MASSACHUSETTS FOUNDATION

APRIL 27, 2023

THE BEHAVIORAL HEALTH WORKFORCE IN MASSACHUSETTS:

Strategies to Help Grow Diversity, Resilience, and Overall Capacity

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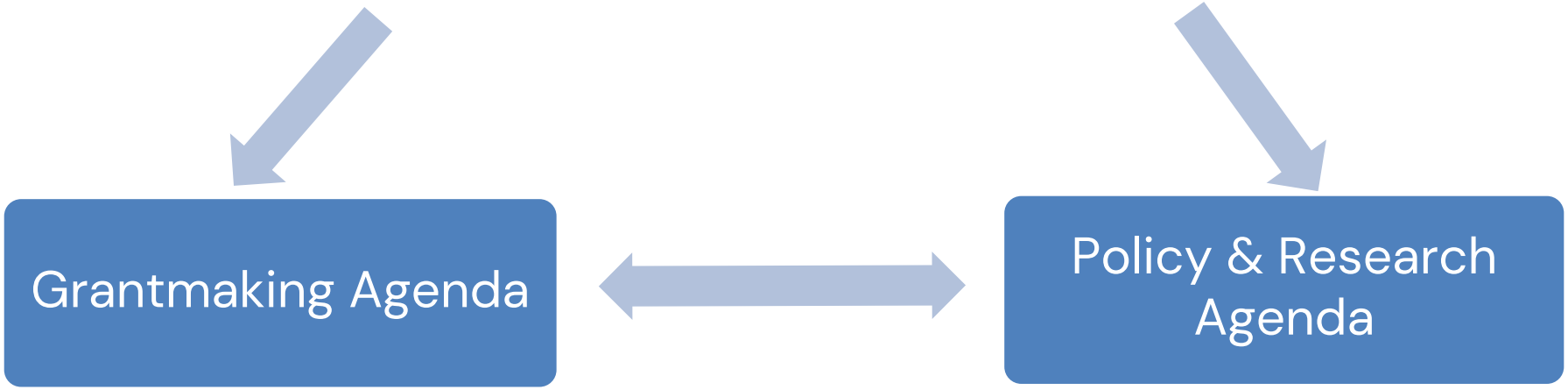
BLUE CROSS BLUE SHIELD OF MASSACHUSETTS FOUNDATION

AGENDA

- About the Foundation
- Background – The Problem
- Goals & Project Approach
- Recommendations
- Where do we go from here? What's Next?

ABOUT THE FOUNDATION – HOW WE WORK

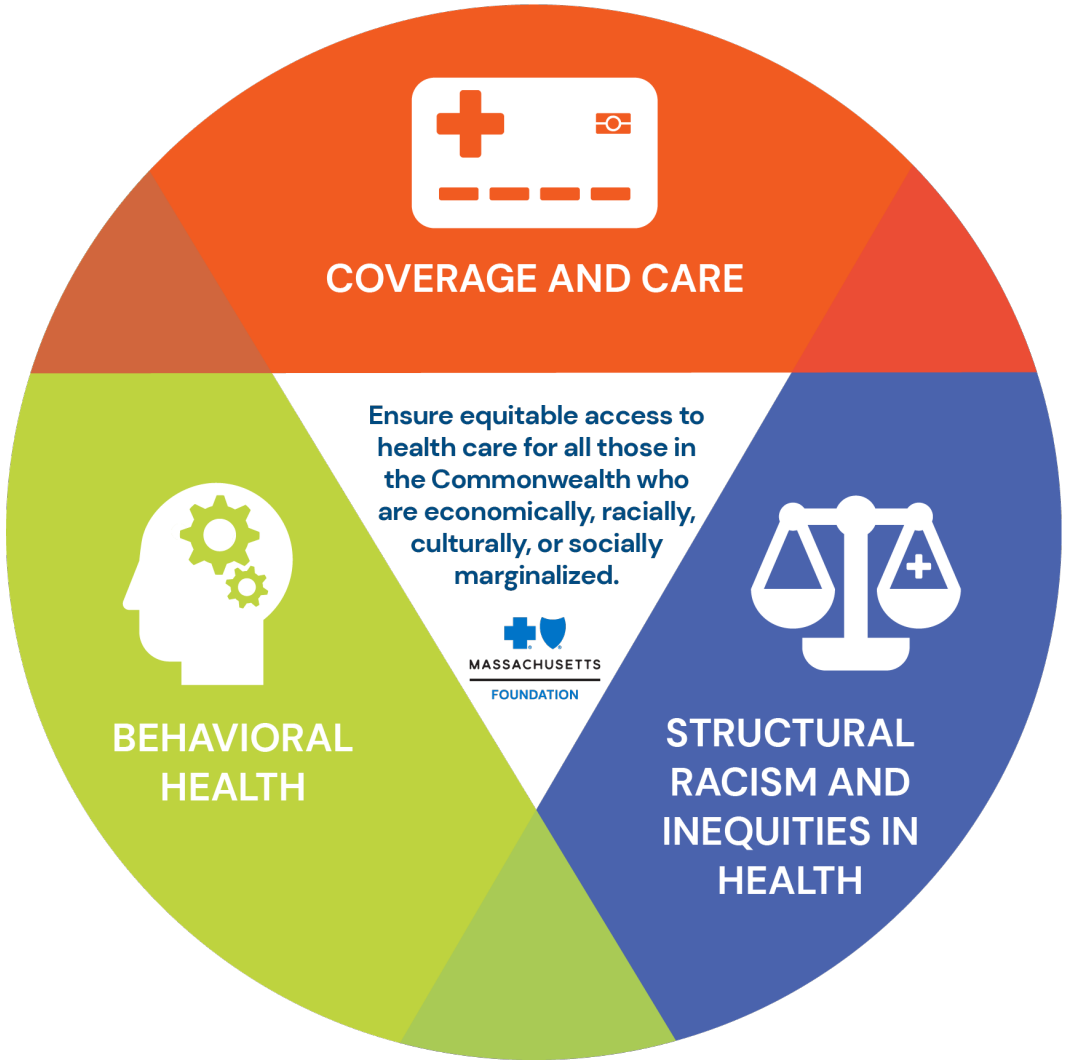
Our mission is to ensure equitable access to health care for all those in the Commonwealth who are economically, racially, culturally, or socially marginalized.



