

# Behavioral Health Workforce

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# Workforce challenges

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*Workforce is a complex issue.*



*There is no single problem, and no single solution will “fix” it.*



*It will require investments, policy changes, and collaboration from all of us.*

# Start Your Path: Behavioral Health Careers

Join us at [www.StartYourPath.org](http://www.StartYourPath.org)



# Start Your Path Campaign Examples

## ONLINE AND IN-PERSON ADS



Washington State Health Care Authority

"I feel like it's important for peers who are tribal members to work for our tribal communities because we know it. We live in the community."

- Patricia, Tribal Peer Counselor

Help build healthy communities and change lives

Washington State Health Care Authority  
9,635 followers  
Promoted

Si te apasiona ayudar a la gente a recuperarse, usa tu formación como profesional de los trastornos por consumo de sustancias. #StartYourPathWA

Combina tu educación, empatía y experiencia de vida para ayudar a cambiar vidas.

Explora trayectorias profesionales en los servicios para trastornos por consumo de sustancias.

Explora trayectorias profesionales en el ámbito de trastornos por consumo de sustancias. [Learn more](#)

8:00

Following For You

Why are you interested in Substance Use Disorder prevention?

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Start Your Path  
Your life experience could change someone's world. Explore a career in behavioral health.

Sponsored

[Learn more >](#)

Home Friends + Inbox Me



Washington State Health Care Authority

Your life experience can change someone's world

If you're passionate about helping others, you can apply your education to a career in mental health and substance use disorder services.

trioh



# Known Gaps

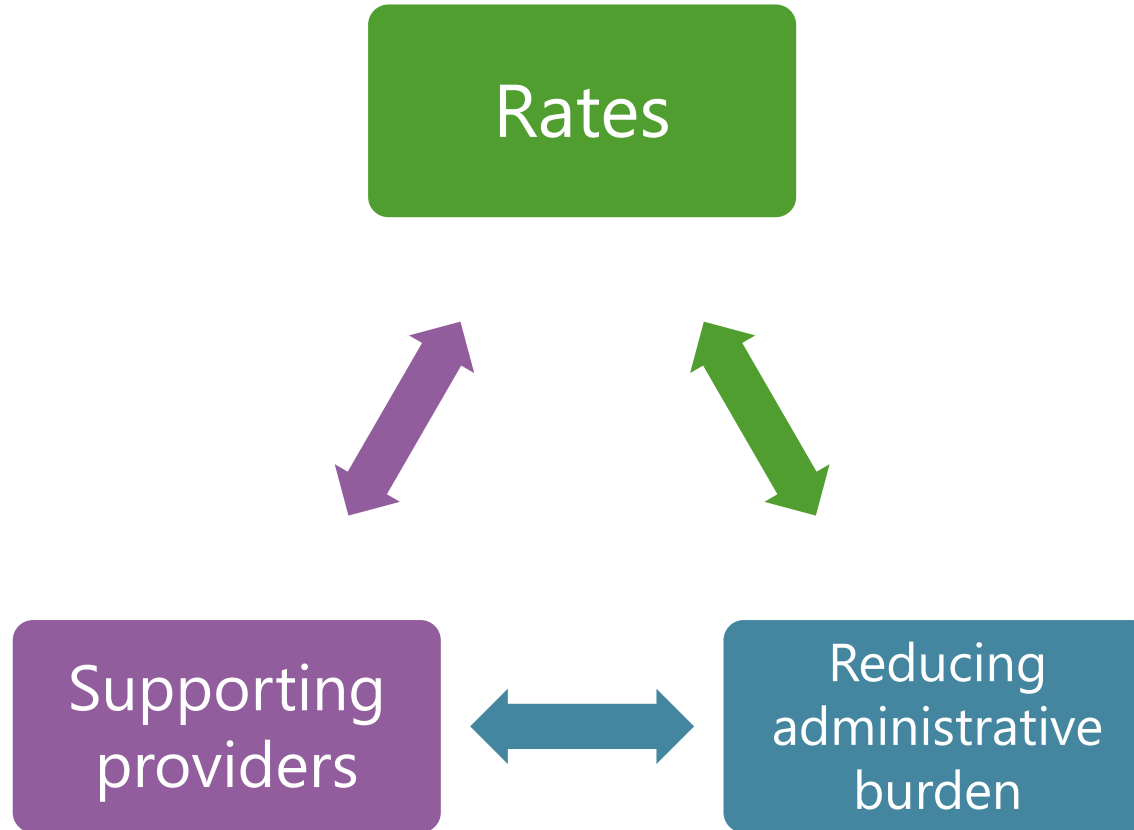
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- ▶ Infusing workforce particularly into rural and frontier areas of the state
- ▶ Need for a more diverse and culturally relevant workforce
- ▶ Barriers to entering the workforce
  - ▶ education costs
  - ▶ low earning potential of BH industry compared to others
  - ▶ lack of alternative training pathways
- ▶ Need to strengthen and stabilize our community BH providers
  - ▶ Sustainable funding models that allow providers to provide competitive wages.
  - ▶ Benefit/policy changes that allows for flexibility in how workforce is utilized
  - ▶ Reducing administrative burden



