



# Behavioral Health Workforce

## Strategic Plan Overview



**COLORADO**  
Behavioral Health  
Administration



# Agenda

- Welcome
- Overview
- Behavioral Health Workforce Development Initiatives
- Discussion

# Ground Rules

- This meeting is being recorded & will be publicly available
- Please utilize the chat box function and save questions for the Q&A to follow the presentation
- A follow-up survey will be sent to collect additional feedback upon reflection
- Please be mindful of many different stakeholders and perspectives; allow time for all voices

# The Governor's Behavioral Health Task Force identified the 6 pillars needed for a strong behavioral health system in Colorado

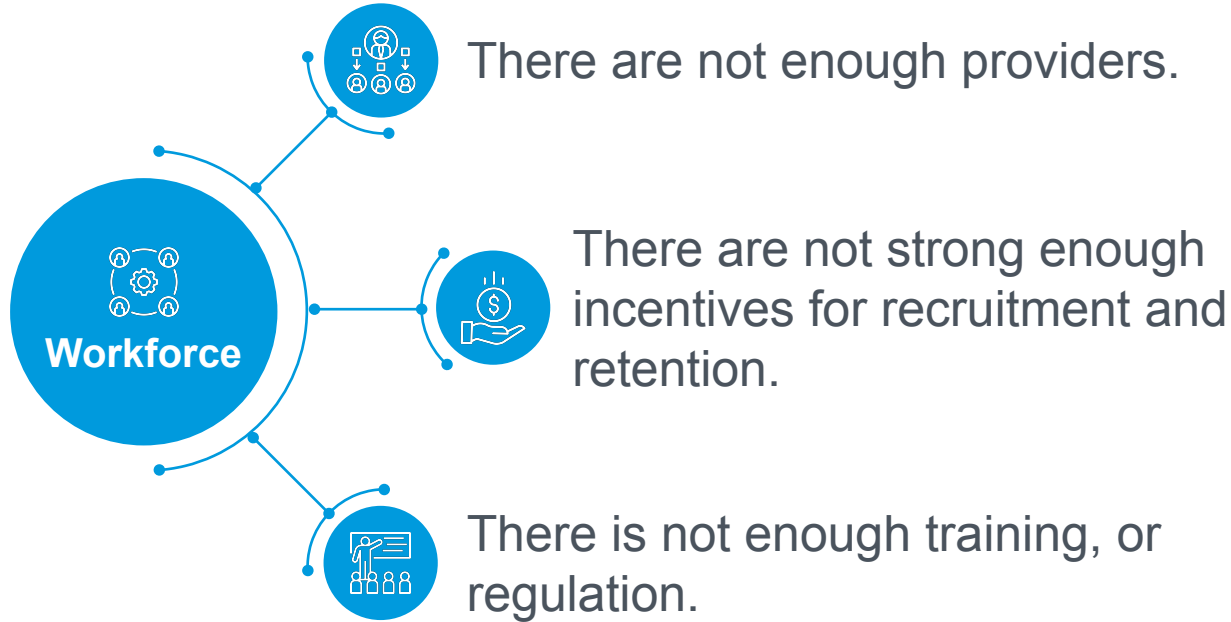


# Building from Stakeholder Recommendations

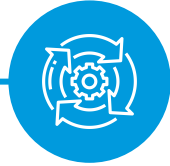
1. Stakeholder Recommendations to Address the Behavioral Health Workforce Shortage
2. Behavioral Health Transformational Taskforce Report
3. Behavioral Health Administration Legislative Report
4. Stakeholder Recommendations for Improving Access to Behavioral Healthcare for People with Co-Occurring Disabilities
5. 2020 Behavioral Health Needs Assessment
6. COACT Colorado Behavioral Health Service Assessment: Assessing and enhancing the behavioral health service array for children, youth and families
7. Colorado Health Workforce Development Strategy



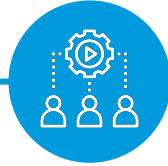
# What We Heard About Workforce



# SB22-181 is a significant investment in behavioral health workforce development.



**Promote the  
profession**



**Create  
opportunities  
to grow in the  
field**



**Build a  
coalition of  
peer support  
specialists**



**Keep it local**



**Offer loan  
forgiveness  
and  
scholarships**



# Related Funding Allocations

- Other SB22-181 Allocations:
  - Colorado Community College System
  - Colorado Health Services Corps
- Substance use disorder provider stability grants [*HB22-1281: Behavioral Health-care Continuum Gap Grant Program*]
- Behavioral Health Incentive Educational Program [*SB21-137: Behavioral Health Recovery Act*]
- Initial funding for LMS [*SB19-222: Comprehensive Plan to Strengthen and Expand the Behavioral Health Safety Net*]



# Workgroup Participation

- Comprised of representatives across 12 agencies
- Over 40 staff participated in this process
- Workgroups met weekly, focused on following areas:
  - Educational Programs & Labor Partnerships
  - Expanding the Non-traditional Workforce & Peer Support Professionals
  - Retention, Standards, Licensing, & Credentialing
  - Training & Competency
- Implementation will continue to be a collaborative process with state agencies & community stakeholders



# Behavioral Health Workforce Initiatives

---

*Priorities & Recommendations*

# Behavioral Health Workforce Initiatives

- Expand peer support workforce
  - standards, certification, scholarships, organizational support, marketing
- Pilot Behavioral Health Aide program (Alaska model)
- Pre-licensure stipends/paid internships
- Career pipeline development grants
- BH Apprenticeships

# Behavioral Health Workforce Training

- Develop robust learning community (LMS project) across behavioral health providers and other roles, including:
  - cultural competencies
  - mental health & substance use disorder
  - criminal justice provider endorsement
  - trauma-informed care
  - other topic areas prioritized by the workgroup and task force recommendations

# Behavioral Health Workforce Initiatives, ctd.

- Retention grants for BH employers
- Innovative recruitment strategies
- Marketing & outreach
  - specific populations, career pathways, high-need job families
- BHA WFD research, data analysis & policy development

# Discussion Questions

- Does this reflect your understanding of the bill?
- Do you see any major barriers or environmental challenges to accomplishing the goals that we've outlined?
- What are you most excited about? Where do you see the potential for significant impact?

# Thank You