How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

We partner with families and providers to assist in resolving insurance problems. We are experts in claims management and appealing medical insurance denials.
How are SAMHSA and HRSA Supporting the Behavioral Health Workforce?

Anne Herron, Director
Office of Intergovernmental and Public Affairs Substance Abuse and Mental Health Services Administration
U.S. Department of Health and Human Services

HHS Health Workforce Strategic Plan Goals and Objectives

GOAL 1
Expand the Health Workforce to Meet Evolving Community Needs

-1.1 Offer financial support and other incentives to expand health workforce and training opportunities
-1.2 Increase diversity, inclusion, and representation in the health professions
-1.3 Invest heavily in health-occupation education and training
-1.4 Use evidence-based and innovative techniques to retain the existing workforce

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

-2.1 Improve the geographic distribution of health care workers
-2.2 Ensure distribution of health professionals in high demand

GOAL 3
Enhance Health Care Quality through Professional Development, Collaboration, and Evidence-Informed Practice

-3.1 Provide health professional development opportunities
-3.2 Encourage integrated, collaborative health care
-3.3 Strengthen workforce skills for the future of health care
-3.4 Promote evidence-based health care practice

GOAL 4
Develop and Apply Data and Evidence To Strengthen the Health Workforce

-4.1 Use data to monitor and forecast health workforce needs
-4.2 Advance health workforce knowledge through research and evaluation
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA

SAMHSA Workforce Goals

- **Goal 1:** To meet the behavioral health needs of the nation, SAMHSA will **support the active recruitment, training, and retention** of diverse, qualified individuals into the behavioral health workforce.

- **Goal 2:** To improve the quality of behavioral health care, SAMHSA will **promote and support professional development initiatives** to improve the competencies of service providers.

- **Goal 3:** To **increase the accessibility of behavioral health providers** in all communities, SAMHSA will reduce barriers to the continuum of high-quality services.

Support the active recruitment, training, and retention of diverse, qualified individuals into the behavioral health workforce

- The Minority Fellowship Program received an increase of $4M in the FY23 Omnibus. A new NOFO will be released this year.

- For the FY24 Budget, OMB has approved a revision to the statute to specifically add: addiction medicine as a provider type; sexual and gender minority as a population of focus; and language to enforce a fellows’ requirement to serve minority populations after the fellowship is completed.
Support the active recruitment, training, and retention of diverse, qualified individuals into the behavioral health workforce

- Historically Black Colleges and Universities Center of Excellence in Behavioral Health
- New Hispanic/Latino and AI/AN CoE NOFOs will include requirement to develop a workforce recruitment and training plan.

To improve the quality of behavioral health care, SAMHSA will promote and support professional development initiatives to improve the competencies of service providers

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

- **Technology Transfer Centers (TTC) Program**: TTCs develop and strengthen the specialized behavioral healthcare and primary healthcare workforce that provides prevention, treatment, and recovery support services for SUD and mental illness. The TTC program is comprised of three networks: the Addiction Technology Transfer Centers (ATTC), the Mental Health Technology Transfer Centers (MHTTC), and the Prevention Technology Transfer Centers (PTTC). Each network is comprised of a National Coordinator Center and 10 Regional Centers.

- **Clinical Support System for Serious Mental Illness** (CSS-SMI) (also known as SMI Advisor): This initiative supports the use and implementation of evidence-based screening and treatment for SMI through education and consultation. The technical assistance provider engages and leads more than 30+ national mental health organizations who help guide this interprofessional project. CSS-SMI supports real-world clinical practice with education, data, and consultations.
How are SAMHSA and HRSA Supporting the Addiction Workforce?

To improve the quality of behavioral health care, SAMHSA will promote and support professional development initiatives to improve the competencies of service providers

- 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.
- In FY23, publication topics include: updating the evidence-base for trauma-informed approaches, ID and management of mental effect of Long-COVID, Digital Therapeutics in treatment of BH, Assertive Community Treatment Improvement Protocol, and re-entry from CJ settings and emergency responder linkages to SUD care.

