

Mental and Behavioral Health Workforce Task Force

May 12th, 2016

WELCOME, INTRODUCTIONS, AND BACKGROUND

Background

- Health workforce as a priority for Indiana
- National Governor's Association Health Workforce Policy Academy
- Priorities and Recommendations:
 - Policy Coordination → *Governor's Health Workforce Council*
 - Data Coordination → *Partnership with Bowen Center for Health Workforce Research and Policy*

Organizational Missions

Department of Workforce Development

“Developing a premier workforce that will allow Indiana employers to flourish and entice businesses from outside our state to relocate to Indiana.”

Indiana State Department of Health

“To promote and provide essential public health services.”

Family and Social Services Administration

“To develop, finance and compassionately administer programs to provide healthcare and other social services to Hoosiers in need in order to enable them to achieve healthy, self-sufficient and productive lives.”

Council Meeting Results

- Task force formation
 - Education, Pipeline, and Training
 - Mental and Behavioral Health

Task Force Charge

- Identify goals.
- Determine action steps to achieve those goals.
- Determine how outcomes will be measured for each goal.

REVIEW TASK FORCE PROTOCOL

MENTAL AND BEHAVIORAL HEALTH WORKFORCE

Snapshot of the Workforce

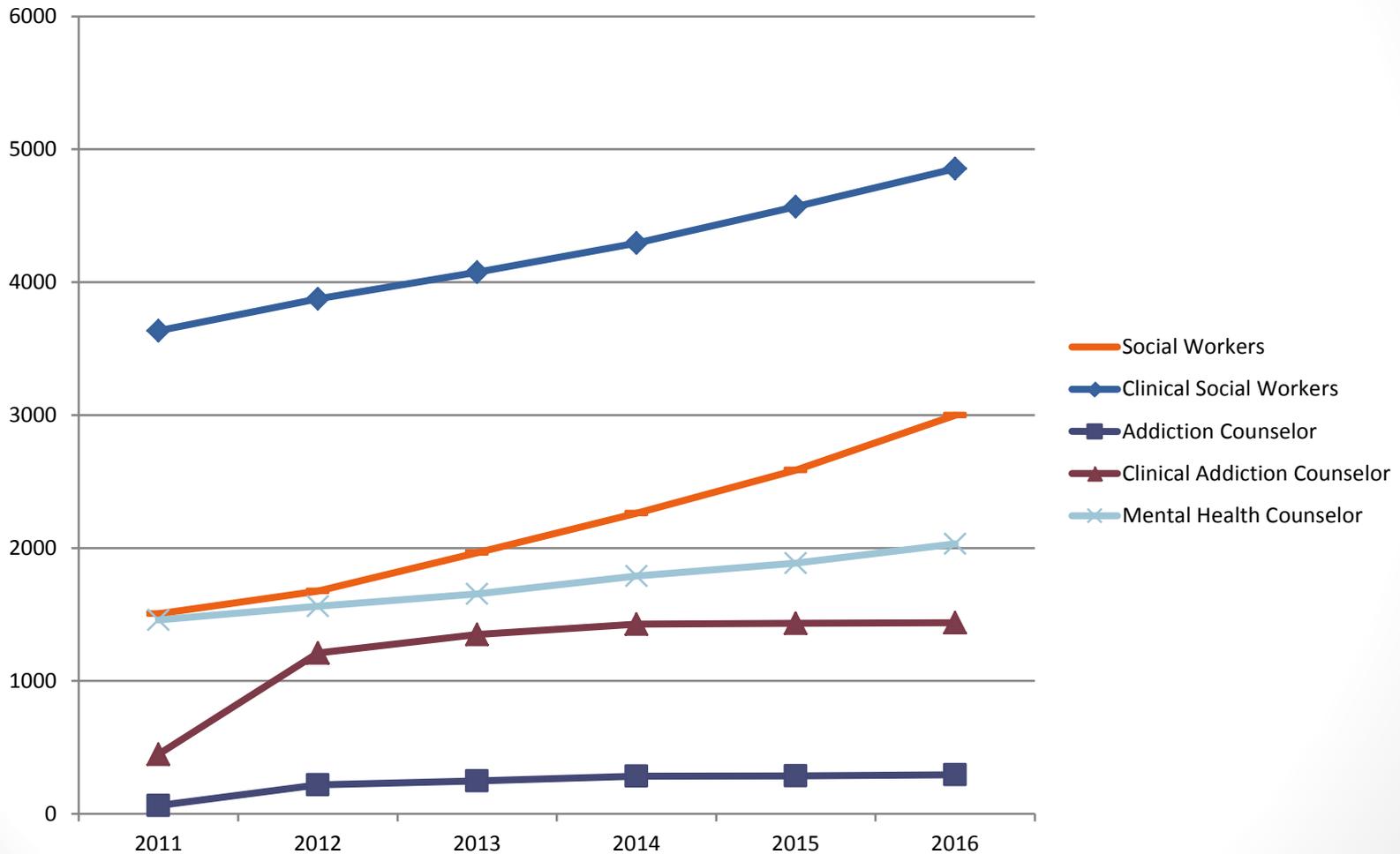
Licensed

- Psychologists
- Psychiatrists
- Advance Practice Psychiatric Nurses
- Social workers
- Marriage and Family Therapists
- Mental Health Counselors
- Addiction Counselors

