

WICHE



Western Interstate Commission
For Higher Education

North Dakota Behavioral Health Workforce Summit Strategies that Work

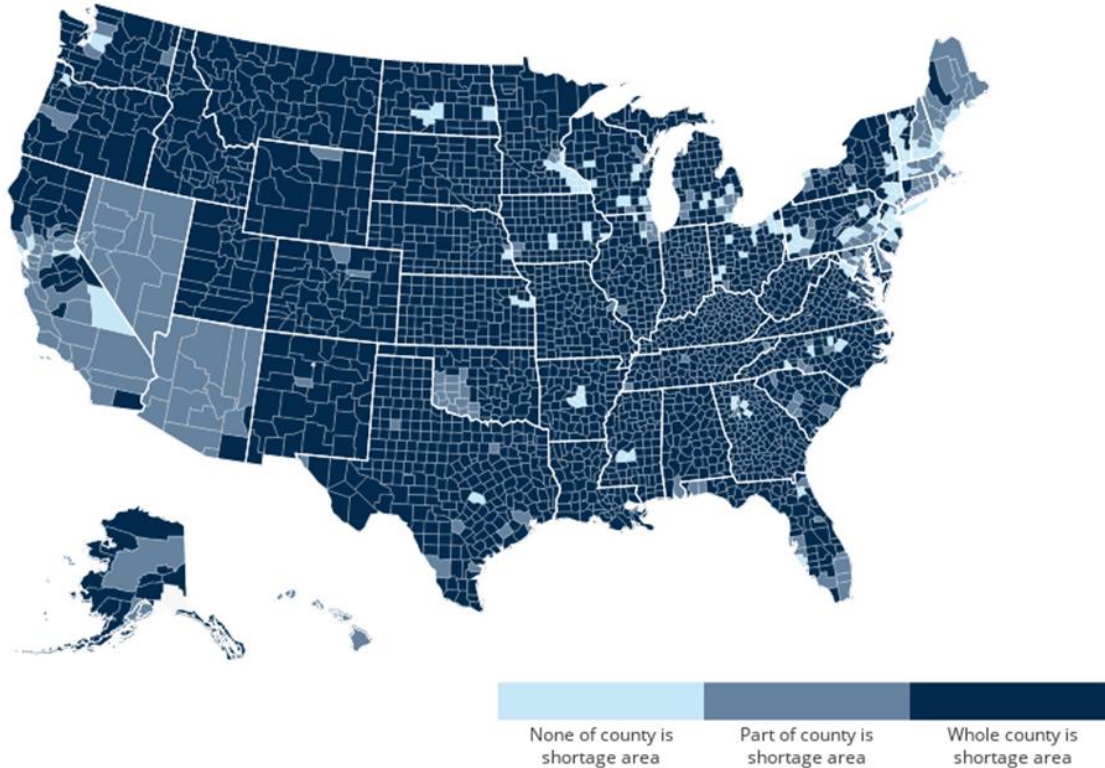
Bismarck, ND

September 26-27, 2022



Workforce Shortages are the challenge

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



- Dark Blue = HPSA-MH
- Most of ND has long standing shortages
- All your neighbors do too

For Consideration

- Where we need workers rarely coincides with where we educate and train learners
- Typical recruitment strategies for professionals focus at the end of the pipeline, or post-graduation, and seek to entice relocation.
- Too often higher education views rural/remote learners as “place bound” and not as “place committed”
- We need to seek ways to engage place committed learners, extend education and training opportunities to them, and develop local workforce where we need them
 - Now some examples...

Creating Education Partnerships

Northern Marianas College + University of Alaska-Fairbanks

- Partnership between a community college and a university to offer a 2 + 2 Bachelor of Social Work Degree
- First 2 years delivered via in-person learning at NMC, upper-division to BSW delivered via technology enabled learning from UAF
- Enables place-committed students to remain in their home communities to earn BSW, in a curriculum specifically focused on rural/remote and indigenous social work.

Reimbursement for Interns and Practicum Students

- The inability to bill 3rd party payers for services delivered by graduate students, completing applied learning components of education (practicum/internship) is a barrier to creating opportunities in many behavioral clinical centers.
- Colorado, Minnesota, and Oregon, for example, have passed laws that enable Medicaid to reimburse services provided by students working under the supervision of a licensed **psychologist**. (<https://www.apa.org/ed/graduate/about/reimbursement/state-progress>)

Building Capacity with a Place Committed Workforce

Alaska Behavioral Health Aide Program – Behavioral Health Aide certification is a multi-level provider model which includes BHA Trainee (non-certified), BHA levels I, II, and III, and BH Practitioner (BHP). To become a certified BHA or BHP, individuals must:

- Complete Community Health Aide Program Certification Board-specified training, practicum and work experience
- Meet the requirements of the **Knowledge and Skills Checklist** to demonstrate sufficient training and experience to provide service within a specified scope of practice
- Provide a broad range of services under the supervision of a Masters level clinician
- Maintain their certification by completing continuing education credits

» <https://www.anthc.org/behavioral-health-aide-program/>



Growing our Own – A more local example...

Minnesota has developed a Mental Health Behavioral Aide (MHBA), which is a paraprofessional in their Children's Therapeutic Services and Supports (CTSS) Agency.

MHBA, Level I and II, must complete 30 hours of pre-service training. This must include:

- 15 hours of face-to-face training in mental health services delivery**
- 8 hours of parent teaming training**
- The remaining 7 hours may include one-to-one time with a mental health professional or practitioner.**

(<https://www.revisor.mn.gov/rules/9535.4068/>)

Filling the Pipeline

- HOSA – Future Health Professionals, formerly known as Health Occupations Students of America (HOSA), is a global student-led organization, whose mission is to promote career opportunities in the health industry and to enhance the delivery of quality health care to all people.
 - North Dakota has a HOSA – Does it integrate behavioral health career exploration?
 - Have you considered teaching Mental Health First Aid-Youth to HOSA participants?

Collaborative Career Development

Alaska Training Cooperative is based at the University of Alaska-Anchorage and is a statewide resource for direct service workers, supervisors, and professionals in the field of mental health, development disabilities, alcohol and drug addiction, Alzheimer's disease and related dementia, and traumatic brain injuries.

- Provides a centralized source of approved continuing education
- Operates a learning management system providing learners a central repository of their training, certifications, etc.
- Supports consistency in knowledge exchange across the state

Thank you...

For Additional Information

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