- Fund community programs
- Help launch/expand innovative models
- Build/strengthen community capacity
- Facilitate public-private partnerships

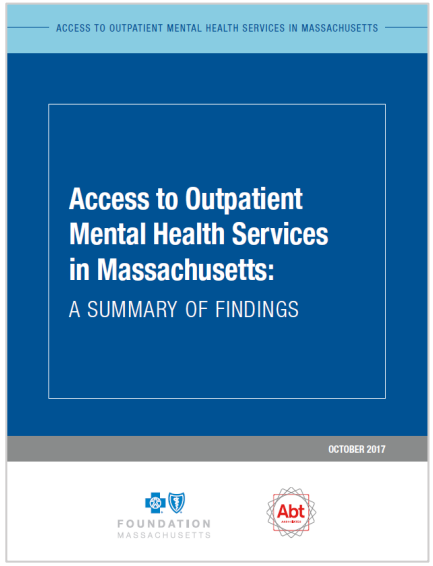
- Conduct policy research and analyses
- Provide independent, objective data
- Elevate and inform public discourse
- Convene stakeholders and build consensus

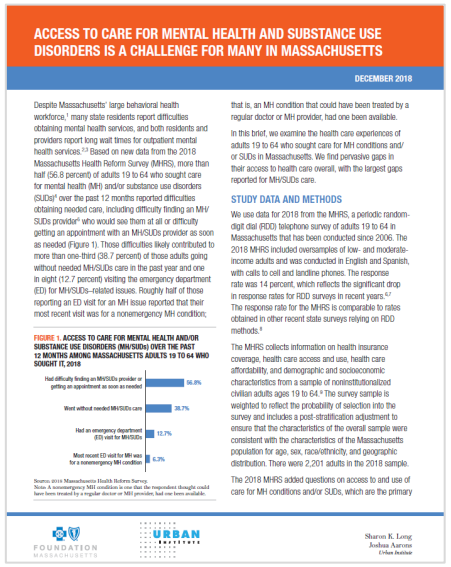
STRATEGIC FOCUS AREAS

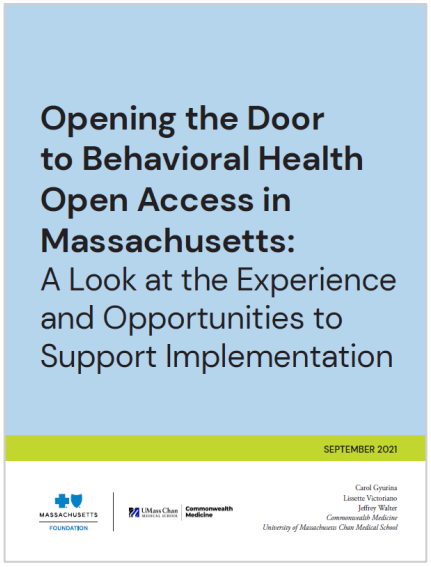


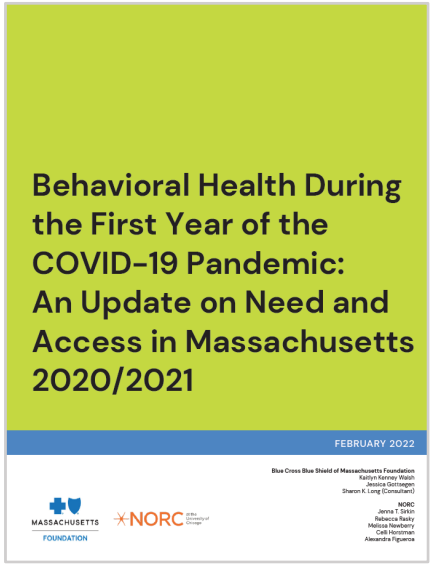
BACKGROUND – THE PROBLEM

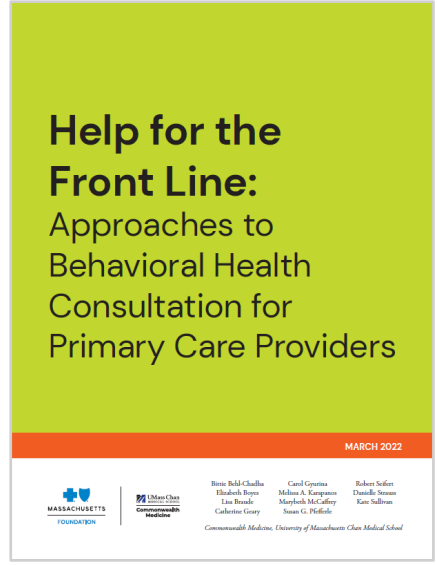
Workforce Challenges: Experienced by Providers and Consumers











