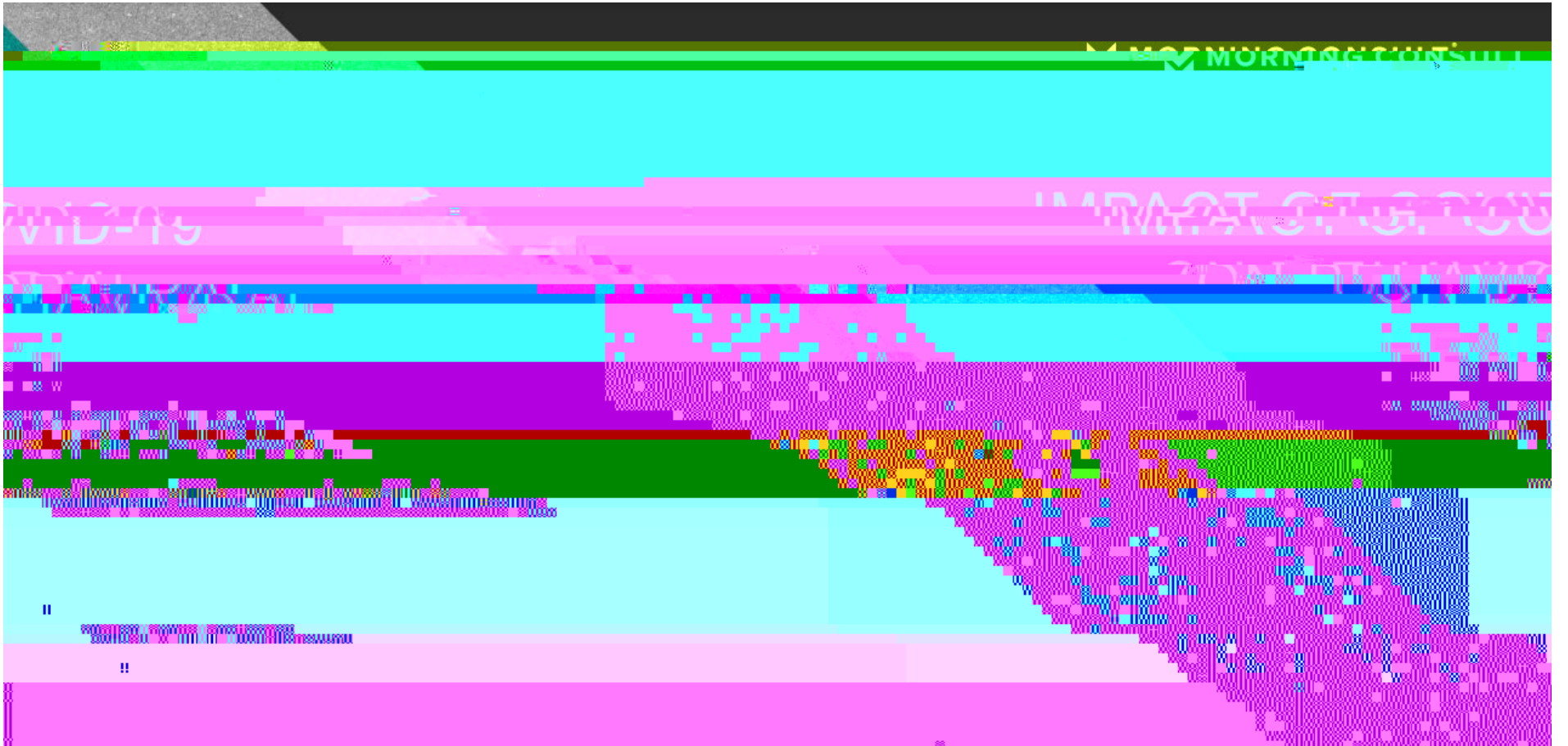


NATIONAL

USF CJMHSA TAC Workforce Solutions Webinar

Brie Reimann

Vice President, Practice Improvement and Consulting



Key Findings

National workforce shortages

- Challenges with recruitment and retention
- Staff burnout

Demand for services is increasing

- Rates of MH and SU are high and rising
- Waitlists are growing
- Increased client severity and caseloads

Treatment Demand

- [During the pandemic, 4 in 10](#)
- [Over 107,000 drug overdose deaths](#)
- [In 2021](#)
COVID-19 pandemic, and 44% reported they persistently felt sad or hopeless during the past year.
- [Rates of suicidal ideation are highest among youth, especially LGBTQ+ youth.](#) In September 2020, over half of 11-17 year olds reported having thoughts of suicide or self-harm nearly every day of the previous two weeks. [In 2022,](#) 45% of LGBTQ youth seriously considered attempting suicide.
- [Nearly half](#) of all Black, Hispanic, Asian, Native American, and LGBTQ+ individuals say have personally experienced increased mental health challenges over the last year, but few received treatment.
- [Black and Hispanic people](#) were less likely to receive behavioral health services compared to the general population and deaths by suicide are historically higher among communities of color.