Develop and Apply Data and Evidence To Strengthen the Health Workforce

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).
Future focused

Trends we are watching:
- Increased Integration of Behavioral Health and Primary Care – maintenance of specialty care system
- Increased demand for para-professionals including peers
- Increased demand for “convenient” access
- Increased development of Digital Therapeutics/Mobile Apps
- Increase of Interstate Compacts
- State-level bonuses for health care workers

Landscape of Mobile Behavioral Health Apps

- What are they?
  - Tools to support behavioral health, including consumer self-management (e.g., medication reminders), skills training, interactions with peer specialists and health care providers, symptom tracking, and passive data collection.[1]
  - Can be used independently by consumers or integrated with treatment provided by behavioral health clinicians.
  - Distinct from interventions delivered by clinicians via videoconferencing or telephone (i.e., teletherapy).[2]
- Global market in USD = $38.2B; with 350,000 digital health apps available on app stores (mHealth Apps Market Size, Share & Trends Analysis Report By Type.)
- Potential benefits:
  - Ease of access (84% of reSET users log in between 7pm and 8am)
  - Efficiency → extend clinician capacity
  - Outcomes are showing Increased retention and client satisfaction

How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA

SAMHSA: Digital Therapeutics: Regulated and Unregulated (Wellness)

**Regulated by FDA (Prescription Digital Therapeutics, PDTs)**
- Requires physician prescription.
- Allowable SAMHSA expenses. reSET and reSET-O are used in SABG and SOR. OTPs can use regulated PDTs.

<table>
<thead>
<tr>
<th>Product Name</th>
<th>Therapeutic Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>reSET</td>
<td>Substance use disorder</td>
</tr>
<tr>
<td>Nightmare</td>
<td>PTSD-driven traumatic nightmares</td>
</tr>
<tr>
<td>reSET-O</td>
<td>Opioid use disorder</td>
</tr>
<tr>
<td>Sanvello</td>
<td>Chronic Insomnia</td>
</tr>
<tr>
<td>EndorseRx</td>
<td>Attention Deficit Hyperactivity (ADHD)</td>
</tr>
</tbody>
</table>

- CVS Health and Express Scripts manage digital health formularies that include FDA regulated PDTs and unregulated digital therapeutics (i.e., exempt medical devices, enforcement discretion)

**Unregulated or Wellness Apps**
- Currently there is no objective assessment of quality *(AHRQ Publication No. 22-EHC016 May 2022; Evaluation of Mental Health Mobile Apps)*
- Free apps vs. cost
  - Many SAMHSA grantees have incorporated free apps with their clients.
    - E.g., Moodfit, Sanvello, SuperBetter, WorryWatch, CHESS
  - Others have recommended use of apps that clients self-pay as ancillary supports.
    - E.g., Headspace, Calm, Talkspace, Moodkit

Increased use of Interstate Compacts (telehealth + hybrid)

- **Interstate Medical Licensure Compact**—about 80% of physicians meet the criteria for licensure through the compact (42 states)
- The **Nurse Licensure Compact (NLC)** provides the same for eligible nurses (39 states)
- The **Psychology Interjurisdictional Compact** authorizes eligible psychologists to practice telehealth across members states (Psypact: 33 States)
- Physical therapists, speech language therapists, and emergency medical service workers also have compacts for serving multiple states.
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Increased use of Interstate Compacts (telehealth + hybrid)

The **Counseling Compact** (ACA: 17 states as of 8/4/22) allows licensed professional counselors to practice across state lines without obtaining multiple licenses. Georgia, Maryland, Alabama, Mississippi, West Virginia, Utah, Maine, Florida, Kentucky, Nebraska, Tennessee, Colorado, Louisiana, Ohio, New Hampshire, North Carolina and Delaware are participating.

[https://counselingcompact.org/map/](https://counselingcompact.org/map/)

Example State level Recruitment and Retention Bonuses

- $51 million in Kansas for direct care workers ([Kansas Direct Care Workers, Supervisors To Receive $51 Million Bonus Pay](https://www.commercialusecontent.com/2022/05/kansas-direct-care-workers-supervisors-to-receive-51-million-bonus-pay/));
- $845 million in Oregon including scholarships, tuition assistance and other supports ([Behavioral Health Investments In Oregon Increase](https://www.lawandtheworkplace.com/2022/04/behavioral-health-investments-in-oregon-increase/));
- $225 million in Pennsylvania for the hospital and behavioral health workforce (see [Wolf Administration Details $225 Million Appropriation To Support Health Care Workforce](https://www.lawandtheworkplace.com/2022/04/wolf-administration-details-225-million-appropriation-to-support-health-care-workforce/)); and Awards Nearly $19 Million to Assist SUD Practitioners with Student Loan Repayment
- $61 million in Colorado to hire more nurses (see [Polis, Legislators Roll Out Pricy Bill To Boost Colorado Health Care Workforce](https://www.lawandtheworkplace.com/2022/04/polis-legislators-roll-out-pricy-bill-to-boost-colorado-health-care-workforce/))
Bureau of Health Workforce: 
Behavioral Health and SUD-focused Programs

