

WORKFORCE SOLUTIONS JAM

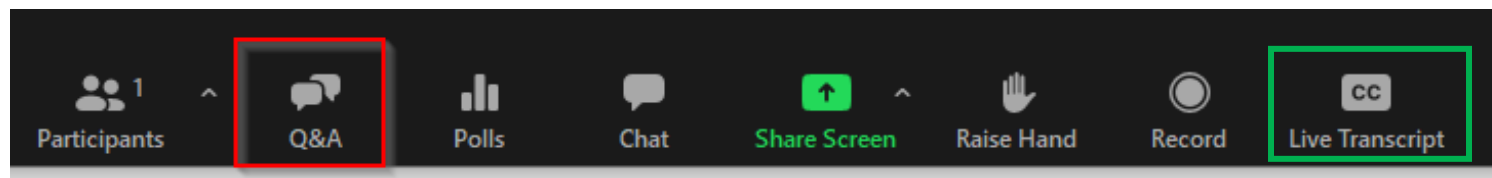
MAY 20, 2025

**Solving Together: Celebrating Year One of
Workforce Solutions Jams**



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 chat "Hosts and Panelists" to try to troubleshoot
- **Q&A** is available – click on the Q&A feature to ask a question or upvote





Agenda

Welcome

A Look Back

A Look Ahead

Engagement Q&A

Next Steps



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 Workforce Solutions Partnership

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





today:

Solving Together:

***Celebrating Year One of Workforce
Solutions Jams***

Chat Waterfall – let's hear from you!



*What have you
liked about the
Workforce Solutions Jams?*

1. Type in your answer in chat
2. Wait to hit enter until we say go!

A Look Back



Workforce Partnership Key Milestones

Convening

The National Council, HMA and The College for Behavioral Health Leadership (CBHL) convened national partners to inform the levers of change and discuss workforce priorities.

February and April 2023

Backbone Formation

Partners have been meeting to develop clear roles and responsibilities and to share the role of the collective impact backbone. They also developed a crosswalk of recommendations.

Fall 2023

Launch of Provider ECHO

The Workforce Solutions ECHO was launched to support monthly collaboration, brainstorming and solution development organized by the levers of change.

National Webinar

The partners hosted a webinar to discuss the idea of collective impact and the levers of change.

November 2023

Workforce Solutions Jam

The Partnership launched monthly Workforce Solutions Jam sessions to engage a national, cross-sector audience and share ideas, solutions and impact.

May 2024

Celebrating one year of the Workforce Solutions Jam!

Today

2021

Workforce Issue Briefs

Health Management Associates (HMA) and the National Council partnered on three workforce briefs covering immediate policy actions, clinical changes and recommendations for ensuring fairness, access, and representation of communities served.

Summer 2023

Levers of Change

The levers of change were developed.

