

# WORKFORCE SOLUTIONS JAM

JUNE 18, 2024

Aligning Across Levers of Change



# Housekeeping

- Please introduce yourself in chat: Name, location, organization
- Engagement is encouraged – please share resources and reflections in chat!
- Welcome and thank you to our ASL interpreters
- A recording and slides will be emailed to you within 48 hours



NATIONAL COUNCIL  
*for Mental Wellbeing*

HMA

 The College for Behavioral  
Health Leadership



## What is the Workforce Solutions Jam?

A monthly webinar to build national momentum and encourage collaboration through the Center for Workforce Solutions

- Learn innovative new practices
- Stay informed about ongoing efforts
- Engage with subject matter experts
- Hear about new legislation
- Take action!



# Agenda

Welcome & Leadership Interview

Presentation & Discussion: Team Kentucky

CWS Crosswalk of Recommendations

State Policy Updates

Next Steps



# **INNOVATIVE INSIGHTS**

**Leadership Insights | Aligning Across Levers of Change**





**Dr. Katie Marks**

**Kentucky  
Commissioner**

## ***Leadership Insights***



## Leadership Insights | Aligning Across Levers of Change

*As leaders working across sectors in the US, what is **one thing** you believe leaders should be focusing on to achieve the workforce of the future?*

Feel free to share resource links as well!



today:

**State Leadership for  
Workforce Innovation  
and Development**





**Vestena Robbins**

Kentucky Department  
for Behavioral Health,  
Developmental,  
and Intellectual Disabilities



**Beth Kuhn**

Kentucky Department  
for Behavioral Health,  
Developmental,  
and Intellectual Disabilities

**Spotlight on  
Innovation: *Te  
am Kentucky***

# TEAM KENTUCKY®

CABINET FOR HEALTH  
AND FAMILY SERVICES

## Workforce Solutions Jam

*Kentucky's Behavioral Health, Developmental & Intellectual Disabilities*

*Workforce Innovation & Development Collaborative:*

*One State's Experience in Creating Infrastructure-Building Mechanisms and Workforce Strategies*

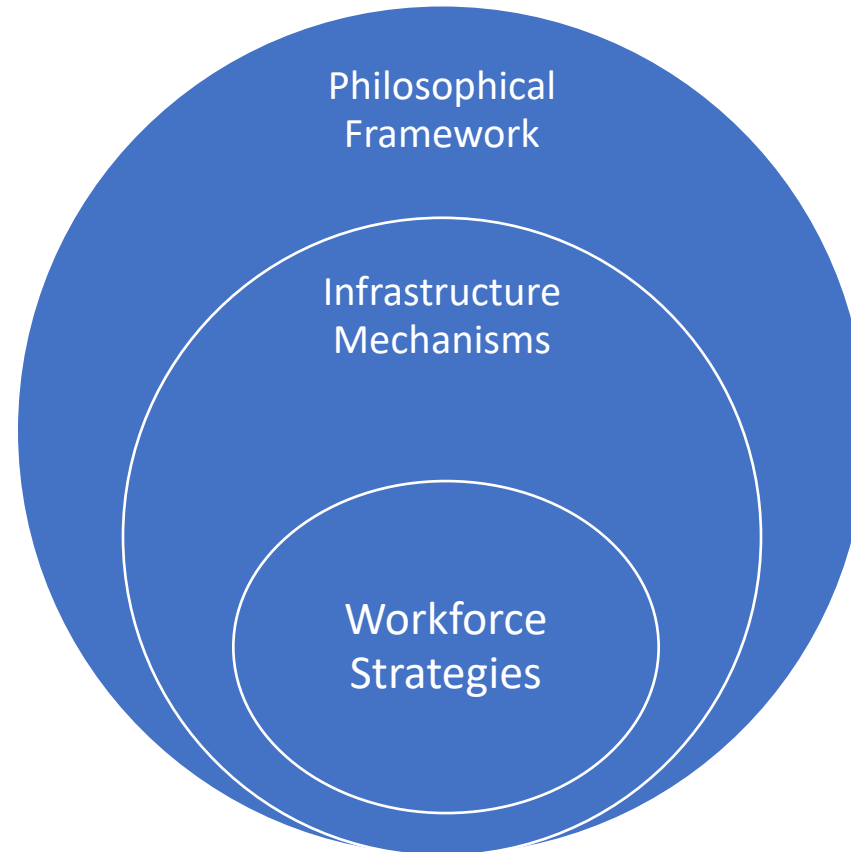
**Kentucky Department for Behavioral Health, Developmental and Intellectual Disabilities**

