

Why Join Us?

We work within government, for government—but not like government. Our mission is to deliver outcomes that truly matter to the people of California, and we do it by embracing the values, tools, and mindset of the most forward-thinking tech organizations. Agile by design and driven by continuous improvement, we are building modern, self-governing teams empowered to innovate, adapt, and deliver real results quickly.

We don't just talk about transformation—we live it. Our teams are passionate about solution delivery as a core principle: reducing risk, increasing transparency, accelerating value, and ensuring digital solutions remain responsive to the evolving needs of our stakeholders. We take pride in our work, and just as much pride in creating a team culture that is collaborative, supportive, and genuinely enjoyable to be part of.

Why DHCS?

The California **Department of Health Care Services (DHCS)** provides equitable access to quality health care for one in three Californians. Right now, DHCS is leading one of the most ambitious Behavioral Health transformation initiatives in the country. We are redesigning how California delivers care for mental health and substance use—reducing suicides, overdoses, and the crises that leave people living without shelter or support. This work is not just urgent—it's personal.

At DHCS, we are laying the foundation for a new era of digital government. With agile practices, modern technology stacks, and a relentless focus on public impact, we are transforming how services are designed, delivered, and experienced across the state.

Why This Role Matters?

This is your opportunity to contribute to a mission that changes lives. Your expertise will directly support a landmark transformation in behavioral health—one with statewide impact and national significance. You'll work alongside purpose-driven professionals using modern tools, scalable solutions, and innovative approaches on par with leading private-sector organizations.

Here, your skills won't just build better systems. They'll build a healthier California.

Why Our Core Values Guide Us?

Our core values guide how we work, collaborate, and serve the DHCS Program and California's citizens. They're more than words—they shape our actions, relationships, and shared definition of success. We strive to:

- Build **partnership** through respect, empathy, and trust
- Take **ownership** through accountability, reliability, and integrity
- Live **grit** through passion, perseverance, and resilience
- Deliver **value** through outcomes, impact, and continuous improvement

We bring these values to life through initiatives like regular All Hands / Townhall meetings with team recognition, monthly coffee chats, culture awards, meeting reduction efforts, and frequent kudos. Together, these values and practices help us build a stronger, more human-centered culture.

Project Background

The **Behavioral Health Transformation (BHT)** team is DHCS' effort to revolutionize behavioral health care in California, with a mission to deliver transparent, accountable, and innovative solutions. BHT focuses on those with the most significant mental health needs, expanding substance use disorder treatment, increasing housing and workforce capacity, and advancing equity for all. This effort implements changes from 2024's **Proposition 1**, which resulted in a two-bill package realigning funding and transforming 2004's Mental Health Services Act (MHSA).

SB 326: Behavioral Health Services Act

Reforms funding to prioritize those with the most significant mental health needs, **adds** the treatment of **substance use disorders (SUDs)**, and expands **housing interventions**.

- » Enhances **oversight and transparency** at the state and local levels through implementing annual outcome and accountability reports and establishes stakeholder oversight committees.
- » Expands the behavioral health workforce in California to reflect and connect with the state's diverse population with up to **\$36 million** in funding for training and recruitment.

AB 531: Behavioral Health Infrastructure Bond Act

Provides up to **\$6.4 billion** in funding to increase **behavioral health infrastructure**.

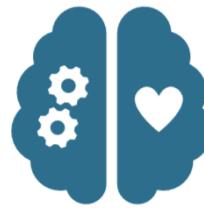
- » Funding will be used to **create 6,800 behavioral health treatment beds** and **26,700 outpatient treatment slots**.
- » **\$1.972 billion** for building **4,350 supportive housing units** for individuals with extremely low income and behavioral health challenges who are experiencing or are at risk of homelessness.

BHT Goals

The strategic objectives that advance statewide behavioral health reform by raising care quality and transparency, reducing negative outcomes, and expanding access to treatment and services.