Early 2024

Technical Expert Panel

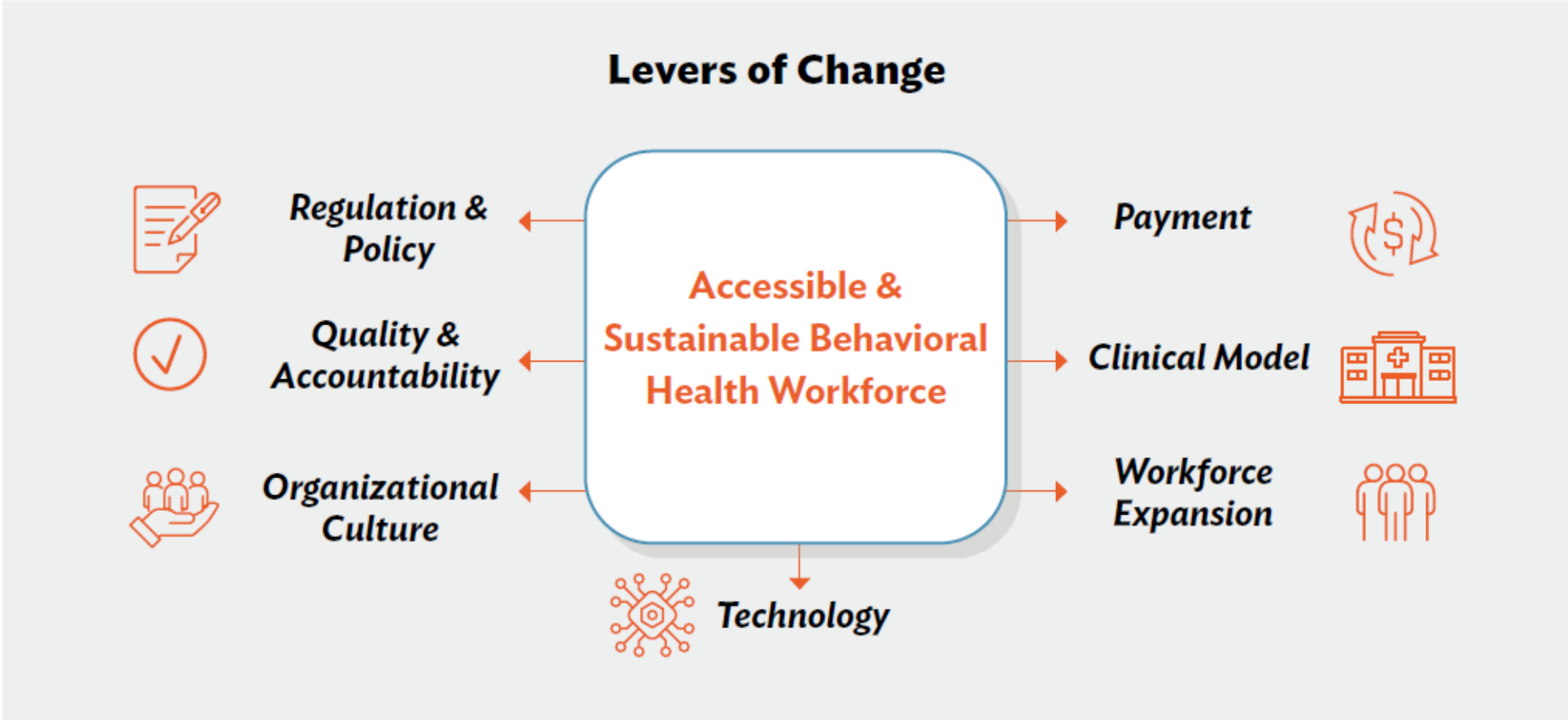
The National Council, HMA and CBHL formed a technical expert panel to inform steering committee membership.

March 2025

Call to Action

Published "Call to Action" for a national approach to building a coalition to address short-term and long-term workforce solutions.

Workforce Solutions Partnership: Levers of Change



Key Takeaways from Jams

Workforce Expansion

- Discussed supporting workforce expansion by targeting education cost, flexible settings for obtaining degree while working, paid internships, and loan repayment as potential solutions.

Regulation & Policy

- Explored licensure compacts, legislation receiving bipartisan support (such as increasing provider reimbursement), and workforce centers and alliances. Scalability can come from translating existing programs to the Behavioral Health field.

Organizational Culture

- Strategies to create a workplace where staff want to stay include 4-day work week, free lunches, reduced cost of childcare, and wellness incentives.

