Workforce Updates & Solutions

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OakTree Collaborative offers a web-based application for the mental health, substance use and addiction field to enhance workforce development and manage professional compliance. As a NAADAC partner, OakTree represents best practices for tracking credential requirements, managing supervisory tasks, and implementing professional development plans.
State Solutions to the Workforce Crisis

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Deputy Executive Director | NASADAD

NAADAC Advocacy in Action Conference
10:15-11:15 a.m.
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Overview of NASADAD

• Our mission is: “To promote effective and efficient publicly funded State substance use disorder prevention, treatment, and recovery systems.”

• Office in Washington, D.C.
  • Research and Program Applications Department
    ➢ Houses component groups: prevention, treatment, women’s services state staff, and State Opioid Treatment Authorities
  • Public Policy Department

• Governed by Board of Directors
Who We Serve

- NASADAD represents the Single State Agencies (SSAs) for alcohol and other drug services.
- These designated agencies in each state/territory are responsible for managing the publicly-funded substance use prevention, treatment, and recovery system.
- The agencies that the SSAs oversee are governed by different statutes and regulations, and vary in terms of their exact functions, size, and placement within state government.

#1 Challenge

Substance Use Workforce Crisis

Funds for publicly supported substance use services has reached unprecedented levels however The number of qualified substance use professionals is declining

National, state, and local efforts to address the workforce crisis exist, but most workforce initiatives and activities are not comprehensive, widely documented, disseminated, and evaluated.
**NASADAD Initiatives to Assist the Workforce**

- NASADAD called on Congress to add workforce activities as an allowable use of the Substance Use Prevention, Treatment, and Recovery Services Block Grant.

- Working with a committee to create a Prevention Specialist Job Classification within the US Standard Occupational Classification System - Bureau of Labor Statistics.

- Policy efforts led to language in House and Senate Appropriations Committee Reports calling for a study on the challenges confronting the substance use prevention workforce.

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**Workforce Recommendation to SAMHSA**

- NASADAD successfully promoted reinstatement of the prevention fellowship program.

- Recommended reinstatement at CSAT of the Women’s Addiction Services Leadership Institute (WASLI).
State Solutions

Comprehensive Workforce Investments

Presented by: Melanie Whitter and Cynthia Moreno Tuohy
Oregon
Strengthening and Diversification (HB2949 – 2021)

Increases the recruitment and retention of substance use and mental health providers who are people of color, tribal community members, or residents of rural areas, in order to provide culturally responsive care. It specifically provides the following:

- $60 million to develop a diverse workforce in licensed and non-licensed occupations through workforce incentives (e.g., scholarships, loan repayment, housing stipends, childcare subsidies)
- $20 million for a grant program to licensed SU and MH providers to provide paid supervised clinical experience to associates or other individuals so they may obtain a license to practice.

Oregon
Recruitment/Retention Payments (HB4004 - 2022)

$132 million to be awarded

- Offers provider flexibility to design and apply compensation strategies, as long as 75% is directed toward wages, benefits, bonuses and incentives
- A qualified entity must be licensed or certified by Oregon Health Authority, Oregon Department of Human Services or Oregon Youth Authority per the statutory language

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**Oregon**

**Provider Rate Increases**

$154.5 million in total funds

**Priorities for FFS increases:**
- Parity between SU and MH rates
- 22% rate differential for providers that offer culturally and linguistically specific services directly (10% additional for rural providers)
- Rate increase from $17.70 to $24.78 for peer support specialist wages

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**New York**

**Pipeline Programs, Marketing, and Worker Incentives**

- Multi-disciplinary addiction fellowships
- Health Equity Technical Assistance Awards
- Prevention Professional Internship Programs
- Multi-media Addiction Professional Campaign to increase recruitment of addiction professionals
- 54 colleges and universities offer degrees in Associate’s, Bachelor’s, Master’s, & Doctorate programs that meet the educational requirement to obtain a SU prevention or treatment certificate to obtain an addiction credential.
- Fund a high school that offers psychology electives for credit towards a treatment addiction credential
- 5.4% Cost of Living Increase
- $4M College Scholarship Program for existing and new multi-disciplinary staff scholarships
Pipeline Programs

**Washington State** has implemented a prevention work-based learning internship for high school students. The program places students into professional work environments to supplement academic knowledge, exposure, and experience with specific career pathways.

