

# Advancing Public Policy to Support The Behavioral Health Workforce





CBHC

Colorado Behavioral  
Healthcare Council

## *We Envision Resilient Communities and Mental Wellbeing for all Coloradans*

We bring resources that drive exceptional behavioral healthcare in all Colorado communities through advocacy, collaboration and expertise.

### **We believe every Coloradan deserves:**

- Equal and full access to behavioral health care
- Behavioral health services that are close to their home
- A dedicated organization to advocate for these rights



# Help ~~Wanted~~ Needed!

# Current Trends

- Increased Demand
- Increased Acuity
- Vicarious Trauma and Burnout
- Reform Fatigue
- The Shift to Digital & Retail Therapy
- Increased Flexibility/Mobility (flipside is turnover)
- Increased Opportunity/Professional Development

# National Survey on Behavioral Health Workforce

## Help Wanted in Behavioral Health

National survey of behavioral health workers warns shortage will have negative impact on society.

NATIONAL COUNCIL  
for Mental Wellbeing













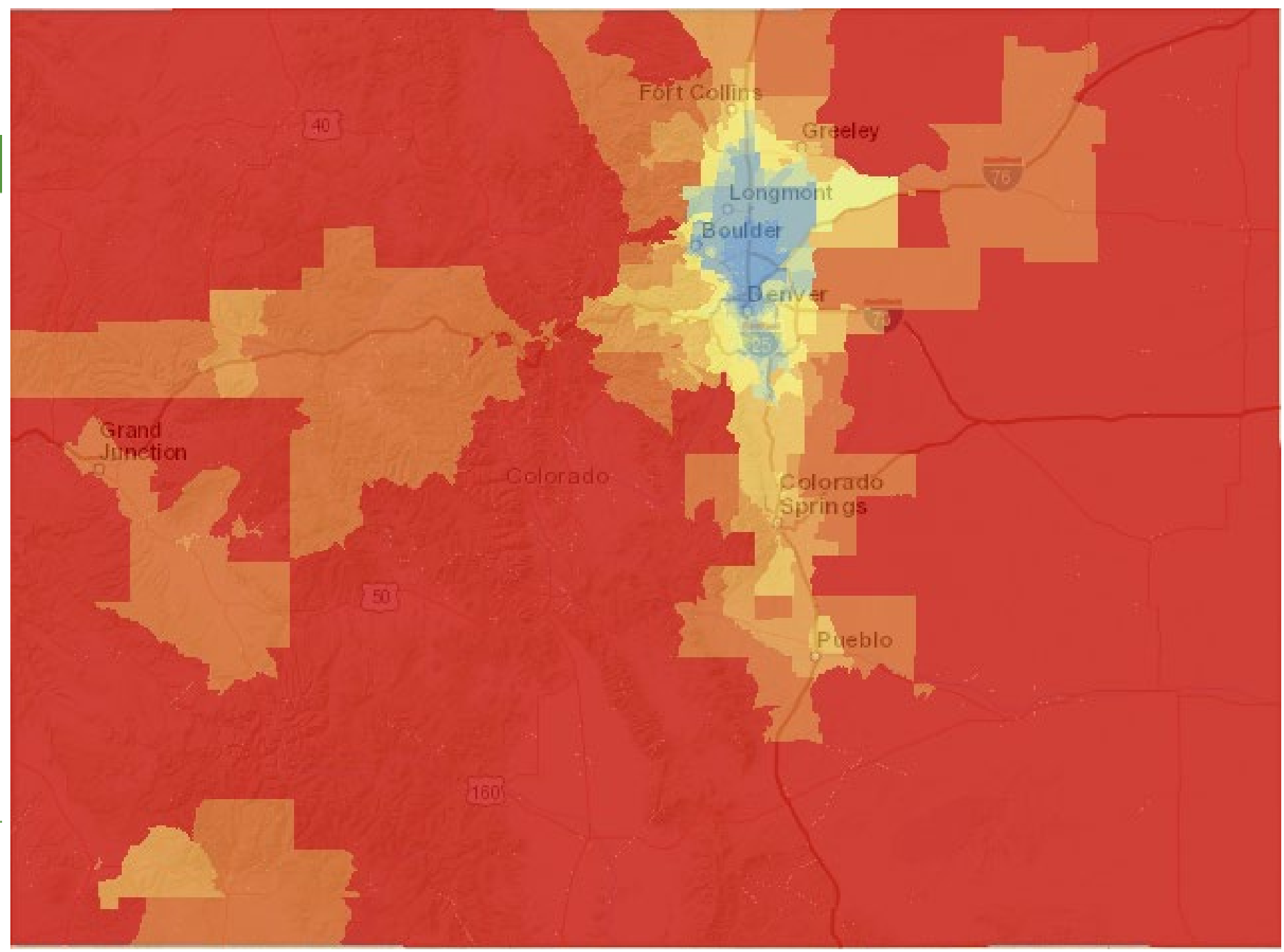
83%

of the nation's behavioral health workforce believe that **without public policy changes**, provider organizations won't be able to meet the demand for mental health or substance use treatment and care.