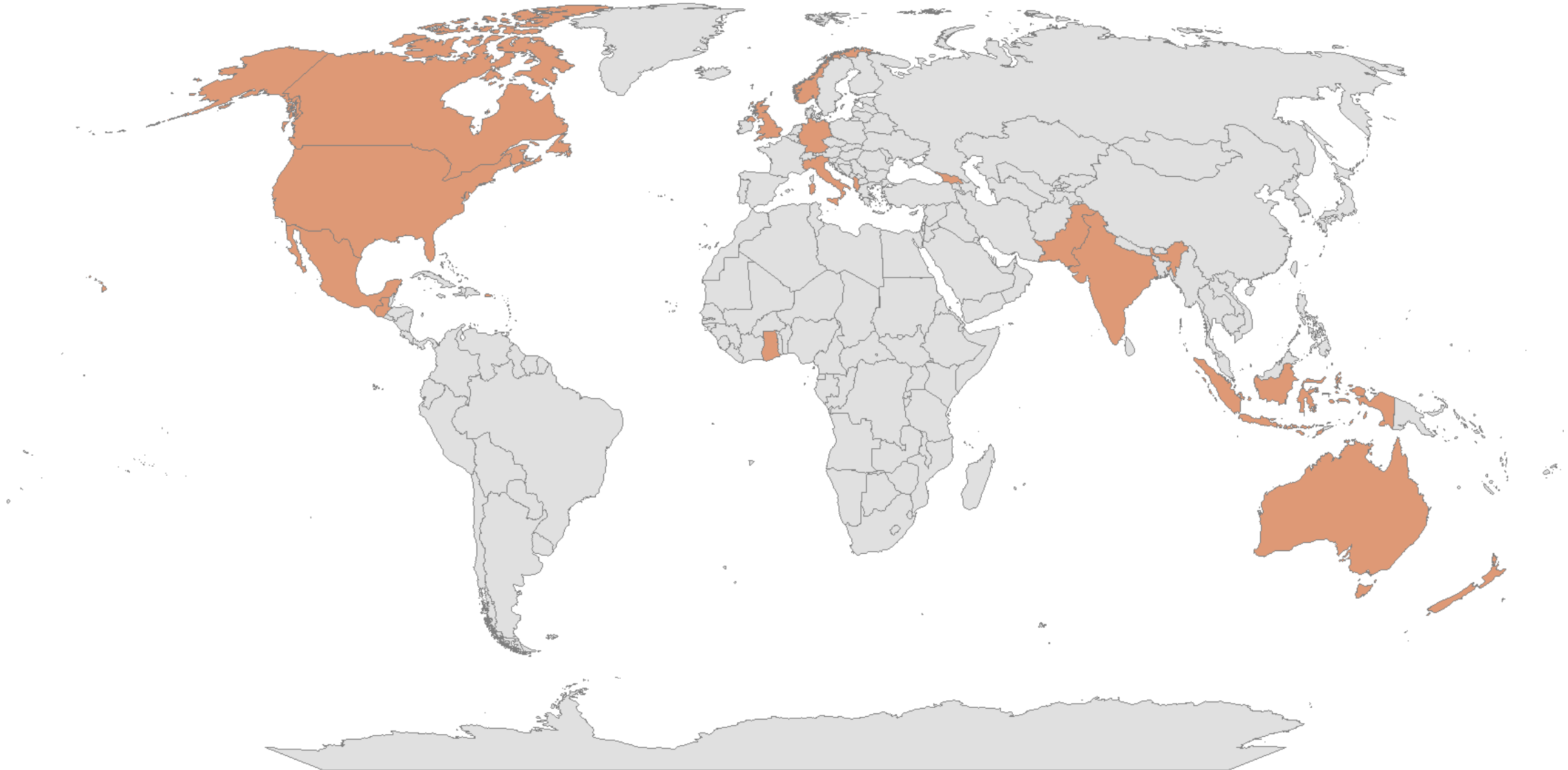
Payment

- Heard how Value Based Purchasing models incentivize quality over quantity and provide more sustainability for staff positions.

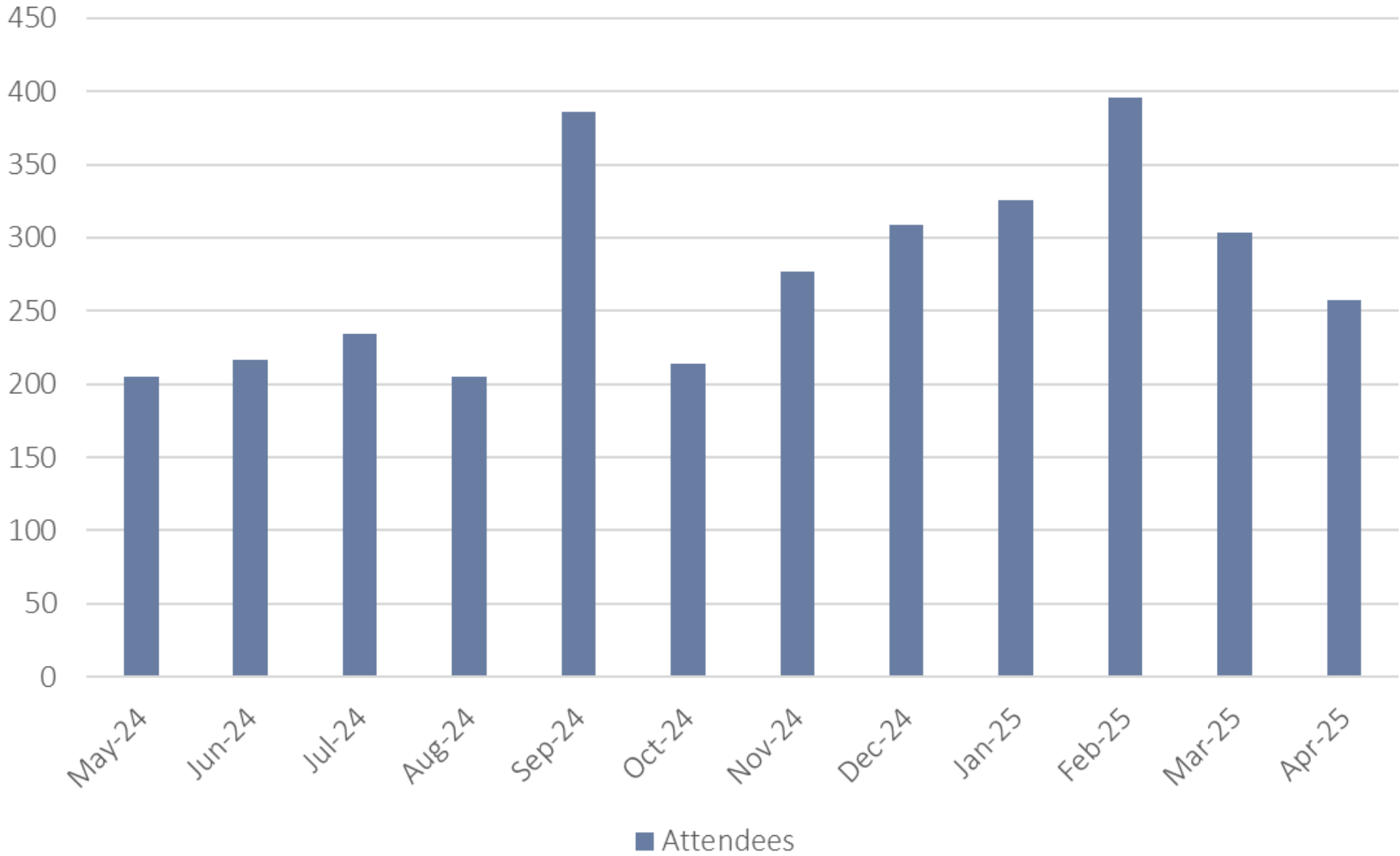
Technology, Quality and Accountability, and Clinical Model

