Understanding the Workforce Implications of Health Reform for Behavioral Health Providers
Under the Affordable Care Act, by 2014 approximately 2 million more Americans will have health insurance coverage, which will include treatment services for substance use disorders.

Demand will rise for qualified and well-trained addiction and mental health (behavioral health) professionals.
Unfortunately, the addiction and mental health treatment workforce currently is not equipped to handle this influx and other professions are willing to fill the gap without specific education, training, skills and competencies specific to substance use and mental health disorders.

Training specific to integration with primary care, addictions and mental health is essential to create health networks in communities across the nation.
Growing and Developing the Addiction & Mental Health Professional Workforce in the 21st Century

**What Challenges Face the BH Workforce?**

**Growth rate is high.**
There is predicted to be a 22% growth rate from 2014-2024 for Addiction & for Mental Health Counselors

**Salaries are low.**
The median income of Addiction Counselors was $39,980 in 2015

**Mental Health and Marriage & Family Counselors average is $43,190**
Social Workers is $45,900
Growing and Developing the Addiction Professional Workforce in the 21st Century

- Recruitment
  - Retention
  - Development
Growing and Developing the Addiction Professional Workforce in the 21st Century

- Federal loan forgiveness and scholarship programs are necessary to educate the workforce.
- For the first time, in the 2016-2017 budget is $3 M budgeted specific for addiction workforce scholarships.
- Minority Fellowship funds are increasing to bring more diversity into the workforce.
Workforce Strategy

- Promote the BH profession’s as specialty health care requiring specific competencies, training skills, and abilities. Building a stronger career ladder with equal pay & benefits to develop the workforce needed to serve the patients of today and tomorrow.

- Collaborate with other disciplines to strengthen their substance use and mental health disorder skills and training.
Under the banner of NAADAC, the Association for Addiction Professionals, the National Certification Commission for Addiction Professionals (NCC AP) operates as an independent body for all matters involving the Association’s substance use disorder counselor certification and endorsement opportunities at the national/international level.
Student Membership in NAADAC

- Professional identity as a member of a National Organization
- Advocacy
- Networking
- Mentorship
- Student Malpractice Insurance

**Tuition Funding:** NMFP-AC & Bill White Scholarship

**NAADAC Publications:** Advances in Addiction & Recovery Magazine

**Over 85 Free Continuing Education Hours (CE’s):** Webinar Trainings
So You Want to Be an Addictions Professional

Do I need college?
It's a good start! According to a recent study*, a total of 60% of direct care staff have an undergraduate or Master's degree.

What should I major in?
Addiction Studies, Social Work, Psychology, Mental Health, and other related majors.

What else can I do?
Join NAADAC - The Association for Addiction Professionals and get FREE access to webinars, a job board, and discounts at local and national conferences.

Get Involved
Starting a Student Chapter of NAADAC is a great way to get other students involved, develop leadership skills, and enhance your resume.
Check out naadac.org and attnetwork.org!

Get Started at...
and at
naadac.org
New Areas of Practice for Addiction Professionals

- New areas of “practice”
  - Recovery support/ROSC
  - Treatment readiness
  - Emerging adult population
  - Collegiate recovery centers; Recovery high schools; Student counseling centers
  - Primary care/treatment provider liaison
  - Specialty courts
    - Drug courts
    - Family courts
  - Veterans
  - Medication assisted treatment
  - Technology based counseling/services
  - Alumni services/monitoring
  - Continuing care/post dc support
  - Clinical supervision/leadership
  - Trainer/educator
Learn More, Share More, Do More!

- Meet with the Exhibitors
- NAADAC Workforce Webinars
  - September 12\textsuperscript{th} – 4:00 – 5:30pm EST
  - Recruitment
  - September 19\textsuperscript{th} – 4:00 – 5:30pm EST
  - Retention
- Visit the NAADAC website @
  www.naadac.org
Follow Your Dreams – Make a Difference!

Thank you!

Cynthia Moreno Tuohy

Cynthia@naadac.org
1.800.548.0497