

WORKFORCE SOLUTIONS JAM

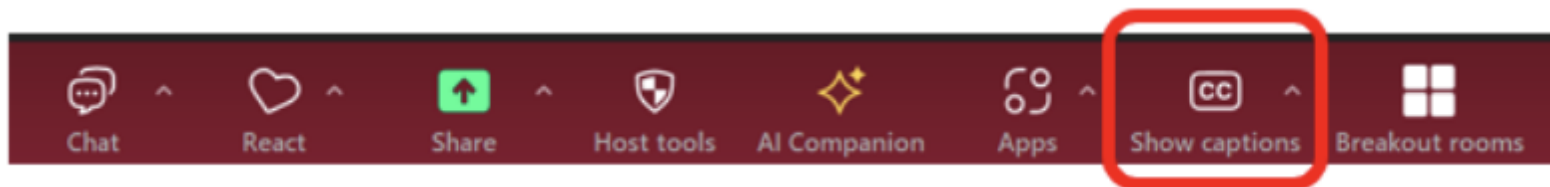
JANUARY 21, 2025

Bridging the Gap: Advancing a Diverse and Resilient Workforce for SUD Treatment



Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- Engagement is encouraged – please share resources and reflections in chat!
- A recording and slides will be emailed to you within 48 hours
- ASL interpretation is being provided at this event - the ASL interpreter will be spotlighted
- Live captioning is available – click the "show captions" button to see the transcript
- If you have technical difficulty, please directly message Srinidhi Alur to try to troubleshoot





What is the Workforce Solutions Jam?

A monthly webinar to build national momentum and encourage collaboration through The Partnership

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



Poll – Let's hear from you!

What type of role do you represent?

- Clinician
- Clinical Program Administrator (i.e., Director of Outpatient Services)
- Organization Administrator (i.e., C-Suite, HR)
- Organization / Association Staff
- Policy Maker
- Payer / Funder
- Academic
- Other – *let us know what type of role in chat!*



Agenda

Welcome

Policy Spotlight

Key Presentation

Panel Dialogue

Next Steps

**POLICY
SPOTLIGHT**



Bridging the Gap: Advancing a Diverse and Resilient Workforce for SUD Treatment

Workforce Solutions Jam
January 21, 2025

Shelly Weizman, JD
Associate Director, Center on Addiction and Public Policy
O'Neill Institute for National and Global Health Law
Georgetown University Law Center
shelly.weizman@georgetown.edu

Center on Addiction & Public Policy



Housed at the O’Neill Institute for National and Global Health Law at Georgetown Law, The Center on Addiction and Public Policy works to advance a public health approach to substance use disorder and the overdose epidemic through legal and policy strategies that promote evidence-based treatment, harm reduction, and recovery.

Leadership Development

Georgetown's **Master of Science in Addiction Policy & Practice** is a one year interdisciplinary degree training leaders in addiction policy and advocacy.

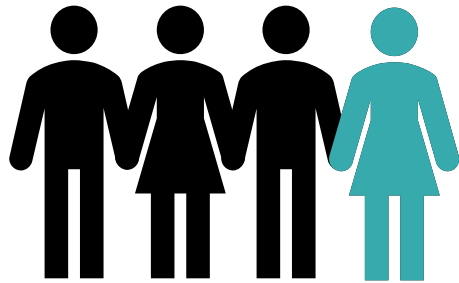
The **Recovery Policy Collaborative** is a network of experts with **lived experience** with addiction and recovery who work across health, human rights, government, policy, and law.

The **Addiction Policy Scholars** program supports current and emerging leaders with personal, familial and professional experience with addiction and recovery.



IMPACT OF SUBSTANCE USE DISORDER (SUD)

In 2023, 48.7 million Americans had a Substance Use Disorder (SUD).

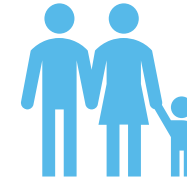


Less than 25% of those with SUD received any treatment.

42% of Americans know someone who has died of an overdose.



More than **300,000** children have lost a parent to overdose since 2011.



