35 people is the goal. If you do not have a staff large enough to fill a training, talk to HRiA about ways where you can partner with another small agency and/or to recruit volunteers, parents/guardians, or other stakeholders into your training session(s).

14. What are the expectations for data collection and evaluation for this program?

HRiA will be collecting demographic data about the youth populations served and the individuals accepted into this initiative, as well as those that attend your 6-hour training session(s). HRiA will provide you with the pre- and post-surveys that you will be expected to administer before and after your 6-hour training sessions. HRiA will be available to provide you support on how to best collect this data and make it as least burdensome as possible.

15. Does this program offer a certification?

Yes, you will receive a certificate of completion from HRiA after the 16-hour Training of Trainers.

16. Are youth jobs programs eligible to participate?

Yes, youth jobs programs are eligible as long as they meet the other program eligibility requirements.

17. Is there flexibility with the age requirements? I run a pre-teen program for 12-14 year olds.

Yes, we encourage you to apply if your programming includes any young people in the 14-18 year old age range. That includes pre-teen programs and young adult programs.

18. What materials or resources will be provided for this 6-hour training?

We will provide the curriculum, a PPT slide show, and facilitator's guide, and technical assistance and coaching, up to and including co-facilitation as needed.

19. If we have an account portal with HRiA for another program already, do we have to create a new account?

No, if you already have an HRiA portal account, you can access the application by logging into that account.

20. If the staff member we selected to attend the ToT cannot make it to one of the sessions, can we send someone else in their place?

No, it is important that the same trainee attend all 4 sessions to ensure that they are prepared to deliver the 6-hour MH101 session at their organization.

21. Will you be delivering the ToT in languages other than English? Can you provide simultaneous translation?

At this time, we plan to deliver the 16-hour ToT in person, in English only. If this presents a barrier, please include that in your application so that we can assess the need for this accommodation.

The 6-hour MH101 materials (PPT and facilitators guide) can be translated into other languages as needed.