

SAMHSA's Approach to Enhancing the Behavioral Healthcare Workforce

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National Dialogues on Behavioral Health
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SAMHSA
Substance Abuse and Mental Health
Services Administration

Discussion Topics

Workforce Data and Trends

HHS Health Workforce Strategic Plan

SAMHSA's Current Workforce Development Enhancement Initiatives

- Minority Fellowship Program
- 988 Suicide and Crisis Lifeline Volunteer and Job Opportunities
- Building the Substance Use Disorder Prevention Workforce
- Technical Assistance and Training Resources
- Centers of Excellence for Behavioral Health Disparities
- Practitioner Training
- Evidence-Based Practices Resource Center
- Opioid Response Network

Open Discussion

Workforce Shortage

- Based on a recent HRSA/SAMHSA workforce projections report, there will be a shortage of over 31,000 FTEs in the following workforce professions by 2025*:
 - psychiatrists
 - psychologists
 - mental health and substance abuse social workers
- There is also a need for peer providers in a wide variety of integrated and specialty care settings.
- Currently, 37% of the U.S. population lives in a mental health worker shortage area.
- New challenges evidenced by the COVID-19 pandemic have exposed and exacerbated existing concerns regarding behavioral health workforce supply and distribution.
- Further, a higher demand for behavioral health services is predicted due to increased prevalence of depressive and anxiety disorders related to the COVID-19 pandemic.

*Source: National Projections of Supply and Demand for Selected Behavioral Health Practitioners: 2013-2025 ([hrsa.gov](https://www.hrsa.gov))

HHS Health Workforce Strategic Plan Goals and Objectives



Goal 1: Expand the Health Workforce To Meet Evolving Community Needs

1.2.2: Actively recruit, train, and retain individuals from underrepresented backgrounds, including racial and ethnic minority students and students with disabilities, into the health workforce

[- Minority Fellowship Program](#)



Minority Fellowship Program



- The Minority Fellowship Program (MFP) aims to reduce health disparities and improve behavioral health care outcomes for racial and ethnic populations.
- MFP fellowships are open to people pursuing master's or doctoral degrees in various fields of behavioral health.
 - For example, marriage and family therapy, nursing, professional counseling, psychiatry, psychology, social work, and addiction treatment.
- Approximately 200 MFP fellows are awarded educational scholarships and receive training each year under the program.

Minority Fellowship Program Outcomes

- Since 1992: 2,305 Ph.D. Fellows funded
- Since 2015: 1,122 Masters Fellows funded
- Current cohort: 428 Fellows

Goal 1: Expand the Health Workforce To Meet Evolving Community Needs

1.3.2: Conduct targeted training and recruitment to expand and diversify the behavioral health workforce

[-Historically Black Colleges and Universities Center of Excellence in Behavioral Health](#)



GOAL 2: Improve the Distribution of the Health Workforce to Reduce Shortages

2.1.2: Conduct targeted recruitment, training, and retention investments to improve access to a high-quality health workforce in rural and underserved areas

- [Rural Emergency Medical Services Training Grant](#)
- [Rural Opioid Technical Assistance Center](#)

2.2.2: Increase the supply and capacity of the behavioral health workforce to provide new, innovative, and evidence-based treatment in community-based primary care settings

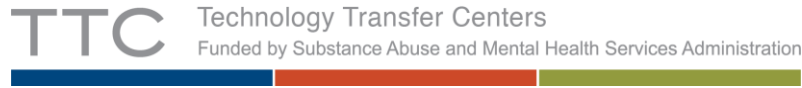
- [Expansion of Practitioner Education](#)
- [Providers Clinical Support System-University](#)

2.2.4: Conduct targeted investments to reduce disparities in access to specialized health care services, including oral health, behavioral health, maternal and child health, and public health

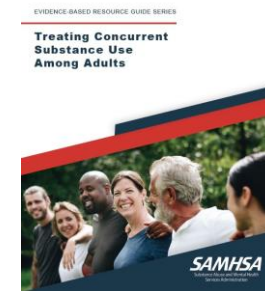
- [State Opioid Response Technical Assistance Grant](#)
- [Center of Excellence for Infant and Early Childhood Mental Health Consultation](#)

