

Innovative Behavioral Health Workforce Development A Regional Approach

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WA Community College System



WA Community College System

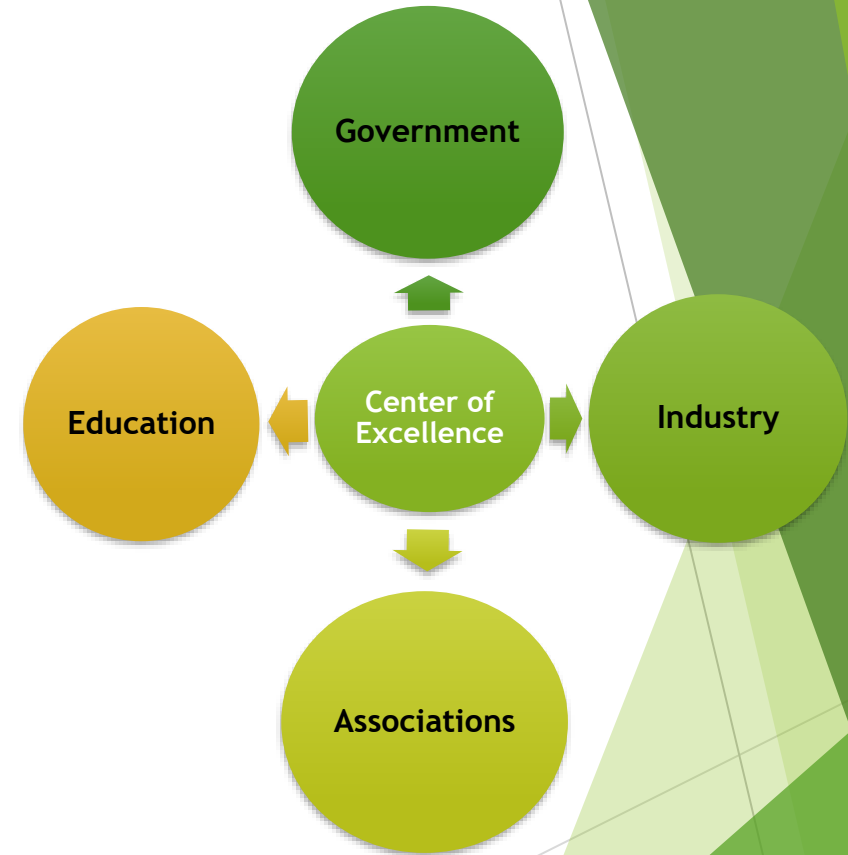
- 33 out of 34 WA Colleges
- 85+ healthcare programs