**June 18, 2024**

# Agenda

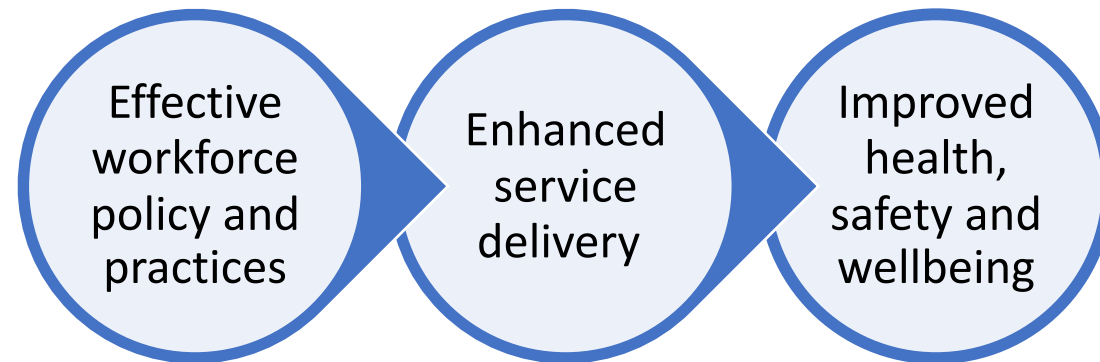
- 3 Critical Components of Plan Development and Implementation: Philosophical Framework, Infrastructure Mechanisms, and Workforce Strategies
- Philosophical Framework: Vision and Mission
- Workforce Infrastructure Mechanisms
- Innovative Workforce Strategies
- Workforce Innovation and Development Action Plan
- Q&A

# Critical Components Guiding Our Work



# Philosophical Framework: Vision

The vision of the WID Collaborative is that the Kentucky behavioral health, developmental, and intellectual disabilities sectors will collaborate to explore, design, implement, and evaluate workforce policies and practices that support service delivery that promotes the health, safety, and wellbeing of all Kentuckians.



# Philosophical Framework: Mission

The **mission** of the WID Collaborative is to establish an **open, participatory, and productive collaborative** that enables the review, design, implementation, and evaluation of policies and practices intended to **improve recruitment, advancement, retention, performance and satisfaction** of the behavioral health, developmental and intellectual disabilities workforce. The Collaborative will employ strategies to promote effective and efficient **brainstorming, coordination and communication** among key implementers as well as **alignment** with related initiatives.