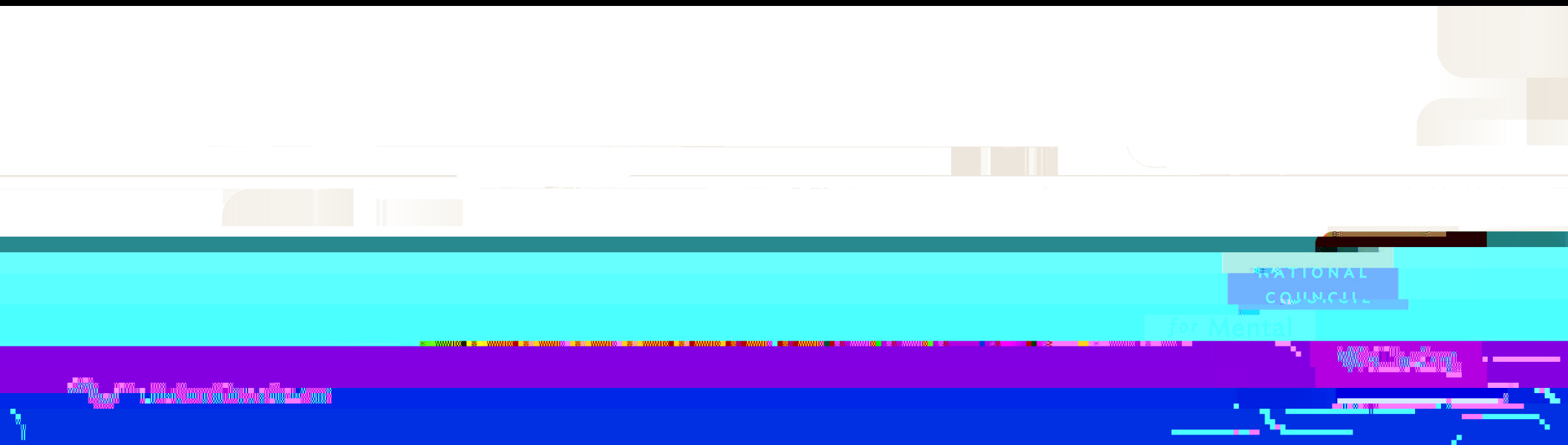
Workforce Crisis

from pre-pandemic levels.

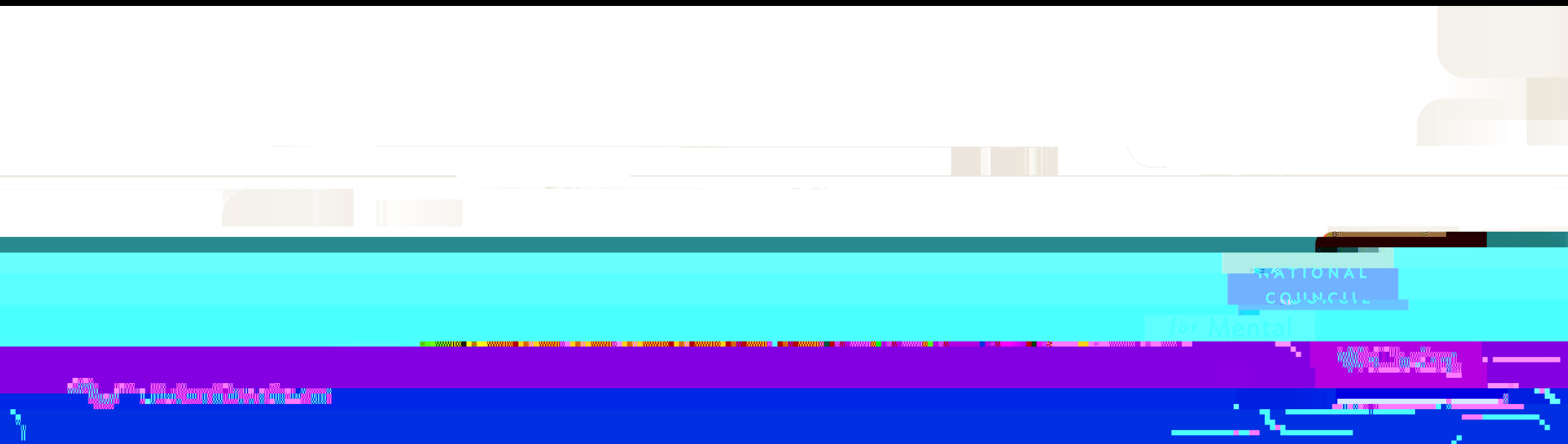
- Increased demand is causing patient **waitlists to grow**.
 - 60% of organizations say their waitlist has grown in the last 3 months.
 - A 17% increase in demand since February 2021.
- Organizations are having trouble **recruiting and retaining employees**.
 - Nearly all (97%) organizations say it's difficult to recruit, with $\frac{3}{4}$ saying it's very difficult.