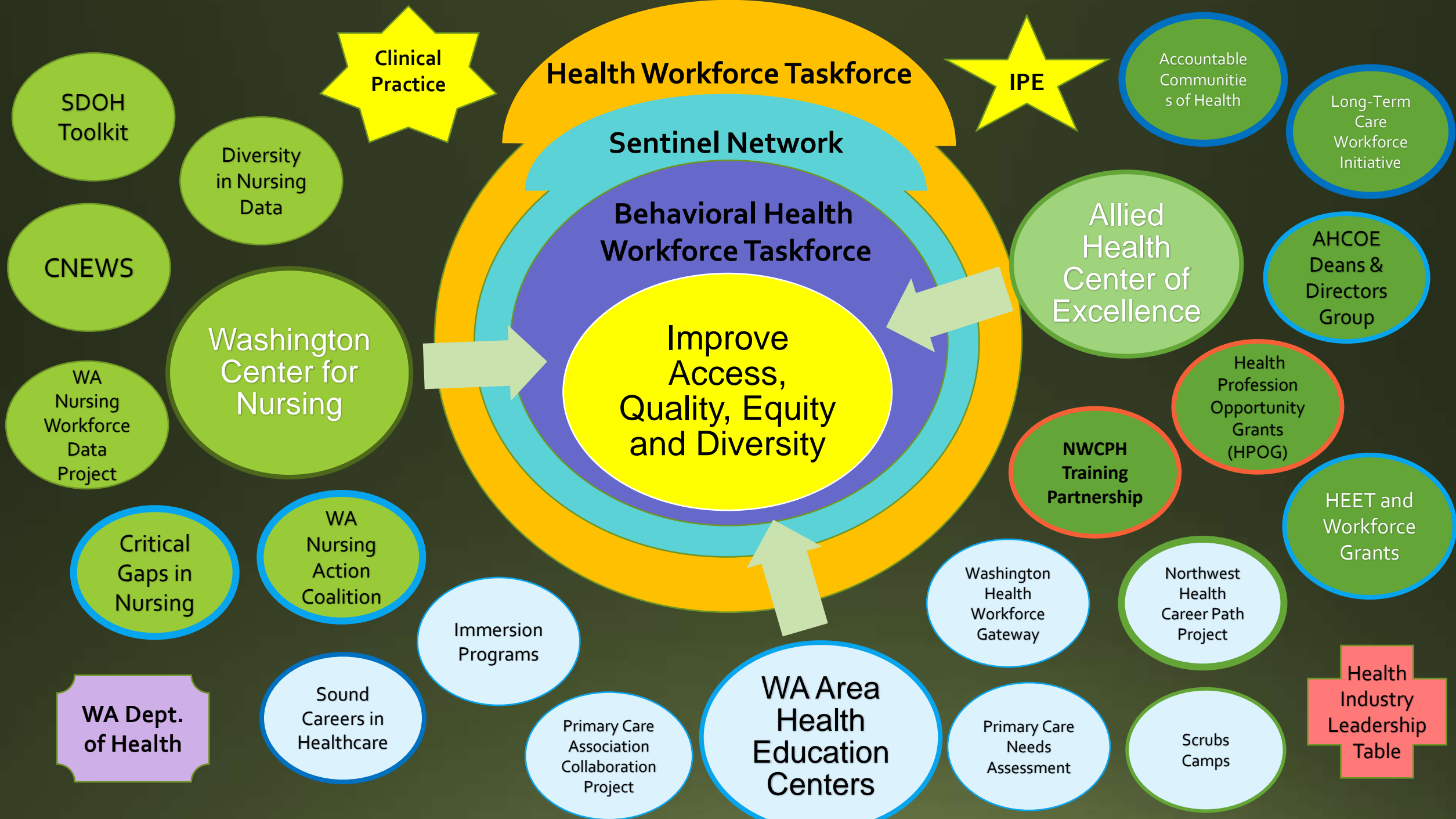


Allied Health COE- Primary Role

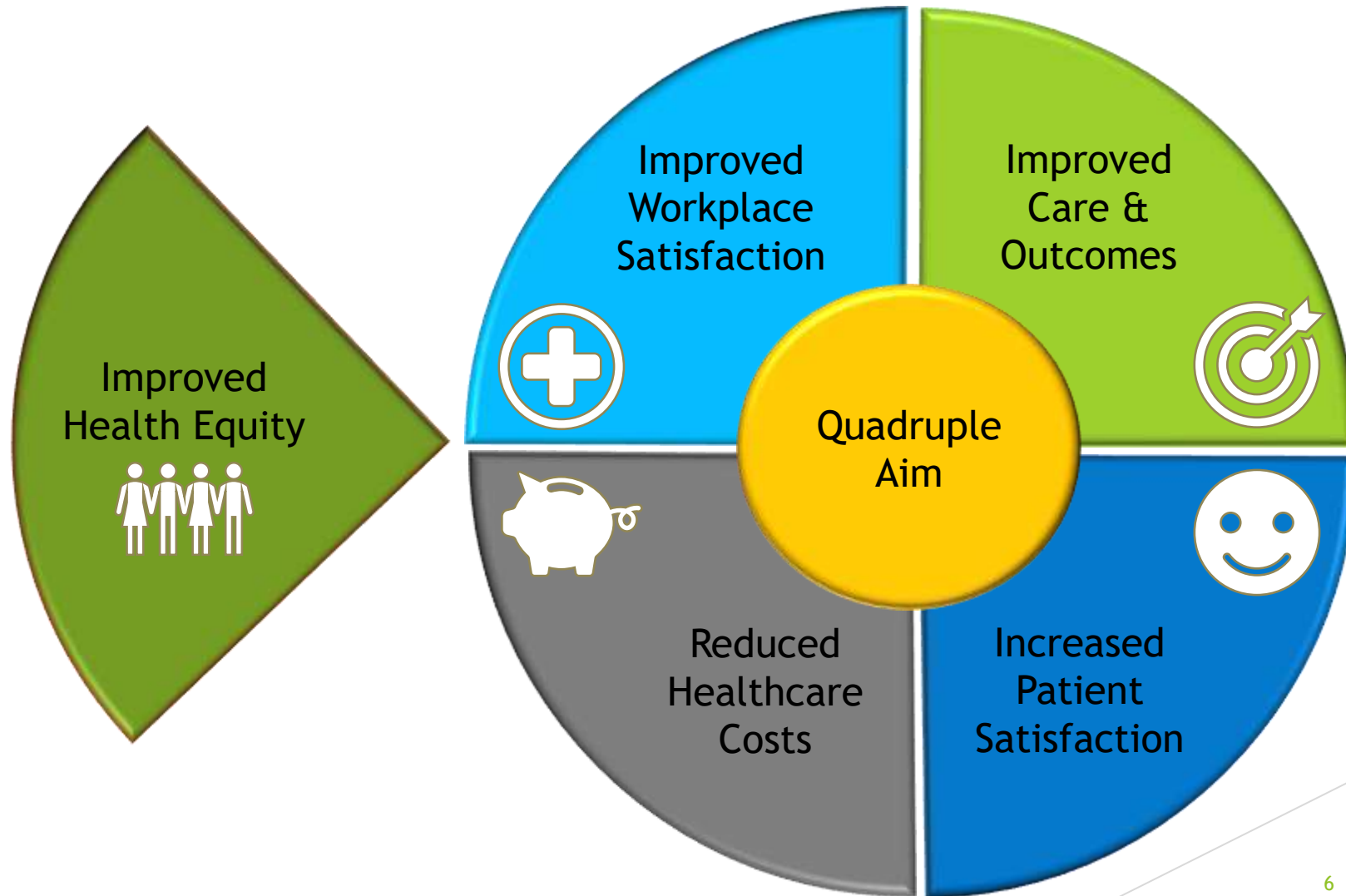


- Statewide leadership in workforce education and training within the health care sector.
- Point of Contact/Resource HUB for industry trends, best practices, innovative curriculum and professional development activities.
- Maximize resources by bringing together workforce education and industry partners in order to develop highly skilled employees.





Quadruple Aim



WA State Health Workforce Recommendations

Create incentives for the formation of integrated care teams and interdisciplinary education to increase providers of integrated care.

2011, HCA 2014, 2015, 2016, 2017BHWF



Greater Health Now

- ❑ Greater Health Now, established in 2015 is one of 9 regional Accountable Communities of Health(ACH) funded by the Center for Medicaid Services (CMS) through the WA State Health Care Authority (HCA). Each ACH is an independent 501C3 organization, not a state agency.
- ❑ ACHs were established under the CMS Medicaid Transformation Project to develop innovative strategies to increase population health outcomes.
- ❑ Greater Health Now is the largest ACH in the State of WA by territory, serving 9 counties throughout Southeast WA, and the third largest in the state by Medicaid lives served.
- ❑ 1. Healthier Here (Seattle area) 2. North Sound ACH at 15%. 3. Greater Health Now at 14%



Greater Health Now Initial Investments in Behavioral Health Workforce Development

- ❑ GHN funded 19 organizations for an approximate cost of \$850,000.
- ❑ Sample Organizations funded by GHN include, but are not limited to;
 - Yakima Neighborhood Health Services
 - Yakima Valley Farmworkers Clinic
 - Catholic Charities
- ❑ Over 50 BH Internship Positions created
- ❑ Funding used for precepting various types of BH Internships
 - MS/MA counseling
 - MSW
 - Psychologist
 - CDPT
 - SUD Professionals

