

Expanding the Workforce in Louisiana and Fiscal Mechanisms for Sustainment

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So What Are We Doing in Louisiana to Expand and Improve the Workforce...and What About Funding?

WORKFORCE SHORTAGES!

Psychiatrists...Psychologists...Social Workers...Marriage and Family Therapists...Professional Counselors...Addiction Counselors...Advanced Practice Registered Nurses...Physician Assistants...Peer Support Specialists...Wraparound Facilitators...



MEDICAID BEHAVIORAL HEALTH IN LOUISIANA

- ▶ Prior to **March, 2012**, the majority of Louisiana's behavioral health services were **regionally based, and state funded**.
- ▶ In 2012, Louisiana implemented a new managed care program that included a **significant expansion of Medicaid** covered behavioral health services.
 - **Louisiana Medicaid currently covers:**
 - ◆ Inpatient Psychiatric Services
 - ◆ Outpatient Psychiatrist and Licensed Mental Health Professional Services
 - ◆ Mental Health Rehabilitation Services
 - ◆ Mental Health Residential Treatment Services for Youth (PRTF, TGH)

MEDICAID BEHAVIORAL HEALTH IN LOUISIANA

- ◆ Targeted Case Management
- ◆ Community Based Crisis Services
- ◆ Behavioral Health Crisis Care
- ◆ Mobile Crisis Response
- ◆ Crisis Stabilization
- ◆ Individual Placement and Support
- ◆ Outpatient Substance Use Disorder Treatment Services, including Medication Assisted Treatment
- ◆ Residential Substance Use Disorder Treatment Services



What Can We Do Beyond Just Covering Behavioral Health Services?

Workforce Development Initiatives

Center for Evidence to Practice

- ▶ In 2017, OBH partnered with the LSU Health Sciences Center to complete a provider survey of **Medicaid funded providers of behavioral health services** for children, adolescents, and their families.
- ▶ The goal of the survey was to provide an inventory of existing services and programs, the **capacity of providers**, and the **perception of needs** from the vantage point of practitioners.
- ▶ This information was used to identify **gaps in services** and provide critical understanding in order to develop a plan for the adoption and expansion of evidence-based programs (EBPs) in our state.
- ▶ **Children ages birth to 5 were found to be the least likely to be receiving care through an EBP.**
- ▶ This finding resulted in a focus on EBP models designed for preschoolers being a central focus.
- ▶ In 2018, **State and Medicaid funding** were dedicated to the creation and maintenance of the Center for Evidence to Practice in order to increase statewide access to EBPs that address key behavioral health needs for Medicaid-insured children and families in Louisiana.
- ▶ The Center serves as a statewide hub for training and implementation of EBPs in behavioral health treatment for youth. Through the work of the Center, we are **training cohorts of therapists** who serve Medicaid-eligible children in high-quality behavioral health treatment interventions in the community.

Expanding the Workforce Through Peers

- ▶ On **March 1, 2021**, the first phase of **Medicaid** reimbursement for **Peer Support Services** as a standalone Medicaid service was initiated.
- ▶ The utilization of **Peer Services was also expanded** by inclusion within the crisis services developed within the **Louisiana Crisis Response System**.
- ▶ In October 2022, Peer-Facilitated **Group Sessions** were added as a **Medicaid** reimbursable service.
- ▶ In FY22, through OBH's two-week long **Peer Employment Training** (PET) course, 84 additional Peers were certified as Recognized Peer Support Specialists (RPSS).
- ▶ OBH works closely with local stakeholders such as **Louisiana Peer Action Advocacy Coalition (LaPAAC)**, **Louisiana Mental Health Association (LaMHA)**, as well as, national subject matter experts and several other states to obtain ongoing feedback regarding how the **expansion of peer services** has occurred in other areas of the country and to help shape the future of this service and provider resource in Louisiana.

Recruitment Pilot in Schools

- ▶ OBH is developing and providing a training curriculum which provides background information on behavioral health and highlights both clinical and non-clinical, **behavioral health education and career pathways.**
- ▶ This fiscal year, OBH is recruiting **two high schools** in Louisiana to participate in the program.
- ▶ Students will be exposed to **behavioral health care providers** with various scopes of practice working in various settings.



