

WORKFORCE SOLUTIONS JAM

JULY 21, 2026

**H.R.1 and the Future of Behavioral Health:
What Leaders Need to Know Now**

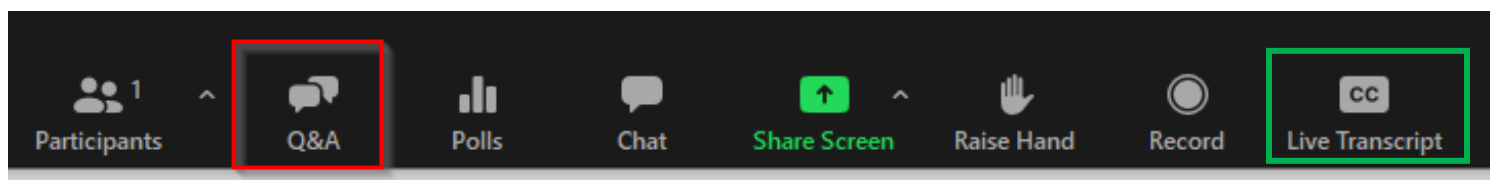


Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- A recording and slides will be emailed to you within the week
- 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



Language
World



Chat Code of Conduct

Welcome! This is a respectful, inclusive space for shared learning.

Engagement is encouraged – please share resources and reflections in chat!

Please keep comments:

- **Relevant** to the topic
- **Respectful** of all identities and perspectives
- **Free of hate speech, spam or promotions**

Inappropriate comments will be removed.

Thanks for contributing to a thoughtful discussion!





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!



Topic Introduction





Navigating H.R.1: Preparing the Behavioral Health Workforce for What's Next



Session 1

What Leaders
Need to Know
Now

Tuesday, July 21st



Session 2

From Policy to
Practice: Preparing
Providers for
Implementation

Tuesday, August 18th



Session 3

Leading Through
Change: Protecting
the Workforce,
Mission, and
Organization

Tuesday, September 21st



Agenda

Welcome

Topic Introduction

Panel and Q&A

Next Steps

Poll – Let's hear from you!

What type of organization do you represent today?

- A. Academic
- B. Advocacy
- C. Association
- D. Community
- E. Government – Federal
- F. Government – Local
- G. Government – State
- H. Health System
- I. Payer
- J. Peer-run
- K. Policy
- L. Provider
- M. Other (Let us know in chat!)

Meet Our Panelists



Peter Delia

Federal Policy and Advocacy
Strategist, The National Council
for Mental Wellbeing



Wendy Morris, RN, MSN, CS

Senior Behavioral Health Advisor,
National Association of State Mental
Health Program Directors (NASHMPD)

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H.R.1: Implications for the Behavioral Health Workforce

H.R.1 – Overview

- H.R.1 contains the bulk of the domestic policy agenda for the current Congress.
 - H.R.1 partially offsets the cost of tax cuts and other spending items in the bill through new restrictions on Medicaid.
 - The Congressional Budget Office (CBO) estimates that H.R.1 could lead to 10 million people losing coverage by 2034.
- Overall, the new law will result in significant funding reductions to the program, in many cases phased in over the next decade.
 - Many of the most impactful provisions take effect in 2027 and 2028.
 - Depending on the provision, some changes to Medicaid will impact expansion states and non-expansion states differently.
 - In many cases, states will have leeway to respond and implement changes to Medicaid in different ways.



Medicaid's Role in Mental Health and Substance Use Care



- Medicaid is the **largest U.S. payer for mental health and substance use care.**
- Medicaid pays for approximately **25% of mental health services** and **40% of all substance use services.**
- The program covers nearly **1/3** of adults experiencing **mental health challenges** and **1/5** of adults experiencing **substance use challenges.**

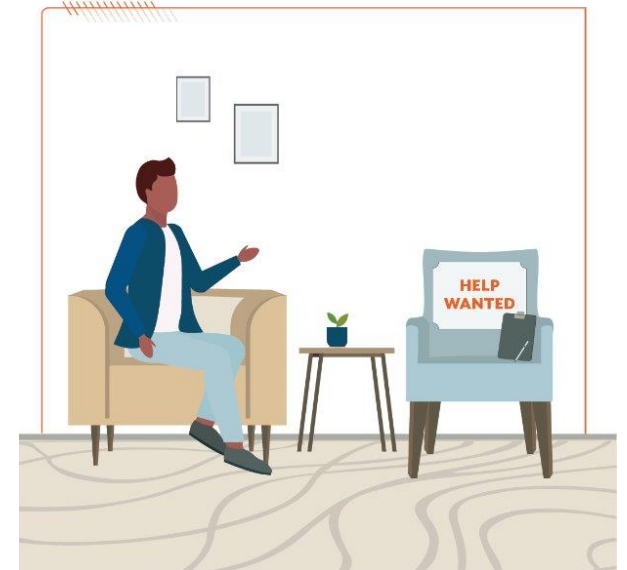
The Expansion Enrollee Population

- Medicaid expansion is optional for states, and currently all but 10 states have adopted the expansion.
 - Georgia and Wisconsin are not "expansion states" but have certain waivers in place which means that some H.R.1 requirements will apply to people enrolled through these waivers.
- **The Expansion Population covers:** low-income adults who may not have been eligible for Medicaid under traditional state rules.
 - Generally, this means that the Medicaid expansion population is non-pregnant individuals ages 19-64, not eligible or enrolled in Medicare Part A, not enrolled in Medicare Part B, with income up to 138% of the Federal Poverty Level (\$21,597 for an individual in 2025).