NAADAC - the Association for Addiction Professionals
March 8, 2023

Elizabeth Kittrie, Acting Director of Policy and Shortage Designation
Israil Ali, Director, National Health Service Corps
Bureau of Health Workforce (BHW)
Health Resources and Services Administration (HRSA)

Vision: Healthy Communities, Healthy People

Agenda

1. Workforce Challenges
2. Grant Programs
3. Loan Repayment Programs
4. Resources
How are SAMHSA and HRSA Supporting the Addiction Workforce?

### Substance Use in 2021

**Overdose Deaths**

107,622 estimated for 2021

94% persons over 12 not receiving treatment

22% of population used illicit drugs

Sources: SAMHSA National Survey on Drug Use and Health 2021 and Centers for Disease Control and Prevention 2022

---

### Health Professional Shortage Areas: Mental Health

6,602 HPSAs

160M people

8,020 practitioners needed

Map from Rural Health Information Hub using data from Data.HRSA.gov / February 2023

---

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
Projected Workforce Shortages through 2035

BEHAVIORAL HEALTH
PROJECTED SHORTAGE
15,180

• Adult psychiatrists
• Addiction counselors


Bureau of Health Workforce

MISSION Improves the health of underserved populations by

► strengthening the health workforce
► connecting skilled professionals to communities in need

EDUCATION TRAINING SERVICE
How are SAMHSA and HRSA Supporting the Addiction Workforce?

HRSA Workforce Aims in FY2023

- Increase Supply
- Advance Health Equity
- Improve Distribution
- Clinician Well-Being
- Amplify HRSA Impact

Drivers for Success

- Recruit students from the communities we serve
- Train students in rural and underserved communities
- Support community-based training
- Leverage loan and scholarship programs
- Train interprofessional and collaborative teams
- Integrate behavioral and public health into primary care

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

### BHW Budget History

- **2023**: $1.82 B
- **2022**: $1.73 B
- **2021**: $1.55 B
- **American Rescue Plan**: $1.55 B
- **2020**: $1.65 B
- **2019**: $1.55 B

### Behavioral Health Workforce Development Program in FY23

- **Enacted Budget of $197 million, $35 million increase over FY22**

- **New authorities - Section 756**
  - Expands eligibility to include occupational therapy master’s and doctoral level programs
  - Expands payment by state-licensed mental health nonprofit and for-profit organizations for programs for training to increase skills and capacity to meet the needs of children and adolescents who have experienced trauma

- **New Authorities - Section 760**
  - Expands support by grant-eligible entities to individuals completing clinical training requirements for licensure, and to counselors and nurses
  - Expands eligible settings to those that serve pediatric populations
  - Expands training to include a specific focus on pediatric populations
How are SAMHSA and HRSA Supporting the Addiction Workforce?

BHW Grant Programs

Integrated Substance Use Disorder Training Program

- OPEN NOW thru MARCH 21
- total funding: $9.15 M
- expected awards: 17
- award ceiling: $515,000
- estimated award date: July 1

- ELIGIBLE APPLICANTS
- Teaching health centers
- Federally qualified health centers
- Community mental health centers
- Rural health clinics
- Tribal health centers
- Entities with demonstrated success in training designated providers

GRANTS.GOV

https://www.hrsa.gov/grants/find-funding/HRSA-23-090

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

**Current SUD Clinicians**

**OVERVIEW**

- **SUD PROVIDERS – BHW FIELD STRENGTH**
  - 29% of total field strength are SUD professionals

- **NHSC SUD PROVIDERS**
  - 47% of all NHSC participants are behavioral health providers

**Coming Soon: National Health Service Corps**

- **NHSC Loan Repayment Program**
  - Disciplines: Physicians (DO/MD) • Nurse Practitioners (NP) • Physician Assistants (PA) • Certified Nurse Midwives (CNM) • Health Service Psychologists (HSP) • Licensed Clinical Social Workers (LCSW) • Psychiatric Nurse Specialists (PNS) • Marriage and Family Therapists (MFT) • Licensed Professional Counselors (LPC)
  - Award Amount: $50K full-time / $25K part-time
  - Service Commitment: 2 YEARS
  - NHSC Health Care Site: Any NHSC-approved site

