

Ohio's Behavioral Health Wellness Workforce

WELCOME

**A strong behavioral healthcare workforce
supports the health and well-being
of Ohioans and our state.**



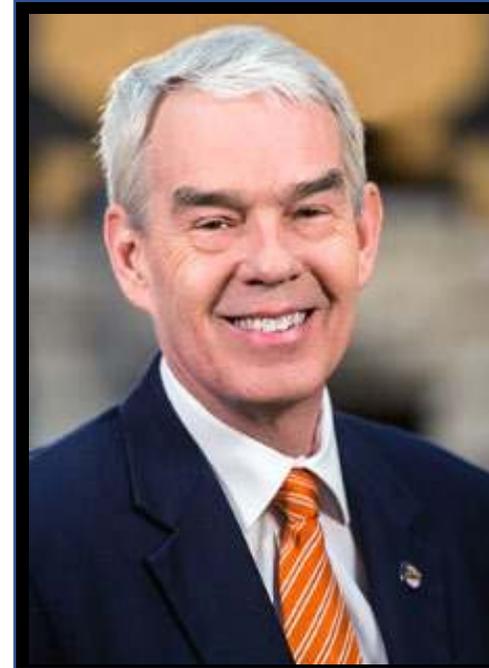
MIKE DEWINE
GOVERNOR OF OHIO



Presenters



Lori Criss
Director
OhioMHAS



Randy Gardner
Chancellor
Ohio Department of Higher Education

Ohio's Behavioral Health **Wellness Workforce**



“The future Ohio that I envision has the best, most **robust behavioral health workforce** in the country – a workforce that is hailed as **heroic** and **valued** as a **vital** part of our healthcare system.”

- *Governor Mike DeWine*

Ohio's Behavioral Health **Wellness Workforce**

FAST FACTS

Nearly 2.4 Million

Number of Ohioans who live in communities that do not have enough behavioral health professionals.

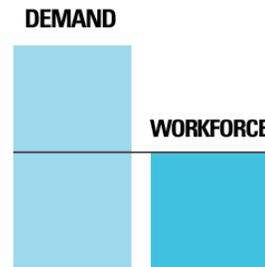


Percentage of Ohioans who live with a mental health condition or substance use disorder.



11 YEARS

the average delay between symptom onset and treatment



Demand for behavioral health services **increased 353%** from 2013-2019 while the workforce only increased **174%**

Ohio's Behavioral Health **Wellness Workforce**

Supporting Healthy People in the Community

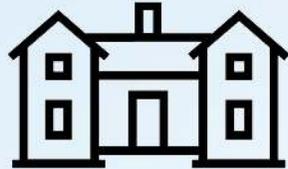
Expanding Ohio's Continuum of Care



GROW COMMUNITY CAPACITY



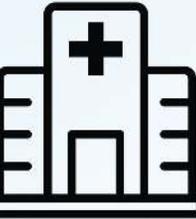
Independent Housing



Permanent Supportive Housing/Adult Care Facility/Recovery Housing



Short-term Residential for Hospital Diversion or Step-Down



Public and Private Psychiatric Hospitals for Civil and Forensic Patients

SUSTAIN

Prevention • Housing • Employment • Day Services • Outpatient Treatment
Short-term residential treatment and step down centers to reduce hospital stays

Acute inpatient clinical care

988/Crisis Line • Mobile Crisis Teams



Crisis Stabilization Centers • Post-crisis Wraparound

WORKFORCE RECRUITMENT AND RETENTION

Ohioans will benefit from expanded community-based outpatient treatment and supports; added housing options; more residential treatment options; and increased capacity for crisis response. Investments in these areas allow for care, treatment, and recovery to occur at home and in the community, instead of in institutions.

A strong and supported workforce is the very **FOUNDATION** of the work underway in Ohio to support healthy people in their communities.