BACKGROUND – THE PROBLEM

Initiatives to Address Workforce Challenges

THE AMERICAN RESCUE PLAN

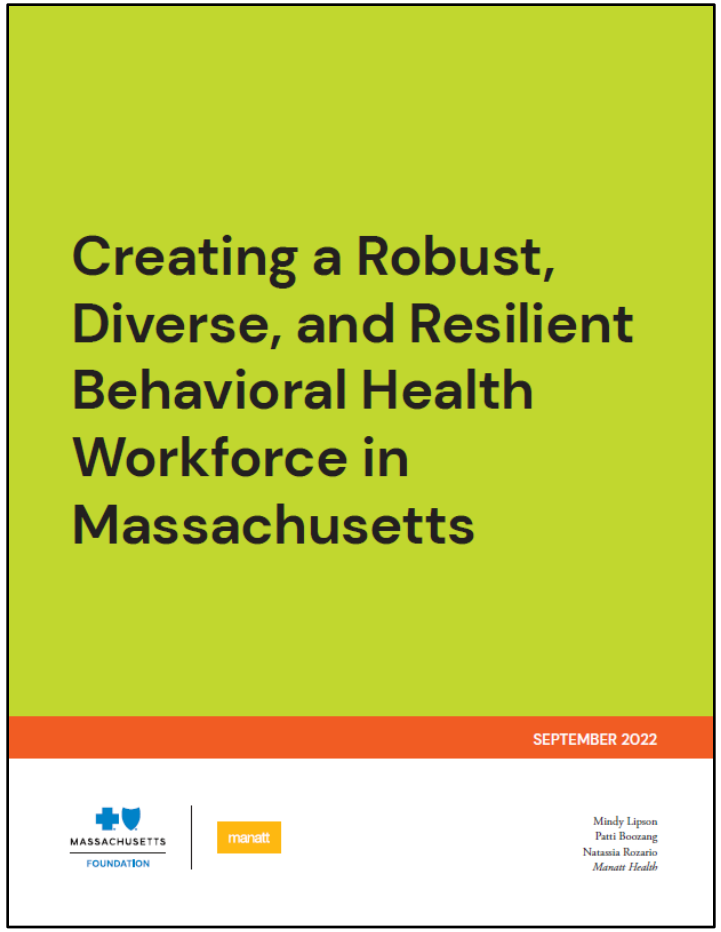
MassHealth

Mass General Brigham

THE KLARMAN FAMILY FOUNDATION

Roadmap for Behavioral Health Reform: Ensuring the right treatment *when* and *where* people need it

PROJECT GOALS & APPROACH



A Framework for Behavioral Health Workforce Policies

RECOMMENDATIONS

1. Conduct a baseline **Workforce Needs Assessment** to better understand the supply of the behavioral health workforce, including demographics, and specific workforce gaps.