- Learned how AI can help with quality and effective clinical documentation while reducing admin burden.
- Innovative models include Minnesota's data repository to support standardized reporting.

Workforce Solution Jams – Participants by Country



Workforce Solutions Jams - Viewership



Guest Speakers

Kind words

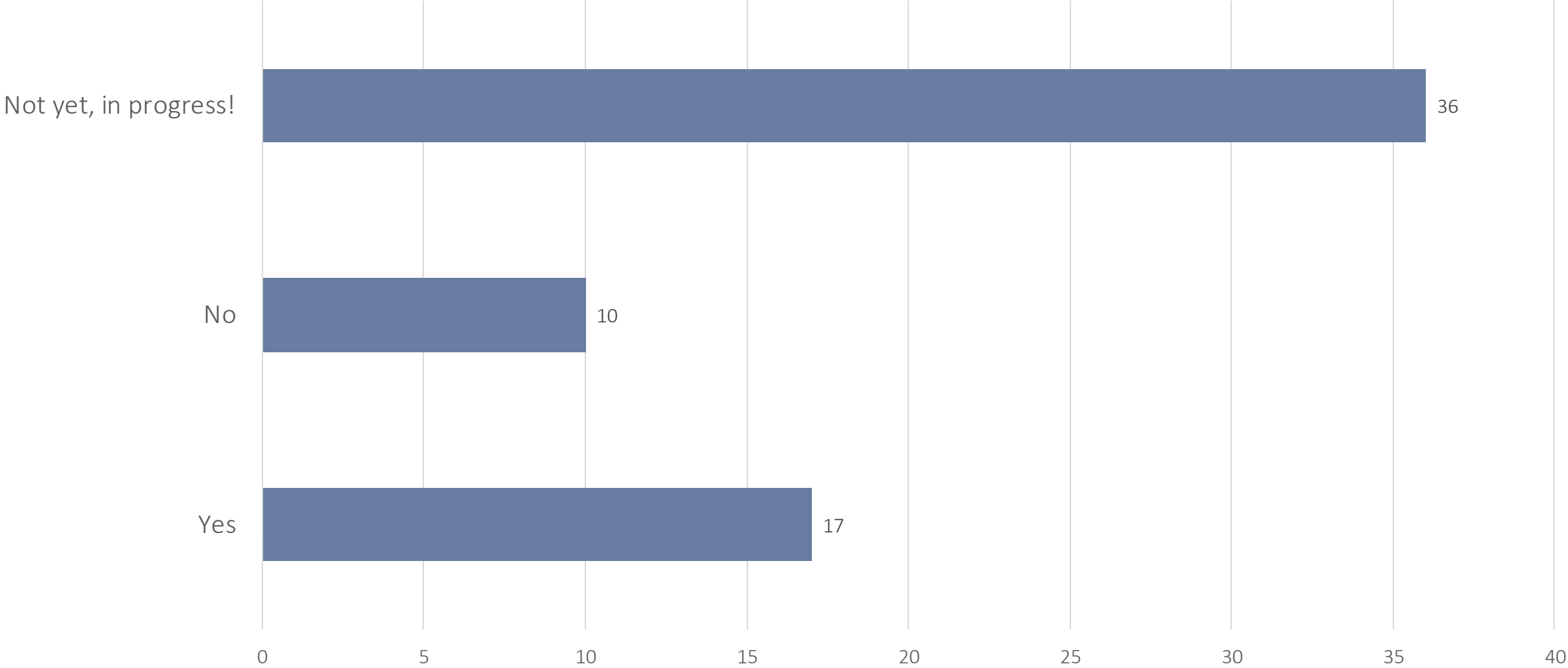
You always have a wonderful panel of people for the discussions