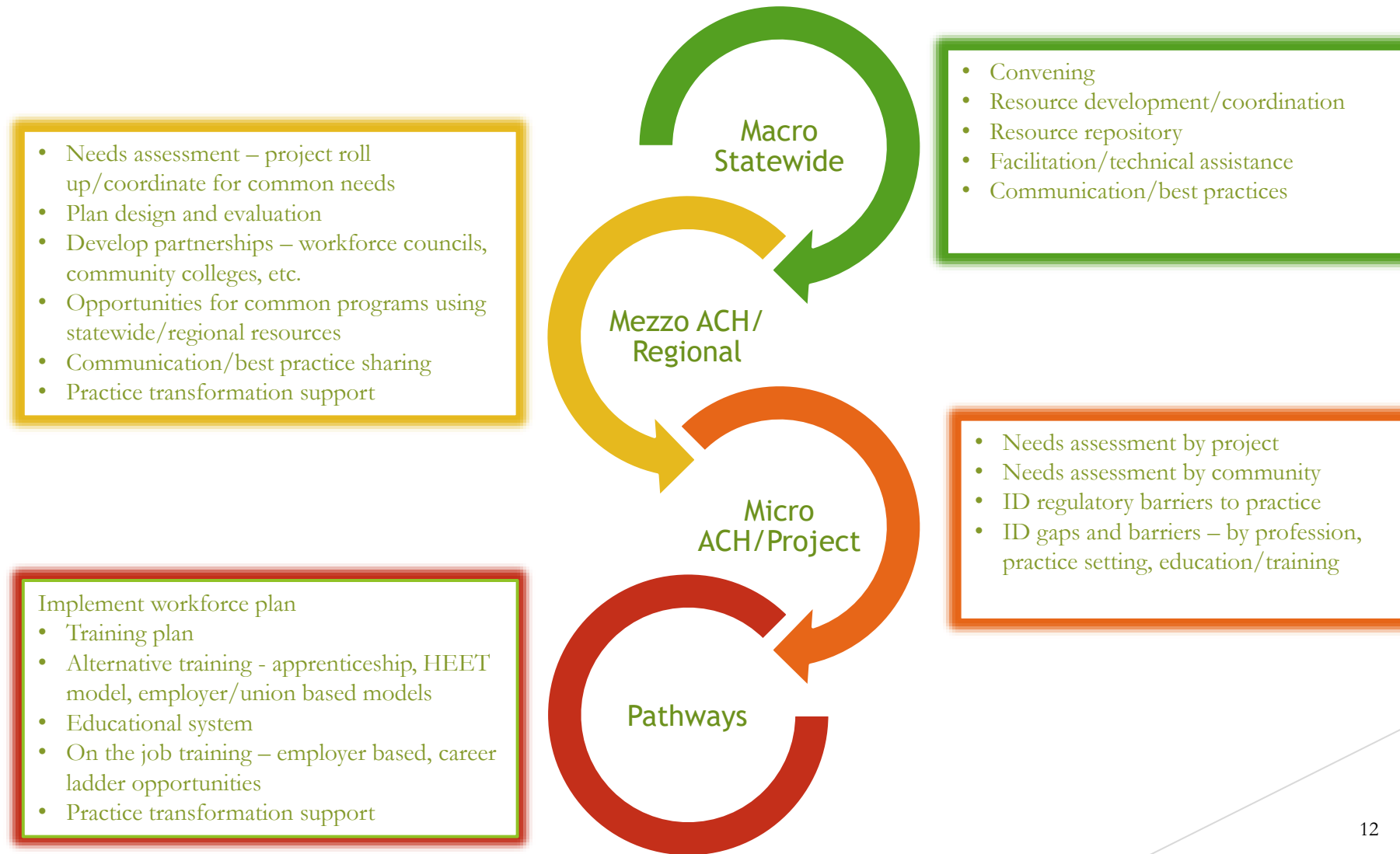
Greater Health Now Additional Investments in Behavioral Health Workforce Development

- ▶ WA State House Bill 1504
- ▶ Required the Health Care Authority to establish a behavioral health workforce pilot program and provide training support grants to community mental health and substance use disorder treatment providers.
- ▶ Greater Health Now funded 7 organizations to hire interns and provide preceptorships.
- ▶ Several organizations were able to retain staff, hire staff and bring on interns as a result of this program.

Heritage University/Greater Health Now

- ▶ Greater Health Now gave Heritage University \$400,000 to develop a Behavioral Health Aide program and for student scholarships to that program.
- ▶ 67% of students at Heritage are Hispanic/Latino and 10% American Indian or Alaskan Native.
- ▶ Students completing the program earn a BH Aide Certificate and provided students with the skills necessary to be a tribal-based health care provider.
- ▶ Students who completed the certificated program must pass the Portland area Community Health Aide Program Certification Board Exam. When successful the students will continue their careers as BHAs for their respective tribal health programs in the Pacific Northwest region.
- ▶ Students at Heritage were very excited at having the opportunity to participate in a culturally appropriate program. "We are filling the gap in our community"

ACH Workforce Planning Elements



The Health Workforce Sentinel Network

The Sentinel Network, is an initiative of Washington's Health Workforce Council, conducted collaboratively by Washington's Workforce Board and the University of Washington's Center for Health Workforce Studies.

Funding to initiate the Sentinel Network came from the Healthier Washington initiative in 2016, with ongoing core support from Governor Inslee's office and the Washington State Legislature.



