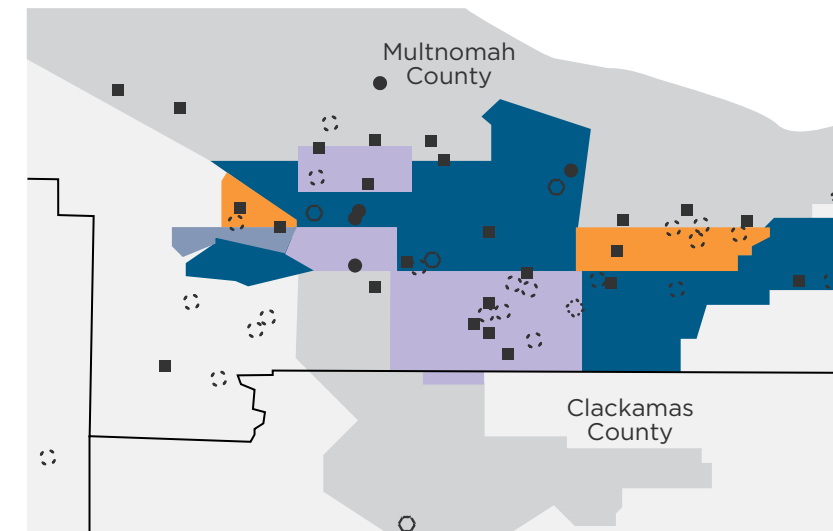


Our people make the daily work of Whole Health possible. Facing immense challenges this year, together our staff has risen to the mission of serving our whole community. The dedication of each person who shows up to serve every day is the reason why our clients have homes, stability, connection, and opportunity.

Over the course of the year, Cascadia employed 1,245 individuals representing dozens of departments and hundreds of roles across 65 locations.

We are counselors, clinicians, nurses, peers, social workers, treatment specialists, skills trainers, case managers, property management and office specialists, tech and data experts, project managers, and so much more.

### The Communities We Serve



#### Client Per Square Mile

- 0 - 4.3
- 4.3 - 15
- 15 - 28.9
- 28.9 - 41.1
- 41.1 - 60.3
- 60.3 - 107.9

#### Site Types

- Clinical Programs & Administrative Sites
- ⊕ Enhanced Care Facility
- Staffed Housing
- Independent and Affordable Housing
- Health Centers



26

different credentials are represented across our substance use, mental health, primary care, and peer-delivered services, including:

**87 employees certified as recovery mentors** and alcohol and drug counselors

**552 certified mental health workers**, including 172 master's-level providers

**80 psychiatric and primary care providers**, including doctors, nurses, medical assistants, and more

**98 providers of peer-delivered services**



46

Master's-level clinicians used the licensure supervision support benefit to pursue their Licensed Clinical Social Worker (LCSW), Licensed Professional Counselor (LPC) or Licensed Marriage and Family Therapist (LMFT) licenses.

Who  
We Are

# At Cascadia Health, we believe it is critical to support our people as they bring their whole selves to work.

In the past year, we have continued to invest in programs, initiatives, and activities aimed at promoting wellbeing, professional growth, and community, including:

- Strengths Based Leadership:** Since 2014, more than 400 employees have completed this program designed to empower individuals to explore, develop, and use their personal strengths in their work. Congratulations to the 23 employees who successfully completed this program last year.
- Loan Forgiveness Assistance:** Cascadia is dedicated to empowering employees to pursue student loan forgiveness for which we provide assistance in completing applications.
- Licensure Supervision Support:** Cascadia takes pride in nurturing the professional growth of our employees. Through financial assistance, employees can access support from Board-approved LPC, LMFT, and LCSW supervisors in the community to satisfy licensure requirements.
- Volunteer Time Off:** Cascadians are passionate about giving back to their communities. Cascadia believes in supporting this passion by providing volunteer time off to engage in meaningful volunteer activities and make a positive impact beyond the workplace.
- Trauma Support Team:** This team offers unique staff-to-staff support to help employees process ongoing work stressors like burnout or traumatic events.



## By the Numbers:



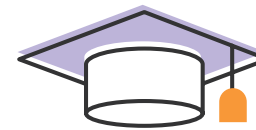
30

Hiring events at our sites and in the community held by Cascadia this year



105

Employee verifications completed for the Public Service Loan Forgiveness program



23

Strength Based Leadership graduates



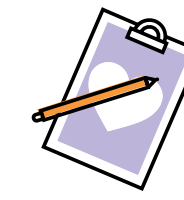
96

Interns supervised and trained



40

Instances of staff-to-staff trauma support, helping more than 100 employees



950

Hours of paid volunteer time off were used by 80 employees



70%

Of current Cascadia employees hold at least one mental health, medical, psychiatric, substance use, or peer services credential



30

Employees were active in the apprenticeship program, a career pathway that lets staff get on-the-job QMHA training



*“There’s so much that goes into the whole picture of supporting someone, and I want our community to know that Cascadia can offer those services. They’re available, and they’re accessible.”*

**Marie Aquino**  
Clinical Director