



New Hampshire Children's Behavioral Health Workforce

Development Network

Plan

2018-2023

December 1, 2017
Institute on Disability
University of New Hampshire

Need

New Hampshire's healthcare system and its workforce are in crisis. A 2016 blue ribbon commission appointed by NH's governor concluded that "New Hampshire is experiencing a growing shortage of direct support professionals, which threatens the ability of individuals to remain in their homes and communities" (p. 7, Governor's Commission on Health Care and Community Support Workforce). Additionally, a shortage of behavioral health professionals limits access to care across the continuum, with NH's ten Community Mental Health Centers (CMHC) reporting a mean of 70 vacancies each month for Master's trained clinicians and a mean time to recruit of more than 100 days for each vacancy (Miller, 2016). Adults and children with mental health concerns languish in hospital emergency rooms, individuals from racial, ethnic, and linguistically diverse populations do not access treatment at rates proportionate to other populations, and wages for staff who work in community behavioral health organizations have fallen behind the private sector (Antal, 2016).

Strategies to improve workforce development and retention are critical to a healthy and effective behavioral health system. Since 2009, with support from the Endowment for Health and the Department of Health and Human Services, the Institute on Disability at the University of New Hampshire has been convening a network of providers, family organizations, youth organization, state leaders, and university program directors to address the needs of the children's behavioral health workforce in New Hampshire. This group, called the NHCBH Workforce Development Network, operates under the umbrella of the NH Children's Behavioral Health Collaborative, which was formed in 2010 and has a mission "...to transform New Hampshire's current children's behavioral health care services and supports into an integrated, comprehensive system of care. The system of care is family driven and youth guided, community based, and culturally and linguistically competent."ⁱ The Collaborative published a comprehensive planⁱⁱ in 2013, outlining goals and activities for transforming the NH Children's Behavioral Health system cutting across disciplines, service sectors, and stakeholder groups, and including 5 core strategies, one of which is workforce development. The NHCBH Workforce Development Network addresses many of the workforce goals and activities outlined in the Collaborative's Plan.

System of Care Core Values and Principles

The NHCBH Workforce Development Network Vision is to improve the behavioral health and wellness of New Hampshire's children, youth, and their families, *by supporting existing and developing new infrastructures, opportunities, and resources for workforce development across systems, service sectors, and disciplines*, with an emphasis on underrepresented, disadvantaged, and high-need populations.

Target Population: *Children and youth, birth to young adulthood (age 26), and their families.*

NHCBH Workforce Development Network Mission: The mission of the NHCBH Workforce Development Network is to ensure a highly-effective, stable, diverse workforce by building responsive and effective cross-sector development opportunities that are infused with the core competencies and system of care values and guiding principles.

We will accomplish our mission by:

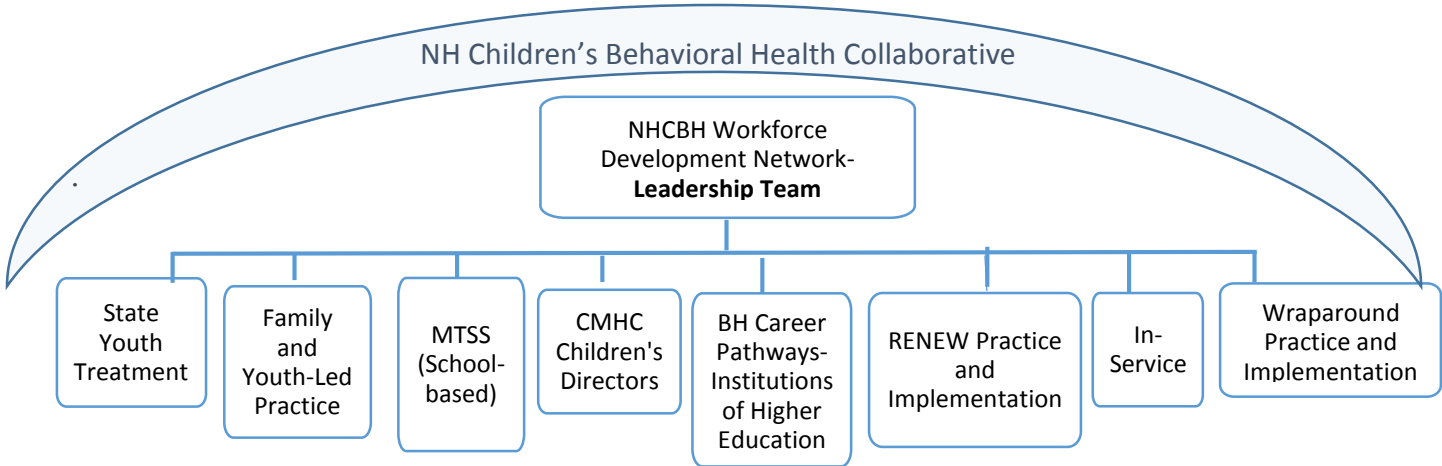
1. Utilizing and promoting existing infrastructures and resources for delivery of professional development;
2. Identifying and addressing the unmet professional development needs of the children's behavioral health workforce;
3. Creating new opportunities and collaboration for professional development, aligned with the New Hampshire Children's Behavioral Health Strategic Plan.