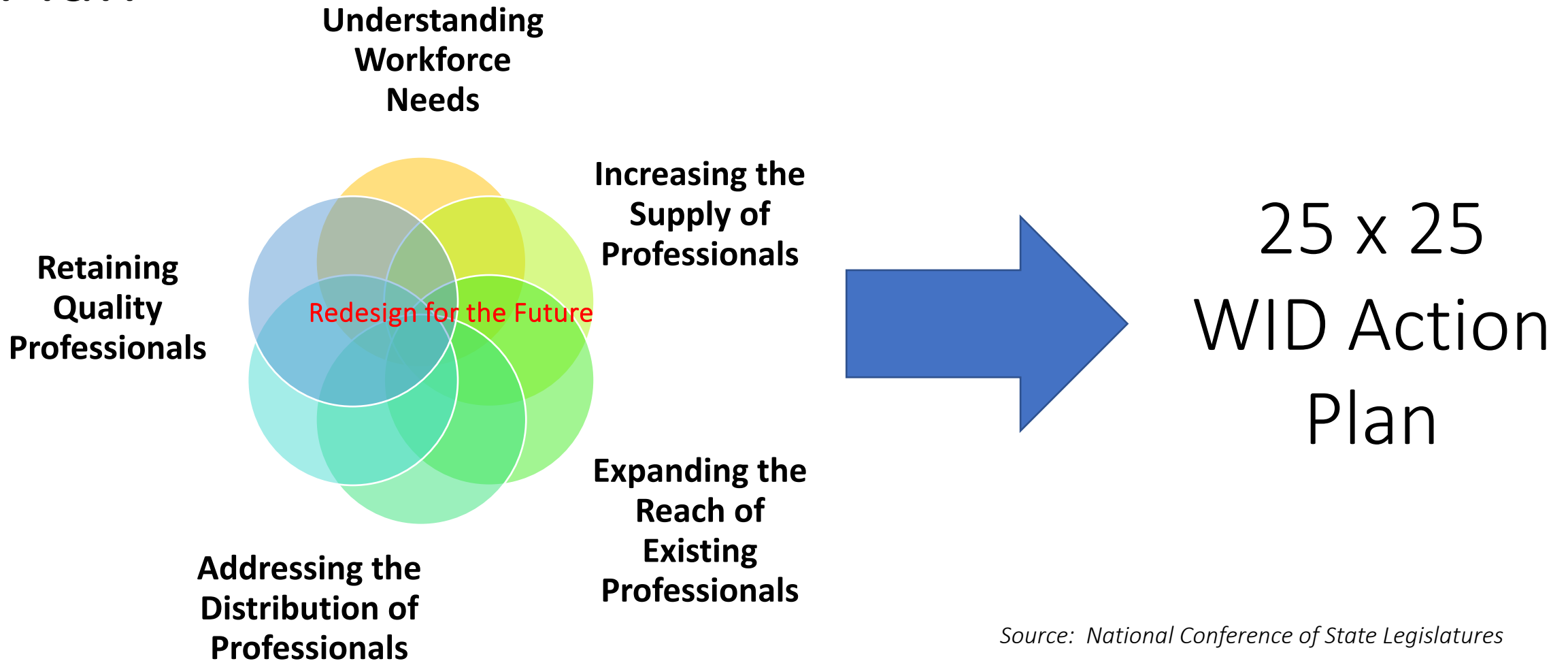
# Workforce Infrastructure Mechanisms

1. Communicate the changing narrative
- 2. Consult with workforce experts**
- 3. Create a governance/advisory group**
4. Secure financial support
5. Embed technology advances and solutions
6. Use data partnerships and resources
7. Identify leadership and management structures
8. Prioritize cross-sector collaboration
9. Establish metrics and evaluation processes
- 10. Combine quick wins with long-term approaches**

# Select Infrastructure Mechanisms

- Consult with Workforce Experts
  - Why this is important
  - Who to engage
  - How to partner
- Create a Governance/Advisory Group
  - The original plan
  - How it changed
  - How and why it matters
- Combine Quick Wins with Long-term Approaches
  - The pace of change
  - Adopt a conceptual model
  - Building on existing efforts

# KY WID Strategic Framework and Action Plan



*Source: National Conference of State Legislatures*

# WID Action Plan Strategies

## Understand Workforce Needs

- Improve access to workforce data
- Improve its quality

## Increase Supply of Professionals

- Expand, improve, fill pathways
- Establish BHDID sector strategies
- Find and include untapped talent
- Design and implement BHDID workforce expansion

## Retain Quality Professionals

- Increase availability and use of resiliency resources

## Address the Distribution

- Increase access to/quality of telehealth
- Increase availability in rural/underserved areas

## Expand the Reach

- Increase reciprocity and compacts
- Expand the number, competency, job quality of auxiliary occupations

## Redesign for the Future

- Build model and capacity for evaluation
- Improve and expand 988, SU workforce

# Select Workforce Strategies

DOMAIN	STRATEGY	INITIATIVE/ACTION
Increase Supply of Professionals	Expand, improve, fill pathways	Integrate BHDID career exposure and content into middle and high school curricula
	Design and implement BHDID workforce expansion	Develop/expand registered apprenticeship programs in targeted occupations
Retain Quality Professions	Increase availability and use of workforce resiliency resources	Well@Work
Expand the Reach of Professionals	Expand the number, competency, job quality of auxiliary occupations	Provide training to ELEVATE the competencies of CHWs in BHDID