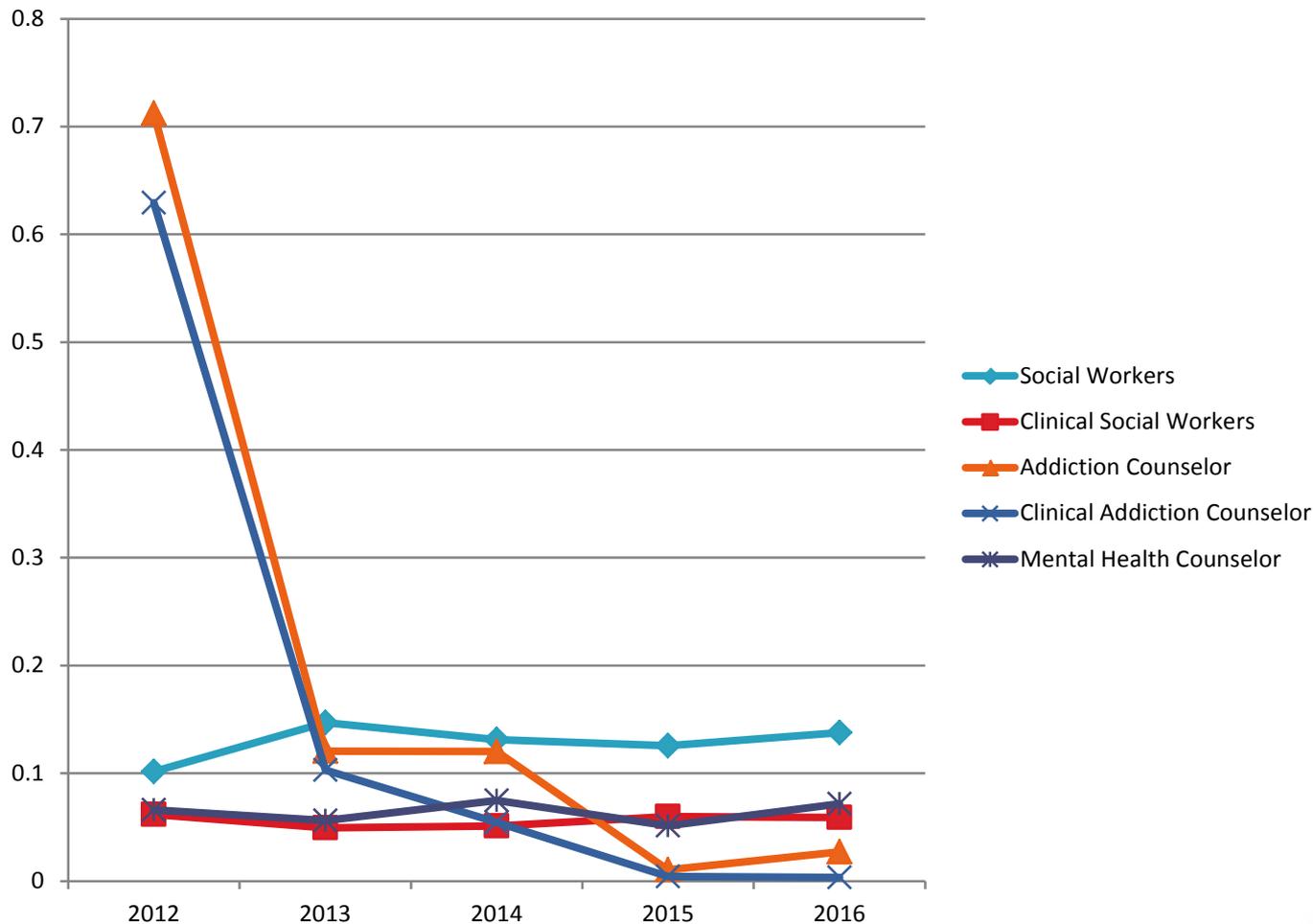
Non-licensed

- Community Health Worker
- Certified Recovery Specialist
- Psychiatric Technicians
- Psychiatric Aides

