



DMHA Workforce Development Blueprint

Guiding Strategic, Systemic and Sustainable Talent Growth

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Objectives

Initiate a culture of support and collaboration

Introduce a broader context for discussion of workforce strategy and solutions

Review common themes in contemporary workforce development and how they may relate to Indiana's behavioral health workforce needs

Provide an update regarding DMHA workforce effort and initiatives



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Creating a Vision for Workforce Development



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Workforce Development

Talent + Skill + Opportunity



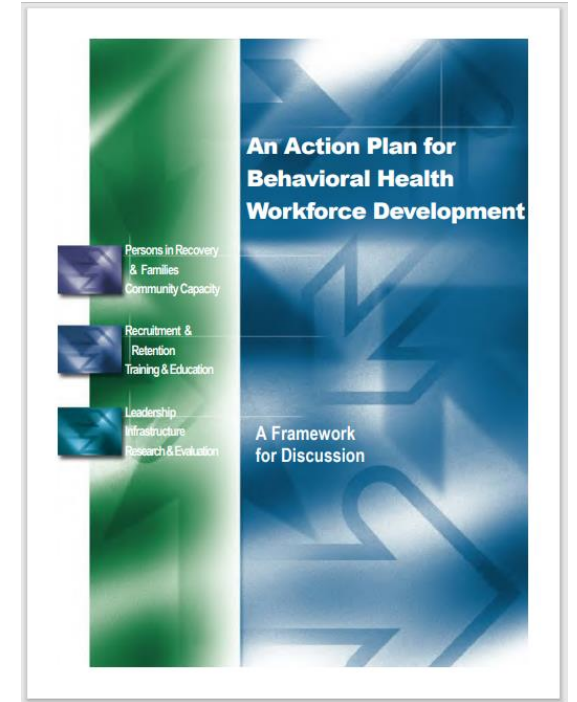
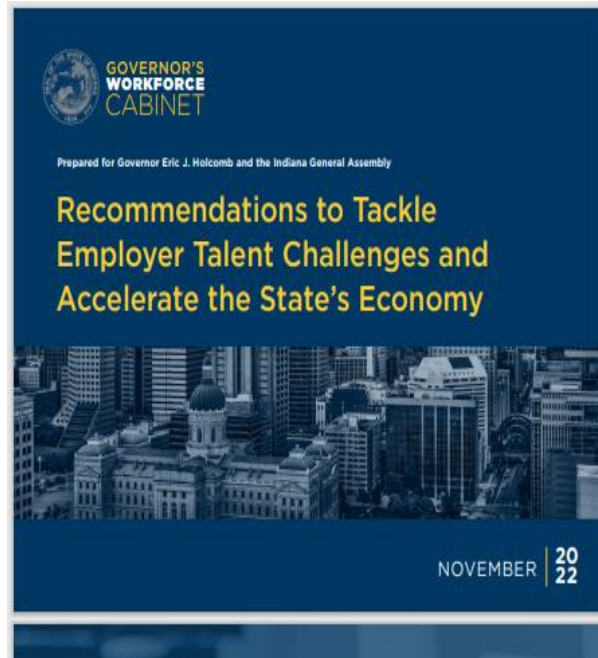
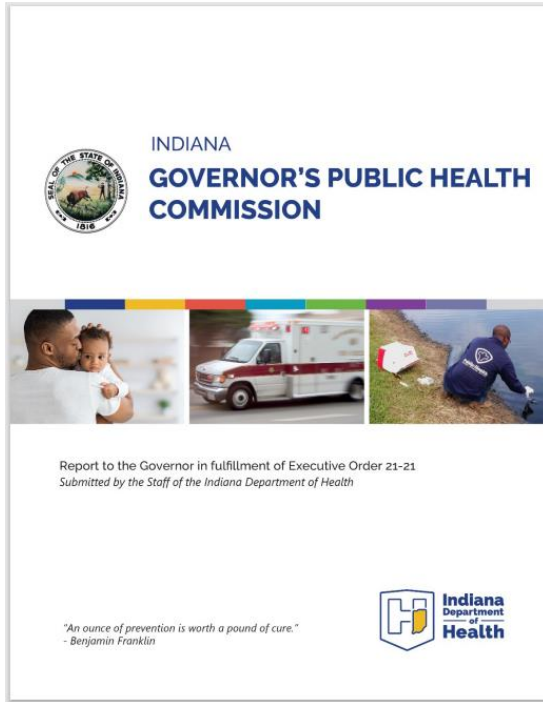
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Behavioral Health Workforce