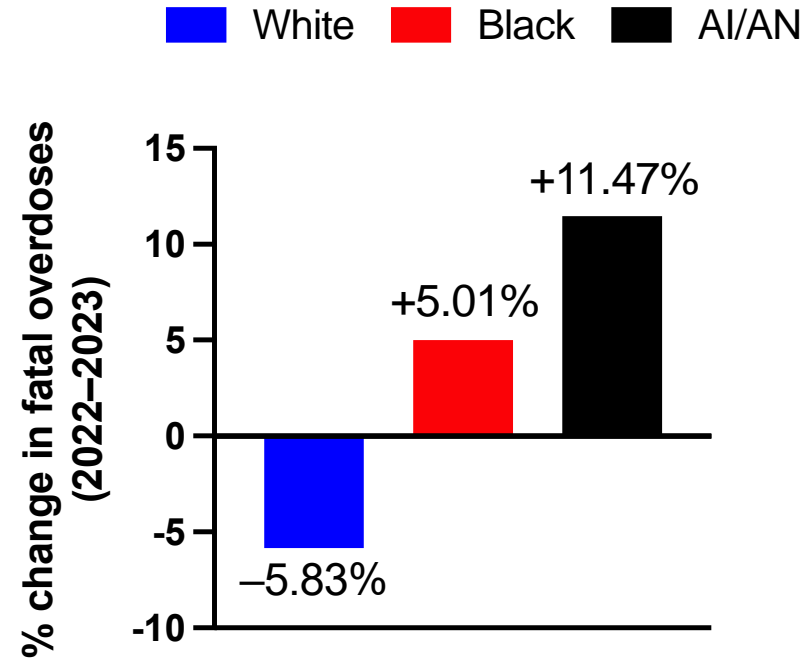
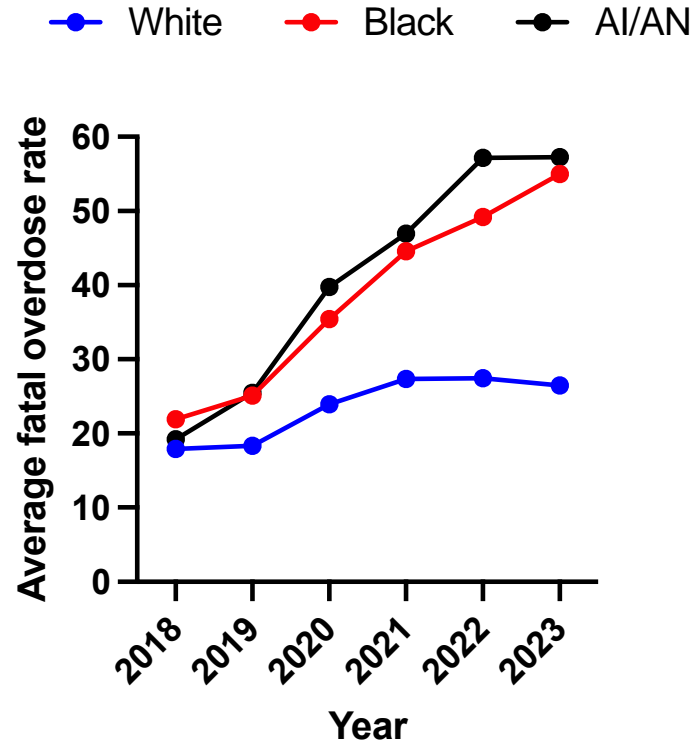
12% of children live in households with at least one parent with an untreated SUD.



The NIH estimates that the economic cost of SUD is more than **\$700 billion** per year.

IMPACT OF SUBSTANCE USE DISORDER (SUD)

Communities of color have been disproportionately impacted by the overdose epidemic.