H.R.1: Workforce Impacts

- **Increased Administrative Burden:** Both clinicians and staff will need to spend more time determining when patients will be due for Medicaid renewals (every 6 months) and whether patients have either:
 - Successfully complied with community engagement requirements; or
 - Meet the criteria for an exclusion to these requirements.
- **Greater Financial Strain:** More uncompensated care coupled with large reductions to the total amount of available Medicaid funds mean less money available for hiring and reimbursement.
- **IT Challenges:** Many clinics may need to upgrade software to determine if patients have done what's needed to retain coverage. State Medicaid systems will also be implementing new systems, with unclear impacts on clinics.



H.R.1 Hub: Your Source for all Things H.R.1 Implementation!

- [Journey Map](#)
- [Baseline Survey and Results](#)
- [Direct Service Provider Talking Points](#)
- **Summaries:**
 - [Detailed Summary](#), High-Level [FAQ](#) on Work Requirement Final Rule
 - [New State-Directed Payment Rule](#)
 - [Noncitizen Eligibility](#)



Check out the
H.R.1 Hub here!



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Thank You!

H.R.1 and the Future of Behavioral Health: What Leaders Need to Know

Workforce Solutions Jam
July 21, 2026

Wendy Morris, MSN, CS
Senior Behavioral Health Advisor



Pre-existing Challenges

- Growing demand for services
- Increasing number of state hospital beds
- Workforce expectations and competing opportunities
- Aging workforce
- Data matters

Finding a Path Forward

- Understand workforce needs
 - [Defining the Behavioral Health Workforce in Kansas - Kansas Health Institute](#)
 - [Virginia Healthcare Workforce Data Center - Virginia Behavioral Health Workforce](#)
- Update statutes, regulations, and policies to overcome barriers
 - Licensure, credentialing, job descriptions, reimbursement structure
- Collaborate with others for collective impact
 - State agencies, county officials, providers, advocacy groups, national associations, other key stakeholders
- Seek new opportunities and engage in novel partnerships
 - Workforce specialists, educational institutes, philanthropic organizations

Opportunities

- Technology
 - Onboarding/orientation
 - Telehealth
- Artificial Intelligence (AI)
 - System automation for referrals, patient registration, and billing
 - Assist transcribing provider-patient interactions for clinical documentation
 - Data review, trend analysis, and quality measures
- Philanthropy
 - [Ballmer Group Invests in CCBHCs in Illinois, Kansas, and Michigan](#)
 - [Kaiser Permanente Mental Health Career Accelerator](#)
 - Peg's Foundation: [About Peg's - Peg's](#)

Trends in State Level Strategies

- Reimagining the Treatment Team
 - Expanding peer support , staff extender, liaisons, navigators and other adjunct roles
 - Increasing the use of technology
- Expanding reach of current workforce
 - [The Link Center](#)
- Outreach initiatives
- Developing new entry programs and incentives
- Eliminating barriers to entering the field and bridging the gap from degree to licensure/certification
- Improving wages and benefits, onboarding/orientation, and ongoing education
- Creating supportive work environment
- BH Workforce Centers and BH Centers of Excellence

Notable Resources

- National Association of State Mental Health Program Directors (NSAMHPD)
 - [Behavioral Health Workforce Resource Guide](#)
- Behavioral Health Workforce Centers
 - [Behavioral Health Workforce Center Alliance | Behavioral Health Education Center of Nebraska | University of Nebraska Medical Center](#)
- The National Academy for State Health Policy (NASHP)
 - Blogs and information about behavioral health workforce initiatives on website: <https://nashp.org/>
 - [NASHP's Behavioral Health Workforce Repository: Resources from Our Policy Academy - NASHP](#)
- Advocates for Human Potential
 - [Workforce Innovation Lab for Behavioral Health Services – AHP](#)
 - Regularly featured on Crisis Jam [Homepage - Crisis Jam](#)
- Pew Charitable Trusts
 - [State Policies Can Help Address the Mental Health Care Workforce Shortages | The Pew Charitable Trusts](#)
 - [AI in Mental Healthcare Presents Both Opportunities and Challenges | The Pew Charitable Trusts](#)

THANK YOU!

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TAKEAWAYS & REFLECTION

We want your feedback!



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

<https://www.surveymonkey.com/r/July21Jam>

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!**

***August 18th, 2026
at 10:00am PT / 1:00pm ET***