# Contact Us

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# PANEL

LET'S TALK



# CENTER FOR WORKFORCE SOLUTIONS UPDATES



NATIONAL COUNCIL  
for Mental Wellbeing

HMA

The College for Behavioral  
Health Leadership



**Dr. Gina Lasky**

**Health Management  
Associates**

***Crosswalk of  
National Behavioral  
Health Workforce  
Recommendations***



# Levers of Change

- CWS believes that there are core levers of change for improving the workforce.
- These levers often need to be used in concert to impact broad solutions and to build a future workforce that is equitable and sustainable.
- Equity is embedded across the levers of change.
  - All solutions and actions within the levers of change **need to examine unfair practices and unjust conditions that can harm or have harmed** specific groups and communities—
  - Solutions need to be aimed at elevating the needs and **health of all people and ensure that workforce solutions allow all individuals to thrive** and fully participate in the behavioral health workforce.
  - Specific recommendations and solutions aimed at expanding the workforce **will require devoted (and sometimes additional) resources or different resources where injustice or inequitable strategies have resulted in barriers to participation.**



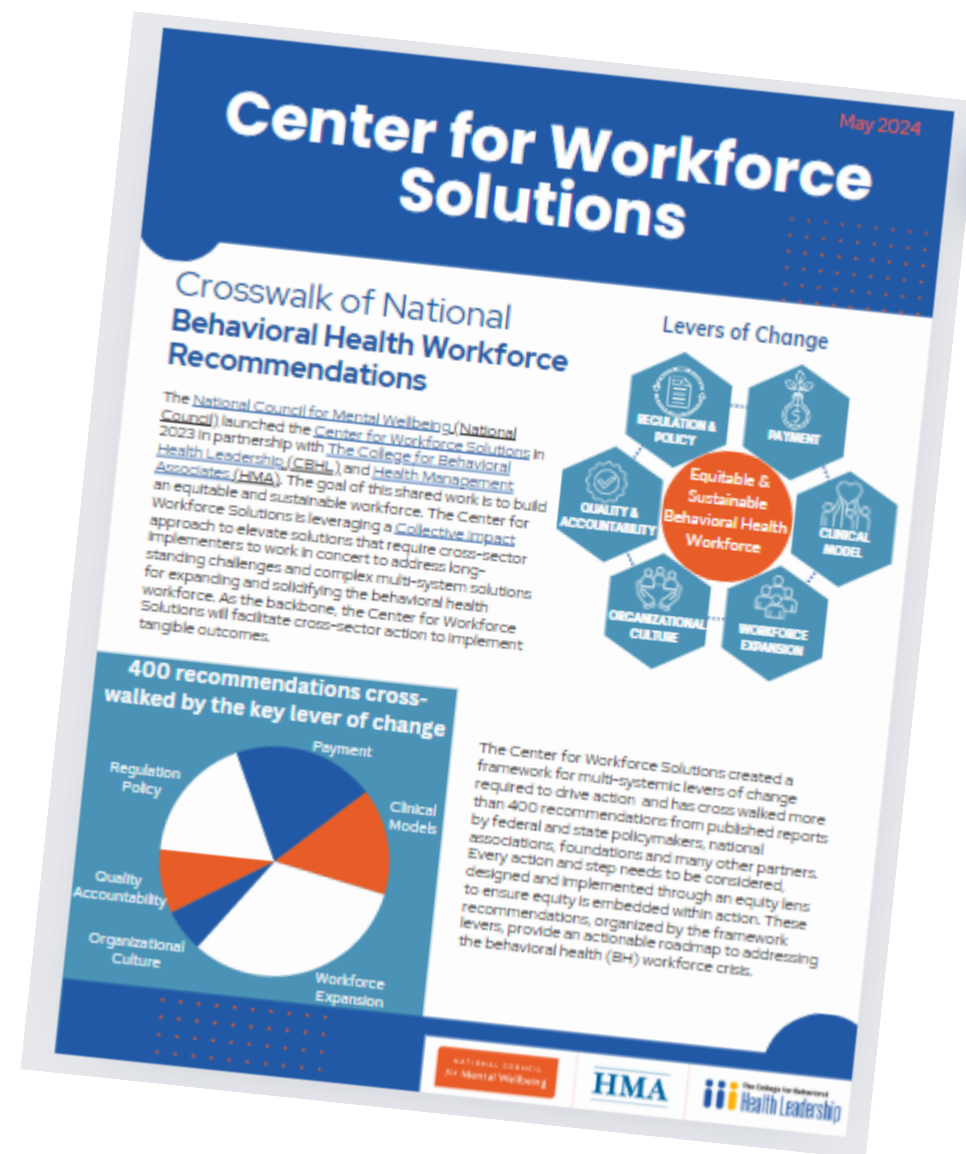


# CWS Review of Recommendations

Reviewed multiple national sources of workforce strategies and recommendations

Cross walked more than 400 recommendations using the key levers of change