Workforce Development – Substance Use Treatment

▶ The Louisiana Center for Prevention Resources (LCPR)

- Located on the campus of Southern University, LCPR offers the educational requirements needed for **Prevention Specialists in-training** as well as continuing education requirements needed for Prevention Specialists to **renew their credentials**.
- Most of these courses and trainings will be offered **online and available free of charge** to our prevention coordinators and providers.
- This program is funded with **Louisiana’s SAPT Block Grant**.

▶ Extension for Community Healthcare Outcomes (ECHO)

- **Tulane University School of Medicine** has implemented a collaborative model of virtual medical education that links **primary care providers (Spokes) with specialists (Hubs)** to provide an expert level of care to patients.
- Tulane University serves as the Hub and implements the Project ECHO model focusing on **Office Based Opioid Treatment (OBOT) centers and community pharmacy providers**.
- This program is funded with **Louisiana’s SAPT Block Grant**.

Workforce Development – Substance Use Treatment

► Academic Detailing

- **SAPT Block Grant funded**, face-to-face interactive educational outreach to prescribers and community pharmacies to provide unbiased evidence-based information about medications to improve patient care, with a focus on **OBOTs**

► Initiative to increase availability of OBOT programs within physician or prescriber offices throughout the state.

- OBH, in collaboration with the **Louisiana State Opioid Response (LaSOR) funded** initiative and LSU HSC intends to sustain 27 active OBOTs and recruit 10 new LaSOR supported OBOT providers.
- Increasing the number of OBOTs and/or prescribers at the state and national level is crucial to reducing unintentional and accidental opioid overdose deaths by **providing more access point availability** for individuals seeking care.
- OBH will conduct an analysis of the total number of currently supported LaSOR OBOTs to determine **where providers are needed** most.
- LSU HSC will partner with different boards, commissions, and universities to raise awareness and deliver **public service announcements, radio ads and social media ads**



AMERICAN RESCUE PLAN (ARP)



- ▶ The additional **federal funding** made available under the **ARP** allows states to tailor HCBS enhancements based on the needs and priorities of its residents, while **protecting and strengthening the HCBS workforce, safeguarding financial stability** for HCBS providers, and accelerating long-term services and supports reform and innovation.
- ▶ **Section 9817** of the ARP provided states with a temporary **10% increase** to the federal medical assistance percentage (FMAP) for Medicaid HCBS from April 1, 2021 through March 31, 2022.
- ▶ States have until **March 31, 2025** to spend the enhanced FMAP funding based on their CMS approved Spending Plans.

LOUISIANA'S CMS APPROVED SPENDING PLAN

*Louisiana's HCBS Spending Plan focused on one of the **key goals** associated with **reinvesting** the enhanced federal funding into the Medicaid program, specifically in the area of behavioral health*

...STRENGTHENING THE PROVIDER WORKFORCE

Healthy Louisiana – Medicaid managed care program with **integrated behavioral health** services

Coordinated System of Care – Medicaid waiver program for **SED youth at risk** of out of home placement

STRENGTHENING THE PROVIDER WORKFORCE

TRAINING

RECRUITMENT/RETENTION

PAY FOR PERFORMANCE

TRAINING

WORKFORCE TRAINING FOR WRAPAROUND FACILITATORS, COMMUNITY CASE MANAGERS AND SERVICE PROVIDERS

- ◆ In collaboration with local and national content experts, a **training curriculum** was developed to **strengthen provider development and capacity** with the ultimate goal of improving member care.
- ◆ **Training** topics include but are not limited to: **mental health first aid**, evidence-based **suicide prevention**, **IDD** and BH comorbidities, **trauma-focused** mental health care, comprehensive overview of **DSM-5**, recognizing and talking to families about **SUD**, and SUD provider process improvement.

TRAINING

DEVELOP PROVIDER CAPACITY FOR INDIVIDUAL PLACEMENT SUPPORT (IPS) SERVICES

- ◆ The IPS Employment Center will provide **training** for practitioners and supervisors to understand the **fundamentals of the IPS model**, including utilizing a team based approach, focusing on strengths and preferences, client interviewing skills, job development and supports, and considerations for special populations (such as persons with co-occurring disorders).



