

MIDD 2 Workforce Development (Initiative SI-04) Redesign Framework

MIDD 1:

Chemical Dependency Professional Trainee (CDP/T) Education & Supervision

Global Assessment of Individual Needs (GAIN)

Seven Challenges

Evidence-Based Practice/Continuing Education workforce trainings

MIDD 2 Initiative Goals:

Adopted policy goal: "increase culturally appropriate, trauma informed behavioral health services."

Strategy goals:

1. Increase & retain staff
2. Enhance skill sets
3. Increase adoption of Evidence-Based Practices

Approximate amount available for 2018: \$491,000[1]

Approximate amount available yearly beyond 2018: \$600,000[2]

Immediate priorities starting January 2018:

- **Create a robust behavioral health workforce training plan**
 - Request For Proposal for Equity and Social Justice specific trainings
 - Evidence-Based and Best/Promising Practice trainings with a focus on culturally informed practices
 - Trauma informed trainings
 - Increase workforce training frequency
 - Trainings that address current/future system needs
- **Increase peer workforce**
- **Continue funding for GAIN and Seven Challenges** through 2018 while determining pros and cons of continuing beyond 2018.
- **Continue funding for CDPT education, exam & initial licensure fees** through December 2019 for current trainees only. Eliminate CDPT supervision and CDP/T license renewals effective December 2017.

Mid/long-term vision/strategies:

- Increase the number of train-the-trainers and web-based/in-person learning
- Fund on-going, skills-based learning collaborations and supervision
- Increase the number of dually licensed clinicians
- Targeted workforce recruitment and career pathways
- Partner with Accountable Communities of Health and others on integration training/preparedness and workforce shortage strategies

[1] Balance remaining after expenses for BHRD staff, GAIN and Seven Challenges are removed. [2] Approximate amount available is pending budget approval. BHRD staff expenses removed.