

Cultivating Pathways to a Quality and Resilient Behavioral Health Workforce

Nickie Zenn, Ed.S., NCSP
Licensed School Psychologist
Academic Programs Director
Associate Professor of Instruction
Dept. of Mental Health Law and Policy
nzenn@usf.edu



The Behavioral Health Workforce

Psychiatrists and
psychologists

Social workers

Counselors (e.g.,
addiction, mental
health, school)

Psychiatric nurses,
aids, technicians,
and rehabilitation
specialists

Peer support
specialists

Recovery coaches

Community health
workers

Paraprofessionals

Professionals in the
mental health and
substance use
recovery fields



Florida Behavioral Healthcare Workforce Development Pathways

A three-pronged approach to attracting, retaining, and developing the behavioral healthcare workforce.

Attracting

- Attract Incoming Workforce

Retaining

- Retain Current Workforce

Developing

- Develop Workforce

Attracting Incoming Workforce

High Schools and Vocational Education

Florida

- Palm Beach - BeWell PBC
- USF CBCS – Hosting High School Students for Behavioral Healthcare exploration in BHC & SW

State and National Level

National recommendation –

- introduce students to social service industries during earlier school years and provide externship opportunities to high school graduates to instill a desire to work in behavioral healthcare.

Nebraska

- links college and high school students interested in behavioral health careers with mentors in the field.

Colleges and Universities

Florida

- USF – Behavioral Healthcare B.S.

State and National Level

National recommendations

- Many programs recruit diverse behavioral health providers but do not address the lack of a pipeline for underserved populations to enter the workforce
- The National Association of School Psychologists is encouraging –School Psychologists to work with undergraduate programs to create practicums with School districts.

Washington and Oregon

- focused on graduate school curriculum updates to reflect the changes in the profession and provider diversity.

Tennessee –

- tuition stipends for behavioral health-related fields with post-graduation service requirements.

Attracting Incoming Workforce

Certifications by experience or education

Florida –

- Certified Behavioral Health Technician or Certified Addiction Counselor – HS – GED
- Certified Mental Health Professional – Bachelor's degree and 2,000 hours of work-related experience and 100 hours of direct supervision
- Certified Behavioral Health Case Manager – Bachelor's and training offers a provisional certification to gain work experience

State and National Level –

National recommendation –

- Expanding the use of non-clinical behavioral health support providers and paraprofessionals, such as peers

Texas

- research and explore behavioral health professionals' education, licensing, and scope of practice

Vermont found the following effective recruitment tools

- licensure reciprocity,
- clinical internships with adequate supervision

Advertising and Recruitment

Florida –

- Consider Statewide advertising – removing barriers and stigma for those interested in a career in behavioral healthcare and attracting others to the field.
- Raise awareness to those starting a career and established professionals looking for a new career.

State and National Level

National recommendation –

- Promote outreach and recruitment efforts early to encourage students to consider careers in the behavioral health field.

Tennessee recommended

- Coordinated campaign to highlight the need for behavioral health professionals
- Showcase current professionals and why they chose careers in behavioral healthcare

Attracting Incoming Workforce

Incentives Rural Areas, Entry level, and Retention

State and National Level Incentives –

National recommendation –

- Scholarships are more effective for recruiting students from diverse backgrounds due to the upfront cost of attending college and the length of time it takes to pay back student loans

Local community and statewide incentives that will attract and recruit behavioral healthcare professionals:

- Property tax and housing incentives for rural and urban areas,
- Student loan forgiveness and Scholarships
- Wage stipends, moving assistance,
- Telehealth or remote work opportunities.

Oregon found that loan repayment was an attractive incentive to **recruit** providers but not to retain them.

North Carolina found an increased need for:

- Parity between job qualifications and compensation
- Greater access to clinical supervision.

Tennessee –

- Implement behavioral health sign-on bonus initiative to recruit and retain vital and underserved positions
- Paid clinical supervision hours
- Scholarship programs, flexible work schedules

Retain The Current Workforce

State and National Level –

- Create an early professional and mentor behavioral health organization to support and retain the current workforce.
- Create certifications and advancement opportunities
- Incentives – Stipends, Student Loan Forgiveness or Payment Assistance, Longevity Incentives, and Tuition Reimbursement and Tax incentives.
- Clinical Supervision and Intern Stipends/Grants - for licensed behavioral health providers to supervise associates and
- Stipends/grants for interns to complete the supervised clinical experience required to obtain a license to practice.
- Financial – Increase Low Reimbursement rates and compensation for behavioral health services

New Mexico –

- Efforts included an integration of primary care and behavioral health.

Oregon found –

- Opportunities for professional development and career progression as successful incentives for **retaining** the behavioral healthcare workforce.

Washington State and California-

- found success with reimbursement and compensation commensurate to required education,

New Mexico –

- Provides rural practice state tax credits for social workers and counselors

North Carolina –

- found a need for an increased effort for positive workplace cultures and greater access to clinical supervision.

Develop Workforce Leadership

State and National Level -

- Create a Behavioral Healthcare Leadership Academy – to develop tomorrow's leaders and provide mentorship ([FLDOE – The Florida Educational Leadership Standards](#))

University -

- Certificates in Behavioral Healthcare Leadership and Management include input from today's leaders.
- Master's Degrees in Behavioral Healthcare Leadership include input from today's leaders.
- Center for Behavioral Healthcare Workforce Development
(Thank you, Florida Legislators SB 330)

Nebraska –

The Behavioral Health Education Center provides:

- Interprofessional behavioral health training, curriculum development, and outcomes research;
- Behavioral health workforce analysis: Behavioral health education and training sites in 6 regions statewide

Tennessee –

- To create cross-provider learning opportunities that support networking and collaboration.

Illinois –

The Behavioral Health Workforce Center

1. Policy recommendations that address structural and policy barriers to recruitment, training, and retention.
2. Data collection on behavioral health workforce needs.
3. Diversity and equity initiatives to increase the number and diversity of behavioral health workers across the state.

Questions



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Thank You

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