GOAL 3: Enhance Health Care Quality through Professional Development

- **SAMHSA currently funds over 40 Training and Technical Assistance providers that offer professional skill development and implementation support to health professionals.**



- **SAMHSA publishes Guidebooks and Advisories to keep the behavioral health workforce abreast of Evidence-Based Practices on topics such as how to integrate peer support services into crisis care and treating concurrent substance use among adults.**



Technology Transfer Centers - TTC

Addiction
Technology
Transfer Centers
ATTC

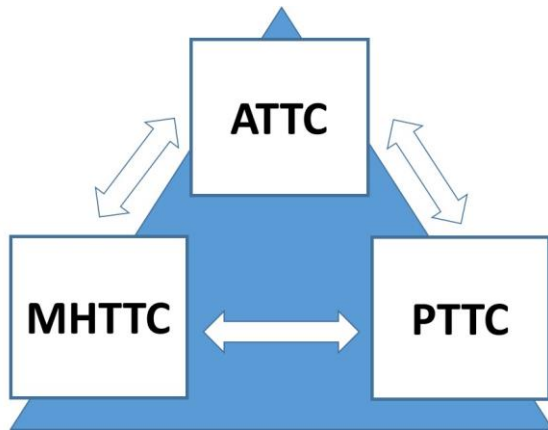
<https://attcnetwork.org/>

Mental Health
Technology
Transfer Centers
MHTTC

<https://mhttcnetwork.org/>

Prevention
Technology
Transfer Centers
PTTC

<https://pttcnetwork.org/>



MISSION: Helping people and organizations incorporate effective practices into substance use disorder and mental health prevention, treatment and recovery services.

Centers of Excellence for Behavioral Health Disparities

The purpose of these CoEs is to develop and disseminate training and technical assistance for healthcare practitioners on issues related to addressing behavioral health disparities. The centers will implement training and technical assistance for practitioners to address the disparities in behavioral healthcare in three key populations:



African American Behavioral Health
CENTER OF EXCELLENCE

<http://africanamericanbehavioralhealth.org/>



E4 CENTER

Center of Excellence for
Behavioral Health Disparities in Aging

<http://e4center.org/>



CENTER of EXCELLENCE
LGBTQ+ BEHAVIORAL HEALTH EQUITY

<http://www.lgbtqequity.org/>

SAMHSA website – Practitioner Training




U.S. Department of Health & Human Services

SAMHSA
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Practitioner Training

SAMHSA's practitioner training offers tools, training, and technical assistance to practitioners in the fields of mental health and substance use disorders.



Technology Transfer Centers (TTC) Program


The purpose of the Technology Transfer Centers (TTC) is to develop and strengthen the specialized behavioral healthcare and...



Opioid Response Network STR-TA

State Targeted Response Technical Assistance (STR-TA)


The State Targeted Response (STR) Technical Assistance (TA) Consortium was created to support efforts in addressing opioid use...



PCSS


Providers' Clinical Support System for Medication Assisted Treatment (PCSS-MAT)

Providers' Clinical Support System for Medication Assisted Treatment (PCSS-MAT) is a national training and clinical...




Clinical Support System for Serious Mental Illness (CSS-SMI)

This initiative supports the use and implementation of evidence-based screening and treatment for serious mental illness (SMI)...



Suicide Prevention Resource Center (SPRC)

The Suicide Prevention Resource Center (SPRC) provides a virtual learning lab designed to help state- and community-level...



Rural Opioid Technical Assistance (ROTA)

The purpose of this program is to develop and disseminate training and technical assistance for rural communities on addressing...