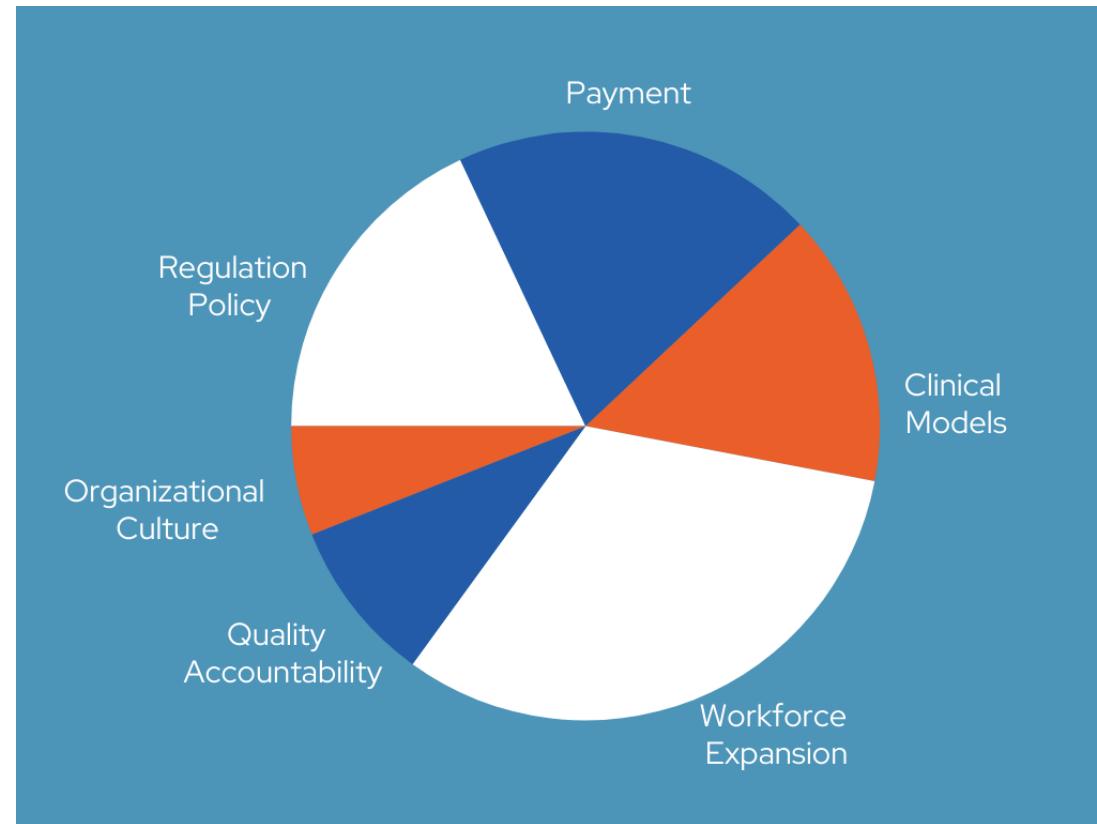
There is overlap and intersection across the levers however we looked at who would need to **be the lead implementer** for each recommendation and then what other levers may need to be engaged





# Findings

- **Workforce Expansion** had the largest number of recommendations with a focus on expansion of the workforce which could mean different areas of work
  - Building a pipeline for licensed professionals
  - Building non-traditional workforce and expanding career pathways
- **Payment was also a focus with recommendations aimed at many elements of payment**
  - Loan repayment
  - Behavioral health workforce salaries
  - Reimbursement
  - Alternative payment and other ways to expand the salaries
- **Regulation and Policy and Clinical Model changes were also frequent in number**
  - Adapt regulations to reduce restrictions on providers such as reviewing existing licensure requirements to increase flexibilities in qualifications and promote telehealth flexibilities at federal and state level
  - Expand Certified Community Behavioral Health Clinic (CCBHC) model



# How will Summary Be Used

## Spreading Information

CWS wants to offer support in sharing what exists and recommendations that are common or shared across sources

## Steering Committee and Work Group Prioritization

Supporting CWS in prioritization of activities and getting to action

## Tracking What Works

CWS wants to support the scaling of solutions that are effective and sharing ideas that gain traction

