

INDIANA ROUNDTABLE ON  
MENTAL HEALTH SUMMIT

#IRMHSUMMIT2023

# STATE BEHAVIORAL HEALTH WORKFORCE: CONTEXT AND OPPORTUNITIES

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**SCHOOL OF MEDICINE**

BOWEN CENTER FOR HEALTH  
WORKFORCE RESEARCH & POLICY

# BREADTH OF BEHAVIORAL HEALTH WORKFORCE TOPICS

## Profession Types:

*BHHS Counselor Level*    *Trainees (Associates)*  
*Paraprofessionals*    *Psychiatrists*  
*Peer Support*  
*Psychologists*    *Support Staff*  
*Physician Extenders*

## Settings:

*Emergency Department*  
*Primary Care Clinic*    *CMHC/CCBHC*  
*Inpatient*    *State Hospital*  
*Faith based Organizations*  
*Community/Rural Health Center*  
*Private Practice*

Indiana's  
Behavioral  
Health  
Workforce

## Initiative Sources:

*FSSA - OMPP*    *Legislature*  
*IDOH*    *FSSA - DMHA*    *WorkOne*  
*PLA*    *Behavioral Health Commission*    *CTE*    *CHE*  
*Licensing Board*    *Governor & Lt.*

## Payers:

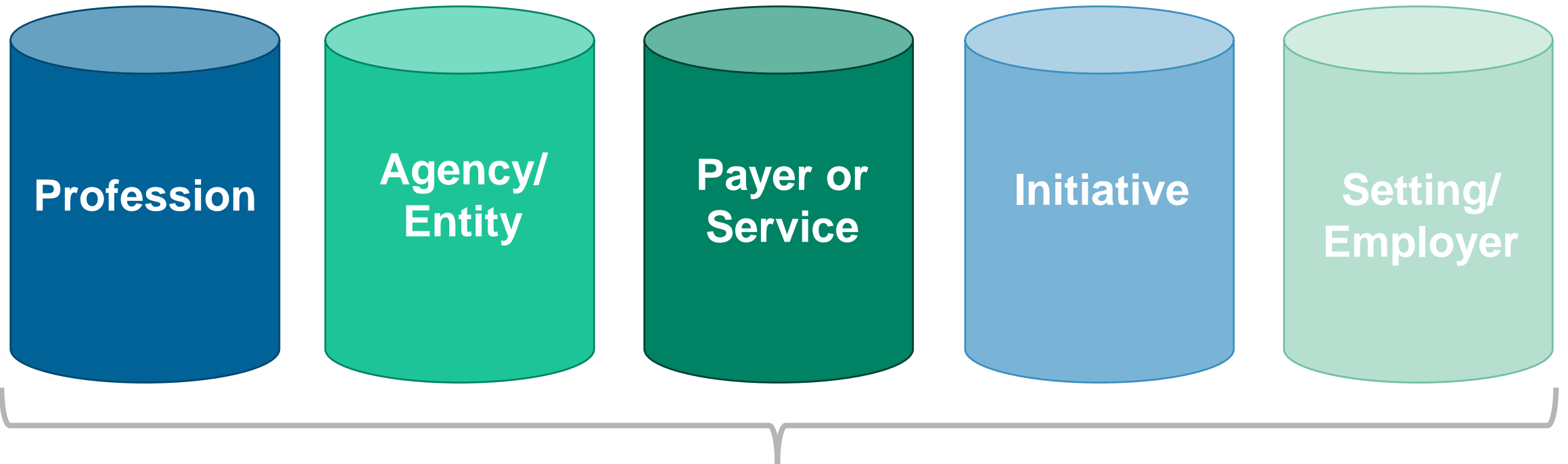
*No Insurance*  
*Tricare*    *Sliding Fee*  
*MRO*    *PPS*    *Private Insurance*  
*Self Insurance*

## Services:

*Counseling*  
*Referral*  
*Peer Support*  
*Psychotherapy*



# HISTORICAL BEHAVIORAL HEALTH WORKFORCE EFFORTS IN INDIANA



**Goal of Future Initiatives: Alignment and Coordination**



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# GOAL OF TODAY'S DISCUSSION

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**To gain attendee insight on behavioral health workforce strategies**

## **Scope for today**

- **Level of Strategies:**
  - State
- **Behavioral Health Workforce Categories:**
  - Workforce Pipeline
  - Associate-level BHHS Board Licensees
  - BHHS Board Licensees
  - Other Behavioral Health Workforce Members
  - Other Health Professionals Supporting Behavioral Health
  - General/All Behavioral Health Workforce