Focuses on effectively working across all systems and agencies to ensure that behavioral health workforce development is systemic and collaborative



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Common Themes in Workforce Development

- Local / Regional talent development
- Need for establish talent pipelines and career ladders
 - Common language and clearly defined workforce
 - K12 and Higher Education
 - Early – Mid – Advance level workforce
- Culturally reflective workforce /Importance of lived experience
- Elevate leaders / Skilling-Up



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Common Themes in Workforce Development

- Importance of Innovation and Creativity
 - Refine existing roles, responsibilities, and expectations
- Importance of Collaboration
 - Work across teams and systems
- Addressing the high cost of higher education
- Crisis response and long-term systemic change
- Impact of burnout on retention
 - Quality of care



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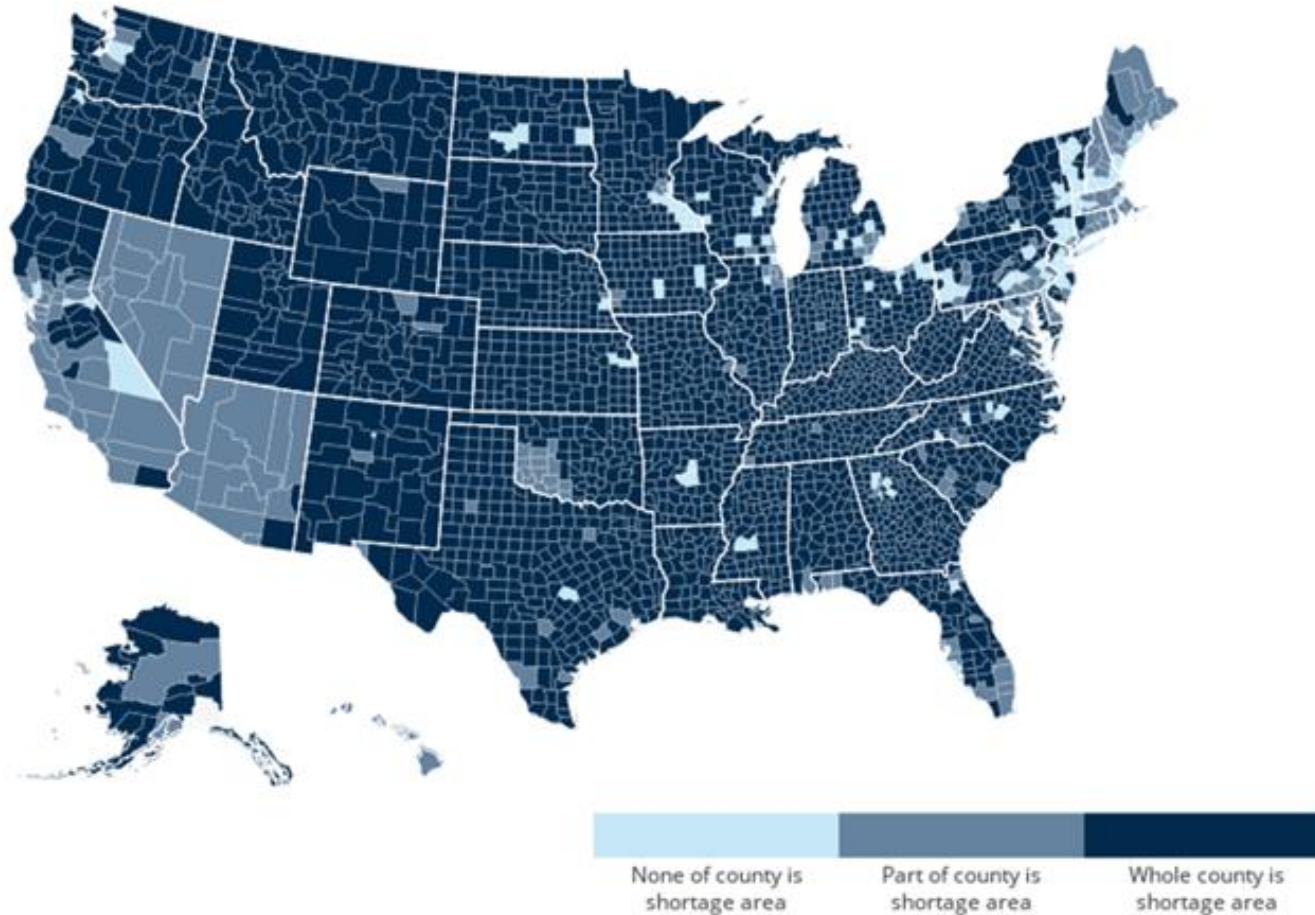
Common Themes in Behavioral Health Workforce Development