**Maryland** has funded the Historically Black Colleges and Universities (HBCU) Behavioral Health Expansion Program to provide specialized training, coaching, and mentoring support to students enrolled in substance use and mental health-related programs at four universities. They also funded the Substance Use Disorder Workforce Expansion program to allow students who received a Bachelor of Social Work from an accredited program to receive an accelerated master’s degree, which can be completed in one year.
Pipeline Programs (cont’d)

**Montana** has incorporated SUD curriculum in two Tribal Colleges. The curriculum is designed to fulfill the educational requirements needed to work in the addiction field.

**Iowa** partnered with community colleges to connect student internships with treatment agencies and support students in getting treatment certification.

**Indiana** has supported summer internships for graduate level students and funded stipends for over 200 students completing internships in addiction treatment. The stipend can cover tuition, housing, and basic living expenses.

**California** uses employee mentors to support interns in positions, such as peer recovery specialists, case managers, SUD and MH counselors, social work students, including those pursuing undergraduate and graduate degrees. Each participating organization must partner with an educational institution and provide a mentored internship experience for a minimum of two (2) interns, for a minimum of ten (10) hours per week per intern.

Provider Incentives

**Missouri** provided contracted providers funds for worker incentives, such as sign-on and retention bonuses, to recruit, train, and retain staff.

**New Mexico** used state funds to provide financial bonuses to nurses in programs of highest need.

Several states have increased Medicaid rates to better compensate the workforce.
**Other Incentives:**

**Scholarships and Loan Repayment**

**Colorado** sponsors the Health Service Corps Scholarship Program for Addiction Counselors. The scholarship is given to individuals on a path to receiving their license or certification to practice. Individuals must work in a Colorado health professional shortage area for 6-months. The practice must accept public insurance and offer discounted services to low-income and/or uninsured patients on a sliding fee scale. The scholarship must be applied to the cost of tuition and fees up to $5,000.

**Ohio** sponsors the Substance Use Disorder Professional Loan Repayment Program, which is designed to increase access to SUD treatment for underserved communities and populations. There is a two-year service commitment. Recipients must practice 40 hours per week may receive up to $25,000 annually.

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**Indiana State Staff Compensation**

- To begin to address the dramatic turnover and vacancies in the state, in January of 2022, Indiana implemented a $1,300 salary increase followed by a 2.5% cost of living increase for all state employees. This resulted in an average increase of 5% for employees.

- Indiana State Personnel Department commissioned a compensation study to recommend a compensation strategy. The study involved more than 800 job classifications. They looked at:
  - **External competitiveness** or the salary range set by the state for a job classification relative to its competitors.
  - **Internal organizational** structure to ensure employees in the same classification are compensated in a similar way enterprise-wide.
  - New salary ranges will generally utilize the 50th percentile of the market as the target midpoint for new ranges.
  - Following full implementation, key performance indicators such as turnover, will be monitored to measure the impact of the compensation changes.
Professional Development

Hawai‘i
Professional Development Approach

Assessment & Evaluation
  ○ Statewide substance use (SU) professional workforce development need

SU Professional Development Plan
  ○ Develop and implement

Training Curriculum
  ○ Develop, approve, and provide training opportunities

Systems Improvements
  ○ Streamline CE training approval, re/certification processes, etc.
  ○ Develop a Hawai‘i resource website
Hawai‘i
Training Curriculum at Four Levels

- **Required** Trainings
  - Trainings needed to maintain certification, accreditation, etc.