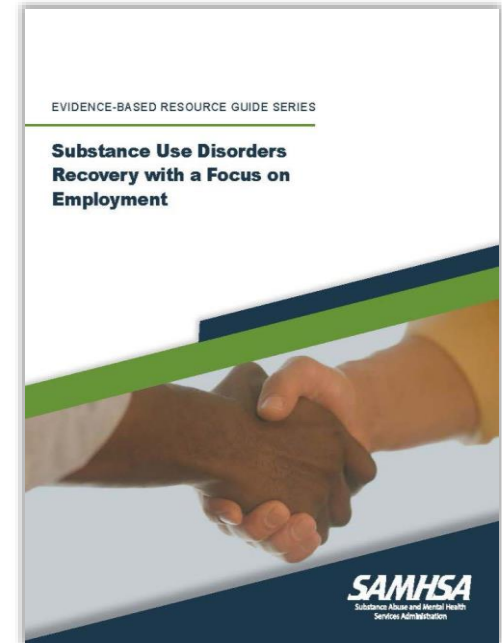
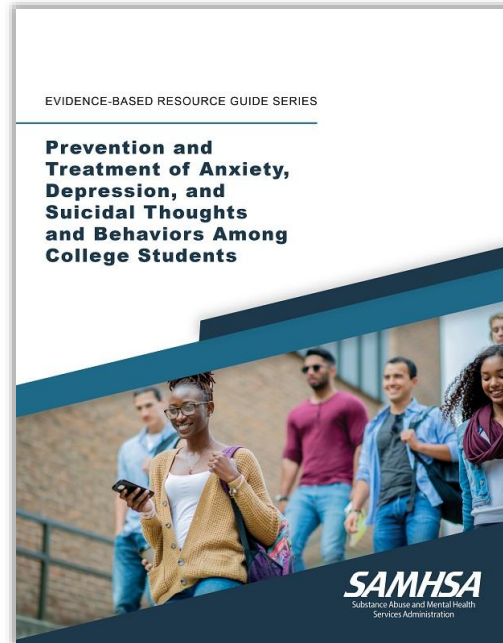
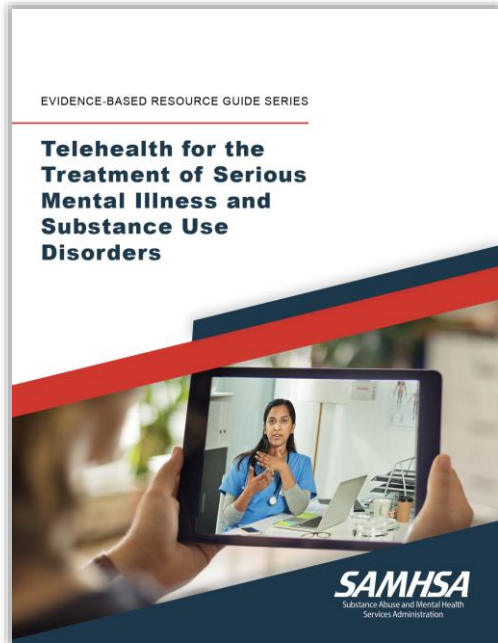
<https://www.samhsa.gov/practitioner-training>

Opioid Response Network (ORN)

- Consultants in all 50 states and nine territories respond to local needs by providing free educational resources and training to states, communities and individuals
- Between October 2020-October 2021, **14,922** participants were trained, including Physicians; Counselors; Social Workers; Addiction Specialists; Addiction Recovery Specialists; Nurses; and Peer Specialists.
- Over **68%** of requests have provided services services to underrepresented or under resourced communities. Nearly **30%** of requests were received for communities of color.