- Importance of Social Determinants of Health (SDOH)
 - Community Integrated Care
- Need for improvement is vast and imperative
 - Indiana Behavioral Health Commission Report (October 2022)
 - One in five adults experience a mental health condition each year and only 40% receive services
 - More than 19 million Americans struggle with substance use disorders but only 11% receive treatment
 - 2021 Youth Risk Behavior Survey (Indiana)
 - 27.7% students responders had “seriously considered attempting suicide”
 - 22.2% of student responders indicated “having a plan” regarding suicide
 - 11.8% of student responders reported having made a suicide attempt



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Health Professional Shortage Areas: Mental Health, by County, 2022



Source: data.HRSA.gov, July 2022.

- Over 1000 US counties have no MH or SUD professional
- By the year 2028, the majority of HPSA scores are predicted to reflect a critical shortage - level of need is skyrocketing across the country
- Need to respond to immediate needs AND predict / plan for future needs...

CRISIS RESPONSE & INNOVATION

are imperative in strategic development related to BH workforce development



*Big change begins
with small steps...*

*Repetition, Commitment,
Care and Consistency*



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Define and communicate behavioral health career pathways

Increase capacity in existing workforce

Identify and address existing barriers

Seek and replicate promising practices

Prioritize quality of care



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2023 DMHA Workforce Development Priorities



Data

- Collect and review data on Indiana's Behavioral Health Workforce in terms of diversity, gaps, compared to other states, current funding initiatives, and outcomes, etc.



Define

- Defining the shortage for Indiana in terms of geography, profession, license type, site, current programs/initiatives



Develop

- Strategy for developing workforce in terms of collaborations, partnerships, policy, legislation, funding

Workforce Development and 988 Crisis Response System

- Strengthen the whole ecosystem by **linking behavioral health care with other community pillars** such as education, justice, and housing systems
- **Build tailored treatment pathways** for individuals, rather than fit complex individuals into a one-size fits all approach



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Workforce Development and the CCBHC Model

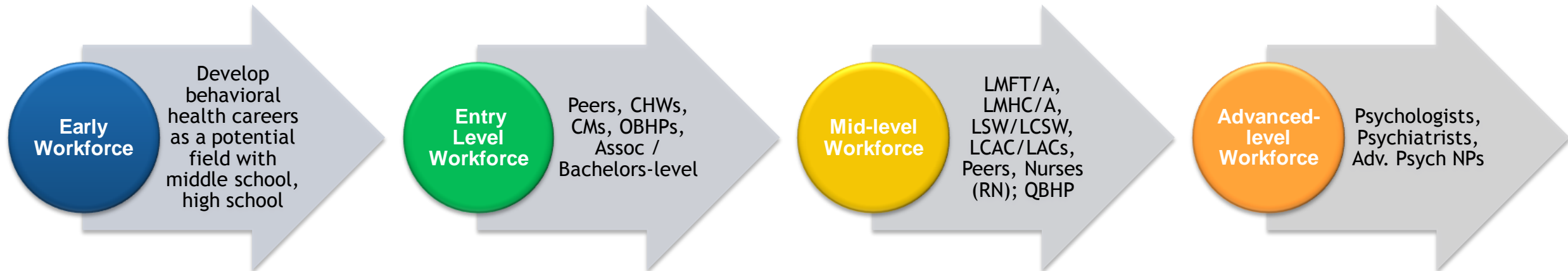
- *“A comprehensive and integrated crisis network is the first line of defense in preventing tragedies of public and patient safety, civil rights, extraordinary and unacceptable loss of lives, and the waste of resources.”* - SAMHSA’s National Guidelines for Behavioral Health Crisis Care
- Indiana DMHA understands that **one vital element of an effective no-wrong-door approach to crisis care is *available providers*** to do the work that are consistent, competent, confident and caring