Ohio's Behavioral Health Wellness Workforce

Wellness Workforce Priority Pillars

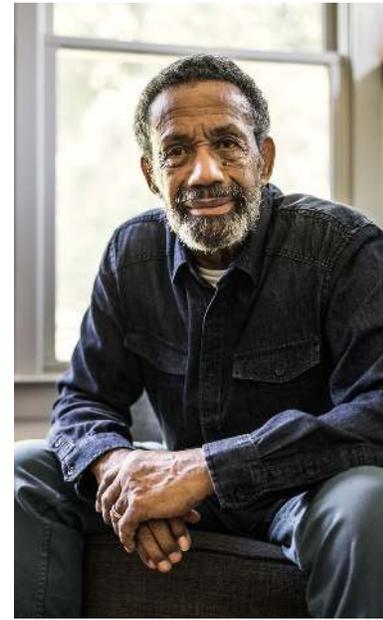
➔ Increasing Career
Awareness

🎓 Supporting Recruitment

\$ Incentivizing Retention

✓ Supporting Contemporary
Practice

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At the Center of This Work: Ohioans.

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Increasing Career Awareness

Goal:

Educate Ohioans on the people, professions, and pathways leading to a successful career in the behavioral health field.

Market Research

- Understanding current awareness and perceptions of BH careers and pathways.

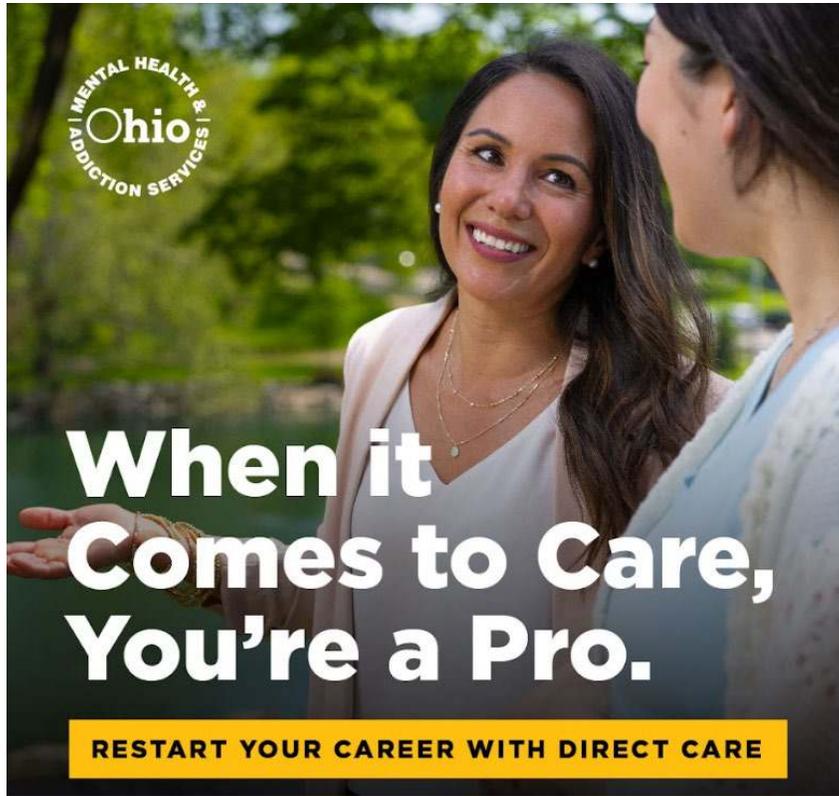
Public Awareness Campaigns

- Effective, compelling awareness campaigns to drive interest in BH careers.

OhioMeansJobs Partnership

- Pointing people to jobs in Ohio.

Direct Care Workforce Campaign



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Supporting Recruitment

Goal:

Offer Ohioans interested in behavioral health careers scholarships, stipends, and paid internships in the behavioral healthcare field, especially in underserved, high-need areas.

HCBS ARPA Workforce Investment

- Scholarships, paid internships for college students committed to CBHC careers.

988 Lifeline Center Recruiting

- Increasing capacity of lifeline centers.

Expanding Peer Certification

- Expanding certification credentials.

\$85M HCBS ARPA Workforce Investment Proposal Basics

Goal

- Grow existing career-focused programming in the behavioral health disciplines at Ohio's two- and four-year colleges and universities aimed at an immediate infusion of talent within the next 1-2 years.
- Increasing access to care for Ohio's Medicaid-eligible population.

Target

- Students in their final two years of studies who are pursuing degrees or certificates in BH related fields.

Methods

- Fund scholarship opportunities to assist with the costs of obtaining degrees or certificates.
- Fund paid internships necessary for degree or certificate completion and offset costs of license and certification preparation and exams (up to \$10,000 per student).
- Fund up to \$5,000 per student in recruitment and retention bonuses in the first two years of work at Ohio's Community Behavioral Health Centers.
- Support providers in their ability to supervise and offer internships and work experiences.
- Recruitment bonuses to incentivize already credentialed professionals to return to the workforce.

