



TURNING POINT COMMUNITY PROGRAMS

Organizational Information

Turning Point Community Programs (TPCP) began in 1976.

Empowering people of all ages and identities to live their best life through the delivery of quality health and behavioral health services.

Employs over 680 colleagues who provide behavioral health services programs including Mental Health Urgent Care Clinic, Crisis Residential and Respite, Outpatient Support for Children and Adults in 10 Northern/Central CA. counties.

Workforce Information

- ❑ services TPCP employs housing, rehabilitation and family specialists, peers, licensed and licensed eligible therapists, LVNs/RNs/Psych techs, nurse practitioners, and CADACs, psychiatrists.
- ❑ 100 – 115 current vacancies
 - ✓ Need to hire:
 - ❖ 30 - 40 clinicians
 - ❖ 4 - 7 CADACs
 - ❖ 8 - 10 RN and LVNs
 - ❖ 2 - 5 Psychiatrist
 - ❖ 70 - 80 other categories including admin support and behavioral health associates and specialist

Workforce Information

- ❑ Career, Compensation and Succession Plan (CCSP):
 - ✓ Non-traditional recruitment strategies – power of the C suite
 - ✓ Competitive wage – transparency in compensation
 - ✓ Over 100 Interns annually
 - ❖ Paid and non-paid from schools across the U.S.
 - ✓ Providing clinical supervision
 - ❖ Supporting colleagues through licensure stages
 - ✓ Training academy
 - ❖ 12-week program immersion in behavior health treatments
 - ✓ Peer-level employees and training
 - ❖ Hiring current and prior members to transition to peer workforce
 - ❖ Workforce development – Career Ladders
 - ✓ Buddy, Emerging Leaders and Leadership training

Barbers, Beauticians, Baristas and Bartenders

The development of the Career, Compensation and Succession Planning Tool which includes transparent career ladders with adjusted job minimum qualifications supports with the hiring of those with lived experience who can support our clients while reflecting the makeup of the communities we serve.

The Diversity Equity and Inclusion Advisory Board to ensure culturally and racially sensitive/aware candidates receive consideration. Reviewing policies and procedures that may be outdated in approach or language, and that may also have unknowingly inhibited hiring people of color.

Strategies that take into consideration the candidate's strengths, culture, and other variables that may influence their success as a mental health professional.