- **Foundational** Trainings
  - Not “basic” training, but foundational training upon which advanced trainings are constructed
  - Focus is on knowledge, values and skills needed to provide quality training
  - Seasoned practitioners need foundational refreshers

- **Advanced** Trainings
  - Designed specifically for seasoned practitioners to advance knowledge, values, and skills

- **Innovative** Trainings
  - Every best practice started as an alternative practice
  - Trainings will focus on leading edge training that may not yet be “mainstream”
  - Cultural grounded trainings

Hawai‘i
Training of Trainers (TOT) approach

- **Identify** trainers from across the State
  - Tapping into local expertise

- **Recruit** local trainers interested in service to broader SU community

- **Developing** trainers from across the State
  - Assure sustainability at all four levels of training
    - required, foundational, advanced, & innovative
  - Identify potential trainers through their participation in sponsored trainings

- **Ideal traits of trainers**
  - Diverse
  - Advanced skills
  - Recognized achievement
  - Flexibility (time)
California
Investments in Peer Staff

- To address the increased need for peer support services the state funded:
  - Peer Workforce Investment (PWI) Grant, 45 grantees, $20 million
  - Expanding Peer Organization Capacity (EPOC) Grant, 14 grantees, $2.5 million
- Funding supported:
  - Staff training in areas related to SU/MH peer-run program best practices
  - Recruitment and training of peer staff, especially those who are bilingual and/or in communities of color.

The website provides information on career opportunities for the dental, primary care, and the substance use and mental health workforce in rural and underserved areas. Employers can post jobs, and job seekers can search job postings, get assistance with job placements, and receive information about federal and state loan forgiveness programs.

Massachusetts created a comprehensive website: [Careers of Substance](https://www.careersofsubstance.org/)

The website includes information in the following areas:

- Career Paths
- Jobs and Internships
- Licensure and Certification
- Education and Training
- Recruitment and Retention
- Marketing
- Workforce Resources and
- Much More
Affiliates - Connecting with your SSA

**Washington State – Pulling the Partners Together**

- Work Force Summit – From Peers to PhDs
- Peers, Counselors, Administrators, Educators, SSA Workforce Office, State Programs, State Credentialing Board, Private Foundation
  - Identification of Programs
  - Identification of Gaps
  - Identification of Challenges
  - Identification of Systems & Legislative Change
  - Agreement to work together for change
- 2nd Annual Workforce Summit in September 2023 - focus on solutions and next steps
Innovative Programs Building the Workforce

California – Options Recovery Services

- Reduce SUD & recidivism in the inmate population
- Improve employment pre and post release in SUD field
- 16 Week/350 hours academic in-custody curriculum
- Parallel process exploring own psycho/social/emotional/spiritual
- Meet all Tap 21 requirements & SAMHSA 8 Domains
- NCC AP Level 1 Tested – 84% passing rate
- NCAC – A Credential – CADTP Certified
- Over 400 trained per year
- Approximate costs per person = $6,500
- 2% Recidivism

Pacific Jurisdiction Model

REQUIREMENTS FOR NATIONAL CERTIFIED SUBSTANCE ABUSE COUNSELOR (NCAC) CREDENTIAL

- Foundations Addictions Treatment 120h
- Clinical Supervision 24h
- Pharmacology 24h
- CRR 24h
- Individual & Group Counseling 72h
- Bloodborne Pathogens 6h

TOTAL HOURS
SUD EDUCATION = 270 HRS

Level 1: 270 hrs + 6,000 hrs clinically supervised work experience
Level 2: BA, 450 hrs SUD specific education + 10,000 hrs clinically supervised work experience
MAC: MA, 500 hrs SUD specific education + 6,000 hrs clinically supervised work experience
Transfer of Training & Education

- TOT Participants co-train in order to learn presentation preparation skills and presentation skills all of the training modules of the curriculum.
- NAADAC Trainers co-train with the TOT Cohort to perform the “Teach-back” with them to ensure efficacy in the transfer of information.
- This prepares the TOT Cohort, the TOT Participants and expands the reach of the program as more training sessions are created across the country, thereby, expanding the workforce.
- Transferable to Indigenous, Black, Hispanic, LGBTQIA, other Minority Peoples

Professional Pathway

- Professional Certification pathway and transition to college/university courses. NAADAC is in partnership with the National Addiction Studies Accreditation Commission (NASAC), which accredits college programs that specialize in addiction studies.
- NAADAC has worked with several of the colleges who are willing to work with us to provide college credits for the above program, and add other needed courses and internship in order to build a full educational college program, if that is desired
- NAADAC offers evidence-based training manuals, home-study materials, over 330 CEs and live trainings to compliment education.
Q & A

www.naadac.org/advocacy-conference

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