Infrastructure

The NHCBH Workforce Development Network is facilitated by Institute on Disability staff, and is funded by specific contracts and fees. The Network establishes workgroups based on needs and gaps identified by members and research conducted by human services and education partners.

Infrastructure of the NH Children's Behavioral Health Workforce Development Network

2018



Plan

GOALS and OBJECTIVES

Objective # 1: Identify, incubate, and develop systems, practices, and policies that support the implementation of the Workforce Development Plan for treatment and recovery support services to transitional age youth (15-26 year) with **substance use disorders (SUD) and co-occurring mental health and substance use disorders (COD)**.

Measurable Annual Objectives:

1. Complete the SYT-P Workforce Development Plan with concrete, attainable goals that build on our existing infrastructure to provide treatment and recovery services to transitional age youth with SUD/COD, by October 31, 2017. **Completed.**
2. Disseminate and gain buy-in for the plan with state and community stakeholders, by January, 2018. (Plan an event with DHHS).
3. Implement a State Youth Treatment (SYT) Workforce Development initiative by establishing and facilitating a SYT Workgroup that will assist with developing the capacity to implement the SYT Implement project and the SYT-P Workforce Development Plan (2017), beginning December 2017.
4. Assist the state to train community providers in a wraparound and peer support model for continuation care for transitional age youth with SUD/COD, by June, 2018.

Objective # 2: Improve workforce competencies in research-based children's behavioral health best practices by identifying, incubating, and disseminating **knowledge in best practices**, systems features, characteristics of service sectors and disciplines, cross-disciplinary practice, and additional topics as identified by key stakeholders.

Measurable Annual Objectives:

1. Continue to convene the NH CBH Workforce Development Network 6 time a year to determine gaps and best practices, ongoing.
2. Obtain core funding support for the NHCBH Workforce Development network, by March 2018. (Approach IDNs, UNH DHSS, NH HRSA grantees, and other funders).

There are currently no core funds to support the ongoing planning and research that are critical to maintaining the integrity of the Network. By June 2018.

3. Produce a Research to Practice Papers on workforce and implementation strategies to scale up RENEW in NH, by March 31, 2018.

Objective #3: Enhance, stabilize, and diversify the children's behavioral health workforce, by convening and supporting a workgroup of key community, secondary school, community providers, college/university and state partners and developing, piloting and assessing children's **behavioral health career pathways**.

Measurable Annual Objectives:

1. Form a workgroup that includes the HRSA BH grantees (UNH, PSU and Manchester CC), the Office of Health Equity, AHEC, vocational rehabilitation and other key stakeholders to design a pathway for high school youth to enter BH careers, by February 2018.
2. Support the BH career summer course with AHEC, summer 2018.
3. Gain support for and design an online certificate in BH Careers in collaboration with AHEC, June 2018.
4. Support the 4 HRSA grantees and link with IDN and CMHCs so that more pre-service trainees graduate into BH careers, through September 2021.
5. Intentionally engage and partner with organizations and individuals to create pathways for behavioral health workers from racially and ethnically diverse populations, individuals with disabilities, individuals with lived experience, and other underrepresented populations, ongoing.

Objective #4: Continuously support the development of **NH's peer-to-peer support** workforce, by convening and providing technical assistance to family- and youth-led organizations in the areas of family engagement training and consultation, leadership development, research-based peer-to-peer support, and additional areas as identified by youth and families with lived experience.

