

WICHE



Western Interstate Commission
For Higher Education

Behavioral Health Workforce Strategies that Work

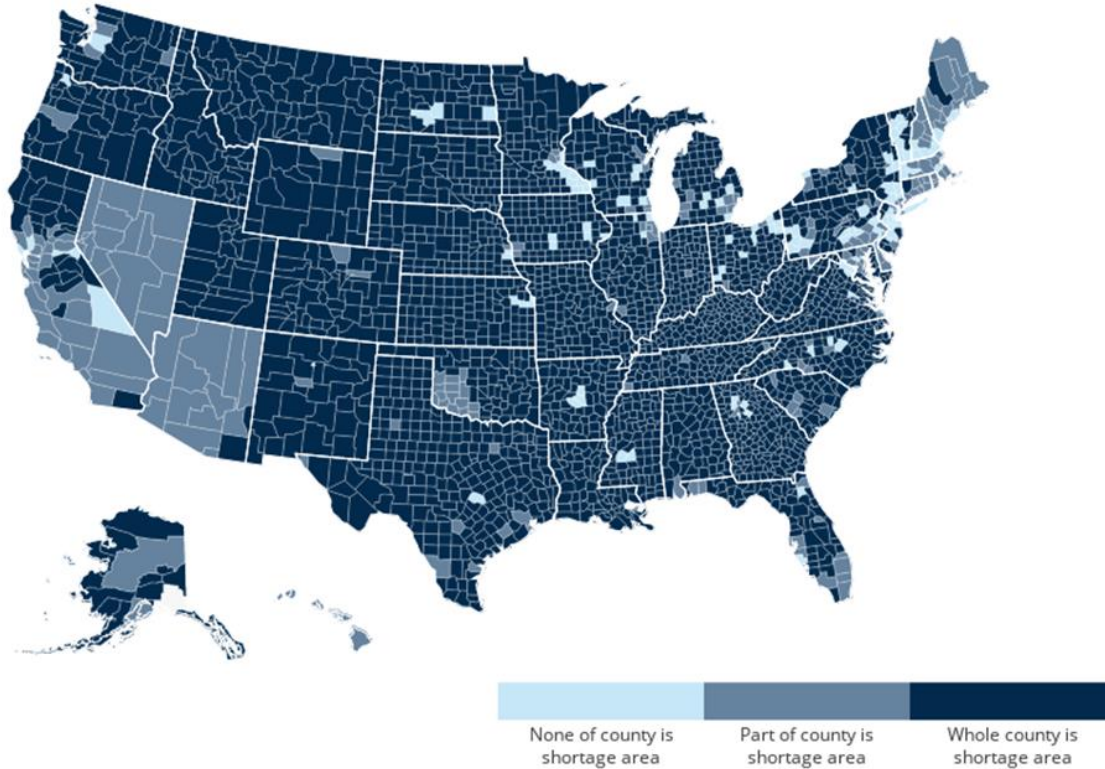
National Dialogues on Behavioral Health

November 15, 2022

NOLA

Workforce Shortages are the challenge

Health Professional Shortage Areas: Mental Health, by County, 2022



- Dark Blue = HPSA-MH
- Most of U.S. has long standing shortages
- Over 1,000 Counties have no MH or SUD Professional

For Consideration

- Where we need workers rarely coincides with where we educate and train learners
- Typical recruitment strategies for professionals focus at the end of the pipeline, or post-graduation, and seek to entice relocation.
- Too often higher education views rural/remote learners as “place bound” and not as “place committed”
- We need to seek ways to engage place committed learners, extend education and training opportunities to them, and develop local workforce where we need them
- Neary two-thirds (58.2%) of the U.S. workforce has some college, but no degree or certificate...do you know your workforce percent?
 - Now some examples...

Creating Education Partnerships

Northern Marianas College + University of Alaska-Fairbanks

- Partnership between a community college and a university to offer a 2 + 2 Bachelor of Social Work Degree
- First 2 years delivered via in-person learning at NMC, upper-division to BSW delivered via technology enabled learning from UAF
- Enables place-committed students to remain in their home communities to earn BSW, in a curriculum specifically focused on rural/remote and indigenous social work.

Reimbursement for Interns and Practicum Students

- The inability to bill 3rd party payers for services delivered by graduate students, completing applied learning components of education (practicum/internship) is a barrier to creating opportunities in many behavioral clinical centers.
- Colorado, Minnesota, and Oregon, for example, have passed laws that enable Medicaid to reimburse services provided by students working under the supervision of a licensed **psychologist**. (<https://www.apa.org/ed/graduate/about/reimbursement/state-progress>)

Building Capacity with a Place Committed Workforce

Alaska Behavioral Health Aide Program – Behavioral Health Aide certification is a multi-level provider model which includes BHA Trainee (non-certified), BHA levels I, II, and III, and BH Practitioner (BHP). To become a certified BHA or BHP, individuals must:

- Complete Community Health Aide Program Certification Board-specified training, practicum and work experience
- Meet the requirements of the **Knowledge and Skills Checklist** to demonstrate sufficient training and experience to provide service within a specified scope of practice
- Provide a broad range of services under the supervision of a Masters level clinician
- Maintain their certification by completing continuing education credits

» <https://www.anthc.org/behavioral-health-aide-program/>



Growing our Own – Another example...

Minnesota has developed a Mental Health Behavioral Aide (MHBA), which is a paraprofessional in their Children's Therapeutic Services and Supports (CTSS) Agency.