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# OPPORTUNITIES AND CONTEXT

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# NATIONAL AND STATE LANDSCAPE: EMERGING STRATEGIES

## Workforce Development Support

- Scholarships
  - California, Minnesota, New York
- Loan Repayment
  - Iowa, Texas
- Tax credits
  - Preceptors: Maryland, Missouri
  - Practice in underserved areas: Utah, Oregon
- Career Pathways
  - Colorado
- Bonus and Housing Stipends
  - Oregon

## Indiana Context

- Expansion of psychiatry residencies under Indiana Graduate Medical Education Board
- Indiana Department of Health State Loan Repayment Program (Active)
  - FSSA-DMHA Mental Health & Addiction Services Loan Repayment (Not active)
- Community mental health center workforce stabilization grants



# NATIONAL AND STATE LANDSCAPE: EMERGING STRATEGIES

## Emerging Workforce Roles

- Behavioral Health Paraprofessionals (“Behavioral Health Aides/Assistants”)
  - Alaska, Arizona, Georgia, Maine, Minnesota
- Behavior Analyst
  - 36 states now offer this licensure
  - Analyst Assistants/Technicians
- Peer Support

## Indiana Context

- Behavioral Health Commission recommendation for standards for unlicensed behavioral health professionals/“Treatment Extenders”
- License for Behavior Analyst created in 2021
- Certified Peer Support Professional issued by DMHA





# NATIONAL AND STATE LANDSCAPE: EMERGING STRATEGIES

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## Regulatory Flexibilities

- Licensure Compacts
- Telebehavioral Health Expansion
- Other Regulatory Enhancements

## Indiana Context

- Psychological Interjurisdictional Compact (PSYPact; 2022)
- Counseling Compact (2023)
- Addition of various behavioral health roles to telehealth definition (2022)
- PLA Modernization Efforts, inc. license by endorsement in 30 days (2023)



# NATIONAL AND STATE LANDSCAPE: EMERGING STRATEGIES

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## Other

- Certified Community Behavioral Health Clinics
- Provider resiliency building
- Cultural Competency

## Indiana Context

- Certified Community Behavioral Health Clinics - 2023 Senate Enrolled Act 1
- Be Well Indiana, 988 Crisis and Suicide Lifeline



# ENGAGEMENT SESSION

In considering Indiana's behavioral health workforce:



**Identifying momentum:** What's working well or where are there examples in the state, of opportunities that can be scalable?



**Identifying pain points:** What are or have been the biggest challenges?



**Supporting action:** What opportunities are there that could be leveraged to address the pain points?

- *Consider: Examples from national or other states, Administration or legislative priorities, Education (pipeline, professional), Licensing, Funding, etc.*

## Facilitation Approach

1

Individual Reflection

2

Roundtable Discussion

3

Full Room Report Outs

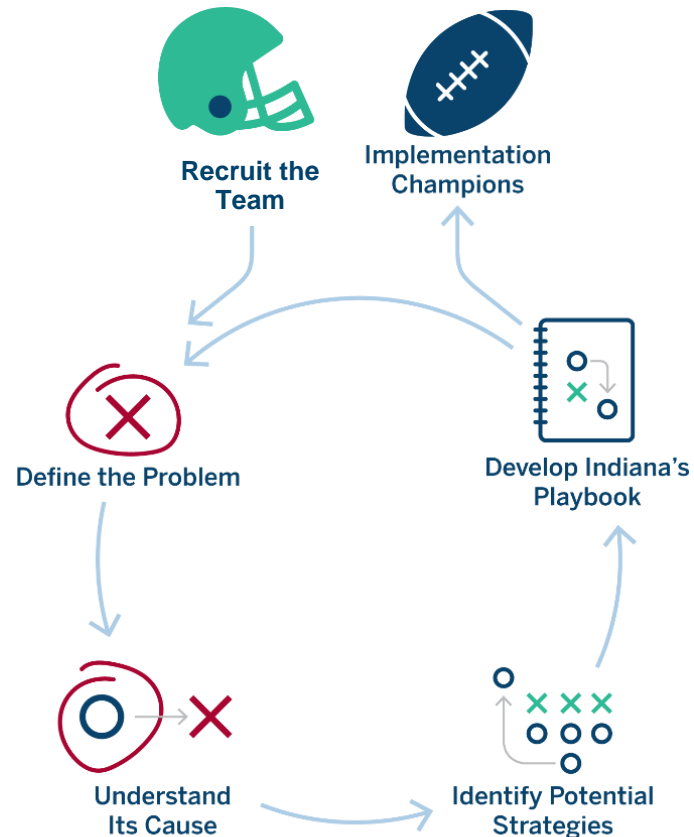


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# THANK YOU!

## Playbook for Enhancing Indiana's Behavioral Health Workforce – Coming Soon!



Please feel free to reach out with any questions or feedback at [bowenctr@iu.edu](mailto:bowenctr@iu.edu)