

Behavioral Health Workforce

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Behavioral Health
HEALTH & HUMAN SERVICES



Behavioral Health Workforce

- **2018**
Human Service Research Institute Study(HSRI) concluded; this includes recommendations around behavioral health workforce
- **2019**
Survey public, develop, include top five highest priorities in the strategic plan
- **2019**
North Dakota's Behavioral Health Plan was developed with 13 AIMS

AIM 7-Engage in Targeted Efforts to recruit and retain a qualified, competent behavioral health workforce
- **2019-2021**
AIM 7---3 Work Goals & 6 Objectives & 11 Action Steps-36% completed and/or in progress

Behavioral Health Workforce Summit

● 2022

DHHS is working in collaboration with University of North Dakota and Western Interstate Commission for Higher Education(WICHE) to:

Coordinate and facilitate a **Behavioral Health Workforce Summit**, utilizing the Discovery Report, HSRI Study, and the HSRI ND Behavioral Health Plan to guide the Summit. The purpose of the Summit is to present the Discovery Report findings, make recommendations, provide training on workforce best practices, facilitate discussion with stakeholders on the development of the Behavioral Health Workforce Strategic Plan and **develop specific workgroups to facilitate workforce strategic plan.**

Discovery Process and Findings

Stakeholders were interviewed from the summer 2022 to early fall, representing every component of the continuum of care, from promotion through recovery.

Four broad categories identified:

1. Collaboration, coordination, integration
 - Strategy development and implementation infrastructure
 - Data, including on varying initiatives and costs
 - Accountability for decisions, gathering feedback, measuring impact
2. "Pipeline" and workforce recruitment and retention programs
3. Licensure, credentialing, and certification
4. Funding, capacity building, and other resources

The Behavioral Health Workforce Summit

The Summit was held on September 25 and 26 in Bismarck. The Summit was open to all in the community. Across the two days 60 attendees came from all areas of the state.

The intent of the summit was to:

1. Review past and current(or anticipated) behavioral health workforce efforts
2. Learn of behavioral health workforce efforts from other states
3. Identify specific action steps towards creating a strategic plan

Participants were guided towards identifying overarching categories, goals, objectives, and action steps.



The Behavioral Health Workforce Summit

Day 1

- All participants were divided into focus groups
- Each focus group developed categories of behavioral health workforce that they felt should be prioritized, these categories were developed further with goals, objectives, and action steps.
- After day one there were 20 potential categories, participants were asked to vote to indicate which items were most relevant, pressing, or achievable.

Day 2

At the beginning of the second day attendees were presented with the revised recommended categories, the following are the 6 priority categories in no order:

- Licensure
- Retention
- Recruitment
- Community-based services
- Reimbursement
- Marketing/Branding/Communication

Summit participants spent time in breakout groups reviewing, discussing, clarifying and agreeing to specific recommendations within each category.

Recommendations

1. Fully fund and resource a 'backbone' organization to lead behavioral health workforce initiatives in North Dakota
2. Design and field 'pipeline' and workforce costs needs assessment/gaps analyses
3. Enhance existing recruitment programs and create new ones
4. Collect, review, and report on behavioral health workforce-related licensure regulations, policies, and procedures

Public Input Session



Facilitated an online public input session on 12/1/22.

Reviewed the outcomes of the summit and draft plan

Discussion around next steps and future collaboration

Next Steps

If there are any further questions/comments please reach out to Kyle Sargent, WICHE at ksargent@wiche.edu



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<https://www.hhs.nd.gov/behavioral-health>