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Focus Across All Levels

Preparation - Skill - Service



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Promote



Recruit



Train



Retain



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Promote Opportunity & Recruit Talent

- Complete a statewide behavioral health workforce landscape study
 - Focus on status, needs and resources by county
 - Help provide resources to identify and recruit entry and mid-level workforce
- Launch communications campaign regarding workforce opportunity related to Indiana 988
 - Opening the “No Wrong Door” access to crisis care and intervention
- Collaboration with higher education and workforce partners to connect talent with opportunity
- Collaborate with career & technical education to improve early talent pipeline
 - Graduation pathway for behavioral health
 - Career ladder development
 - Engage with the Health Occupations Student Association (HOSA)



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Support for Indiana HOSA



STATE CONFERENCE

- Mental Health Promotion Event
- Sponsor Info Representative



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Train and Educate - Skilling Up Through Strategic Professional Development

- Prioritize local / regional talent development
 - Explore local / regional methods of recruiting and PD
 - Assist mid and advanced level workforce with skills to address co-occurring conditions / dual diagnosis
- Identify and eliminate administrative barriers that interfere with efficient workforce deployment
- Expand opportunities for peers
- Improve work-based learning opportunities in early workforce development



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ASPIN Intern Program

DMHA Mental Health Internship Program



- Funded through the American Relief Plan (ARP) to assist master's-level and associate-level students from accredited Indiana schools.
- Program goal is to address Indiana's workforce shortages and the lack of qualified mental health workforce within our state.
- Available support for students currently enrolled in a mental health-focused graduate program or Associate of Science in Human Services through Ivy Tech



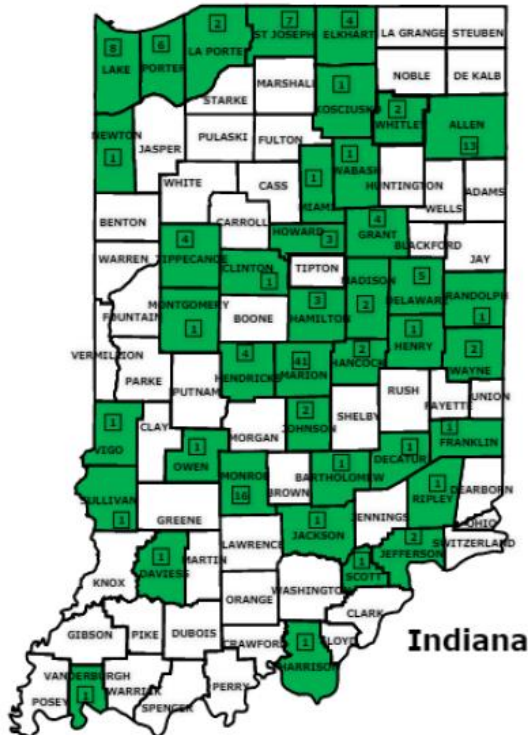
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ASPIN Intern Program

DMHA Mental Health Internship Program

2022 Program Results

Student Counties:



Program Stats

- 98.65% program/student satisfaction rating.
- 50.05% of students have obtained employment since completing their internship or practicum.
- 33.78% of students report obtaining employment with the same agency as their internship or practicum.
- 75.68% of students did not receive other monetary assistance during their internship or practicum.
- 95.95% of students plan to continue their career in Indiana.
- Communicated with faculty and students from 16 schools via emails, state conferences, personal meetings, phone calls, and text.



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Retain - Maximize Existing Workforce Capacity

- Support innovative approaches to local / regional workforce retention
 - Build capacity for mid and advanced level practitioners
 - Ensure licensed professionals are practicing at the top of their credential
 - Interstate compacts for licensed providers
- **Review existing strategies and interventions – Seek opportunities to replicate success**
- Future DMHA Recruitment and Retention Innovation [funding opportunity](#)



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Questions

To request additional information or feedback:

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