

Enhance The Behavioral Health Workforce – Strategy 2

Mid-Year Progress Report
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Committee Members

- ▶ **Debra Berke, Ph.D., CFLE**, Director, Psychology Programs, Wilmington University
- ▶ **Peggy Enslin, Ed.D., R.N.**, Education Associate, Health Sciences, Department of Education
- ▶ **Kathy Friel, RDH, Ed.D.**, Acting Dean of Instruction, Stanton/Wilmington Campus, Delaware Technical Community College
- ▶ **Carol L. Kuprevich, Ed.D.**, Director of Community Planning, Program Development, & Training, DHSS, DSAMH
- ▶ **Jonathan Kevin Massey**, Public Health Treatment Program Administrator, DHSS, DPH
- ▶ **Meghan McAuliffe Lines, Ph.D.**, Pediatric Psychologist, Clinical Director for Psychology Services, Division of Behavioral Health, Nemours/Al duPont Hospital for Children
- ▶ **Sharon Mills–Wisneski, RN, MSN, Ph.D.**, Associate Professor, Nursing, Delaware State University
- ▶ **Cory Nourie, MSS, MLSP**, Transition Social Work Coordinator, Nemours A.I. duPont Hospital for Children
- ▶ **Angela Steele–Tilton MSN, RN, OCN**, Chair, BSN Program, Wilmington University, College of Health Professions

Workforce Development is an Ongoing Initiative With 2 Broad Categories

- ▶ 1) continuing education of those providing behavioral health related services and,
- ▶ 2) preparatory education for individuals interested in working within behavioral health at all levels inclusive of middle and high school career and technical education (CTE) health science programs, associate degree programs at community college, 4-year college programs, graduate and post-graduate disciplines

Objectives / Activities

- ▶ 6 Objectives in the plan
 - 8 long term activities (3 years+)
 - 23 short term activities (1–2 years)

DISCLAIMER: The items listed in the mid–year progress report and in this presentation should NOT be considered comprehensive. They are a sample of accomplishments related to the plan.

2015 Mid-Year Report

- ▶ This report addresses accomplishments on the first two objectives and activities of the comprehensive plan
 - Annual report will include additional objectives and activities

Objective One

- ▶ **Objective One:** Conduct a needs assessment of current behavioral health/mental health and substance abuse providers in Delaware
 - **Activity:** Study the current Delaware workforce to determine the current state of services, gaps in service, gaps in knowledge, barriers, and opportunities

Objective One Evaluation

- ▶ Data detailing the system's Strengths, Weaknesses, Opportunities, and Barriers for further development

Accomplishment

- ▶ DSAMH T.O. conducted a needs assessment using convenience samples.
 - 1) Survey was electronically sent to 6,125 persons and received 470 responses
 - 2) Reviewed 672 reaction sheets from workshops held between 01 /2014 and 02 /2015
 - 3) Key informant meetings –e.g. CEATTC, NACM, ADDA, Autism Delaware, etc.

Needs Assessment Findings

- ▶ Treatment Modalities – highest identified need
- ▶ Basic Counseling Skills – second highest
- ▶ Substance Use Conditions – third
- ▶ Co-occurring/Dual Diagnoses – fourth
- ▶ Trauma Informed Care – fifth

Please see handout for more details.

Objective Two

- ▶ **Objective Two:** Increase access to training resources related to behavioral healthcare; main focus on Alcohol and other Drug (AOD) related topics due to severity of substance use issues in DE and reports for a need of certified providers as well as providers who are using Evidence Based Practices (EBPs) and/or Evidence Informed Practices and who are aware of newer treatment approaches; provide access to training in models of integrated behavioral and physical health care consistent with SHIP and Affordable Care Act (ACA)

Objective 2 Evaluation

- ▶ Evaluation: List of workforce development ideas garnered from other SHIPs and integrated into DE strategies ; Initiatives are listed through SHIP and SHIP partners contribute regularly through SHIP meetings and eventually through electronic repository

Accomplishment

- ▶ **Objective Two Activity:** Study the features of similar entities that have been created throughout the US – other SHIPs

Accomplishment: Committee members accessed multiple SHIP plans from throughout the U.S. as indicated in the reference section of the plan. Some of the ideas garnered through those plans are informing Delaware practices, e.g. SBIRT initiatives.

Activity

- ▶ **Objective Two Activity:** Assess continuing education offerings and other workforce development initiatives within DE agencies, in other DE statewide health related plans and forums, colleges and universities, and professional associations to (1) develop consistency of behavioral health related training and (2) share/maximize resources while avoiding duplication, and (3) coordinate efforts

Accomplishment Objective 2

- ▶ NASW–DE, SBIRT, ATTC, DSAMH and DSU partnered to offer a one–day workshop on SBIRT
 - Over 100 person participated
 - Secretary of Delaware Health and Social Services, Rita Landgraf spoke and supports on–going efforts by the diverse coordinating committee towards SBIRT
 - NASW–DE received small grant to further SBIRT work with faith–based community

Objective 2 Accomplishment Cont'd.

- ▶ CE-ATTC and DSAMH partnered to send a Delawarean to Utah for 1-week TOT on SBIRT
 - SBIRT training expertise now available within the State
 - SBIRT ATTC offering additional workshops and technical assistance in 2015 and 2016 at no cost to Delaware
 - Delaware SBIRT trainer has scheduled workshops for psychiatric residents in 2015 and in 2016 will offer additional options for other interested persons

Objective 2 Cont'd.

- ▶ **Activity:** Partner with Central East Addiction Technology Transfer Center (CE-ATTC) to bring addiction training on Medication Assisted Treatment, HIV/Psychiatry, and other Alcohol and other Drug (AOD) topics to Delaware programs.

Accomplishment: CE-ATTC/DSAMH plans to provide no cost 2 -day conference in December 2015 on AOD that includes CEUs

Objective

2 / Activity / Accomplishment

- ▶ **Activity:** Create a Summer Seminar and other series for mental health professionals that address skills and knowledge based training in common core subject areas in the field of mental health.

Accomplishment: June 2015 Delaware Professional Counselors Association and Wilmington University offered a summer training on substance use conditions

Objective 2

Activity/Accomplishment

- ▶ **Activity:** Coordinate with Medical Society of Delaware (MSD) and other organizations to create and implement continuing education on depression for physicians, nurses, and other health professionals

Accomplishment: DSAMH met with Medical Society of Delaware who are participating in larger Delaware Health Initiative; in June 2015 MSD partnered with Christiana Care to offer 1-day SUD training to anyone interested

Thank You!

- ▶ Your attention is appreciated
- ▶ Your support of these efforts is appreciated
- ▶ YOU are appreciated by all of the Strategy 2 Committee members many of whom are unable to be present today to personally describe their ongoing efforts on this plan.
- ▶ We look forward to sharing the annual report accomplishments.