Source: 2022 Access to Care Survey by the Harris Poll on behalf of the National Council for Mental Wellbeing, and surveys from the National Council and Morning Consult on the impacts of COVID 19.

Lack of Diversity among Workforce



Solutions



NATIONAL
COUNCIL

for Mental

www.nacmhs.org

Three Policy Briefs

1. Policy, Financial Strategies, and Regulatory Waivers

2. Clinical Care Delivery Models and Digital Solutions

3. Strategies to address Diversity, Equity, and Inclusion

Key Recommendations

Investment in National Health Service Corps, Behavioral Health Workforce Education

Expanding tele/virtual options

More health services for justice involved populations

Focus on children and youth prevention (ex. Schools)

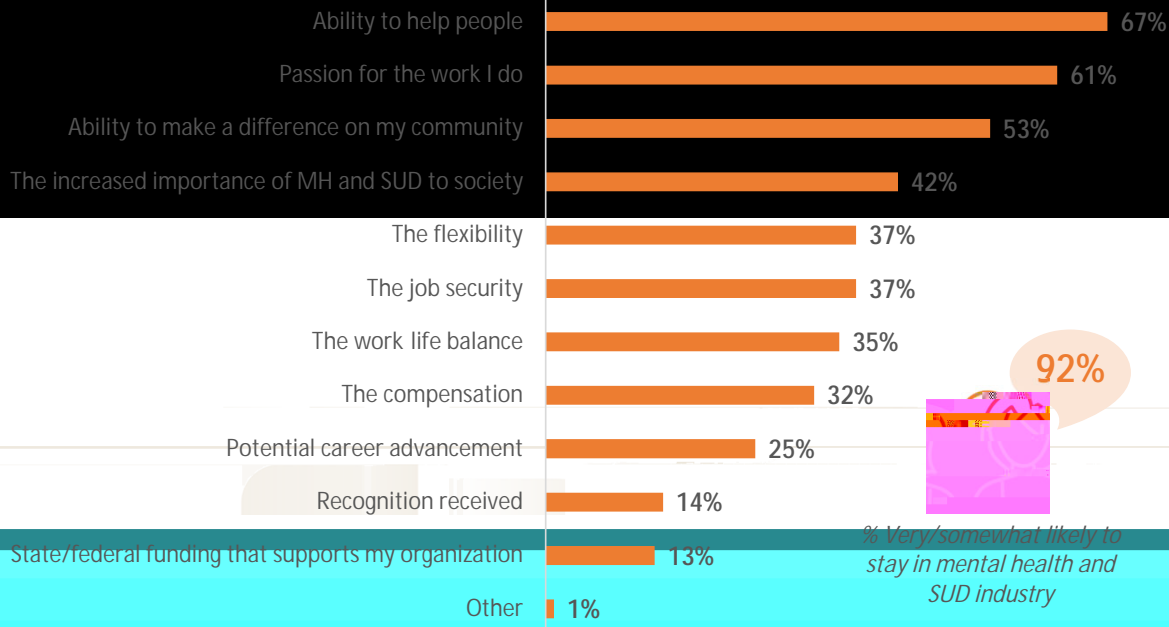
Use of MHFA to support professionals across the social and human service fields

Expand funding and support for CCBHC adoption



Ability to help people and passion are top reasons to stay in the industry, something that is unwavering for

Influencers on Likelihood to Stay in Mental Health and SUD Industry (among those likely to stay)



92%
% Very/somewhat likely to stay in mental health and SUD industry

% Agree strongly / somewhat

82%

% Agree strongly

36%

% Agree strongly / somewhat

74%

% Agree strongly

33%

"My passion for working in the mental health and substance use disorder industry is unwavering."

"I have invested too much in my career to leave the mental health and substance use disorder industry now."