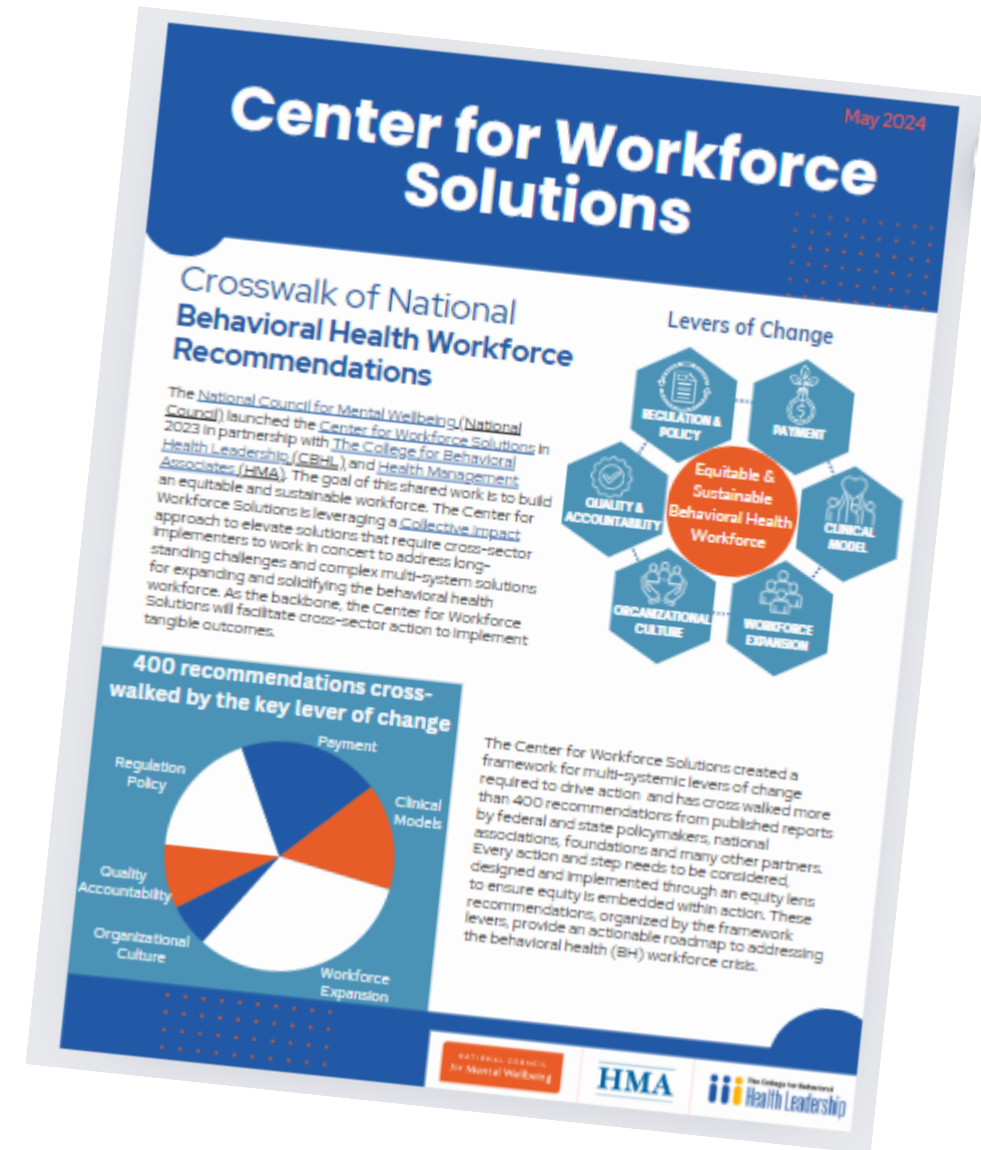


# Summary Document

- The Summary provides an overview of the CWS work, levers of change and then the outcomes of the crosswalk.
- Examples of recommendations are provided for each of the categories. This is often a compilation of multiple recommendations across sources.
- Sources are also provided

Read the Summary Here:

<https://www.thenationalcouncil.org/resources/crosswalk-workforce-recommendations/>





# LEGISLATIVE PARTNER UPDATES





**Peter Delia**

**Federal Policy Manager  
National Council for Mental  
Wellbeing**

# **State Workforce Policy Update**

NATIONAL  
COUNCIL  
*for* Mental  
Wellbeing

# State Workforce Policy Update

National Council for Mental Wellbeing



# Public Policy Mission Statement

National Council advocates for assertive public policies that:

