

# BHRD Workforce Strategy

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# Background

## KC BH Workforce is a BHRD Priority

- Surveys started last year and new current survey
- APRA investments underway
- CCC levy staff and BHRD staff joined forces
- A Workforce strategy and work plan was approved by KCICN Executive Committee on 12.13.24

## Funding

- BHRD has approximately 8.6 million dollars in 2024 to support the Behavioral Health workforce pipeline via the Crisis Care Center Levy, relaunched MIDD workforce funds, and American Rescue Act Funds (Covid-19).
  - CCC Levy: \$2 million (Unapproved IP plan)
  - MIDD: \$1.6 million (2<sup>nd</sup> Omnibus 2023)
  - ARPA: \$5 million (fully allocated to projects)

# Behavioral Health Workforce Investments



## **Community Behavioral Health Career Pathways**

Resources to expand community behavioral health career pathways, including investments to stabilize and sustain King County's community behavioral health workforce and increase workforce representativeness.



## **Labor Management Workforce Development Partnerships**

Resources to expand and sustain labor management workforce development partnerships, including support for apprenticeships.



## **Crisis Workforce Development**

Resources to support development of the region's behavioral health crisis workforce, including support for crisis care center workers.



# Community Behavioral Health Career Pathway Activities



# BHRD Workplan Steps:

Research and Partner  
Engagement

Draft the workforce  
definition, goals,  
guiding principals


Revise and refine  
objectives and  
strategies with input  
from network and  
educators!

Circulate the draft plan  
among external and  
internal stakeholders  
for final input.

Approve final plan and  
get to work!

Establish logical,  
measurable, and  
equitable performance  
measures

We are  
here!!



# Work Plan Engagement Activities

## Partner and Community Engagement

- Focus Groups
- Key informant interviews
- National site visits & research
- Meetings with educational institutions
- Listening sessions
- Community partner interviews
- National /State WFD council collaboration
- Focus Groups embedded into other Subject Matter Expert groups
- KC Behavioral Health Advisory Board

## Network Engagement

- CCC Levy Implementation Staff
- KCICN Network Providers
- BHRD SME's
- Learning Collaborative
- Workforce Survey's
- Final Draft presented to:
  - NPG
  - Clinical Providers
  - Clinical Operation approved on 11.16.23

# Workforce Strategy Summary

## Workforce Guiding Principles:

- The following informing principles will guide both DCHS/BHRD planning and its efforts to strengthen the workforce:
  - DCHS/BHRD efforts to address workforce development will continuously evolve and will be modified as the field provides feedback and additional information is gathered.
  - DCHS/BHRD will make every effort to explore existing resources or initiatives on integration before creating something new. Avoiding duplication is essential in this era of scarce resources.
  - DCHS/BHRD will identify sustainable strategies and consider funding priorities, recognizing DCHS/BHRD time constraints and budget authority and structure.
  - The notion of “partnership” should underlie and drive all workforce strategies.

# Workforce Ideas

## Retention and Recruitment

- Reimbursement for tuition to become dually licensed or for new clinicians
- Reimbursement for licensure renewal, new licenses, CEU's
- Professional development and retention strategies for clinical supervisors
- Financial assistance to support clinical supervision
- Pooled clinical supervision available to multiple agencies
- Technical Assistance for accessing loan repayment options



# Workforce Ideas

## Education and Training

- Stipends/payments to support interns
- Reimbursement for books/supplies
- Partnering with a university or community college to develop a fast-track SUDP program for MHPs who want dual credentials
- Trainings available to current and future workforce to build knowledge/skills/capacity including leadership, clinical, and crisis academy courses.
- Partnering with Apprenticeship programs/BH tech programs

# Workforce Ideas

## Development of Future Pipeline

- Standing up an additional BH tech and apprenticeship programs at local colleges
- TA for accessing scholarships/tuition reimbursement and loan repayment options
- Social media marketing to promote community BH as a career pathway and to information about university/community college programs
- Identify, develop, and promote “grow-your-own” & “by us, for us” recruitment and retention strategies.

# Workforce Investments Right Now...

## KCICN Training Academy

- Free DBT and CBTp training being offered to KCICN providers in the Spring!
- Expanding Relias offerings for KCICN providers
  - Free Professional development training and CEU's for all types of BH professionals within the KCICN
  - Developing best practice standardized training suggestions for each BH profession
  - Clinical supervisor trainings, Management and leadership trainings, cultural trainings, core competency trainings, all free!
- Reimbursements for training time will be provided to agencies.

# Next Steps



DEVELOPMENT OF WORKFORCE COALITION  
AND HIGHER EDUCATION PARTNERSHIP



DEVELOPMENT OF REIMBURSEMENTS AND  
STIPENDS FOR KCICN PROVIDERS