



TWF SIGNATURE PROGRAMS™

# Price Guide

Investment Levels for the Six Programs



*Compliance. Retention. Workforce stability.  
Built for behavioral health, IDD, and human services.*

**CONFIDENTIAL — FOR PROSPECTIVE CLIENT REVIEW**

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# How to Read This Guide

TWF Signature Programs™ are six structured engagements built specifically for behavioral health, IDD, and human services organizations. Every program begins with The Workup™ — a free workforce diagnostic that identifies which programs close your specific gaps. Pricing below is your investment range. Final scope is set during The Workup™.

Program	Built For	Investment	Timeline
The Workup™	Diagnostic foundation — every engagement starts here		1 week
Rapid Consult	One urgent question, one expert answer	\$250 / question	48 hours
Compliance Confidence™	Handbooks, policies, audit-ready posture	\$3,500 – \$9,500	4–8 weeks
Workforce Foundation™	Onboarding, training, performance systems	\$4,500 – \$11,000	6–10 weeks
Retention Rebuild™	Cut turnover, build career pathways	\$5,500 – \$12,000	8–12 weeks
Talent Magnet™	Sourcing, screening, placement engine	\$5,000 – \$11,500	Ongoing / 90-day sprint
Leadership Lab™	Manager training, coaching, succession	\$4,000 – \$10,000	8–12 weeks
PEPM Operations Partners™	Embedded HR ops on retainer	\$5 / \$10 / \$28 PEPM	Monthly

## Why These Ranges

Final pricing reflects organization size, state count, regulatory complexity, and existing HR infrastructure. A 25-employee single-state IDD provider sits at the low end. A 200-employee multi-state behavioral health system sits at the top. The Workup™ produces your exact number with no surprises.

FOUNDATION — START HERE IF AUDIT-EXPOSED

# Compliance Confidence™

Investment  
\$3,500 – \$9,500

Timeline  
4–8 weeks

## BUILT FOR

Behavioral health, IDD, and HHS organizations who need handbooks, policies, training records, and audit posture cleaned up before the next CARF, COA, JCAHO, state DHHS, or Medicaid review.

## WHAT YOU GET

- Employee handbook rebuilt for your state(s) and license type
- Policy library aligned to accreditation and Medicaid requirements
- Required-training matrix with documented completion tracking
- I-9, personnel file, and recordkeeping audit + remediation
- Manager attestation and annual compliance refresh framework

## OUTCOME

*You walk into your next survey with documented, defensible HR posture. Zero scrambling.*

OPERATIONAL CORE

# Workforce Foundation™

Investment  
\$4,500 – \$11,000

Timeline  
6–10 weeks

## BUILT FOR

Organizations whose hiring works but whose first-90-days, performance management, and accountability systems are inconsistent across managers and sites.

## WHAT YOU GET

- 30/60/90-day onboarding pathway by role family
- Manager toolkit: coaching, corrective action, documentation
- Performance review cycle with calibrated rubrics
- Job description library with FLSA classification review
- Org chart, span-of-control, and reporting-line cleanup

## OUTCOME

*Every manager runs the same playbook. New hires ramp predictably. Performance conversations stop being avoided.*

TURNOVER REDUCTION — HIGHEST ROI PROGRAM

# Retention Rebuild™

Investment  
\$5,500 – \$12,000

Timeline  
8–12 weeks

## BUILT FOR

HHS organizations losing \$114K+ per departed mid-tenure employee (average loaded cost: replacement + training + productivity gap + supervisor time + client continuity loss).

## WHAT YOU GET

- Stay-interview program with quarterly cadence
- Career pathway maps for DSPs, techs, case managers, supervisors
- Compensation banding review against state Medicaid rate context
- Recognition, milestone, and tenure-based retention triggers
- Exit-interview analytics with root-cause classification

## OUTCOME

*Annual turnover drops 20–40% within 12 months. Replacement cost savings typically 8–15x engagement investment.*

SOURCING, SCREENING, PLACEMENT

# Talent Magnet™

Investment  
\$5,000 – \$11,500

Timeline  
Ongoing / 90-day sprint

## BUILT FOR

Organizations stuck in perpetual hiring mode — open requisitions piling up, posting fatigue, agency dependency, ghosted candidates.

## WHAT YOU GET

- Sourcing engine: career page, ATS configuration, candidate pipeline
- Pre-screen rubric with role-specific behavioral and clinical filters
- Interview kit with structured questions and scorecards by role
- Offer-letter, comp-band, and start-date orchestration
- Pipeline metrics dashboard: time-to-fill, source-of-hire, quality-of-hire

## OUTCOME

*You stop bleeding cash to staffing agencies. Hiring becomes a system, not a fire drill.*

MANAGER & SUPERVISOR DEVELOPMENT

# Leadership Lab™

Investment  
\$4,000 – \$10,000

Timeline  
8–12 weeks

## BUILT FOR

Organizations promoting clinicians and senior staff into supervisor roles without giving them the management toolkit. The single biggest lever for retention and culture.

## WHAT YOU GET

- Cohort-based manager training (8–12 sessions, role-modeled)
- 1:1 coaching for new supervisors during transition
- Accountability and difficult-conversation playbooks
- Succession map identifying next-tier leaders
- Quarterly leadership review and calibration

## OUTCOME

*Supervisors stop being the reason people quit. Front-line leaders run engaged, accountable teams.*

EMBEDDED HR OPS — MONTHLY RETAINER

# PEPM Operations Partnership

Investment  
\$5 / \$10 / \$28 PEPM

Timeline  
Monthly, 12-month  
minimum

## BUILT FOR

Organizations that don't need a full-time HR director but need professional HR operations running every month — compliance updates, manager support, employee relations triage, reporting.

## WHAT YOU GET

- \$5 PEPM — Monthly Compliance: policy refresh, training tracker, audit prep
- \$10 PEPM — Workforce Retention OS: above + retention metrics, stay-interview cadence, manager check-ins
- \$28 PEPM — Operations Partnership: above + employee relations support, recruiting orchestration, leadership coaching, board reporting
- Quarterly business reviews with your leadership team
- Direct line to TWF for live employee-relations and compliance questions

## OUTCOME

*You get fractional HR-director horsepower for less than the cost of a part-time generalist — without the hiring, training, or turnover risk.*

# How Pricing Is Set

TWF prices engagements based on four inputs collected during The Workup™:

- **Headcount** — full-time equivalents across all sites and states
- **Regulatory complexity** — state count, license types, accreditation bodies, payor mix
- **Existing HR maturity** — what's already in place vs. what needs to be built from scratch
- **Urgency** — pre-survey, post-citation, and turnover-crisis engagements price at the higher end

## What's Always Included

- Weekly progress check-ins with your designated lead
- All deliverables in editable formats you own outright
- Manager training session for any system requiring adoption
- 30-day post-engagement support window

## Next Step

Every engagement begins with The Workup™ — a free, structured workforce diagnostic. We map your current state, identify the gaps that are costing you the most, and recommend which TWF Signature Programs™ close them. No obligation. No pressure.

**Schedule The Workup™**

[hr.thewilkinsonfirm.com/diagnostic.html](http://hr.thewilkinsonfirm.com/diagnostic.html)

*This price guide is confidential and intended for the recipient organization only. Pricing valid 90 days from issue date. The Wilkinson Firm reserves the right to adjust investment ranges based on findings during The Workup™.*