Increase the number of counties meeting Statewide goals, patient confidence of quality of care, and the quality and speed of response to county and/or external stakeholder queries about local-level funding, spending, and outcomes.



Improve access to care for targeted populations, including individuals at risk of or actively experiencing homelessness, institutionalization, justice-involvement, and removal of children from the home.



Increase the number of treatment facilities for behavioral health and SUD, expand the availability of residential beds and outpatient capacity, and grow the number of individuals served daily and annually.

California's Behavioral Health Landscape:

- » 1 in 20 adults live with a serious mental illness
- » 1 in 13 children have a serious emotional disturbance (SED).
- » 1 in 10 meet the criteria for SUD.
- » 82% of individuals experiencing homelessness have experienced a SMI.
- » 27% of homeless individuals have been hospitalized for mental health issues and 65% have regularly used drugs during a period in their life.

Project Milestones

2024

STAKEHOLDER ENGAGEMENT

Launched webinars, listening sessions, committees, workgroups, and the BHSOAC[§] to support BHT policy planning, feedback, and implementation.

DRAFT POLICY MANUAL

Public comment for Modules 1 - 3 gathered feedback through a new, user-friendly, online platform.

2025

POLICY MANUAL

Finalized guidance released in phases throughout the year providing counties with a new standard for how policy guidance can be shared and updated. Updates will continue into 2026.

BHCIP[†] ROUND 1 AWARDS

On May 12th, awards were announced that will fund 121 projects, support over 200 facilities with 5,077 beds, and the expansion of 21,822 outpatient treatment slots.

EV1

2026

BOND BHCIP ROUND 2

Unmet Needs award announcements will begin in Spring 2026, providing over \$800 million in funding for behavioral health sites.

INTEGRATED PLAN

First draft IP including exemptions and transfers due March 31, 2026. Final IP due June 30, 2026.

EV2

» [§]BHSOAC is the Behavioral Health Services Oversight & Accountability Commission.

» [†]BHCIP is the Behavioral Health Continuum Infrastructure Program.

Products of BHT

To support counties in implementing the changes resulting from Proposition 1, DHCS is **creating innovative digital solutions** that will support adherence to policy. Products currently in development include:



POLICY MANUAL

A digital resource for counties and partners to implement BHSA and drive California's behavioral health transformation. A vital DHCS resource to guide counties in drafting Integrated Plans (IPs) for behavioral health funding.



BHOATR

The Behavioral Health Outcomes, Accountability, and Transparency Report (BHOATR) Provides greater transparency into counties BHT spending and care. Counties will use the template to report on IP implementation and updates.

Additional Resources:

- » [BHT Overview](#)
- » [Proposition 1 Fact Sheet](#)
- » [BHSA](#)
- » [BHCIP](#)
- » [Behavioral Health Community-Based Organization Networks of Equitable Care and Treatment](#)
- » [Target Populations](#)
- » [Stakeholder Engagement](#)



LICENSING AND CERTIFICATION PORTAL

Enables healthcare providers to instantly submit Licensing and Certification applications and communicate directly with DHCS, streamlining processes and enhancing efficiency.



COUNTY PORTAL

Counties will develop and submit their IPs online through this portal. Designed to streamline planning and increase transparency, giving DHCS and stakeholders greater insight into the Integrated Plan development process.

Slide 3

- EV1** Previous language: Finalized guidance released in February providing counties with a new standard for how policy guidance can be shared and updated. Updates will continue into 2026
Voigt, Emma, 2025-11-10T22:09:00.995
- EV2** Previous language: On May 12th, awards were announced that will fund 124 projects, support 214 facilities with 5,077 beds, and the expansion of 21,822 outpatient treatment slots.
Voigt, Emma, 2025-11-10T22:10:15.324
- EV2 0** Slight updates have been made to the numbers
Voigt, Emma, 2025-11-10T22:12:16.817