# What's next...

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# Rates: Funding and rate enhancements

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- ▶ Pandemic era provider relief payments (\$134 million)
- ▶ Medicaid rate enhancements
  - ▶ Increased [Medicaid rates](#) by 24% in the last 5 years.
  - ▶ Rate comparison study
- ▶ These have helped Behavioral Health Agencies to:
  - ▶ Recruit, sustain, and retain staff
  - ▶ Help staff feel valued
  - ▶ Improve services and lower wait times
  - ▶ Improve agency cultures and create more cohesive teams

# Supporting Providers: Targeted Medicaid state plan amendments:

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- ▶ Expanded SUD assessments, treatment, and brief interventions to licensed mental health counselors and licensed clinical social workers
- ▶ Added peers to crisis intervention and stabilization
- ▶ Added Substance Use Disorder Professionals and Substance Use Disorder Professional trainee to behavioral health care coordination
- ▶ Added SUDPs and licensed associates to work in federally qualified health centers, rural health clinics, and primary care settings
- ▶ Added assessment treatment services for problem gambling as part of the Medicaid benefit



# Supporting Providers: Updates to provider types and billing

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- ▶ New provider types
  - ▶ Behavioral Health Support Specialists SB 5189
- ▶ Expanding existing provider types
  - ▶ Occupational Therapists SB 5228
  - ▶ Peer Specialist SB 5555
- ▶ Billing guide changes
  - ▶ Added intensive outpatient and partial hospitalization guidance and updated codes for more comprehensive network adequacy in these levels of care

# What next?

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- ▶ Supporting providers with updates and technical assistance
  - ▶ ASAM 4 updates
  - ▶ Certified Community Behavioral Health Clinics (CCBHCs)
  - ▶ Engage in capacity building efforts
  - ▶ Partnering with BH-ASOs to strengthen the crisis service system
- ▶ Approach the work with administrative burden in mind
  - ▶ Partnership with the Office of Insurance Commissioner to address access standards.
    - ▶ Working towards insurance parity with commercial insurers and Medicaid.
    - ▶ 2022 E2SHB 1688: Behavioral health emergency services must be covered regardless of in or out of network.
  - ▶ Work with providers to identify barriers and duplicative processes

# Contact Us

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## **Teresa Claycamp**

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## ▶ Resources:

- ▶ [Resources for behavioral health providers | Washington State Health Care Authority](#)
- ▶ [FAQ on rate increase](#)
- ▶ [Managed Care Rate Increase](#)
- ▶ [Start Your Path Campaign](#)
- ▶ [Washington Peer Jobs](#)