Workforce Development in Mental Health

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This webinar sponsored by the Center for Mental Health Services, Substance Abuse and Mental Health Services Administration
Webinar Overview

- Healthcare reform
- Selected workforce groups
- Selected populations
- Integrated care
- Framework for workforce development
- Summary Perspective

Plus Open Discussion & Information Sharing
Longstanding Concerns

- Shortages
- Turnover
- Aging
- Distribution
- Diversity
- Pre-service preparation
- Continuing education
- Evidence-based practices
Healthcare Reform: Affordable Care Act

- 32 million newly covered
- 30 million with expanded benefits
- Workforce provisions
  - Expanded education & training grants
  - Expanded loan repayment
  - Focus on social workers, psychologists and child/adolescent
  - Some lack appropriations
  - Overall impact small relative to need
Other Healthcare Reforms
Regulations re: Parity

- MH/SA one of 10 essential benefits
- “Full” parity (co-pays, limits, UM)
- Includes outpatient & residential tx
- Does not apply to Medicare
- A earlier “Guidance” indicated that the 2008 law should apply to Medicaid
- Next issue: compliance & network access & adequacy
- State insurance commissioners responsible for compliance
Center for Medicare & Medicaid Innovation (CMMI)

- Authorized under ACA
- Health Care Innovation Awards (7/12)
- Covers Medicare, Medicaid & CHIP
- Innovative payment & services
- 10 Behavioral health awards
- Sample innovations:
  - Integrated care;
  - Care managers & coordinators
  - Peer health navigators
  - Technology
Other Healthcare Reforms
With Workforce Implications
Health Professions Minimum Data Set

- HRSA Bureau of Health Professions
- Collaboration with states & professions
- Goal
  - Accurate comparable data
  - Consistent guidelines for basic questions
- Professions included
  - Psychiatry
  - Psychology
  - Social Work
  - Licensed Professional Counselors
  - Substance Abuse Counselors
Open Discussion

- Comments
- Information to Share
- Questions
Selected Workforce Groups

- Peer Specialists
- Graduate Degreed Professionals
- Direct Care Workers
As of 2012, 36 states had training and certification programs.

A total of 31 states reportedly have Medicaid reimbursement for certified peer specialists.

National Practice Guidelines for Peer Supporters.
BRSS-TACS

- TA to states (e.g., career ladders)
- TA to peer run organizations
- Tools & resources
  - Guidelines on supervision
  - Shared decision making tools
  - Core competencies

BRINGING RECOVERY SUPPORTS TO SCALE
Technical Assistance Center Strategy (BRSS TACS)

- many pathways
- peers and allies
- addresses trauma
- relational
- respect
- person-driven
- culturally-based
- holistic
- hope

Recovery
The Professions & Higher Education
Recovery to Practice

APA Recovery to Practice
Training Modules – “Reframing Psychology for the Emerging Health Care Environment”

Cross-Cutting Principles:
1. Consumer Participation
2. Culture
3. Trauma-Informed

- Introduction to Recovery Based Psychological Practice
- The Recovery Movement: Role of Psychologists and Health Care Reform
- Person Centered Planning
- Scientific Foundations
- Interventions Part I
- Interventions Part II
- Interventions Part III

- Assessment
- Issues in Forensic Settings
- Interventions in Forensic Settings
- Peer Delivered Services
- Partnership and Engagement
- Community Inclusion
- Health Disparities
- Systems Transformation
Distance Education at Graduate Level

- University of Southern California School of Social Work and the National Council

- Northcentral University fully accredited Marriage & Family Therapy Program
Direct Care Workers
Alaskan Core Competencies

- Cross-sector core competency set
- Assessment tools
- Curriculum
- Train the Trainer
Competencies

Road Map of Core Competencies for the Direct Service Workforce

Financing Training

Coverage of Direct Service Workforce Continuing Education and Training within Medicaid Policy and Rate Setting: A Toolkit for State Medicaid Agencies
Open Discussion

- Comments
- Information to Share
- Questions
Selected Populations

- Children
- Rural
- Culturally Diverse
- Older Adults
Children & Adolescents

- Critical workforce shortages
- Heightened visibility due to Newtown
- ACA provisions
- Infant Mental Health
  - MI-AIMH Endorsement (mi-aimh.org)
  - 17 states have adopted
- NH Children’s Core Competencies
- National Center for SW Trauma Education & Workforce Development
- CT T-Sig higher education reform
Infrastructure for Workforce Development

- National TA Center for Children’s Mental Health – Georgetown (July 16-20, 2014)

- State-Based Infrastructure
  - Institutes, TA Centers, Centers of Excellence, Higher Ed Partnerships
  - IN, MD, NJ, OR, GA
  - Training & TA on Systems of Care & Evidence Based Practices
System of Care - Planning & Expansion Grants