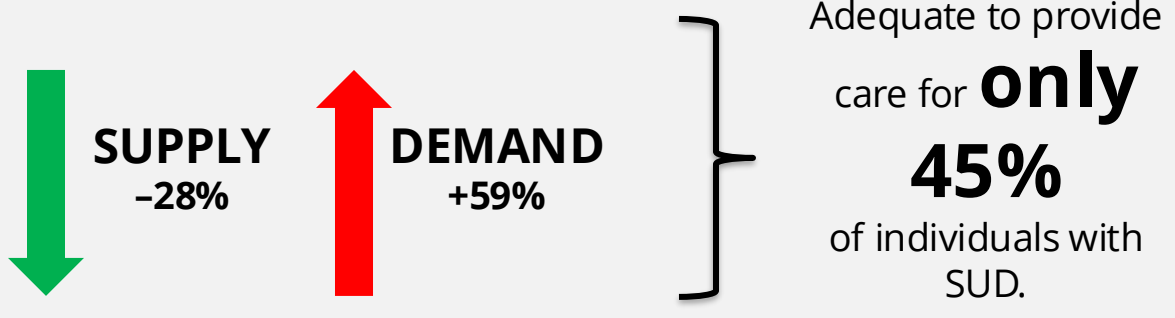
Black people with OUD are **50% less likely** to be prescribed any form of MOUD, compared to white patients.

O'Neill Institute; CDC.

SUD WORKFORCE LANDSCAPE

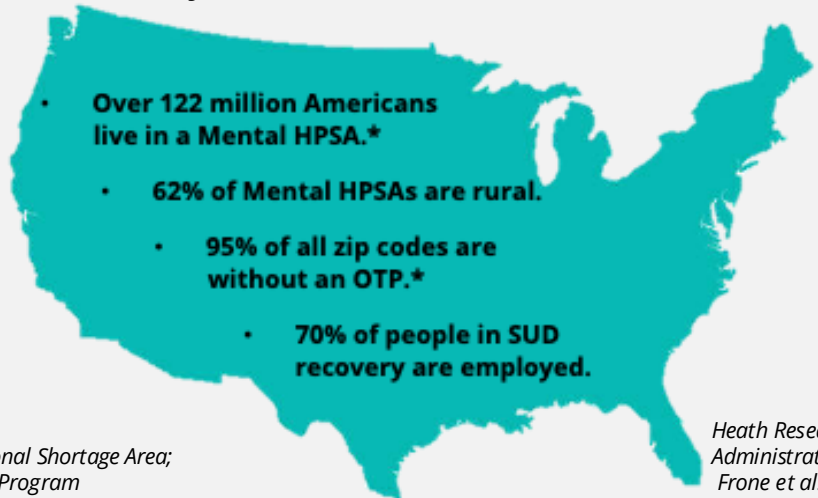
There is a current and worsening SUD workforce shortage across SUD workforce professions and throughout the United States.

Example: Addiction Counselors 2022-2037



Heath Research & Services Administration.

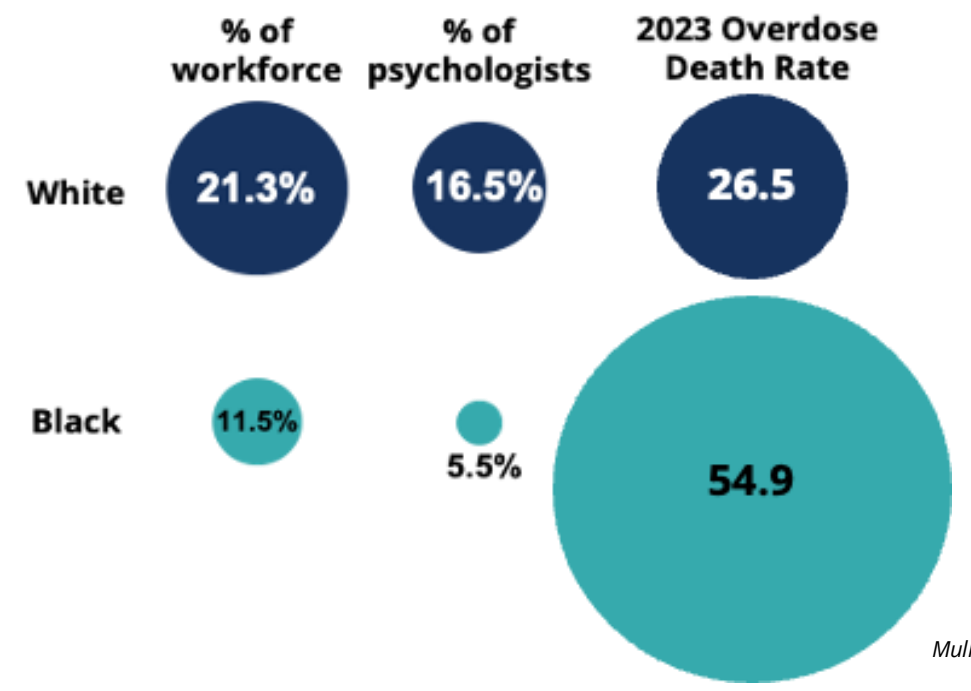
The SUD, and larger behavioral health, workforce shortage is broadly felt across the United States.