2. Establish a **Behavioral Health Workforce Center** with a charter to improve the supply, distribution, competency, and diversity of the workforce.

3. Ensure that **payment for behavioral health services is equal to payment for similar services across all payers** in Massachusetts given the impact of reimbursement on the workforce.

4. Develop and fund a **10-year behavioral health workforce strategy** to grow the behavioral health professional workforce pipeline and address the shortage and maldistribution of providers.

5. Pursue a multipronged campaign to dramatically **expand the paraprofessional workforce (e.g., peers, community health workers [CHWs], recovery specialists)**, including ensuring that they are paid a living wage, have opportunities for career advancement, and can obtain insurance reimbursement.

6. Create **a system of social supports** for all members of the behavioral health workforce.

7. Fund an **in-depth evaluation of the impact of telehealth on the behavioral health workforce**.

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RECOMMENDATION:

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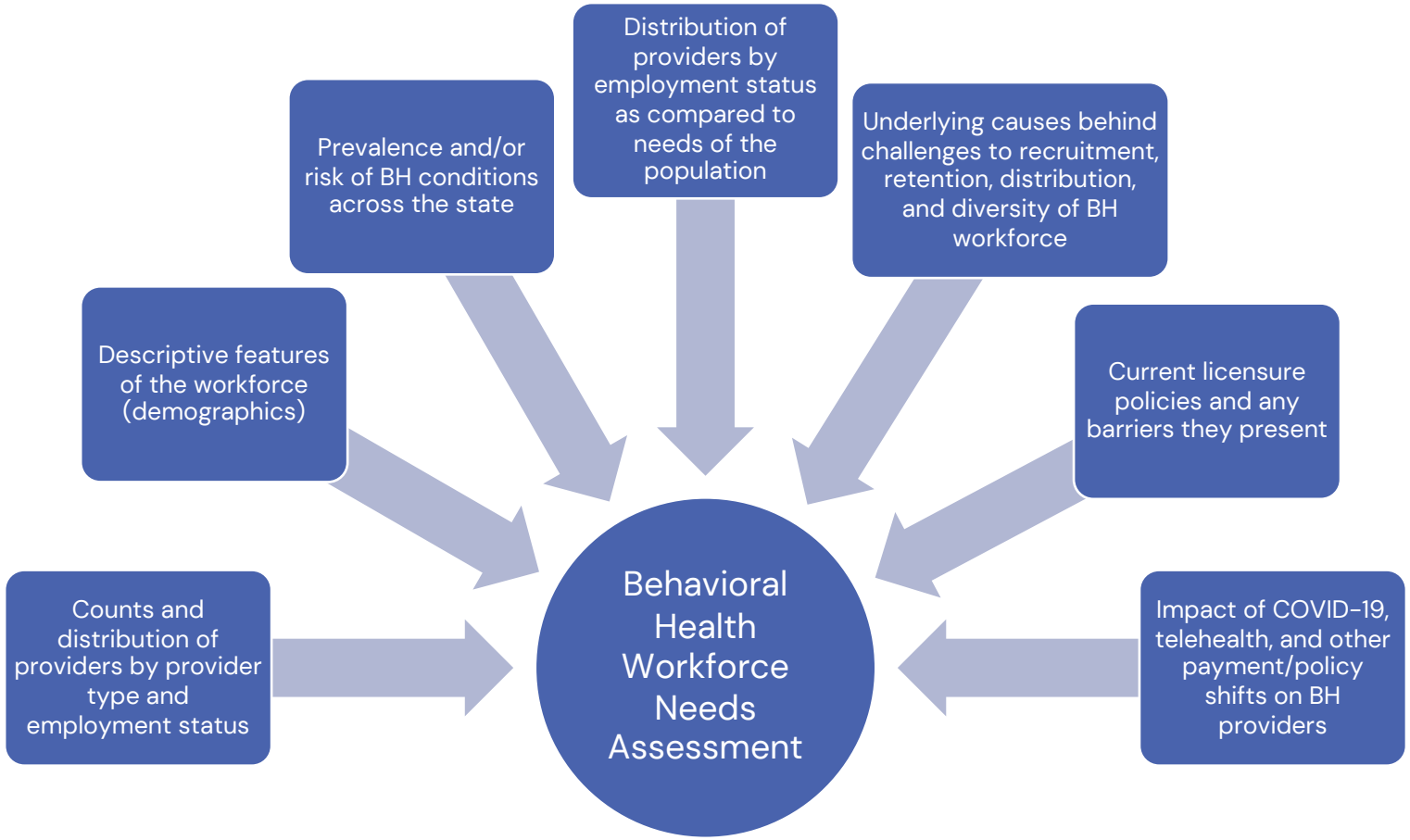