## Legend

Estimated Accessible SUD Encounters Per Adult (In Deciles)

-  Decile 1 (Lowest Need)
-  Decile 2
-  Decile 3
-  Decile 4
-  Decile 5
-  Decile 6
-  Decile 7
-  Decile 8
-  Decile 9
-  Decile 10 (Highest Need)



# A Wicked Problem:

How do we begin to address the behavioral health workforce crisis?

- Growing the Pipeline & Increasing Diversity
  - Recruiting & Retaining
    - Thriving

# Growing the Pipeline & Increasing Diversity

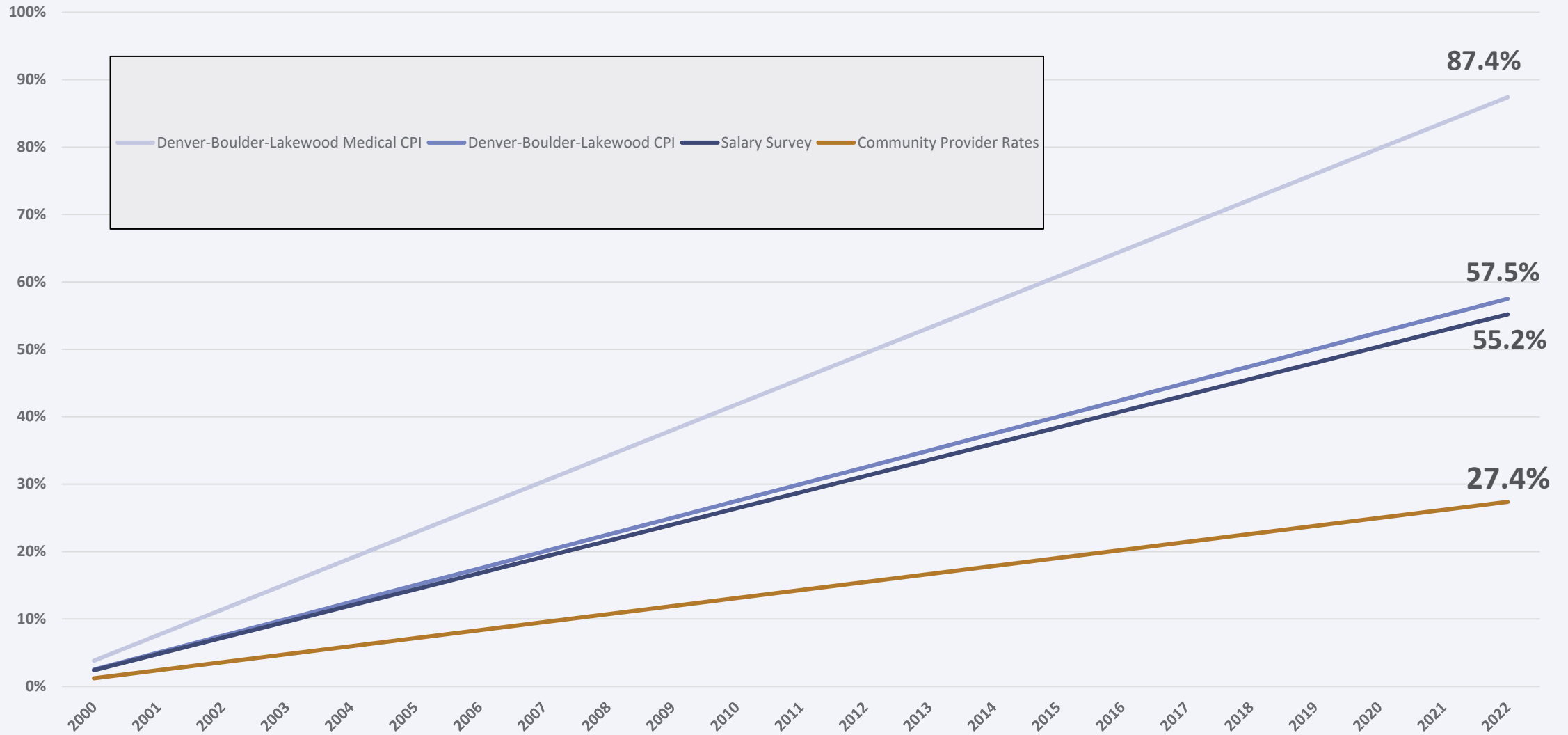
- Develop new career pathways, including micro-credentials
- Increase opportunities for apprenticeships and paid internships
- Intentionally outreach socio- and economically disadvantaged communities
- Shift from loan repayment to tuition reimbursement and scholarships
- Being mindful of messaging about public safety net work



# Recruiting & Retaining

- Pay the behavioral health workforce a livable wage
- Create pathways for advancement, including opportunities in clinical work
- Offer scholarships and loan forgiveness
- Reducing structural employment barriers, especially for underrepresented populations
- Value quality supervision
- Reduce administrative burden!

# Community Provider Rate Increases Vs. State Salary Survey and Local Inflation Rates FY 2000 - FY 2022



# Thriving

- Ensure physical and psychological safety
- Review benefit packages and conduct “stay interviews”
- Develop mission and culture
- Create opportunities for networking and professional development/connection
- Offer volunteering opportunities and community connections
- Consider non-traditional breaks from work (e.g. mini-sabbaticals)



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