Heath Research & Services Administration; Jehan et al. (2024); Frone et al. (2022).

*HPSA=Health Professional Shortage Area; OTP=Opioid Treatment Program

Racial, ethnic, and other groups are underrepresented across the board in behavioral health and SUD workforce.



Mullan Institute; CDC.

To meet the growing and diverse needs of people with SUD, a data-driven SUD workforce strategy that grows and strengthens the SUD workforce for the future.



CURRENT POLICIES & RESOURCES

Federal

Medicaid reimbursement for peer support

- In June 2024, CMS released FAQs clarifying peer support reimbursement policy
- 41 states allow Medicaid reimbursement for peer support mental health and SUD services

Section 1115 re-entry waivers

- 16 states have waivers to provide Medicaid pre-release coverage for incarcerated individuals

SAMHSA

- Behavioral Health Career Navigator
- Center for Financing Reform & Innovation (CFRI)
- Office of Behavioral Health Equity (OBE)

HRSA

- NHSC Substance Use Disorder Workforce Loan Repayment Program
- HRSA Addiction Medicine Fellowship

Recovery-Ready Workplaces

- DOL's Recovery-Ready Workplace Resource Hub
- ONDCP's Recovery Ready Workplace Toolkit

State



Behavioral Health Education
Center of Nebraska at
University of Nebraska



Florida Center for Behavioral
Health Workforce at
University of South Florida



Behavioral Health Services Act of
2023, allocating \$36 million to
workforce development.

RESOURCES

NASEM: *Addressing Workforce Challenges Across the Behavioral Health Continuum of Care*



SAMHSA: *Practical Guide for Expanding the Community-Based Behavioral Health Workforce*



Office of Behavioral Health Equity: *Workplace*



HRSA: *National Center for Health Workforce Analysis*



Mullan Institute, George Washington Univ.: *Behavioral Health Workforce Tracker*



Department of Labor: *Recovery-Ready Workplaces Resource Hub*



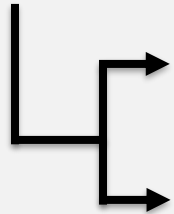
BUILDING THE SUD WORKFORCE OF THE FUTURE

LEGISLATIVE ANALYSIS AND PUBLIC POLICY ASSOCIATION

MODEL BUILDING THE SUBSTANCE USE DISORDER WORKFORCE OF THE FUTURE ACT



Create the **Independent Commission** on SUD Workforce



Conduct **Preliminary Report** with Landscape Review, Needs Assessment, & Gap Analysis



Develop data-driven **Strategy** to build SUD workforce



Create the **Office of SUD Workforce Transformation** (OSWT) to implement the strategy



Create the **Center for SUD Workforce Excellence** to provide TA to providers & job seekers in the SUD field



Provides **funding** and accountability mechanisms

Independent Commission on SUD Workforce

- Appointed by all three branches and Tribal Nations
- Includes representatives across state government
- Represent communities disparately impacted by SUD and the racial, ethnic, geographic, or other demographic diversity of state
- Experience with SUD service provision, public health policy, law enforcement, workforce development, SUD lived or living experience, etc.

