

BHA Workforce Development Committee Minutes

January 21, 2015
OWDT Training Room

Co-chairs: Michelle Darling, Carole Frank

Attendees: Carole Frank, Catherine Meyers, Cyntrice Bellamy, David Barnes, Denise Camp, Eileen Hansen, Holly Ireland, Joan Smith, Michelle Darling, Lorraine Bernstein, Sherrie Noonan, Nancy Shrout-Wankowski, Brandee Izquierdo, Hilary Phillips

Minutes

1. Introduction: Introductions and review of September 17, 2014 minutes and updates:

The previous minutes were approved without any changes.

The committee will meet quarterly with next meeting scheduled for Wednesday April 15, 2015 10:30 - 12:30.

Quarterly meeting minutes are located on the BHA website, bha.dhmh.maryland.gov, under the Training Tab, click on BHA Workforce Development Committee link or

http://bha.dhmh.maryland.gov/POPULATION_BASE_D%20BEHAVIORAL%20HEALTH/SitePages/BHA%20Workforce%20Development%20Committee.aspx

2. Workforce Updates

Discussion: Michelle Darling reported:

- The SAMSHA Mental Health Block Grant review, which included workforce goals and strategies, was completed in Dec. 2014 and went well.
- SAMHSA CSAT audit, taking place Feb 23- 27, 2105 and will include a review of the former ADAA goals for workforce development, initiatives and training.
- As a follow-up to the SAMSHA Sep. 2014 conference on Veterans, Service Members and their Families, a Jan. 28th, 2015 SAMSHA Webinar is scheduled, "Credentialing, Licensing, and Reimbursing Peers Working to Support the Behavioral Health of Service Members, Veterans, and their Families.
Go to <http://www.integration.samhsa.gov/about-us/webinars> for archived webinars.
- With the BHA merge, the State Councils will have their own merged Workforce Development Workgroup. The BHA WDC co-chairs will participate in that workgroup so as not to duplicate efforts.
- Carole, Michelle, and Hilary will be reviewing the CSA plans for workforce goals, training, etc.
- The BHA FY16 state plan process to begin in March and Michelle will incorporate our proposed workforce goals into the state plan.
- Michelle to schedule meeting with Joan, David, Denise and Brandee after the C&A Conference, to discuss ongoing peer resiliency training for CPRS recertification and our peers working in and participating in the adolescent clubhouses.

Brandee Izquierdo reported:

- A MPAC Peer Retreat to discuss Medicaid reimbursement will be held 2/13/15 at The Cafe on the Grove for 25 participants.
- On 3/10/15 there will be a Peer Summit in Columbia for certified peers. The summit will include updates, training events, etc.
- LEAP trainings will be held 4/30/15, 5/6/15, 5/18/15 and 6/10/15. Applications go out in February.
- There will be a Forensics training event for 15 peers on 6/24/15.

Cyntrice Bellamy reported:

- The crisis hotline for the Heroin Action Network Coalition is revamping. There is a new number (not the 211 anymore) 1-800-422-0009. The hotline will be for all crisis issues for adults and youth. The counselors will be provided training all areas of crisis response.
- A huge marketing plan is ready to be launched for the new hotline. 211 calls will go to the hotline for a time.

Catherine Meyers reported:

- From a provider perspective she is becoming increasingly aware of a near critical shortage in workforce in the substance abuse field for counselors, social workers, and medical staff. The wait time to get counselors approved for the NCE exam is 3-4 months for persons wanting to be new hires as counselors. Also, the UMD is now requiring a doctoral degree for Nurse Practitioners who were hired as medical staff in provider agencies. This will affect agency medical staffing dramatically.

Hilary Philips is new to the Office of Planning and had no updates.

David Barnes reported:

- 12 more people are waiting to take the exam for peer credentialing.

- Exams are now computer based and the CSC-AD test domain requirement knowledge has changed from 8 to 4, and an AA degree is required. The CAC-AD requires a BA degree, and new content included DSM-5 and co-occurring material. New tests will begin 2/16/15.

Eileen Hansen reminded everyone that the BHA Annual Conference will be held 5/13/15.

Denise Camp reported:

- A CPRS training for certification test prep has been developed and dates will be announced. It will cover test anxiety, the 4 domains, and sample exam questions.
- She also stated that there is concern among peers about lack of trainings recently.

Holly Ireland reported:

- Providing a six part training for all staff of providers on MH/SD.
- Providing a mid-manager training on good leadership and management skills.
- Providing two days of CARF training to work on accreditation.
- A regional integration work group working on SBIRT screening in facilities.
- Focus of upcoming year to be on higher education institutional goals for behavioral health curriculum.

Lorraine Bernstein reported:

- The co-occurring web-based trainings (mdbehavioralhealth.com) will include: 1) Youth co-occurring disorders, 2) Early intervention for adolescents, 3) MH tips, 4) psycho-pharmacology.
- The webinars are free and CEU are available. One must take the pre/post tests to get certificate. The link is on the BHA website, under Training, at the top of the quick link page.

Joan Smith reported:

- Of particular importance to the BHA Workforce Development Committee, is how our system and providers are able to maintain an engaged and committed workforce, in times of great stress and change where both personal and professional resilience are being taxed.
- The ability to be resilient also cuts across other layers of interactions across the Lifespan as well. Therefore, an expanded focus has been done through literature and research reviews in the areas of organizational, professional, and community resilience PowerPoint for trainings are being developed on these topics as well.
- A Wellness and Prevention Committee (that represents state agencies, and grew out of a SAMHSA Policy Academy on Prevention), has been working on ways to develop an Emotional Wellness Campaign, and to look at efforts of engaging with youth and families at the selected and indicated tiers of prevention.
- Committee working on professional resilience for our workforce promoting more upcoming staff resiliency training as well as community focus groups promoting community resilience.
- The C/A Conference is 3/24/15.

3. Discussion of SAMSHA Strategic Initiative #6 – Workforce Development – see (2) handouts and this link

<http://store.samhsa.gov/shin/content/PEP14-LEADCHANGE2/PEP14-LEADCHANGE2.pdf>

pp. 31-33 for reference.

The group reviewed BHAs Mission and Vision statements – focusing on crafting our goals to “promote recovery, resiliency, health and wellness, to focus on treatment, behavioral health, support, recovery and resilience and to ensure that services are developed in collaboration with stakeholders”.

<http://bha.dhmdh.maryland.gov/SitePages/About%20Us.aspx>

The group reviewed SAMSHAs Strategic Initiative #6 – Workforce Development goals and objectives. Brief discussion included how are current goals already align with SAMHSAs and what new goals should be set by the BHA WDC for FY16. Specific goals to be addressed were Goals 6.3 and 6.4 through salary survey data and Medicaid reimbursement efforts, respectively.

<http://store.samhsa.gov/shin/content/PEP14-LEADCHANGE2/PEP14-LEADCHANGE2.pdf>

A review of MHAs former MH Block Grant Workforce goals, including Objective 2-4 A and Objective 4-2 was provided, what we are already doing to continue to meet those goals was discussed, as well as ways for improvement moving forward.

Discussion also included mention of MHAs annual salary survey data to identify data collection methods to identify and track behavioral health workforce needs and medical reimbursement for the peer workforce.

We also began to discuss the need to address the critical shortage of workforce in terms of counselors, social workers, and medical staff.

The meeting was adjourned at 12:30 pm, and the next meeting will be held **April 15, 2015 at 10:30am.**