- **NHSC SUD Workforce Loan Repayment Program**
  - Disciplines: Dentists (DDS/DMD) • Dental Hygienists (RDH)
  - Award Amount: $75K full-time / $37.5K part-time
  - Service Commitment: 3 YEARS
  - NHSC Health Care Site: Any NHSC-approved SUD site

- **NHSC Rural Community Loan Repayment Program**
  - Disciplines: Substance Use Disorder (SUD) Counselors • Pharmacists (PHARM) • Registered Nurses (RN) • Certified Registered Nurse Anesthetists (CRNA)
  - Award Amount: $100K full-time / $50K part-time
  - Service Commitment: Any rural, NHSC-approved SUD site

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

BHW Substance Use Disorder Treatment & Recovery LRP

**STAR LRP**

**AWARDS UP TO $250,000**

**6-YEAR SERVICE COMMITMENT***

Must be trained and licensed to provide SUD treatment at STAR LRP-approved SUD treatment facilities.

*No part-time option

**FY 2022 STAR LRP Awards by Discipline**

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Count</th>
<th>Percent of Grand Total</th>
<th>Percent of Discipline Specific Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental and Behavioral Health Professionals</td>
<td>37</td>
<td>37%</td>
<td>54%</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>20</td>
<td>21%</td>
<td>37%</td>
</tr>
<tr>
<td>Psychiatrist</td>
<td>10</td>
<td>10%</td>
<td>16%</td>
</tr>
<tr>
<td>Certified Medical Assistant</td>
<td>3</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>2</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>Physicians and Physicians</td>
<td>6</td>
<td>6%</td>
<td>10%</td>
</tr>
<tr>
<td>Mental Health Paraprofessionals</td>
<td>3</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>2</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>Psychiatrist</td>
<td>1</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Certified Medical Assistant</td>
<td>3</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>1</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Physicians and Physicians</td>
<td>1</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Mental Health Paraprofessionals</td>
<td>1</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Psychiatrist</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Certified Medical Assistant</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Physicians and Physicians</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Resources

Publicly Available Health Workforce Data

- Shortage Areas
- Area Health Resources Files
- Field Strength Dashboards
- Clinician Dashboards
- Workforce Projections Dashboard
- Nursing Workforce Dashboard
- Health Professions Training Programs
- BHW Footprint Map

data.HRSA.gov
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Understanding the Behavioral Health Workforce

**HRSA & SAMHSA FUNDED**

Research to produce a workforce to meet the nation’s behavioral health needs and provision of substance use services.

**GOALS**
Strengthen the capacity of the behavioral health workforce via
- Data analysis and evaluation
- Workforce planning
- Workforce development
- Service delivery models

**Behavioral Health Workforce Research Center - Sheps Center (unc.edu)**

Opportunities and Challenges

- COVID-19
- Clinician Well-Being
- Telehealth
- Health Equity
- Workforce Diversity
- Behavioral Health Integration
- Maternal Health
- Community-Based Training
- Preceptor and Faculty Development
- X-Waiver Changes

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
Ongoing Engagement with Stakeholders

Resources and Tools

LEARN MORE
- bhw.hrsa.gov
- nhsc.hrsa.gov
- data.hrsa.gov
- grants.gov

GET HELP
- FAQs
- Webinars
- Regional offices
- Project officers

STAY INFORMED
- Subscribe to email updates
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Contact Us

Elizabeth Kittrie, Acting Director for Policy and Shortage Designation
Israil Ali, Director National Health Service Corps
Bureau of Health Workforce (BHW)
Health Resources and Services Administration (HRSA)
Email: BHWSpeakerRequest@hrsa.gov
Website: bhw.hrsa.gov

Connect with HRSA

Learn more: HRSA.gov
Sign up for HRSA eNews: 
Follow us: 

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
Questions

Q & A

www.naadac.org/advocacy-conference

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA

This session is sponsored by Denials Management Inc.

We partner with families and providers to assist in resolving insurance problems. We are experts in claims management and appealing medical insurance denials.
How are SAMHSA and HRSA Supporting the Addiction Workforce?

Presented by: Anne Herron; Elizabeth Kittrie, DrPH Candidate; and Israil Ali, MPA