BUILDING THE SUD WORKFORCE OF THE FUTURE

The Commission and OSWT will be guided by the following five PRIORITIES:



Increase the **SUD workforce to meet the needs of a diverse population** with SUD and their families across the continuum of care and settings where services and supports are provided.

Implement **recruitment and retention** strategies to promote the long-term sustainability of the SUD workforce.



Maximize the use of resources and administrative efficiency.

Incentivize integrative approaches to achieve holistic outcomes.



Identify and **leverage funding and financing** mechanisms.

Thank you


Shelly Weizman, JD

Associate Director, Center on Addiction and Public Policy

O'Neill Institute for National and Global Health Law

Georgetown University Law Center

shelly.weizman@georgetown.edu



today:

**Innovative Strategies to
Strengthen the SUD Workforce
and Support Recovery**





PRO•A
Pennsylvania Recovery
Organizations Alliance

**MOBILIZE
EDUCATE
ADVOCATE**

Together we can!



PROA Strengthening our Substance Use Condition Workforce, Past, Present & Future

January 21st, 2025

William Stauffer
Executive Director
The Pennsylvania Recovery Organizations Alliance

We are PRO-A!



- One of the first Recovery Community Organizations in the nation, founded in 1998
- Our mission: to mobilize, educate and advocate in order to eliminate the stigma and discrimination toward those affected by substance use disorders to ensure hope, health and justice for individuals, families and those in recovery.

Strengthening Our Workforce

Presentation Goals:

- Provide an overview of PROA and our role in workforce development over the decades.
- Describe peer training, peer networking and peer mentoring strategies.
- Highlight positive outcomes and promising developments that have come from the workforce strengthening efforts.

Consider:

Our Field and the Recovery Movement in America

- We have a young field that within the short time it has existed, had experienced peaks and valleys.
- Our fields connection to the recovery community is perhaps the key factor in its health.



Our Field and Its Endemic Workforce Crisis

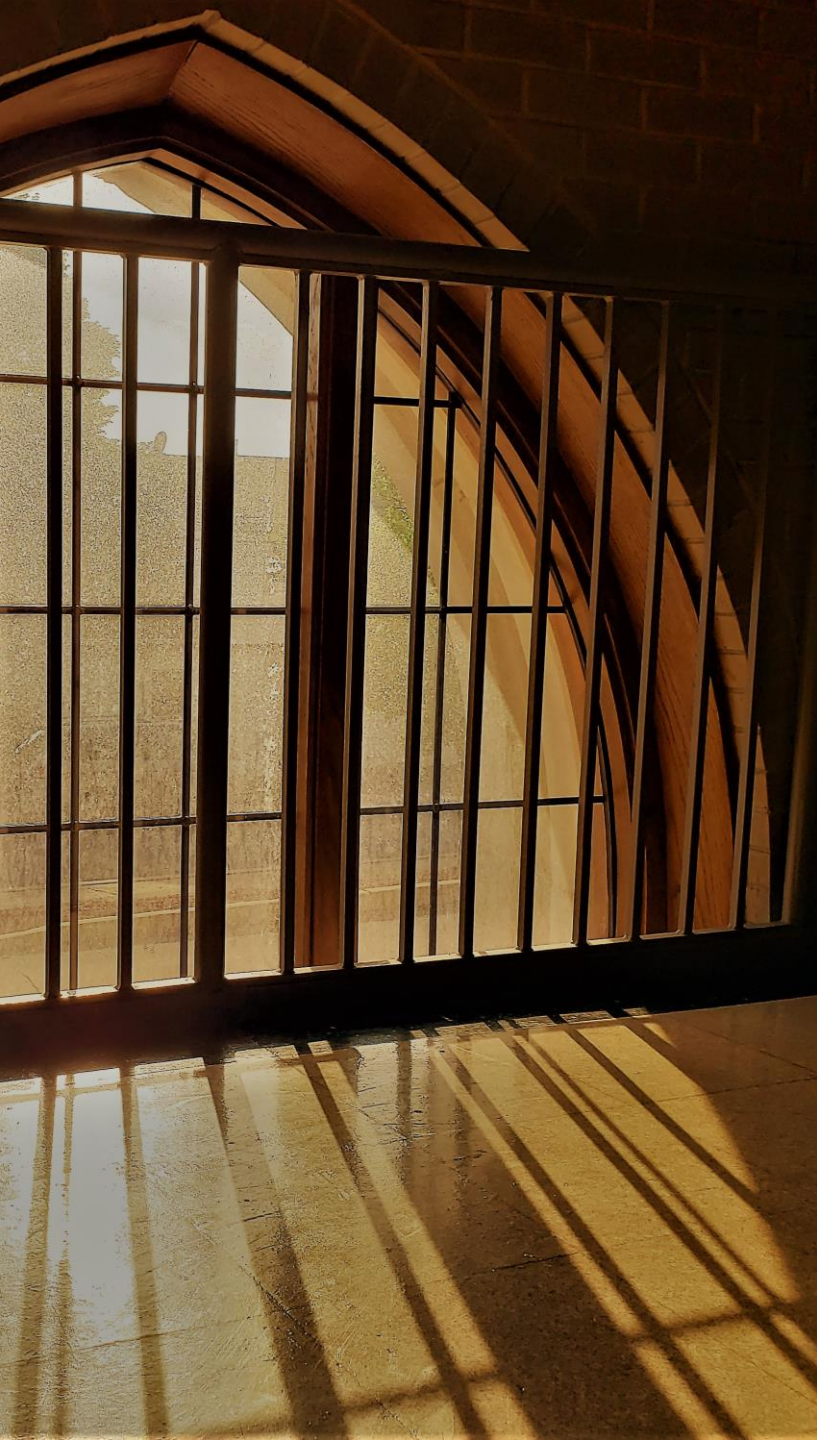
- While worsening, none of the challenges we face our new.
- We have long ignored our greatest assets to the field while focused on the challenges.