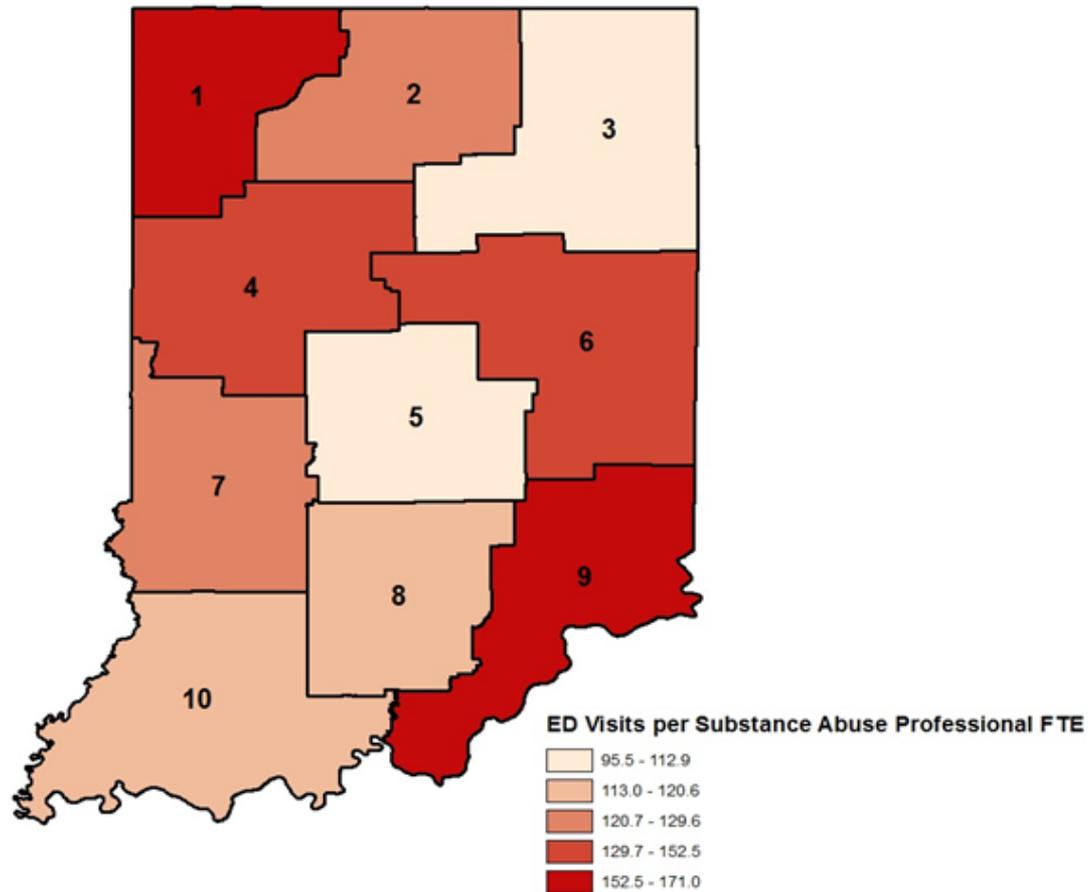
Trends in Supply of Licensed Mental Health Occupations



Growth Trends in Licensed Mental Health Occupations



Leveraging Workforce Data to Assess Population Health/System Issues



Previous Efforts

INDIANA DIVISION OF MENTAL HEALTH
AND ADDICTION TRANSFORMATION
WORK GROUP



2/8/2010

Workforce Development Task Force Final Report

Transformation Workgroup

- Who?
- Purpose?
 - To examine behavioral health workforce issues and how they affect consumers and their families
- When?
 - 2009
- What were the priorities?
 - **Recruitment and Retention**
 - **Licensure, Certification and Clinical Supervision**
 - Culturally Competent and Culturally Diverse Workforce
 - Behavioral Health Workforce Undergraduate and Graduate Training in Core Disciplines

Transformation Workgroup: Recruitment and Retention

- Loan repayment programs.
- Behavioral health professional leaders in rural and underserved areas.
- Increase annual psychiatry resident training slots in Indiana to 12 per year.
- Fund behavioral health treatment centers.
- Diversify and increase cultural competency of behavioral health professionals.
- Cross training in addictions and mental health care for all behavioral health professionals.
- Make fellowship training in Addictions Psychiatry mandatory.
- Create of an Indiana Dual Diagnosis Gambling Addiction Treatment Excellence Center.
- Foster full integration, communication and collaboration between Addiction Treatment Centers (ATCs) and Community Mental Health Centers (CMHCs).

Transformation Workgroup: Licensure, Certification, and Supervision

- Develop Core Competencies leading to licensure, certification and/or endorsement.
- Develop standards for and access to clinical supervision (Core Competencies for supervisors).
- Expand and enhance the current workforce, particularly in prevention, integration, SUD, reimbursements (especially for Physician Assistants and Pharmacists); and expand billing codes to capture current, new and different approaches for prevention and wellness.

PRIORITIZE ISSUES AND DISCUSS PLAN
MOVING FORWARD

Next Task Force Meeting

- **Date: To be discussed today**

Next Council Meeting

- **Date:** Friday, June 3rd
- **Time:** 1pm-3pm
- **Location:** 302 W. Washington St. Indianapolis, IN 46204 Government Center South, Conference Room 4 & 5