

Behavioral Health Academy™

Problem to be Solved

The BHA was developed in 2017 when the State of Indiana had a **critical shortage in the number of behavioral health professionals** and more importantly **a lack of behavioral health professionals trained to provide co-occurring treatment** to meet the need related to the opioid epidemic.

In 2017, Indiana was estimated to be short **5,000 – 7,000 licensed therapists**.

Individuals with co-occurring disorders had to select either MH or SUD treatment.

The other option was to work with two clinicians to treat co-occurring disorders. This was highly inefficient and not best practice.

Universities were not providing a learning experience for future therapists to meet co-occurring needs.

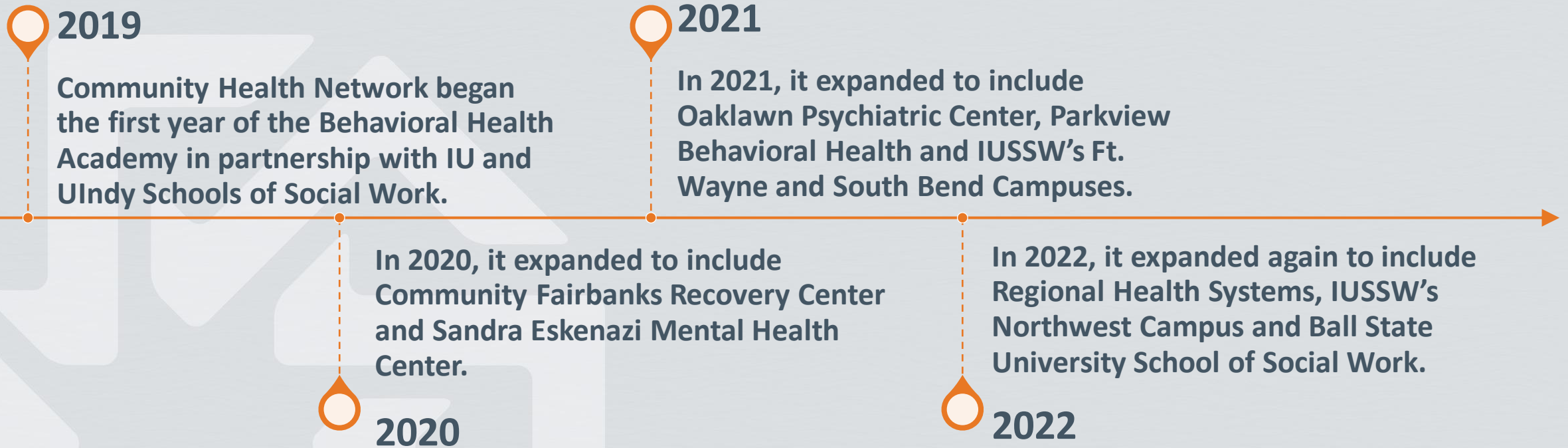
Treatment providers were not able to offer a co-occurring learning experience.

Employers and education establishments were not working together to meet client or community needs.

The shortage would not be effectively impacted without radical change to the treatment paradigm.

Solution

With initial funding from the Richard M. Fairbanks Foundation and ongoing funding from the State and CHNw Foundation, Community Health Network developed the **Behavioral Health Academy™** to address the critical shortage of qualified behavioral health professionals required to meet the increasing need related to the opioid epidemic and co-occurring treatment.



2023 Behavioral Health Academy Statistics

162

111 students graduated from the BHA

51 students are currently participating in the BHA and will graduate this year

This equals 162 therapists prepared to treat co-occurring disorders by the end of 2023

5

As of February 2023, 5 provider partners host BHA students



Community Fairbanks
Behavioral Health

ESKENAZI
HEALTH



OAKLAWN



PARKVIEW
BEHAVIORAL HEALTH INSTITUTE
PARK CENTER



REGIONAL
HEALTH SYSTEMS
Regional Care Group Member

7

As of February 2023, three university partners with 7 locations across the state

- Indiana University School of Social Work
- University of Indianapolis Phylis Lan Lin Department of Social Work
- Ball State University School of Social Work

Behavioral Health Academy

Vision

“Indiana residents impacted by the opioid epidemic and other substance use disorders will benefit from timely, high-quality recovery services.”