The American Recovery Movement

Modern Era Late 1960s Onward

- On May 8, 1976, 52 prominent citizens including Senator Harold Hughes were open about recovery in “Operation Understanding.”
- Quickly followed by the largest recovery event ever held, in Bloomington MN, called “Freedom Fest.”
- Public perception about recovery began to improve and care expand.



SUD Services in the early 1990s

Retraction of Recovery Efforts

- MCOs began to carve out care with lower financial incentives for intensive treatment.
- SUD coverage declined 75%, compared to 11.5% for general health care.
- The shift resulted in a drastic reduction in frequency and duration of inpatient care.
- No corresponding increase in outpatient care.
- Negative impact on rehabilitation efforts and our workforce.

The New Recovery Advocacy Movement

Rebirth of the Recovery Movement - NRAM

There was a growing recognition in the mid 1990s that there was no representation of persons in recovery in policy development and increasingly in our workforce with significant negative impacts.

- Former Senator Hughes founded the Society of Americans for Recovery (SOAR) in 1990 to advocate for recovery.
- SAMHSA funded recovery community grants
- Recovery Community Organizations like PROA were formed across the nation.



Overview of Our Workforce Efforts

Peer support and Beyond

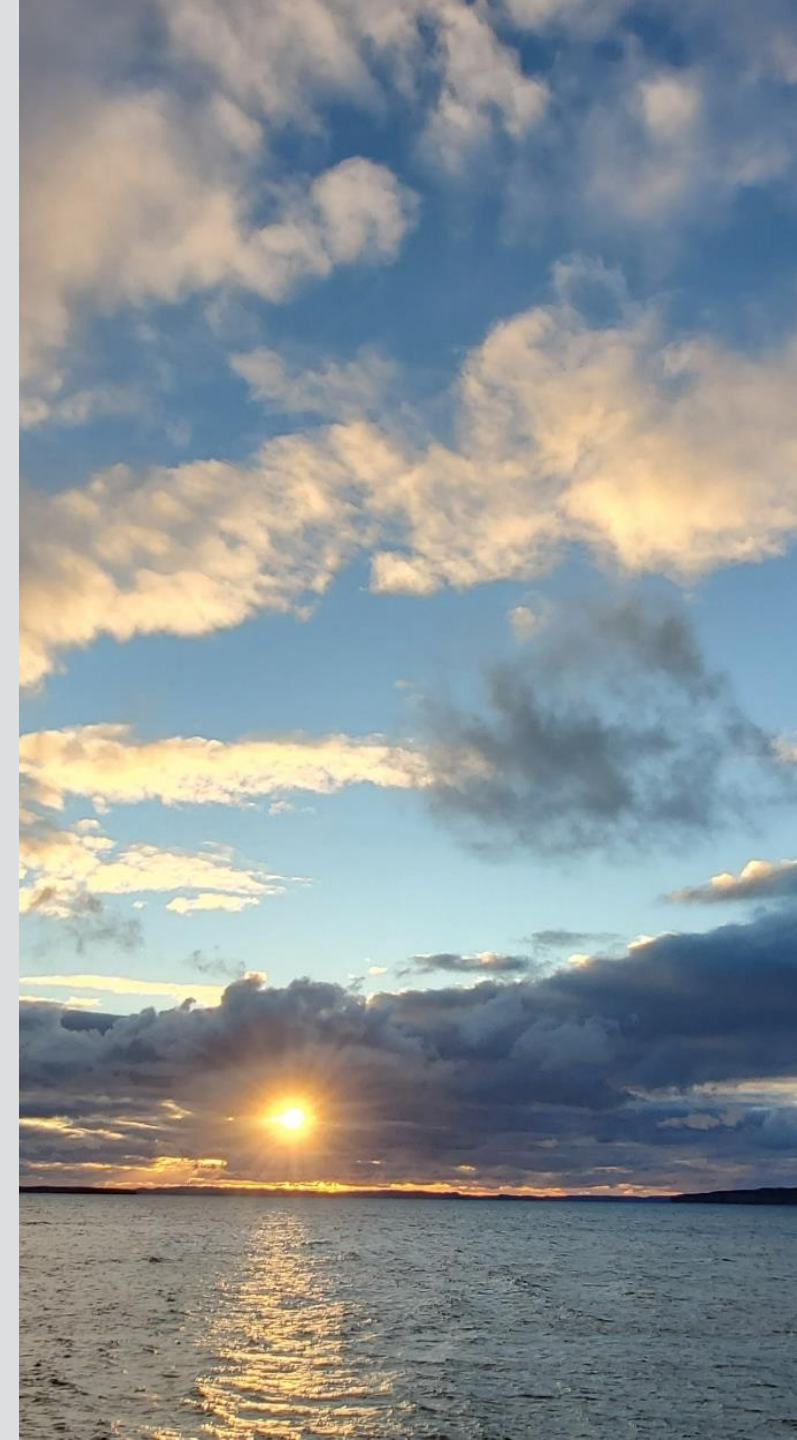
- Primary Role in developing peer support training / family peer support training / peer supervision training in PA
- Provide TA and training to our state Centers of Excellence (COE) and beyond, including monthly support and mentoring calls
- Beyond peers – PA DLI newly approved Counselor Apprenticeship Program to support clinical care workforce development

COE Peer calls

Overview of focus and intent

Monthly peer support calls continuously starting in October 2020

- Individualized agenda on emerging topics of core competencies that includes links to evidence-based articles.
- Intended to support worker understanding of available resources for this professional development and supporting more effective care through the facilitated call.
- Questions on the agenda to focus attendees to consider key factors of peer service work/ skill improvement.
- Incorporate networking strategies to support collegial relationships to broaden networks and support workforce retention.