Measurable Annual Objectives:

1. Work with NAMI, NFI, and NH's Wraparound projects to ensure that peer –to-peer- family and youth support are provided to all families that receive wraparound, ongoing.
2. Complete the EFH and NH Office of Student Wellness project to develop practice profiles for Family and Youth Engagement, by June 2018.
3. Document the model for and support the development of youth leadership groups in schools as part of the Multi-Tiered System of Support framework, ongoing.
4. Support the youth leadership strand at the School Culture and Climate Summer Institute, August 2018.

Objective # 5: Continue to install and scale up New Hampshire's model of high-quality Wraparound throughout NH, by working with local, regional, state, family, and youth partners to implement systems, data, and practice elements, and continuously evaluate wraparound training, coaching, and fidelity of implementation.

Measurable Annual Objectives:

1. Support the installation of Wraparound with the Fast Forward 2020 Project, the Region 2 IDN Enhanced Care Coordinators, the new NFI Wraparound Coordinators, and the Monadnock System of Care project, by establishing and providing training and coaching support, beginning October 2017. (Contracts for FY 2018 are in place).
2. Support the systems development and oversight for the above projects by providing training and coaching for wraparound implementation teams in data-based decision making, fidelity oversight, and progress monitoring. (Contracts for FY 2018 are in place).
3. Continuously improve the training and coaching system for Wraparound by facilitating the statewide Wraparound Workgroup, improving the IOD web based resources, and improving tools and coaching and training resources.

Objective # 6: Continue to install and scale up the RENEW transition model throughout NH, by working with local, regional, state, family, and youth partners to implement systems, data, and

practice elements, and continuously evaluate RENEW training, coaching, and fidelity of implementation.

Measurable Annual Objectives:

1. Create and facilitate a NH RENEW workforce Workgroup to support the sustained capacity of the state's community mental health centers and high schools to provide high quality RENEW services, beginning February, 2018.
2. Pilot a cloud-based RENEW data system with at least 2 mental health centers and continue to develop the data supports, tools and supports available through the IOD's Center for RENEW Implementation, ongoing.
3. Expand RENEW to another state in New England, by June 2018.
4. Continue to implement the RENEW Institute of Educational Sciences efficacy study and develop another RENEW study proposal focused on mental health center implementation. June 2019.

Objective #7: Develop, incubate, and assist instructors to provide **undergraduate and graduate level coursework** that directly incorporates or addresses System of Care core values and principles, the NH CBH Core Competencies, cross-disciplinary practice, implementation science, research-based interventions, and additional topics as identified by key partners.

Measurable Annual Objectives:

1. Deliver annually the UNH Social Work online course, "Adolescents with Emotional and Behavioral Challenges: Systems, Practices, and Culture," Ongoing.
2. Facilitate an Interdisciplinary Working Group at UNH to disseminate Core Competencies and modules focused on System of Care, June 2018.
3. Facilitate, as part of the Career Pathways initiative and the Health Resources Services Administration (HRSA) projects, the utilization of System of Care values, principles, prevention, and integrated primary and behavioral health care content for graduate and undergraduate programs throughout the state. Ongoing.

Objective #8: Identify and incubate best practices in school-based behavioral health, by convening and supporting key community, organizational, college and university, and state-level partners to expand and sustain implementation of **Multi-Tiered Systems of Support for Behavior** and research-based behavioral health interventions in collaboration with schools.

Measurable Annual Objectives:

1. Assist the NH DOE and Office of Student Wellness to design a model for scaling up coaching and training in MTSS-B statewide, by June 2018.
2. Continue to provide training and coaching support in MTSS-B to schools and communities throughout NH by providing twice-annual retreats, working with schools and school districts, and facilitating the annual conference on School Climate and Culture, Ongoing.
3. Continue to assist the NH DOE and Office of Student Wellness to develop its online toolkit to assist schools and districts to implement the NH MTSS-B Framework, ongoing.
4. Design, with the NH DOE and Office of Student Wellness, a set of common training materials and tools to implement MTSS-B, June 2019.

ⁱ See www.nh4youth.org

ⁱⁱ <http://nh4youth.org/about/cbhc-plan>