BASE: LIKELY TO STAY IN MENTAL HEALTH AND SUBSTANCE USE DISORDER INDUSTRY (n=695)

Q917: Which of the following influence your likelihood of staying in the mental health and substance use disorder industry? Please select all that apply.

BASE: ALL QUALIFIED RESPONDENTS (n=750)

Q924: How much do you agree or disagree with each of the following statements?



92%



% Very/somewhat likely to stay in mental health and SUD industry

87%



% Very/somewhat likely to recommend working in mental health and SUD

33%



Of and SUD

NATIONAL COUNCIL

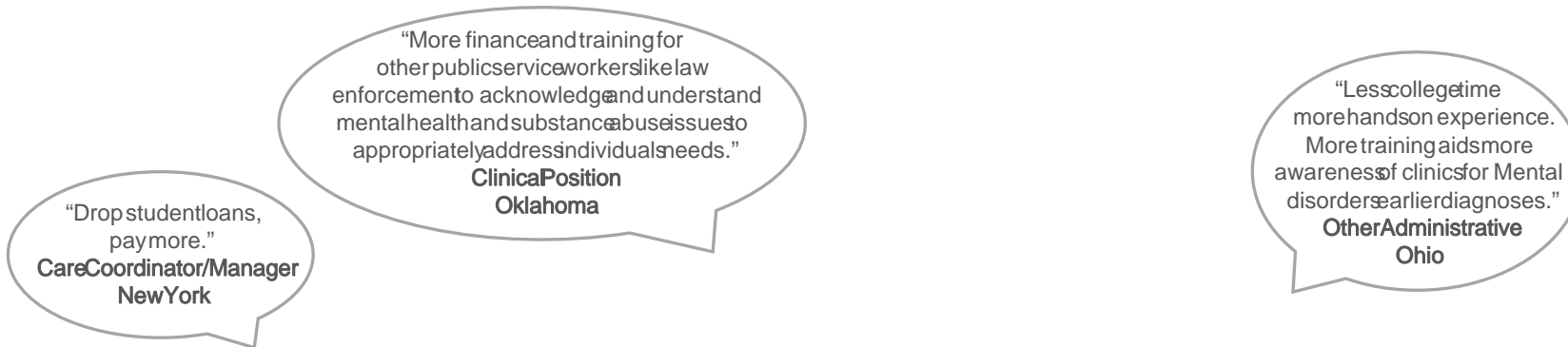
for Mental

www.nationalcouncilonmentalhealth.org

www.nationalcouncilonmentalhealth.org

Number one ask of legislators related to mental health and SUD...

"I do not believe those working in this field are considered as



"Drop student loans, pay more."
Care Coordinator/Manager
New York

"More finance and training for other public service workers like law enforcement to acknowledge and understand mental health and substance abuse issues to appropriately address individual needs."

Clinical Position
Oklahoma

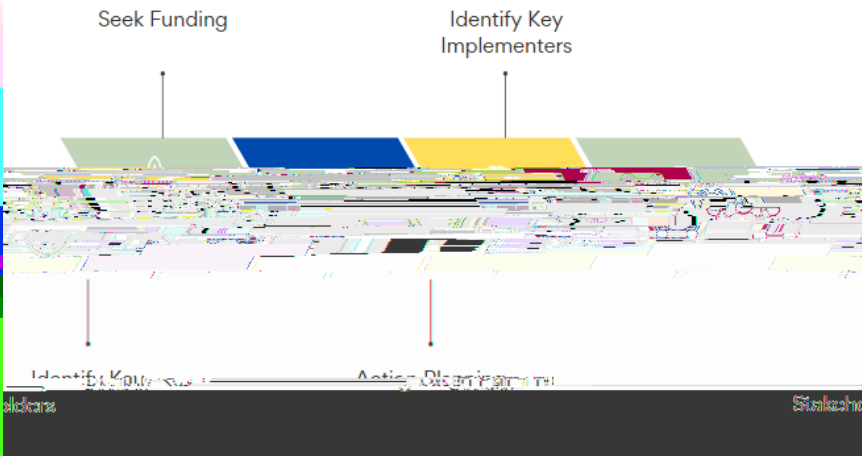
"Less college time more hands on experience. More training aids more awareness of clinics for Mental disorders earlier diagnoses."

