



**National Dialogues on  
Behavioral Health**

In Association with:

The National Association of County Behavioral Health and  
Developmental Disability Directors (NACBHDD)

The Western Interstate Commission for Higher Education (WICHE)

&

The National Association of State Mental Health Program Directors  
(NASMHPD)

**RETHINKING AND BUILDING THE BEHAVIORAL HEALTH  
WORKFORCE**

**National Dialogues on Behavioral Health 63<sup>RD</sup> Annual Conference**

**CONFERENCE AGENDA**

**November 13-16, 2022**

**Renaissance Arts Hotel  
700 Tchoupitoulas Street  
New Orleans, LA**

## **RETHINKING AND BUILDING THE BEHAVIORAL HEALTH WORKFORCE**

### **2022 Conference Overview**

Prompted by the Biden-Harris strategy to address the national mental health crisis, there is a renewed sense of urgency related to behavioral health workforce shortages. While there are models and national plans that have been proposed over the last decade, and while there are local and regional success stories, there is currently no comprehensive long-term national behavioral health workforce plan or strategy. New resources exist to address behavioral health workforce shortages, but it is not clear how these should be optimally deployed or disbursed. As a result, the National Dialogues on Behavioral Health (NDBH) has decided to focus on addressing this gap at its next annual conference in New Orleans, November 13-16, 2022.

To help develop the agenda for the conference, NDBH convened two focus groups with several national, state, local and professional behavioral health organizations to have a dialogue on the critical issues related to the behavioral health workforce.

Key areas that will be addressed in the different sessions of the conference are:

1. **Building a national framework.** Options for developing collaborative approaches to build a national framework that addresses identified needs and provides resources to inform state, regional and local behavioral health workforce initiatives. This includes providing input for the optimal use of the \$750 million dollars that has been identified for behavioral health workforce training in the federal budget for next year.
2. **Expanding the current workforce by role extension and use of peers and family members.** This includes: defining and supporting the roles of peers, potential new roles for nurses, prescribing privileges for psychologists, use of primary health workers etc.
3. **Identifying successful recruitment and retention strategies.** This includes: increasing the numbers in the pipeline for the behavioral health professions (psychiatrists, social workers, psychologists, psychiatric nurses, peers, etc.); mechanisms for provider organizations to make the behavioral health positions in their organizations more attractive and competitive; and how to retain qualified staff experiencing job stress and fatigue that results in job disengagement.
4. **Using technology and artificial intelligence to augment the behavioral health workforce.** This includes: how technology like telehealth and digital health are being integrated to address workforce shortages and to augment treatment and support; the use of technologies to empower consumers and family members in joint decision-making and to enhance consumer engagement; and the use of predictive analytics for care and crisis response coordination
5. **Funding, sustainability, and advocacy for behavioral health workforce initiatives.** Even though new resources are currently available, the challenge is to maintain these funding streams over the long haul in a consistent, comprehensive way. Approaches for doing so will be identified.

A major thrust of the conference is to provide a venue for dialogue and discussion on options and strategies that might be available to move forward on these different fronts. Leadership of federal agencies and representatives of the various organizations that have participated in the focus groups will be invited as speakers and conference participants.

NDBH recognizes that this conference is a first step rather than the solution to the behavioral health workforce crisis. The objective is for this conference to be a catalyst for a much-needed impetus and direction for appropriate organizations to move forward in a consensual frame to building the behavioral health workforce of the future.

