



Behavioral Health Workforce

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For Consideration

- ▶ Mental health problems are prevalent among college students with substance misuse, anxiety, and depression being the most common.
- ▶ It is critical for mental health providers to develop a comprehensive knowledge of the prevalence and range of mental health problems occurring among college students and of the various needs of traditional as well as non-traditional college students.
- ▶ College students may receive services from mental health providers inside and outside the campus and the need for coordinated care is critical.
- ▶ The “knee-jerk” response is to seek more campus-based therapists, but there simply isn’t a way to meet the demand solely with individual interventions.
- ▶ Whole-Health/Whole-Campus strategies to promote wellness and enhance prevention, early detection, access to services and supports should be strategically planned and implemented.

Pedrelli P, Nyer M, Yeung A, Zulauf C, Wilens T. College Students: Mental Health Problems and Treatment Considerations. Acad Psychiatry. 2015 Oct;39(5):503-11. doi: 10.1007/s40596-014-0205-9. Epub 2014 Aug 21. PMID: 25142250; PMCID: PMC4527955.

For Consideration-Workforce

- ▶ Where we need workers rarely coincides with where we educate and train.
- ▶ Typical recruitment strategies for professionals focus 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.
- ▶ Neary two-thirds (58.2%) of the U.S. workforce has some college, but no degree or certificate...do you know your workforce percent?
 - 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.**

Creating Education Partnerships

University of New Mexico Psychiatry Residency and Guam Behavioral Health and Wellness Center

- ▶ **General Psychiatry 4th-Year Residents do 6-month rotations**
- ▶ **Child Psychiatry Fellows do 3-month rotations**
- ▶ **Local GBHWC Psychiatrists serve as community faculty**

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 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 – Another example...

Colorado has developed an array of non-degree programs

- ▶ **Certified Addiction Technician (DORA)**
- ▶ **Crisis Professional Certification (LMS developed by BHA)**
- ▶ **Qualified BH Assist (micro-credential via Comm. Colleges)**
- ▶ **Peer and Family Specialist (via CO Providers Association)**
- ▶ **Patient Navigator (via CO Comm College System)**

If you build it they will come...

- ▶ **WICHE has partnered with States and Territories to create 10 accredited doctoral psychology internships in places with Mental Health Professional Shortages**
- ▶ **To date over 300 interns have completed their internships in these 10 programs, and over 50% have remained in practice in these high-need areas after completion.**





Thank you...

For Additional Information

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Western Interstate Commission for Higher Education

www.wiche.edu/mentalhealth