

Risking Connection Change Model (RCCM) to Trauma-Informed Care (TIC)
A Cost Proposal for Mono County
Scope of the project includes all 350 agency staff
February 25, 2026

1. ONBOARDING AND PLANNING PHASE

\$3,000

Goals: The goals of the engagement planning phase are to:

- Increase system-wide buy-in for trauma-informed change.
- Form a TIC Task Force which will guide implementation of the change process.
- Build a working relationship between agency leadership, TIC Task Force members, and the TSI consultant team.
- Educate leadership and TIC Task Force about TIC and the RCCM.
- Plan initial stages of the TSI RCCM process.
- Begin identifying Risking Connection (RC) Trainers and RC Champions that will attend the Train-the-Trainer training(s). (Note: It is strongly recommended that at least half of RC Trainers have an advanced degree in a human service-related field).

Outcomes. By the end of the phase, the client agency will have:

- Established greater system-wide buy-in for this TIC initiative.
- Formed a TIC Task Force.
- Developed a working relationship between leaders, the TIC Task Force members, and the TSI consultant team.
- Agency leadership and the TIC Task Force educated about TIC system change and TSI's RCCM process.
- A plan for implementing the initial stages of the process.
- A tentative list of RC Trainers and Champions.

Coaching/Training Activities

- Virtual Onboarding Meeting with the two Project Leads.
- Virtual Onboarding Meeting with the two Project Leads and the CEO.
- Virtual Meeting with the two Project Leads, Executive Leadership, Directors, and Board Representative (as applicable).
- Virtual Program Evaluation Set-Up Consult.
- Virtual Coaching with TIC Task Force.

2. INITIAL STAFF TRAINING

\$56,000

Goals: The goals of the initial staff training phase are to:

- Use the **Risking Connection (RC)** training to:

- Provide as many as 80 (40/cohort) staff with a framework and model for understanding the impact of trauma and the importance of TIC. This model will serve as a central element of building and sustaining TIC at the agency. This training is taught by RC Faculty Trainers.
- Provide a common understanding and language among staff for speaking about the impact of trauma on clients/patients/consumers, families, and staff.
- Help staff understand the importance of self-awareness and self-care in providing trauma-informed services.
- Begin identifying the agency's implementation priorities for the TIC system change process.

Outcomes: By the end of this phase, the client agency will have:

- Up to 80 (40/cohort) staff trained in the RC approach.
- Identified some of the agency's priorities for the TIC system change process.

Coaching and Training Activities

- Two 3-Day Risking Connection Basic Training: This an on-site 3-day foundational trauma training. Recommended participants include: executive leadership; TIC Task Force members; other program directors; staff that will become RC Trainers and RC Champions (required); and representatives from a cross section of programs and levels of agency's hierarchy; "influencers" in the organization.

Includes:

Coaching meeting with TIC Task Force

18.00 CE Units for licensed mental health professionals

Training Materials

**** Travel Cost for two Faculty Trainers**

**** Travel costs are subject to increase during this project based on market changes**

**** Cost of travel will be deducted if in-person training is not possible**

3. TRAINING TRAINERS AND CHAMPIONS.

\$34,500

Goals. The goals of the training of RC Trainers and Champions phase are to:

- Prepare for the RC Train-the-Trainer (TTT).
- Train staff identified as RC Trainers and RC Champions.

Outcomes: By the end of this phase, the client agency will have:

- Made preparations for the TTT training.
- As many as 20 RC Associate Trainers and 20 RC Champions.

Coaching/Training Activities

- One, Risking Connection TTT: This is a 3-Day, on-site training for selected staff that completed the RC Basic Training and meet the criteria for being RC Trainers and Champions.

Includes:

16.5 CE Units for licensed mental health professionals

Cost of RC Trainer credentialing events during calendar year of the TTT

Training Materials (including video, Portraits of Professional Caregivers: Their Passion, Their Pain - required for RC Basic training).

**** Travel Cost for two Faculty Trainers**

**** Travel costs are subject to increase during this project based on market changes**

**** Cost of travel will be deducted if in-person training is not possible**

4. IMPLEMENTATION COACHING

\$4,000

Goals: The goal of this phase is to develop and execute an implementation plan for rolling out RC training to the wider organization and achieving other TIC intervention tasks. This includes goals to implement:

- The rollout of RC trainings.
- Other identified TIC Implementation goals.

Outcomes. By the end of this phase, the client agency will have:

- Made progress toward the goal of training over 90 percent of staff in RC.
- Been in the process of implementing other identified TIC action steps.

Coaching/Training Activities

- Six (6) 90-minute virtual coaching calls with agency TIC Task Force.

5. PROGRAM EVALUATION

\$11,100

Goals. The goals of the Program Evaluation are to:

- Measure staff attitude change at 3 time points during the whole system change process. The program evaluation will use the Attitudes Related to Trauma-Informed Care (ARTIC) Scale.
- Provide timely feedback on TIC attitude change to both the agency-as-a-whole and individual staff via a secure, online dashboard.
- Provide recommendations to the agency based on the data to drive implementation decisions.

Outcomes. By the end of this phase, the client agency will have:

- Empirical results measuring the outcome of the TIC change process.
- An agency report on a dashboard showing scores at 3 time points with recommendations for using the data to drive implementation efforts.
- Confidential reports on dashboard for individual staff.
- Ongoing access to agency and individual dashboards.

Program Evaluation for all 350 staff

- Program Evaluation. Data collection at 3 time points using Online ARTIC Scale; data management; data analysis; organization and individual staff reports via online dashboard; meeting with TIC Task Force to discuss findings and implications.

**** If measure is administered to additional staff as staff size increases, there will be additional charges.**

Program Fee	\$108,600
10% Administrative Fee	\$10,860
<u>Total Cost</u>	\$119,460

40% deposit (to be invoiced after contract is fully executed)	\$47,784
40% due 6 months after contract signing	\$47,784
20% due 12 months after contract signing	\$23,892

Proposal terms and pricing are guaranteed for 60 days

RC Trainers and Champions join a large international Trainer/Champion community working on TIC implementation. They benefit from continuing education events annually and a recertification training every 2 years. RC Trainers are required to attend 2 RC Events per year to maintain their trainer credential (trainer events and recertification trainings count). There is an additional annual cost for these trainings that is not included above. These costs are outlined below.

Continuing Education Events and Recertification

Annual Webinars for RC Trainers. RC Trainers can choose from a menu of RC Trainer events during the year to fulfill their annual credentialing requirement. The fee for webinars in the calendar year during which the RC Train-the-Trainer occurs is included in the cost of the Train-the-Trainer. In subsequent years, the fee for all Trainers is billed in one lump sum to the agency at the beginning of the calendar year based on the number of RC Trainers at that time. RC Champions can attend these events at no charge.

Fee: \$212/RC Trainer/Year

Biennial Recertification. RC Trainers must attend a 1-day Recertification training every two years. In most situations, this training is offered virtually. Trainers must register and pay separately for the Recertification training.

Fee: \$310/RC Trainer (every two years) (Includes cost of CE Credits)

Includes: All updated RC materials

PRICES SUBJECT TO CHANGE