WA's Health Workforce Sentinel Network

Purpose

Since 2016, the Health Workforce Sentinel Network has supported efficient and effective health workforce preparation and deployment by:

- **Identifying emerging signals** of changes in the occupations, skills, and roles needed to deliver quality care.
- Tracking and identifying **trends over time**.
- **Rapidly disseminating information** to education, training and policy partners who can respond to findings.



What is the Sentinel Network?

What is the Sentinel Network?

The Sentinel Network is an information network linking the healthcare industry with partners in education and training, policymakers and workforce planners to collectively identify and respond to new and changing demand for healthcare workers, skills and roles. Part of the Healthier Washington initiative, the Sentinel Network is a collaboration of state's Workforce Board and the University of Washington Center for Health Workforce Studies, with funding from Washington's Health Care Authority.

Join the Sentinel Network!

[Register Now](#)

As a Sentinel, you will:

- Help ensure the state's health workforce is prepared to respond to the transforming health care environment.
- Have access to current and actionable information about emerging workforce needs.
- Compare your organization's experience and emerging workforce demand trends with similar employer groups.

Sentinel Network Findings to Date

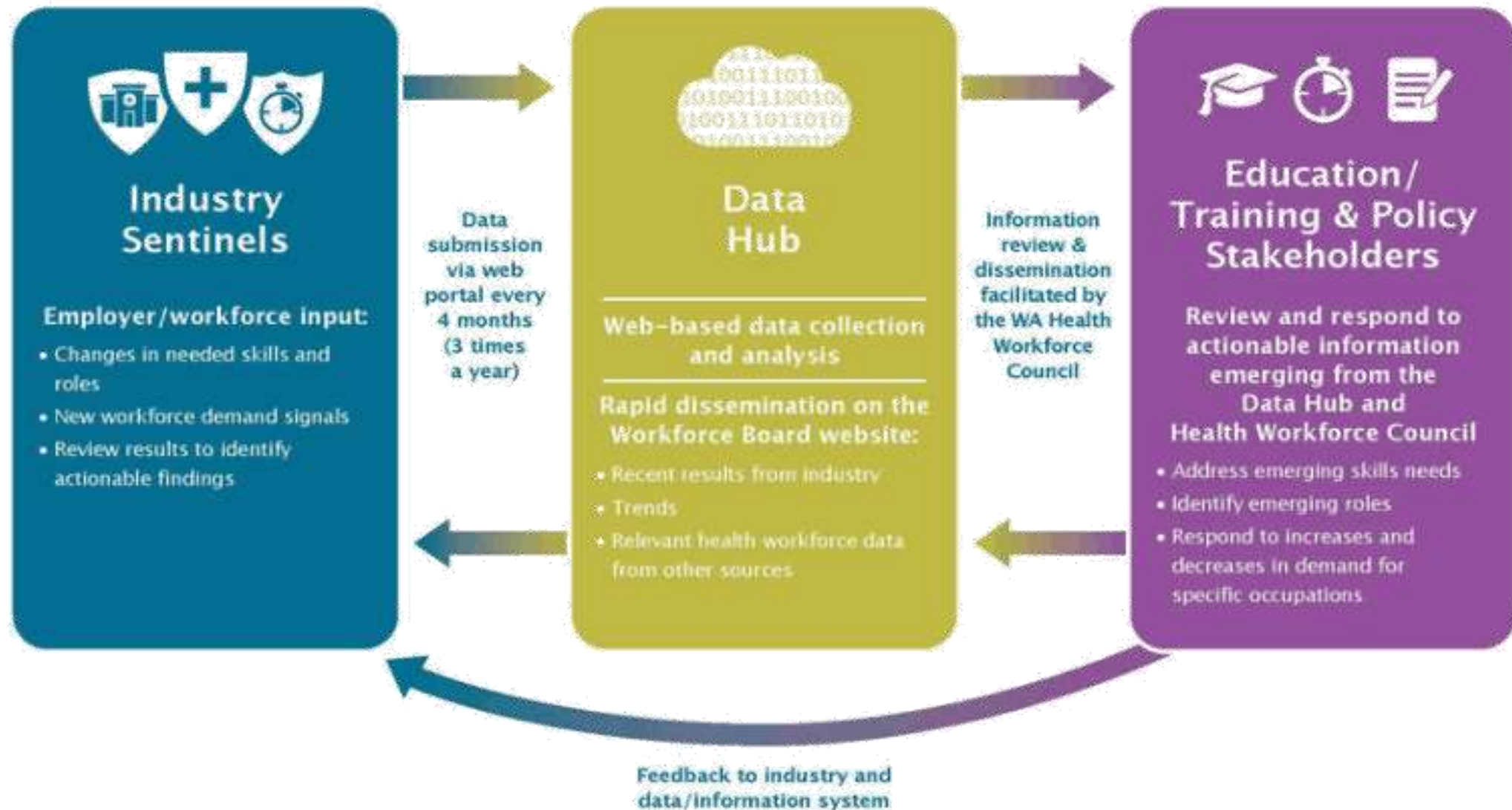
Results from data submitted June/July and November/December 2016 are now available!