Examples from the Field

- George Washington University Fitzhugh Mullan Institute for Health Workforce Equity: Behavioral Health Workforce Tracker
- Behavioral Health Workforce Report to the Oregon Health Authority and State Legislature

RECOMMENDATION:

DEVELOP & FUND A 10-YEAR BEHAVIORAL HEALTH WORKFORCE STRATEGY

Components of 10-Year Strategy for Growing Behavioral Health Workforce

- Provide financial incentives to build the pipeline, including those that reduce barriers to entry and the financial burden of training
- Develop programs to encourage interest in behavioral health professions
- Continue to monitor strategies to address maldistribution of providers

Examples from the Field

- Area Health Education Centers (AHECs)
- HRSA's Centers of Excellence Program
- SAMHSA's Minority Fellowship Program

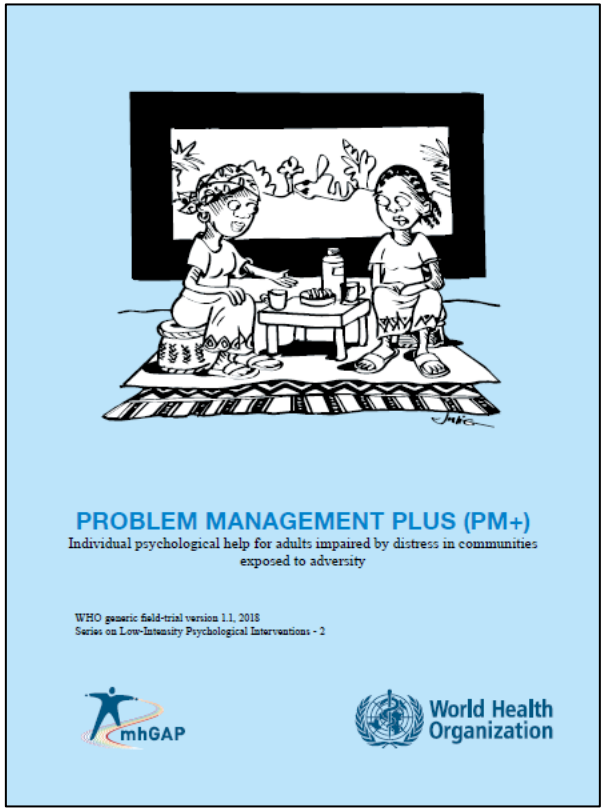
RECOMMENDATION:

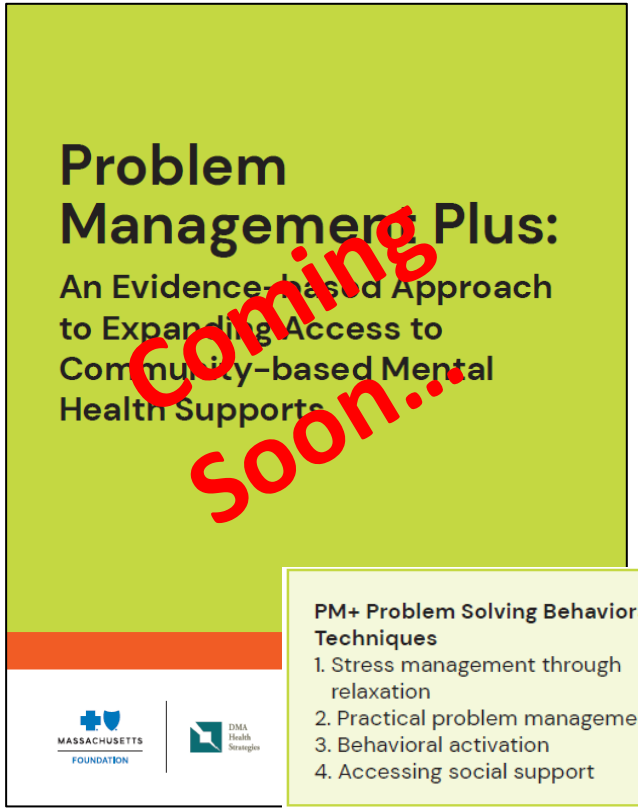
ESTABLISH A BEHAVIORAL HEALTH WORKFORCE CENTER

Examples from the Field

- Behavioral Health Education Center of Nebraska
- Illinois Behavioral Health Workforce Center

WHERE DO WE GO FROM HERE? WHAT'S NEXT?





MASSACHUSETTS FOUNDATION

QUESTIONS

Reports referenced in today's presentation available at: https://www.bluecrossmafoundation.org/

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