Mission

“To recruit, employ, and retain masters-prepared, SUD-specialized licensed behavioral health professionals through an innovative education model grounded in evidence-based approaches.”

Definition of Recovery

“Recovery is a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential.” (SAMHSA Definition)

Behavioral Health Academy: A New Training and Pipeline Strategy

Paradigm shift: Co-occurring lens

Format of Behavioral Health Academy

- Coursework at universities meets the requirement for dual licensure
- Co-Occurring Practicum Experience
- BHA Group Trainings/Supervisions

Graduates of the Behavioral Health Academy:

- Onboard at a faster rate
- Possess a higher level and quality of training
- Understand organization culture and values
- Are willing and prepared to work with all the core clinical issues seen at a CMHC and treat with a co-occurring lens
- Benefit from curriculum and enhanced training that provides extensive practice and practical experience with core EBPs
- Have an increased comfort level and skill in providing therapy
- Are anticipated to hit productivity targets faster and be more engaged

Behavioral Health Academy: Philosophy of Care

The Behavioral Health Academy

- Adheres to NIDA's 13 core principles of substance use disorder treatment
- Uses SAMHSA's definition of recovery
- Uses ASAM's definition of addiction
- Embraces Harm Reduction
- Trains in use of Medication Assisted Treatment
- Core evidence-based treatment models are Motivational Interviewing and Cognitive Behavioral Therapies

Behavioral Health Academy - Model

Marketing and Recruitment

- Class presentations and informational sessions
- Branded websites

Selection and Academy Orientation

- Candidate pre-screening
- Candidate selection
- Cohort orientation

Education Experience

- Focus on evidence-based practices
- Specialized curriculum by the University that meets the educational and practicum requirements for the LCSW and the LCAC
- Community enhances the curriculum with a handbook, intensive training and supervision along with a co-occurring practicum experience
- Financial incentive

Employment and New Hire Onboarding

- Priority interviews
- Dual LCSW and LCAC licensure
- Financial incentive

Students will learn:

Motivational Interviewing, with an opportunity to earn the BHA Endorsement in MI

Harm Reduction Strategies

Comprehensive Co-Occurring approaches to psychotherapy including theory, strategies, interventions and case conceptualization in:

- Cognitive Behavioral Therapy (CBT)
- Acceptance & Commitment Therapy (ACT)
- Skills System - DBT-informed therapy

Effective self-care strategies from The Center for Mind Body Medicine

Site Requirements for Students

Sites must have opportunities for students to shadow and participate in:

- Individual and group therapy
- Assessments
- Documenting in EMR
- Practice all EBPs

Site must have:

- Appropriately credentialed master's level staff (LCSW, LSW, LMFT, LMHC) for supervision and task management
- Co-occurring lens and philosophy

Supports are offered to Field Instructors, Task Instructors, and Behavioral Health Academy Trainers

Behavioral Health Academy: Where to Next?

- **Growth and Expansion**
 - Providers
 - **2-3 new Partner Sites** will join the BHA for the 23-24 academic year.
 - Continue growth to new provider locations with **onboarding 2 provider programs yearly**
 - Universities
 - **Martin University Community Psychology Program** will join the BHA for the 23-24 academic year and **Butler University's new Mental Health Counseling Program** will join in the 24-25 academic year
 - Currently **working with 5 additional universities/programs** including social work, community psychology, and mental health counseling with plans to partner with the BHA starting in 2024
- **Skill Up training and certification** to support existing staff in gaining certification that is equivalent with the Academy graduates' co-occurring treatment training
 - Goal of a future workforce that is all competent and effective in co-occurring treatment
- **Development of Career Pathways** from high school to master's degree
- **Workforce promotion of "Helping Professions"** similar to STEM initiatives