RECRUITMENT AND RETENTION

▶ BONUSES FOR HEALTHY LOUISIANA PSYCHIATRISTS AND LICENSED MENTAL HEALTH PROFESSIONALS

◆ \$10M for practitioners providing Evidence Based Practices

- Practitioners documenting they received **training** for one of six EBPs may receive reimbursement for training and lost revenues if they are **enrolled** in the MCO network.
- Practitioners that have been **enrolled with an MCO for 6 months** and have **provided one of the six EBPs** as evidenced in claims' data

◆ \$12.6M for Psychiatrists and Licensed Mental Health Practitioners

- Practitioners who have been **enrolled with an MCO for 6 months** and have **provided a service** to a Medicaid recipient as evidenced by claims' data

RECRUITMENT AND RETENTION

▶ BONUSES FOR COORDINATED SYSTEM OF CARE (CSoC) PROVIDERS

◆ Wraparound Facilitators, Peers, Supervisors, Coaches, Trainers and Administrators

- One time recruitment/retention bonus after being **employed with the Wraparound Agency for 6 months (\$500 - \$2,600)**

◆ Psychiatrists and LMHPs

- **Enhanced rates** for the provision of all services to a CSoC member **for 1 year (+50%)**

PAY FOR PERFORMANCE

▶ PERFORMANCE INITIATIVES FOR THE 1915(c) CSoC WAIVER PROGRAM

◆ PERFORMANCE METRICS:

- Decreased hospitalizations based on regional thresholds
- 100% Timely Level of Care Evaluations
- 100% Compliant Plans of Care
- <10% inpatient readmission rate
- \geq 90% POC with at least one natural support strategy
- Number of members receiving an LMHP or Psychiatrist service (< 3 members with no service)

PAY FOR PERFORMANCE

▶ PERFORMANCE INITIATIVES FOR THE 1915(c) CSoC WAIVER PROGRAM

◆ PERFORMANCE METRICS:

- 100% members receive initial contact within 48 hours
- 100% members receive face-to-face contact within 7 days
- Wraparound Facilitator vacancies and staff to member ratio (≤ 2 vacancies and no more than a 1:12 ratio)
- Number of members with 7 day follow up post hospitalization (< 66% non-compliance)
- Mental Health First Aid training attendance (Peers/Supervisors)
- Train-the-Trainer Targeted Health training attendance (Supervisors)

ARE OUR MEDICAID RATES ADEQUATE TO SUSTAIN THE WORKFORCE?

- ▶ Professional behavioral health service codes (Psychotherapy, Evaluation & Management, etc.) are currently under review by the Department in order to determine if the rates are adequate to ensure a **sufficient provider network and the financial sustainability** of our behavioral health providers
- ▶ **BENCHMARKS:**
 - OBH researched **Medicaid** rates throughout the Southeast United States and calculated the average rate across bordering states
 - Louisiana **Medicare** non-facility rates were reviewed, and a benchmark was developed based upon the current New Orleans area fee schedule
 - Utilization was reviewed to determine services that were possibly being underutilized, in order to determine potential **access** issues and a 5% benchmark was set
 - **Over 85%** of Louisiana's rates were below the associated benchmarks

ARE OUR MEDICAID RATES ADEQUATE TO SUSTAIN THE WORKFORCE?

- ▶ The **cost** of increasing rates up to the most relevant benchmark was calculated, in order to determine the projected **State General Fund** expense for Louisiana
- ▶ Alternative increases were included at a **1, 3 and 5%** increase to the current Medicaid rate
- ▶ **NEXT STEPS:**
 - **Medicaid** will review and conduct an analysis
 - Review by **LDH Executive** Management
 - Submission of rate review inventory and report to the **Legislature, the Division of Administration** and the **Governor's Office**
 - Engaging **stakeholders** to develop support for rate increases – Providers, Advocates, MCOs, Legislators, Members, Citizens
 - Rate increases will be considered in the **2023 Regular Session**
 - If approved, rates would be increased effective **7/1/2023**
 - All rates will be reviewed over a 3 year period – **HCPCS codes** will be reviewed in CY2023

Any Questions?

▶ Contact Information:

■ Karen.Stubbs@la.gov – Assistant Secretary, OBH

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▶ Resources:

■ [LDH Behavioral Health](#)

■ [LDH Business Plan](#)

■ [Louisiana Medicaid](#)

■ [Louisiana Legislature](#)

A graphic with the words "THANK YOU" in a bold, dark blue, sans-serif font. The text is arched over a thick, light blue wavy line that curves from the bottom left towards the right.