[View Findings](#)

<http://www.wtb.wa.gov/healthsentinel/>

<http://www.wtb.wa.gov/healthsentinel/>

How Does It Work?



What We Are Creating



Workforce

What would a home run be for health workforce planning?

Create stronger partnerships ?

- to do what?

Who's not at the table who should be?

How do we engage new participants and promote innovation opportunities for workforce capacity building?

- ✓ Educators
- ✓ Industry partners
- ✓ Training partners
- ✓ Managed care organizations
- ✓ SDoH Organizations





Late Summer 2020 in Walla Walla *“Meet me under the tree”*

- ▶ In the prior 12-months, 43% of Substance Use Disorders encounters to the Emergency Department were classified as Avoidable.
- ▶ In the prior 12-months, 42% of Serious Persistent Mental Illness encounters to the Emergency Department were classified as Avoidable.
- ▶ Populations with Behavioral Health conditions have disproportionately high Emergency Department rates compared to rest of population
- ▶ Average waitlist for a Walla Walla Behavioral Health provider > six months
- ▶ Practicum sites for clinical supervision/internships severely impacted by pandemic

**Lack of
practicum
sites for
students**

**Looming
Behavioral
Health forecast
due to pandemic**

**Accessing
timely services**

**Community
impact**

Barriers to access care

Workforce

**Upstream
solution**

Despair

**Integrative
healthcare**

Never doubt that a small
group of thoughtful,
committed citizens can change
the world; indeed, it's the only
thing that ever has.

Margaret Mead

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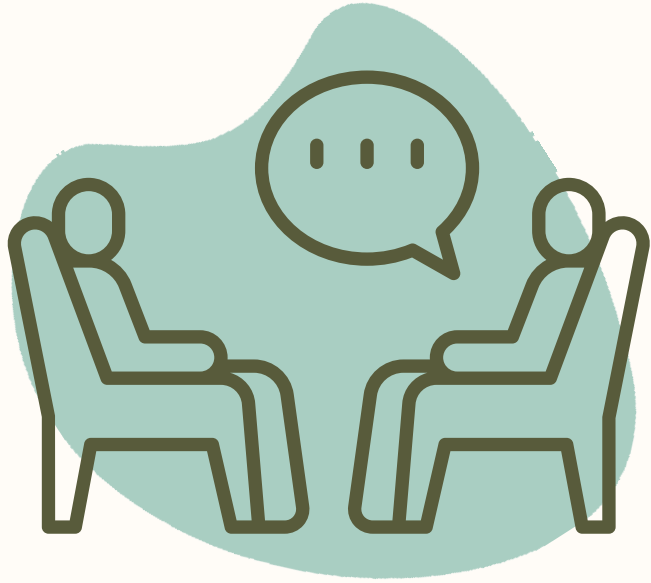
BLUE MOUNTAIN
HEALTH COOPERATIVE



Workforce Development and Support through Independent Licensure



OUR WALK-IN SERVICES



WALK-IN THERAPY

Free same-day therapy appointments provided by clinical therapy students under the supervision of licensed providers



BEHAVIORAL HEALTH NAVIGATION

Case management services to help clients get connected to ongoing care and other resources

SERVICES PROVIDED



In 2022:

494 Walk-in Therapy Sessions

426 Behavioral Health Navigation

2023 So Far:

311 Walk-in Therapy Sessions

142 Behavioral Health Navigation



Meet Kaylee

- Inaugural intern at Blue Mountain Health Cooperative while a student at Walla Walla Community College
- Behavioral Health Navigator: internship > paid position
- In May, she graduated with a Bachelor in Social Work
- Just bought her first home
- Going on for her Masters in Social Work
- **Goal: Therapist for children and teens**

WA State Allied Health Center of Excellence

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