# **RETHINKING AND BUILDING THE BEHAVIORAL HEALTH WORKFORCE**

## **National Dialogues on Behavioral Health Conference**

**November 13-16, 2022**

**Renaissance Arts Hotel, New Orleans, LA**

<b>Sunday, November 13, 2022</b>		
10:00 AM - 2:00 PM	<p><b><u>Pre-Conference</u></b></p> <p><b>Responding to Adult and Child Crises Now: The Question is How?</b></p> <p>This session will examine behavioral health workforce issues impacting child and adult crisis systems and workforce as well as a range of potential solutions. A panel of state and national experts will engage attendees in a discussion of the current landscape of crisis systems, lessons learned from implementation, and ways to address known or predicted issues in behavioral health crisis response. Discussions will include working with adults and children in crisis; the role of peers and family members; integrating diversity, equity and inclusion in policy and practice; and other special initiatives currently underway.</p>	<p><b>Linda Henderson-Smith</b> Beacon Health Options</p> <p><b>Lisa St George</b> Recovery Opportunity Center Phoenix, AZ</p> <p><b>Jeff Vanderploeg</b> Child Health Development Institute Connecticut</p> <p><b>Ann Darling</b> Louisiana Department of Behavioral Health</p> <p><b>Sarah Becker</b> Child Health Development Institute Connecticut</p> <p><b><u>Moderator/Presenter:</u></b> <b>Stephen Phillippi</b> Louisiana State University</p>

Monday, November 14, 2022		
8:00 – 8:30 AM	Registration	
8:30-9:00 AM	Welcome and Overview	Vijay Ganju, President, NDBH
9:00 AM-12:00 PM	<p><b><u>Building a National Framework to Address the Mental Health Workforce Crisis: How Can We Coordinate Our Efforts to Address the Critical Workforce Shortage?</u></b></p> <p>A priority need identified by national, state, local and professional behavioral health organizations in the focus groups convened by NDBH was a national framework with federal resources to inform, guide and support behavioral health workforce development. This session will cover options for federal action regarding behavioral health workforce, particular concerns of different professional groups/organizations and actions to address them, actions that can be taken at state and local levels to support a national framework and next steps to move forward with developing and implementing a national agenda.</p>	<p>Substance Abuse and Mental Health Services Administration (SAMHSA): <i>Miriam Delphin-Rittmon</i></p> <p>Health Resources Services Administration (HRSA): <i>Jannette Dupuy</i> <i>Isabel Gorgoroso</i> <i>Cynthia Harne</i></p> <p>Center for Medicaid and Medicare Services (CMS): <i>Kirsten Beronio</i></p> <p>Mental Health America: <i>Caren Howard</i></p>
12:00-1:30 PM	LUNCH (On your own)	
1:30 – 5:00 PM	<p><b><u>Expanding and Extending the Workforce: What Are the New Roles and New Settings?</u></b></p> <p>The behavioral health workforce shortage requires new ways of thinking who provides efficient and effective treatment. There needs to be a focus on expanding and extending the use of peers and family members; drawing the workforce pool from new settings such as primary care and community caregivers; using the current workforce in new and innovative ways, including revisiting the roles of social workers, psychologists and nurses; and incorporating technology and artificial intelligence as workforce multipliers. This session will focus on the non-technological interventions that are being used to advance workforce development.</p>	<p>Magellan Health <i>Dana Foglesong</i></p> <p>Pennsylvania Psychiatric Leadership Council <i>Ken Thompson</i></p> <p>Nebraska Department of Health and Human Services <i>Sheri Dawson</i></p> <p><b><u>Moderator:</u></b> <i>Meighan Haupt</i></p>
5:30 - 7:00 PM	RECEPTION	