This was truly a labor of love - thank you presenters

I LOVE this series, and it is always pertinent to all of my roles at [my organization]. Keep doing what you're doing!

I greatly appreciated the preparation and dedication that the presenters demonstrated and shared

Have You Implemented Any Changes Based on a Jam?



Based on feedback from our annual survey

A Look Forward





Keeping the Eye on Workforce-Learning from History

- Workforce Drives Access to Care
- Workforce Implements Innovation
- Workforce is Growth





Call to Action-Collective Impact Approach



Priority Areas



Community alignment:
Enhancing recruitment and retention of a workforce that reflects the communities accessing behavioral health services.



Creation of efficiencies:
Building a new operational and administrative model that improves access.



Technology integration:
Exploring tech-enabled supports to enhance skill development and service delivery.



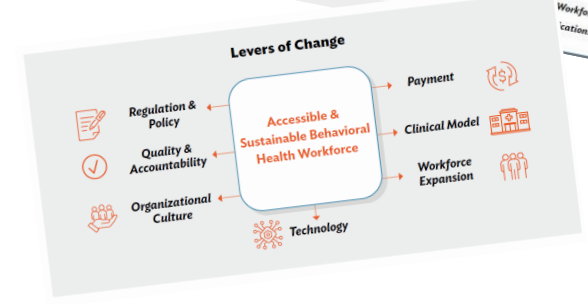
Career pathways and compensation:
Improving access to career opportunities and using evolving payment models to increase salaries for behavioral health professionals.



- Long-term challenges in workforce**
- Inadequate reimbursement for behavioral health services
 - Financial burden and unaffordability of advanced education with low career salaries
 - Growing regional professional shortages, creating gaps in care nationally
 - Lack of a sustainable workforce and long-term strategy for developing the workforce
 - Professionals that do not fully represent the communities being served
 - Regulation challenges and administrative burden
 - High workloads, secondary trauma and wellness concerns
 - Lack of long-term career pathways

- Call to Action**
- We are calling partners across all sectors to join us in this effort to drive pervasive change and ensure the future of behavioral health care. We need you to help us create and define the future of the workforce and envision a new system of care. Please consider committing to contribute in one of the following ways:
- ☑ Participate in a future working group to share effective strategies and develop and implement solutions based on selected priorities.
 - ☑ Join the monthly Workforce Solutions Jam and take ideas back to your organization or community for implementation.
 - ☑ Fund elements of work within the collective impact framework.

- Are you interested in funding this work?**
- Reach out to the Partnership to discuss opportunities for supporting workforce innovation that align with your funding goals. The Partnership is seeking funding for multiple opportunities, such as:
- Expanding the approach and infrastructure
 - Forming the steering committee
 - Supporting specific work groups with defined outcomes
 - Workforce Solutions Jam facilitations and resources





Future Vision – A Dialogue



- **What makes this approach unique?**
- **How will this initiative succeed in this current environment?**
- **What are your aspirations for the future?**

Poll – Let's hear from you!

*How would you like to get involved
with Workforce Solutions Jams?*



Gina Lasky

Glasky@healthmanagement.com

**Would you like to learn
more about getting
involved?**



INNOVATIVE INSIGHTS

With Mary Beth Fessler LPCC, LADC

Chief Operating Officer

ANEW

marybeth.fessler@anewchs.org



A red circular arrow graphic with a rounded rectangular shape, pointing clockwise, framing the text.

TAKEAWAYS & REFLECTION

Q&A



We want your feedback!



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

<https://www.surveymonkey.com/r/May20JamEval>

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!**

June 20, 2025

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