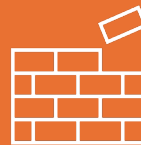
## Ensure

equitable access  
to high-quality  
services



## Build

the capacity of mental  
health and substance  
use treatment  
organizations



## Promote

a greater understanding  
of mental wellbeing  
as a core component  
of comprehensive  
health and health care

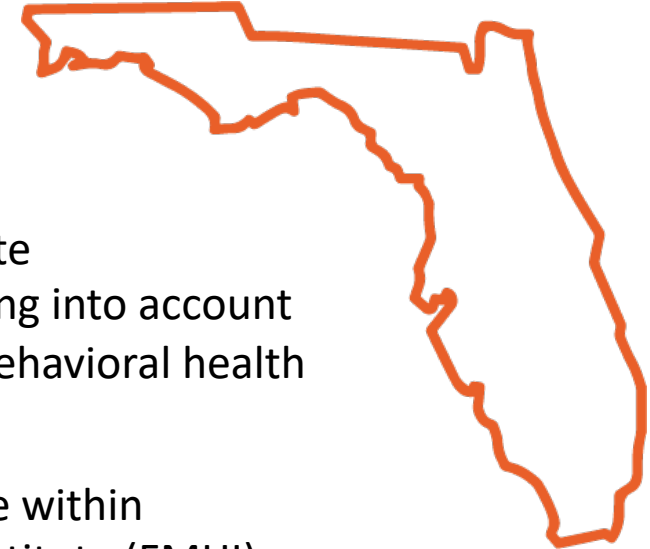


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COUNCIL  
*for* Mental  
Wellbeing



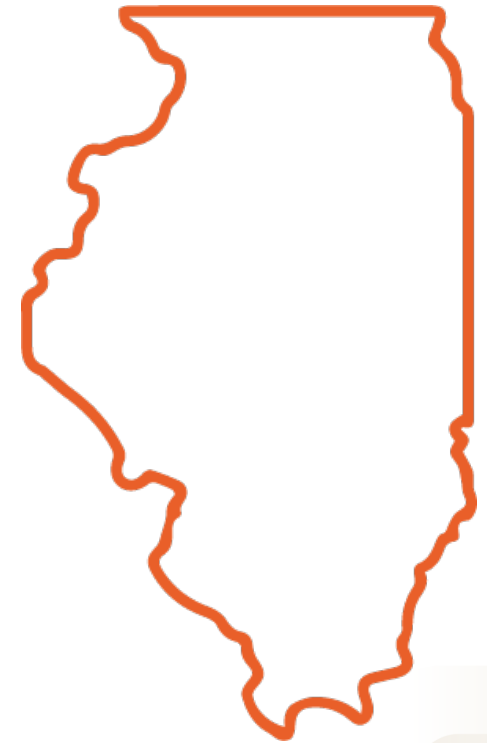
# SB 330 – Florida

- SB 330 creates a new “behavioral health teaching hospital” designation for licensed teaching hospitals that partner with a state university school of medicine and offer specific behavioral health education programs.
- The bill creates the designation of “behavioral health teaching hospitals.”
- Specifically, the bill initially designates four behavioral health teaching hospitals and allows the Agency for Health Care Administration to designate up to four additional hospitals between July 1, 2025, and July 1, 2027, taking into account equitable distribution of such hospitals by geographical service area and behavioral health services access.
- The bill also establishes the Florida Center for Behavioral Health Workforce within the University of South Florida’s Louis de la Parte Florida Mental Health Institute (FMHI). The new center will analyze issues of workforce supply and demand in behavioral health professions in the state, including recruitment, retention, and other workforce issues.



# HB 2365 – Illinois

- HB2365 builds on the success of previous legislation that removed the Association of Social Work Boards (ASWB) exam for non-independent clinical licensure, by creating a first-in-the-nation alternative path for independent clinical social workers to complete the licensure process.
- Under the new law, social workers will need to acquire a master's degree in social work, obtain 3,000 hours of intense clinical supervision by a licensed clinical social worker, and have attempted to pass the ASWB exam at least once in the past 5 years.
- Social workers will be given the opportunity to either continue to retake the exam or pursue an alternative path that would add on an additional 3,000 hours of supervised work experience before applying to the state for independent licensure.
- The ASWB exam has long been a standard requirement for individuals seeking to enter the social work profession. This new law opens doors to a more diverse and talented social work workforce.