**Tuesday, November 15, 2022**

8:30-11:45AM	<p><b><u>Recruiting Non-Traditional and Traditional Providers into Behavioral Health: How Can We Get People To Work in the Field?</u></b>  <b>&amp;</b>  <b><u>Workforce Retention Strategies: Now That We've Got Staff, How Do We Keep Them?</u></b></p> <p>Reframing the delivery system must include a population/public health approach. It is critical that strategies must be put in place to recruit and support individuals who enter the workforce through traditional means and provide incentives such that they see the value in continuing to remain in the field. At the same time, we must also recruit a new cadre of providers (e.g., peers, family members, community health workers, etc.) who may or may not hold advanced degrees who can be trained to successfully initiate early preventive, harm reduction and recovery interventions. This session will focus on emerging strategies for recruiting, training, and financially supporting individuals in traditional roles and non-traditional roles.</p> <p>The behavioral health workforce shortage has created intense competition to "hire-up", forcing managers to compete for experienced, seasoned employees, who can hit the proverbial "ground running". This session will focus on unique and proven approaches currently being used to retain talented and proven employees, as well as newly recruited staff</p>	<p>Western Interstate Commission for Higher Education (WICHE):  <b>Dennis Mohatt</b></p> <p>University of Tennessee  School of Social Work  <b>Javonda Williams</b></p> <p>Set Free Indeed Ministry  Louisiana  <b>Tonja Myles</b></p> <p>Centerstone  Tennessee  <b>Alexis Kirk</b>  <b>Jessica Reed</b></p> <p><b>Moderator:</b>  <b>Jan Kasofsky</b></p>
11:45 AM - 1:30PM	<b>LUNCH</b>	

1:30-4:30 PM	<p><b><u>Technology and Artificial Intelligence as One Answer to the Behavioral Health Workforce Shortage: How Can Technology Be Used to Move Forward?</u></b></p> <p>The use of technology has long been discussed as a means of supporting and/or enhancing the provision of behavioral health treatment and recovery. Given the current workforce shortage as well as trends that emerged during the covid-19 pandemic, we are now at a point in which artificial intelligence harnessed through technological innovation must be considered routinely as a means of extending the workforce. This session will highlight areas in which technology is successfully being used provide treatment and support, thereby addressing the behavioral health workforce shortage, as well as to address operational issues such as payment and reimbursement, regulation of mobile apps and impact on treatment outcomes.</p>	<p>Pear Therapeutics  <b>Todd Wurtz</b></p> <p>Beacon Health Options  <b>Jennifer Black</b></p> <p>Oklahoma Department of Mental Health and Substance Abuse  <b>Carrie Slatton-Hodges</b></p> <p><b>Moderator:</b>  <b>Mary Smith</b></p>
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**Wednesday, November 16, 2022**

8:30 – 11:30AM	<p><b><u>Advocating for the Future System: How Will We Fund and Sustain the Future Behavioral Health Workforce?</u></b></p> <p>The major challenge for implementing the innovative approaches and models that have been identified in earlier sessions of the conference is funding. Historically, federal resources to support behavioral health workforce initiatives were more centralized but are now dispersed across several federal agencies. Even with the new resources that are now available for behavioral health workforce development, the issue remains as to how these initiatives will be sustained and built upon over time. Similarly, state and local resources for workforce development, technical assistance and training are limited at best. This session will cover strategies to advocate for funding at national, state and local levels to address behavioral healthcare shortages that have been identified and build an infrastructure to sustain these initiatives</p> <p>Realistic reimbursement models and the focus on attaining parity between behavioral health and physical health systems will contribute to increasing the resource pool but these mechanisms address the issue of funding for services more directly than for workforce development. A new, coordinated strategy is needed to build the behavioral health workforce of the future. This session will provide a description of initiatives that are currently in place to develop such funding streams and to provide recommendations of initiatives and options to build upon these to develop funding mechanisms for workforce development in the future.</p>	<p>Capstone Solutions Consulting Group <i>Ron Maderscheid</i></p> <p>Louisiana Office of Behavioral Health <i>Karen Stubbs</i></p> <p>National Association of State Mental Health Program Directors <i>Amy Brinkley</i></p> <p>National Association of County Behavioral and Developmental Disability Directors <i>Jonah Cunningham</i></p> <p>National Association of State Mental Health Program Directors <i>Brian Hepburn</i></p> <p><b><u>Moderator:</u></b> <i>Brian Hepburn</i></p>
11:30AM-12:00 PM	<b>Wrap-up and Evaluation</b>	