



## Children and Youth Behavioral Health Work Group – Workforce & Rates (W&R) Subgroup

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*April 17, 2024*

### Glossary of Terms

AAC: Agency Affiliated Counselor

ACH: Accountable Communities of Health

CCBHC: Certified Community Behavioral Health Clinic

CHW: Community Health Worker

CRIS: Crisis Response Improvement Strategy Committee

DOH: Washington State Department of Health

HCA: Washington State Health Care Authority

IECMH: Infant and Early Childhood Mental Health

RCW: Revised Code of Washington

SUD: Substance-Use Disorder

### Meeting Topics

Understanding the landscape of behavioral health workforce issues

- Presentation: IECMH Workforce Project, Monica Oxford, University of Washington Barnard Center
- Health Workforce Council related priorities, Renee Fullerton, Health Workforce Council
- House Bill 1504 ACH pilot update, Todd Jensen, HCA
- Presentation: WA Sentinel Network BH Workforce Survey, Ben Stubbs, UW Center for Health Workforce
- Behavioral Health Apprenticeships update, Sheryl Schwartz, Behavioral Health Institute

### Discussion Summary

#### IECMH Workforce Project (2024 proviso)

- This past (2024) legislative session, the legislature appropriated \$250k for the UW Barnard Center for Infant and Early Childhood Mental Health to identify existing IECMH workforce initiatives and activities in consultation with HCA and community stakeholders. This includes:
  - A report of findings and recommendations for expansion, diversification, training and retention within the IECMH workforce to appropriate committees of the legislature and the CYBHWG as established in [RCW 74.09.4951](#) pursuant to [RCW 43.01.036](#) by June 30, 2025.
- Purpose: Create a cohesive approach to: (1) expand, (2) diversify, (3) train, and (4) retain the IECMH workforce so that families of children prenatal through age five receive relationship-centered, diversity-informed, culturally-responsive, anti-racist, anti-oppressive, healing-forward, and developmentally-focused services.
- Method: [liberatory design](#)
- Timeline

2024



- Phase 1: Project set up and design (April-June)
- Phase 2: Stakeholder engagement round 1 (July-August)
- Phase 3: Data analysis (September-October)
- Phase 4: Stakeholder engagement round 2 (October-November)
- Phase 5: Drafting implementation plan (December)

2025

- Phase 6: Advocacy & prototyping (January-May)
- Phase 7: Final Report (June)
- Get involved: Contact Monica Oxford, [mloxford@uw.edu](mailto:mloxford@uw.edu)
- HCA [IECMH Statewide Tour Report](#)

## Health Workforce Council related priorities

[House Bill 1724 \(2023\)](#) and DOH rule-making

- HB 1724 required DOH to look at removing barriers to licensure for behavioral health professions
- Preliminary recommendations made Fall 2023; final report due November 2024. DOH listening sessions are ongoing Spring 2024.
- Ongoing DOH workforce-related rule-making projects
  - AAC rules
  - BH support specialist rules
  - Peer support specialist rules
  - Actioning recommendations from HB 1724 rule-making that are set to activate July 2024, including the supervisory rules, stipend and supervision standards for the master's level behavioral health professions.
  - New rules for HB 2247 on psychology associate credentials to be activated
  - 23-hour crisis center rules
- This year, in tandem, work is being done to ensure payment models that work with new credential types are reimbursable at a fiscally sustainable rate

Related priorities

- The Health Workforce Council is working on collecting and interpreting health workforce data
  - The Council would like assistance from W&R on understanding 'supply', defined as the current and incoming licensed BH workforce; and understanding the diversity within the workforce, and how diversity is occurring in-practice (across practice type and location).
  - Open call: What else do we want to know about 'supply', with a particular focus on information held and collected within DOH?
    - HB 1504 requires DOH to collect more information from all healthcare providers (January 2025)



- Ask NOW: What do we want to know, how do we want it to be collected, and call for analysis of the information once it is collected; *particular* to behavioral health.
- Rural + Latinx workforce development
  - Led by Central Area Health Education Center, UW Latino Center for Health and the Allied Health Center for Excellence
  - Focused on understanding how the system is working/not working for those communities
- Supporting employers with BH training costs, building upon work from the BH Council and HB 1504
- State board of health biennial health assessment (policy recommendations)
  - To watch: strong interest from ACHs around community-based workforce, particularly recovery coaches, CHWs, SUD workforce, doulas, etc.
- Crisis Response Improvement Strategy (CRIS) Committee

## HB 1504 (2021) update

- SSHB 1504 allocated \$1M to HCA to establish a BH workforce pilot program and training grants program for community BH providers.
  - Three ACHs participated in the pilot program, and one (North Sound) participated in the training grants program (January 2022-June 2023).
    1. Greater Health Now - \$293,334
    2. Thriving Together NCW - \$292,666
    3. Southwest Washington Accountable Community of Health - \$294,000
    4. North Sound Accountable Community of Health - \$120,000 for training grants program
  - The ACHs contracted with community BH clinics using flexible funds to support supervisors
    1. Feedback: Improvement in frequency and quality of training; expansion of services. Flexibility of funds was crucial for the differing circumstances of each clinic
    2. Greater Health Now already had a program in place before HB 1504 (easier transition); Thriving Together and SW had to learn on the fly.
      - Gap in data: baseline before ACHs/contracted clinics began implementing the program