Evidence-Based Guides



Evidence-Based Practices Resource Center

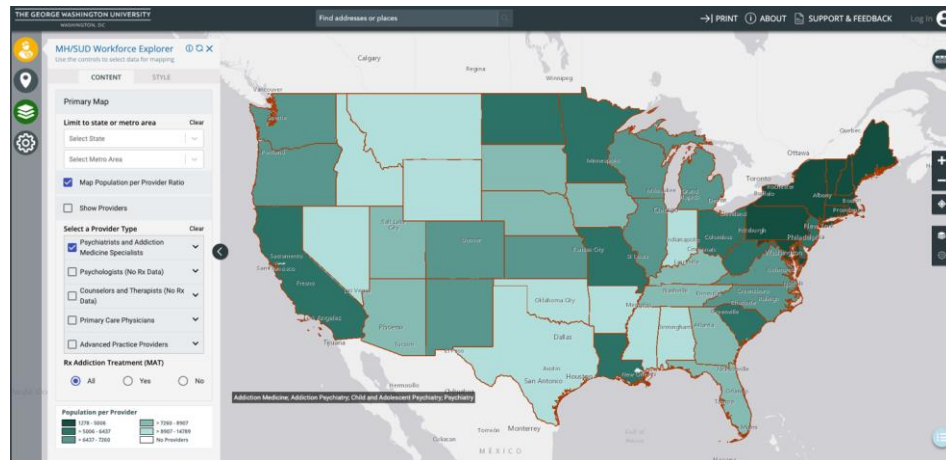
<https://www.samhsa.gov/resource-search/ebp>

Goal 4: Develop and Apply Data and Evidence To Strengthen the Health Workforce

4.1.1: Use health workforce data, research, and evaluations to inform how and where to allocate resources to strengthen the health workforce

Mental and Substance Use Disorder Practitioner Data

The [Behavioral Health Workforce Tracker](#) a new one-of-a-kind database of 1.2 million MH/SUD providers that includes behavioral health professions as well as PC physicians, NPs, PAs and other specialists that prescribe 11+ BH meds; geocoded to census tract (also aggregated to county and state); Medicaid acceptance, SMI and MAT provision (for prescribers).



National Job Database



988 Suicide and Crisis Lifeline Volunteer and Job Opportunities

The 988 network is made up of over 200 centers answering calls, chats, and texts. A list of centers with links to their career or volunteer websites can be found online.

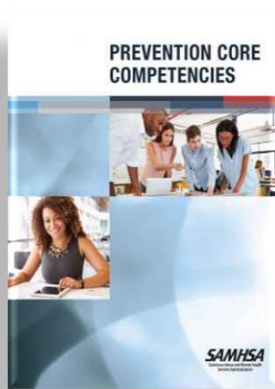
<https://www.samhsa.gov/find-help/988/jobs>

Recovery Office

- Last year, SAMHSA launched a new recovery office. Some of the main aims of this new office include:
 - Ensure that recovery is a guiding principle in SAMHSA's policies, programs, and services.
 - Promote the involvement of people with lived experience throughout our agency and stakeholder activities.
 - Identify health disparities in high risk and vulnerable populations and ensure equity for recovery support.
 - Explore opportunities to partner with the philanthropic and private sectors to support innovative programming to address disparities and advance recovery transformation.

Building the Substance Use Disorder Prevention Workforce

Prevention Core Competencies Curriculum Development



- These prevention core competencies and accompanying knowledge, skills, and abilities offer:
 - professional direction to the prevention field;
 - affecting staff development and career ladders and pipelines; and
 - providing guidance for training programs and service delivery qualification.

Prevention Fellowship Program

- The program aims to develop and sustain a well-trained and knowledgeable cadre of prevention professionals who understand and exemplify the principles and best practices of substance use prevention.
- Also, the program prepares fellows to achieve certification from the International Certification and Reciprocity Consortium.
- The initiative would support 10 Prevention Fellows, 1 in each of the 10 HHS regions.



National Network
to Eliminate
Disparities (NNED)



nned

Thank You

SAMHSA's mission is to lead public health and service delivery efforts that promote mental health, prevent substance misuse, and provide treatments and supports to foster recovery while ensuring equitable access and positive outcomes.

www.samhsa.gov

And we encourage you to visit SAMHSA Store for mental health and substance use resources

<https://store.samhsa.gov/>

And

<https://www.samhsa.gov/find-help/national-helpline>

And

<https://findtreatment.samhsa.gov/>

1-877-SAMHSA-7 (1-877-726-4727) ● 1-800-487-4889 (TDD)