



Understanding the Workforce Implications of Health Reform for Behavioral Health Providers





Workforce Implications

- 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



Workforce Implications

- 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 &

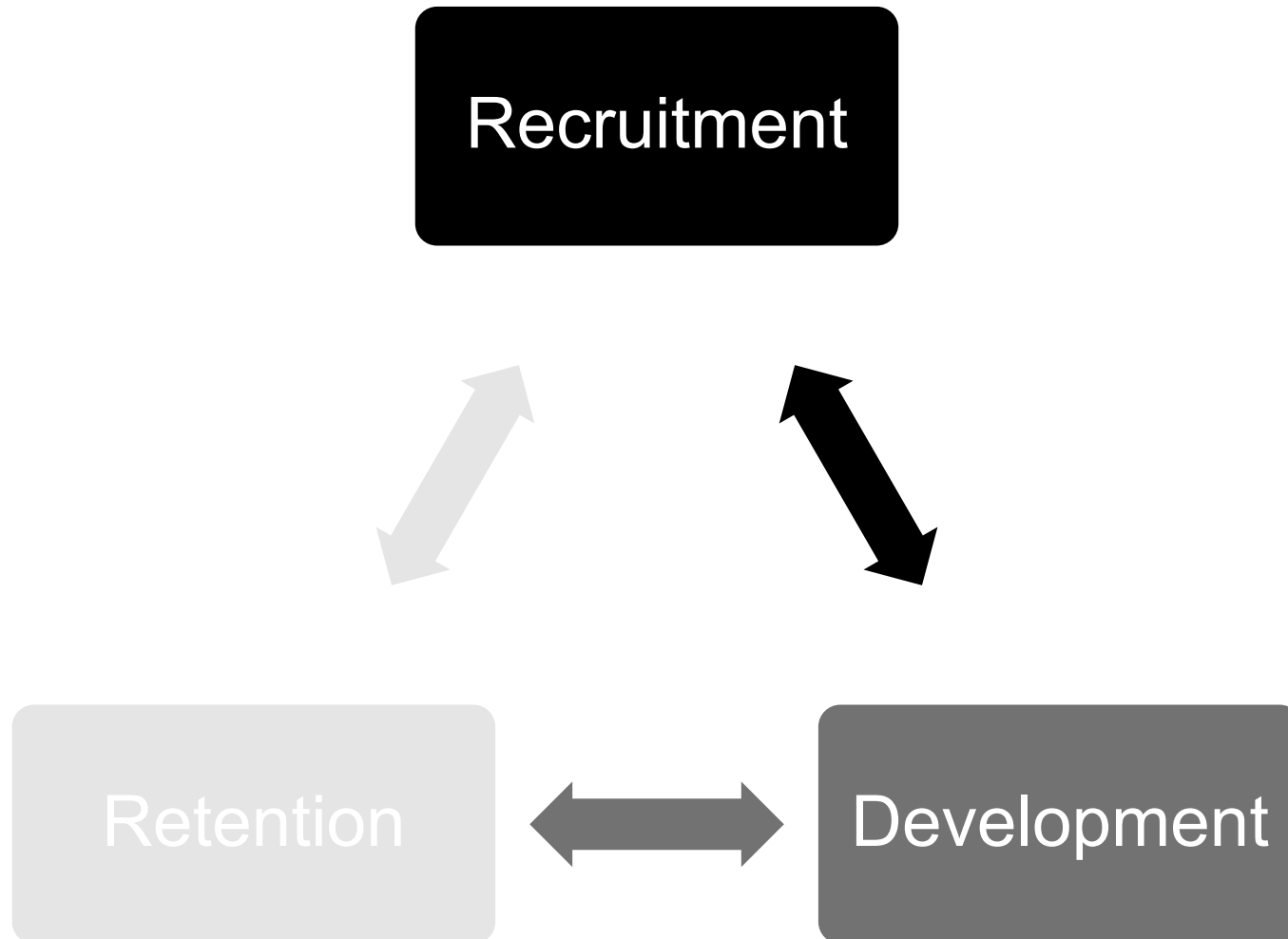
Family Counselors average is

\$43,190

Social Workers is \$45,900



Growing and Developing the Addiction Professional Workforce in the 21st Century





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



NCC AP – National Certification

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**



The Road to the Addictions Profession

So You Want to Be an Addictions Professional

School 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.

Addiction Studies
Social Work
Psychology
Mental Health
and other related majors

What should I major in?
Your Major

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 attcnetwork.org!

Get Started at..

and at naadac.org

*Source: A. K. M. et al. (2012). The Role of Education in the Addictions Profession. Journal of Addictions, 1(1), 1-10.



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 12th – 4:00 – 5:30pm EST
Recruitment
 - September 19th – 4:00 – 5:30pm EST
Retention
- Visit the NAADAC website @
www.naadac.org



Many Blessings...

Follow Your Dreams – Make a Difference!

Thank you!

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