MHBA, Level I and II, must complete 30 hours of pre-service training. This must include:

- 15 hours of face-to-face training in mental health services delivery**
- 8 hours of parent teaming training**
- The remaining 7 hours may include one-to-one time with a mental health professional or practitioner.**

(<https://www.revisor.mn.gov/rules/9535.4068/>)



Filling the Pipeline

- HOSA – Future Health Professionals, formerly known as Health Occupations Students of America (HOSA), is a global student-led organization, whose mission is to promote career opportunities in the health industry and to enhance the delivery of quality health care to all people.
 - 47 States Sponsor HOSA (165,000 participants) – Does it integrate behavioral health career exploration?
 - Have you considered teaching Mental Health First Aid-Youth to HOSA participants?



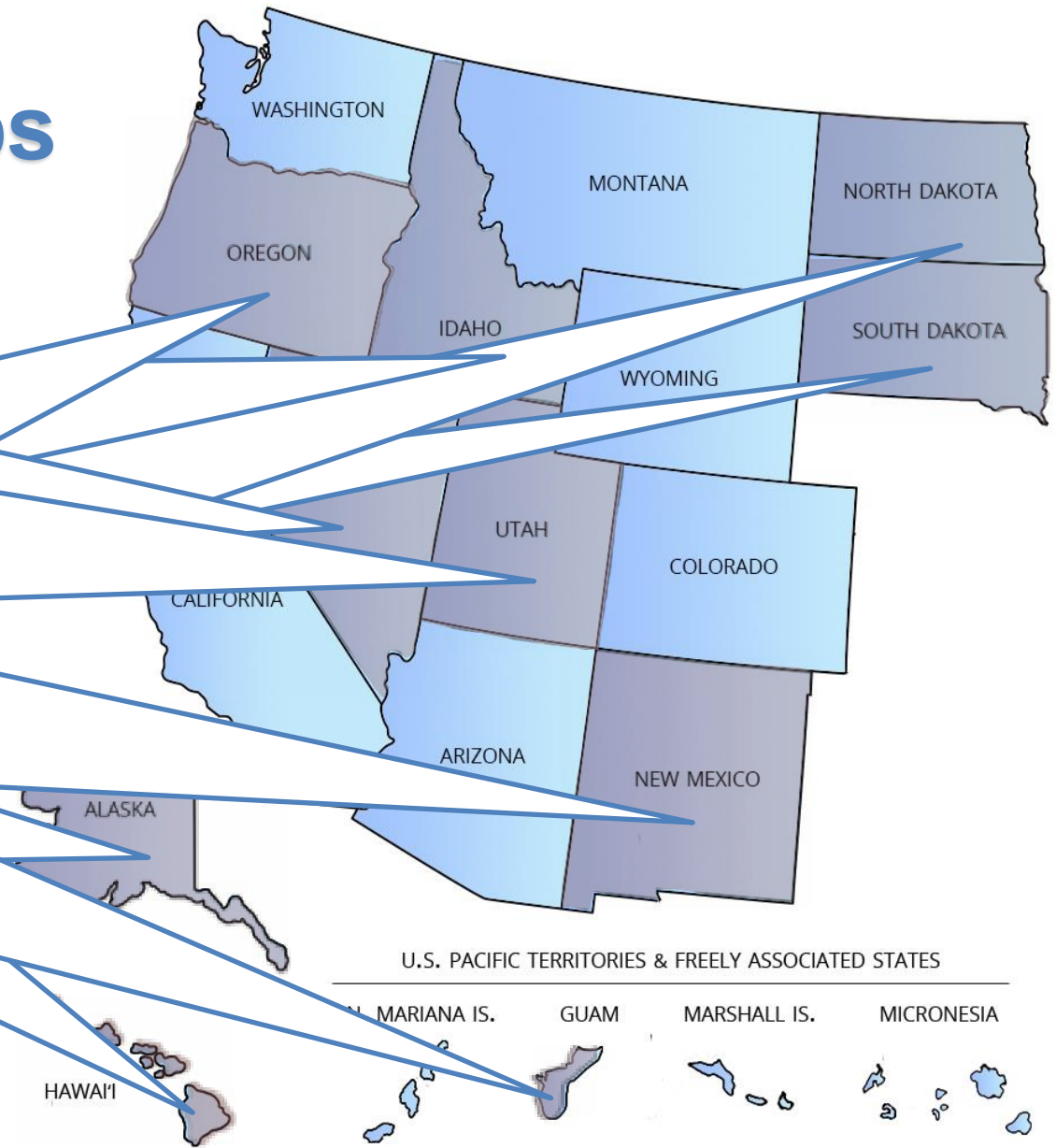
Collaborative Career Development

Alaska Training Cooperative is based at the University of Alaska-Anchorage and is a statewide resource for direct service workers, supervisors, and professionals in the field of mental health, development disabilities, alcohol and drug addiction, Alzheimer's disease and related dementia, and traumatic brain injuries.

- Provides a centralized source of approved continuing education
- Operates a learning management system providing learners a central repository of their training, certifications, etc.
- Supports consistency in knowledge exchange across the state

WICHE Affiliated Internships

Oregon State Hospital Psychology Internship Program (OSH-PIP)
246 Psychologists have graduated from these programs, and we look forward to many more in the future . . .



Thank you...

For Additional Information

Dennis F. Mohatt

Vice President, Behavioral Health

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www.wiche.edu/mentalhealth