Other Administrative
Ohio

BASE ALL QUALIFIED RESPONDENTS (N=750)

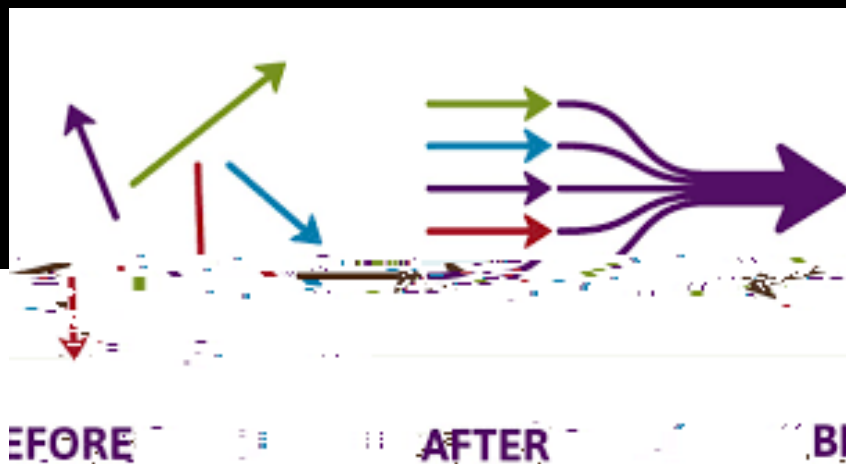
Q605: If you could speak to legislators or decision makers, what would your number one ask related to mental health and substance use disorder care be?

Enhancing the Behavioral Health Workforce



NATIONAL
COUNCIL
for Mental

Potential Approach to Drive Action



Moving to ACTION

- » Determine shared priorities
- » Engage organizations in working together
- » Leverage various strengths across partners
- » Reach more areas of work through collective effort

NATIONAL
COUNCIL

for Mental

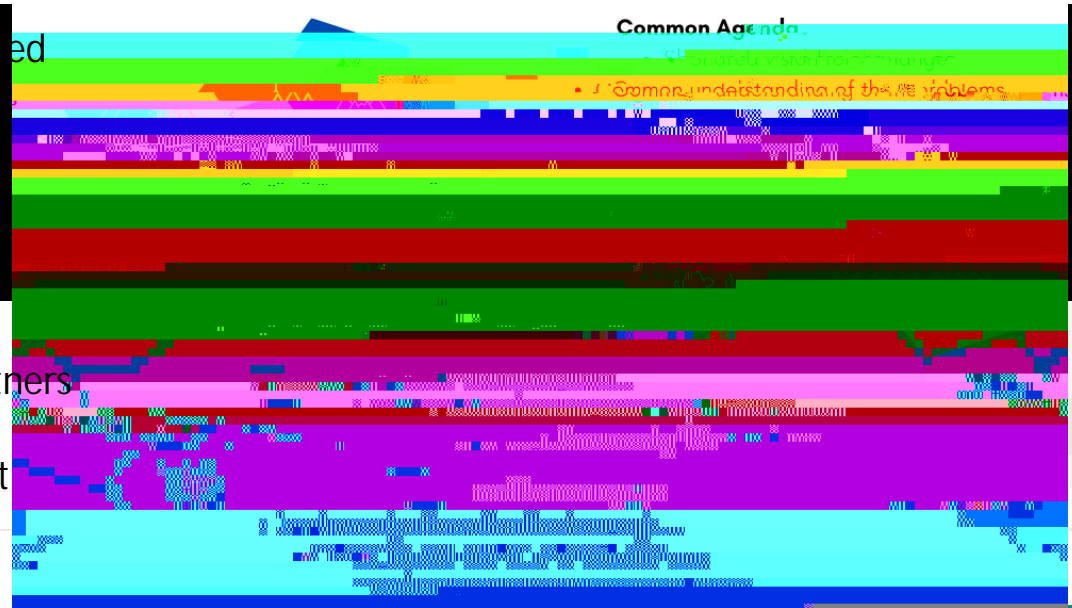
Health

Using Collective Impact for Workforce

»

»

- » Provide communication and connection between partners
- » Identify and seek funding to support a collective effort



Discussion



What are the key issues you are seeing related to the workforce?



What priorities are you working on in each of the six areas of the framework?



What partnerships or innovations are you seeing to address the workforce?



Who are the main influencers to address the workforce crisis and who is missing from the discussion?

Resources

[Center of Excellence for Integrated Health Solutions – Resources Page](#)

[Substance Use Education Practice National Council](#)

[2022.02.07_NC_AABHCoE_Addressing Access to MH and SU Services_Toolkit.pdf](#)

[Policy Briefs](#)

- [Guiding Principles for Workforce Development](#)
- [Medicaid Strategies to Address Workforce Shortage](#) KFF