## Washington Sentinel Network workforce survey

- [The Sentinel Network](#) (est. 2016) is an effort to understand employer demand around health care occupations across the full spectrum of the health care sector. Particularly, high-level needs and the reasons behind them; and changes over time.
  - It is a partnership between the UW Center for Health Workforce and the state Health Workforce Council, supported by funding from the legislature.
  - Surveys BH workforce providers every 6 months



- Currently employing a module focused on BH workforce data collection, specifically focusing on
  - licensure testing for associate-level workers and identifying challenges, and subsequent effects, for employers; and
  - training and technical assistance needs for workers providing SUD treatment
- Particular reports of interest: BH clinics and K-12 school providers
  - Findings are broken down by facility type and geographic region by ACH + rural/urban comparison, as well as topically (turnover, onboarding, etc)
- Results of the most recent survey are slated for distribution end of May/early June

## **BH Apprenticeships Program update**

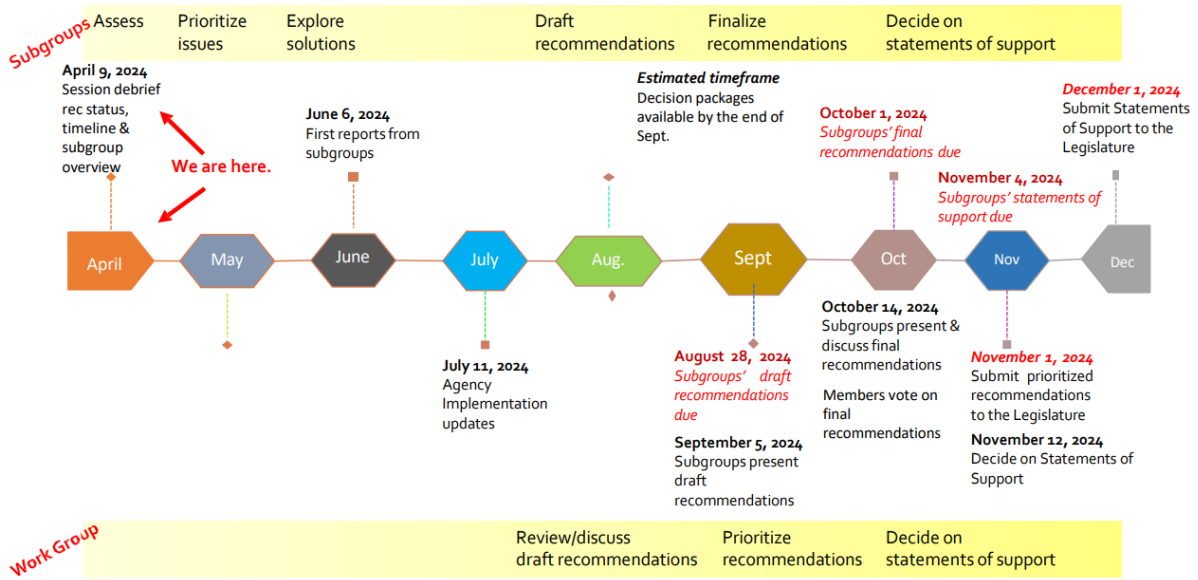
- Developed and funded by Behavioral Health Institute and partners, and owned and operated by the SEIU Healthcare 1199NW multi-employer training and education fund
- Launched in October 2022 with three pathways: peer support professionals, SUD professionals, and BH technicians (Feb 2023).
- 142 apprentices have enrolled since inception – 32 BH techs, 24 peer, and 86 SUD.
  - Employers have been most enthusiastic about SUDPs; looking for more employers to build, strengthen and diversify their workforce with BH techs and peer professionals.
  - 16 cohorts have started, 7 in SUDP, 5 in peer, and 4 in BH tech.
  - Includes a two-year commitment with the employing agency after training. Work is underway to create pathways to bachelor's level programs and other training opportunities for career development; and, analyzing the roles to be Medicaid reimbursable to deliver wellness services in their existing certifications.
  - The training fund has included more supports for apprentices related to transportation, childcare, etc to improve successful completion rates of the program.

## **Look Ahead: 24/25 Schedule**

### **CYBHWG Schedule**



### 2024 Children and Youth Behavioral Health Workgroup (CYBHWG) Timeline



### W&R Schedule

\*(April-August) The schedule for September-December is still under development. All meetings below take place on the first and third Wednesdays of the month, unless otherwise indicated.

- May 1 – 10 to 11
- May 15 - 10 to 11
- June 5 – 10 to 11
- \*Friday, June 21 – 10 to 11
- July 3 – 10 to 11
- July 17 – 10 to 11
- August 7 – 10 to 11
- August 21 – 10 to 11