CORE STRATEGY AREAS

- Implementing Policy, Administrative, and Regulatory Changes
- Developing or Expanding Services and Supports Based on the System of Care Philosophy and Approach
- Creating or Improving Financing Strategies
- Providing Training, Technical Assistance, and Coaching
- Generating Support

Issue Brief: Stroul & Friedman, 2011
Rural Populations

- WICHE Mental Health Program
- Integrated care including suicide prevention training & TA in Primary Care
- State hospital workforce development
- Mental Health First Aid in rural areas
- Increase Telehealth development
Culturally Diverse Populations

- Increase from 37 to 57% of population between 2010 to 2060
- Greater difficulty accessing quality care
- Minimal diversity in the workforce
- Professionals of color:
  - More like to serve people of color
  - Matching leads to increased retention
- Cultural competencies & training
- Adaptations of EBPs
- Cultural competence as “aspirational”? 
Older Adults (over 65)  
The Silver Tsunami

- Increase from 12 to 20% of population between 2010 to 2030
- 5.6-8.0 million with mh/sa conditions
- Major shortfall of providers
  - Geriatric psychiatrists – 1800
  - Geropsychologists – 4%
  - APRNs – 1% gerontology; 4% mh/sa
- Need to training staff in Integrated Care models
  - Depression
  - At risk drinking
Open Discussion

- Comments
- Information to Share
- Questions
Integrated Care
CIHS and the Integrated Health Workforce

Producing and implementing integrated health education curriculum and resources for:

- **Psychiatrists** working in Primary Care
- **Consumers** serving as Peer Educators
- **Case Managers** as Health Navigators
- **Addiction Professionals** working in Primary Care
- **Primary Care Clinicians** working in Behavioral Health Settings
- **Care Management** in Primary Care for current Behavioral Health Workforce
- **Mental Health First Aid** in Rural Communities
- **Social Workers** Graduate curriculum on Integrated Care
National Health Service Corp

• A network of primary health care professionals that provide medical, dental, and mental and behavioral health services.

• In exchange for their service, the NHSC provides clinicians with financial support in the form of loan repayment and/or scholarship.

• NHSC clinicians fulfill their service requirement by working at NHSC-approved sites.

Resource: Accessing the National Health Service Corp (NHSC); A Guide for Community Behavioral Health Providers and Primary Care Partners
National Health Service Corp

- As of 2012 there were 2,800 behavioral health professionals working in communities where they are needed most.
- NHSC behavioral health care providers have nearly quadrupled since 2008, increasing from 706 to 2,809 (195 of whom are psychiatrists)
- More than one out of every four Corps members (28 percent) is a behavioral health professional.
- All are Loan Repayment Program participants.
Quick Tips: 5 Easy Steps Toward Joining the NHSC

- Read CIHS’ manual **Understanding the National Health Service Corps** to learn about the program and its application process.
- Determine if you are located in a Health Professional Shortage Area (HPSA) by entering your address in HRSA’s [HPSA Locator](https://www.hrsa.gov/healthprofshortages/psa_locator.html).
- Contact your [State Primary Care Office](https://www.samhsa.gov/primary-care-office) (PCO). Your PCO will walk you through the application process and answer any of your questions.
- Review the [NHSC Service Site Reference Guide](https://www.hrsa.gov/nhsc/apply) for details about what it means to be an NHSC site before you begin the application process.
- **Apply online at the NHSC website** (you must first create an online account).
Core Competencies for Integrated Behavioral Health and Primary Care

A resource for primary and behavioral health care organizations as they shape job descriptions, orientation programs, supervision, and performance reviews for workers delivering integrated care.

- Interpersonal Communication
- Collaboration & Teamwork
- Screening & Assessment
- Care Planning & Care Coordination
- Intervention
- Cultural Competence & Adaptation
- Systems Oriented Practice
- Practice- Based Learning & Quality Improvement
- Informatics
Other Workforce Topics

- Supervision
- Leadership development
- Continuing education
Workforce Development Framework

- Broadening the concept of workforce
  - Individuals in recovery & families
  - Expanded capacity of communities
  - All health & social service providers
- Strengthen the workforce
  - Systematic recruitment & retention
  - Training (accessible/relevant/effective)
  - Leadership development
- Structures
  - Financing & compensation
  - Technical assistance
  - Evaluation & Research
A Summary Perspective

- Many creative and important initiatives
- Four major challenges
  - Effectiveness
  - Dissemination & adoption of innovations
  - Sustainability once implemented: “continuous workforce improvement”
  - Scaling workforce development to “move the needle”
Open Discussion

- Comments
- Information to Share
- Questions
THANKS FOR LISTENING

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