Accountability

- Ohio will work with existing state accountability programs to ensure there is mandatory reporting for compliance and data for budgetary and programmatic initiatives.

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Expanding Peer Certification in Ohio

Peer Supporters have grown significantly in Ohio.

- Peer supporters are people who have been successful in their own recovery who are helping others navigate the road to recovery.
- Ohio's three Peer Support credentials: Youth, Family, and Adult.
- Since 2016, more than 3,000 Ohioans have successfully completed peer supporter training.

Peer Supporters are a vital part of the recovery journey.

- Role: help with non-clinical activities such as leading recovery groups, mentoring and goal-setting, developing resources, and administering programs.
- Eligibility: personal or family lived experience, high school diploma or GED, background checks.
- Work in a variety of settings: treatment centers, hospitals, veteran's homes, crisis response, etc.



Learn More: <https://mha.ohio.gov/community-partners/peer-supporters>

\$ Incentivizing Retention

Goal:

Support Ohio's educators in their abilities to develop and increase capacity for advanced degrees, credentials, and distance learning opportunities.

Support employers in their abilities to offer retention bonuses and continuing educational and training opportunities.

Retention Bonuses

- Service-based retention bonuses.

Certification Attainment Incentives

- Loan repayment and tuition reimbursement.

Medical Professional Training

- Psychiatric residency training, ASAM, ECHO.



Supporting Contemporary Practice

Goal:

Expand support of the workforce with best practice development and training.

Centers of Excellence and Community Trainings

- Child & Adolescent, Prevention, and Forensic Science (in development) COEs provide training and coaching communities.

Funding for Regional BH Workforce Investments

- i.e. Appalachian Children's Coalition

Improving cultural and linguistic competency and diversity training

- Training opportunities for ADAMH boards, providers.

Peer Supporter Training and System Modernization

- Expanding Peer Support credentials and modernizing training.

Building a Diverse Workforce



Every Ohioan should see themselves in Ohio's behavioral health workforce, helping them feel more comfortable seeking care and increasing trust in the services and supports that will help them live their best lives.

Our work includes improving cultural and linguistic competency across the workforce.

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Brainstorming Sessions with Providers

Recommendations have included:

**Training for
Supervisors and
Staff**

Paid Internships

**Benefits for
Staff**

**Technical
Assistance
Center**

**Tuition
Reimbursement**

**Reimbursement
Rates**

Partnerships

**Retention
Funding**

**Funding
Support for
Supervision**

Partner Discussion: Ohio Department of Higher Education



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Ohio Department of Higher Education: About Us

Ohio's public colleges, universities and adult education programs **serve almost 600,000 students annually** and offer every option from a GED to a Ph.D.

- 37 public two-year and four-year colleges and universities
 - 14 universities and 24 regional branch campuses
 - 23 community colleges
- 74 independent not-for-profit institutions
- More than 70 adult workforce education and training centers
- 51 technical centers



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Higher Education in Ohio: Key Facts

Ohio's colleges and universities **awarded over 157,000 degrees and certificates in FY 2020 alone** (and more than 1.3 million since FY 2012).

- Significant growth has occurred in the awarding of certificates, specifically, in the last 3-5 years.

Higher education's primary focus is on meeting workforce needs. Those with a post-secondary credential have higher earnings, lower unemployment, and more upward mobility than those without.

- The majority of Ohio's public college and university graduates are employed *in Ohio* after graduation.
- Based on the most recently available data, 76% of Ohio's public university graduates and 88% of Ohio's public community college graduates were employed in Ohio 1-year after graduation.



Higher Education in Ohio: Key Facts

- Ohio's overall rate of educational attainment has increased by 14.8 percentage points from 2009 to 2019.
- Ohio is a net importer of students, the 4th highest total in the nation.
- Higher education is adapting to a changing demographic and must continue to innovate going forward in order to meet emerging workforce needs. Ohio's high school graduating class of 2030 is projected to decline by 9% compared to the class of 2019. Thus, more focus is now being placed on adult learners, incumbent workers and those with some college, but no degree or credential.



Questions | Discussion



www.mha.ohio.gov/about-us/priorities/workforce
www.ohiohighered.org

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