Peer Supervisor Calls

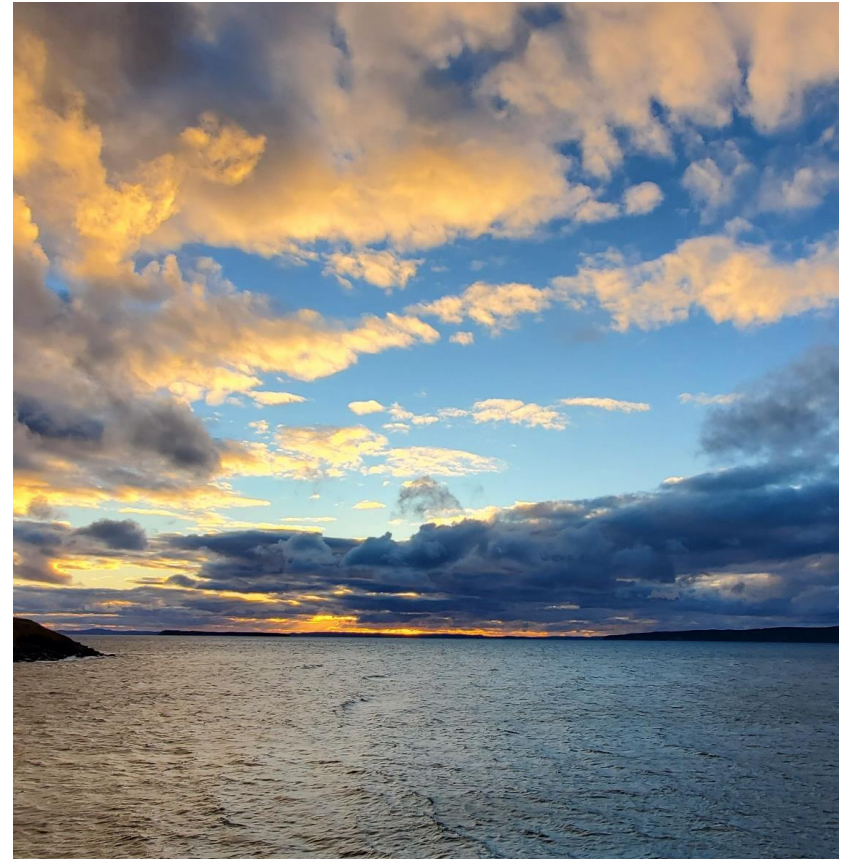
Overview of focus and intent

Monthly peer service supervisor calls since February 2022

- Individualized agendas based on common peer supervision needs or emerging issues that come out of our work with the COEs.
- Intentionally designed to support peer supervisor professional growth and networking.
- Each call includes links to evidence-based articles or relevant materials to support supervisor tasks and skill development.
- Intentional networking strategies to foster support the formation of collegial relationships to broaden their professional network as part of workforce retention efforts.

Workforce Support- Highlights

- Technical assistance on peer integration, changes in program leadership, supporting new supervisors and the recruitment and retention of peer workers.
- Educational webinars conducted on topics such as staff wellness, staff retention and core components of peer service programming to support COE worker awareness.
- Educational handouts on grief, worker wellness, peer competencies, peer integration, peer recruitment and retention strategies



Follow Up

What other strategies are you seeing to support our workforce?



What did we miss?



What additional points /perspectives would you like to add?





PRO·A
Pennsylvania Recovery
Organizations Alliance

MOBILIZE
EDUCATE
ADVOCATE

Together we can!

WORKFORCE LOUNGE



Meet Our Panelists



Alexandra Plante
Senior Advisor of Substance Use,
National Council for Mental Wellbeing



Philip Rutherford
Vice President for Substance Use,
National Council for Mental Wellbeing



William Stauffer
Executive Director, Pennsylvania
Recovery Organization Alliance (PRO-A)



Shelly Weizman
Associate Director, Center on Addiction and Public
Policy at the O'Neill Institute at Georgetown Law

DISCUSSION

LET'S TALK

A red circular arrow graphic that starts at the top left, goes down, then right, then up, and finally left, ending with an arrowhead pointing down. It frames the central text.

TAKEAWAYS & REFLECTION

Poll – Let's hear from you!

How likely are you to refer a colleague to a future session?

We want your feedback!



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

<https://www.surveymonkey.com/r/Jan21JamEval>

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!

February 18, 2024

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