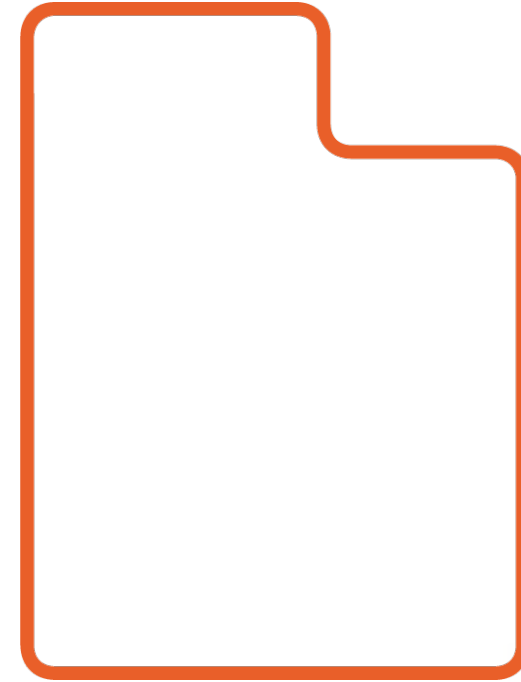


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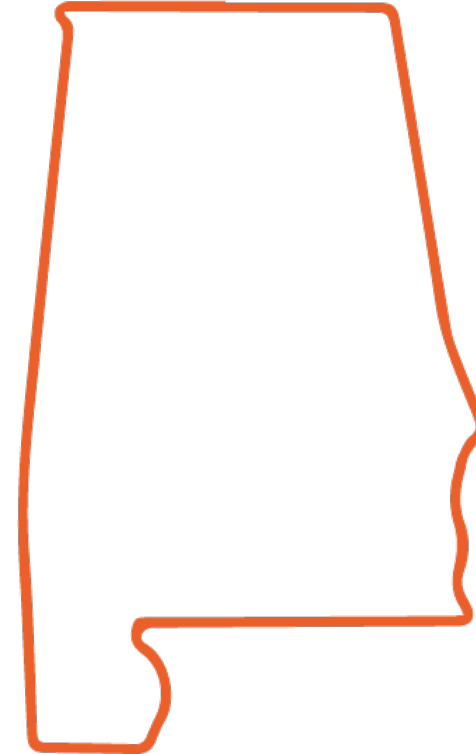
# SB 26 – Utah

- Creates an alternate pathway for social workers, clinical mental health counselors, and marriage and family therapists to become fully licensed with additional clinical supervision and recommendations in lieu of passing a national exam.
- Also creates a 1-year certification to become a behavioral health technician, and a behavioral coach license for people with bachelor's degrees.
- One of the most significant changes in SB26 is the limited prescribing authority granted to psychologists. Psychologists can prescribe a set of low-risk antidepressants (with added education and training and in collaboration with a doctor).
- The physician licensing board would advise regulators on all oversight, including any expansion of allowable drugs in the future.



# SB 208 – Alabama

- SB 208 enrolls Alabama into the Social Work Interstate Compact to assist with military and military spouse occupational licensure.
- In all, 18 states have passed the compact legislation. They are Missouri on July 7, 2023, followed by South Dakota on February 4, 2024; Utah, Washington state, and Kentucky in March; Virginia, Nebraska, Vermont, and Maine in April; Georgia, Iowa, Alabama, Ohio, Louisiana, Tennessee and Minnesota in May; and Colorado in June.
- The legislation has been introduced in about 15 other states.



# Questions

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OR

National Council's policy team  
at [policy@thenationalcouncil.org](mailto:policy@thenationalcouncil.org)





**TAKEAWAYS &  
REFLECTION**

# We want your feedback!



*Scan the QR code, or type this link into your browser:*

<https://www.surveymonkey.com/r/June18JamEval>

# Have a suggestion for a future presentation?



*Scan the QR code, or type this link into your browser:*

<https://www.surveymonkey.com/r/workforcesolutionsjam>

JOIN US AT THE NEXT  
WORKFORCE SOLUTIONS JAM!

*July 16, 2024*

*at 10:00am PT / 1:00pm ET*

Workforce Diversity