

CYBHWG Workforce and Rates Notes

April 20, 2022

Leads: Representative Mari Leavitt, Hugh Ewart, Laurie Lippold

Behavioral health career pathways update

Bish Paul, Ph.D. & Mikel Poppe, *Washington STEM*

See page 3 for slides

Highlights

- STEM
 - Working on building and sustaining career pathways and behavioral health mostly in K-12 school system.
 - Data collected to provide measurement around current career pathways.
 - Developing a c for credential opportunities by region and industry.
 - Developing a tool to figure out for a particular behavioral health occupation or title, and what the existing credentialing opportunities, and what occupations may be missing in the region.
 - Tool will be able to identify gaps, barriers, participation, and completion, offering personalized reports to show the information.
 - Statewide effort underway to build a comprehensive occupation list.

Update on implementation of priorities for the 2021 session

Highlights

- Apprenticeship project
 - Work underway for a multi-employer training fund to develop the apprenticeship program with multiple funding sources.
 - Three (3) pathways offered statewide for entry level positions.
 - Behavioral health tech which is starting in August.
 - SUD professional which are starting in September.
 - Peer counselor starting in October.
 - Interns in the apprenticeship are paid positions within the behavioral health organization that hires them.
 - There will be a second cohort for training starting in the winter in Jan, Feb, and March of 2023.
 - All the pathways are based on competency-driven trainings that are aligned with anything that already exists (i.e., SUD pathway is the same competencies that the current pathway for SUD contains.
 - It's possible the apprentice might have a few different mentors, depending on the organizations focus.
- Supervision
 - Proviso for supervision workgroup did not pass.
 - Continue to work on this initiative.
- Teaching clinics
 - Teaching clinic concept was to professionalize all the training that goes in sync with best practices, evidence-based practices, team-based, and integrated care to qualify for the enhanced rate for clinics who need certain standard to qualify them to be a teaching clinic.

Children and Youth Behavioral Health Work Group – Workforce and Rates

- Workgroup of key stakeholders was convened.
- \$1,000,000 million grant from Ballmer Group for this work.
- Would like to expand the teaching clinic concept across the state.
- Determining the best way to recruit clinics for new pilot sites, then use data from pilot sites for process improvement.

Discussion / Q & A

- Is there a limit in the apprenticeship program to how many an apprentice, or mentor can monitor?
 - The limit is two (2) per supervisor.
- Is there a license requirement to qualify as a mentor?
 - Depends on the pathway.
- Are employers expressing interest currently in the apprenticeship program?
 - Multiple employers have expressed strong interest.

Attendees

Kevin Black, Senate Committee Services
Dr. Paul Bish, Washington STEM
Rachel Burke, Health Care Authority (HCA)
Rep. Lisa Callan, Legislator
Diana Cockrell, HCA
Thalia Cronin, Community Health Plan of
Washington (CHPW)

Kiki Fabian, HCA
Anush Fernando, Molina Healthcare
Scarlett Gentry, Community Youth Services
Elias Hawa, CHPW
Avreayl Jacobson, King County Behavioral Health
And Recovery
Joe LeRoy, HoeSparks Family Services
Laurie Lippold, Partners for Our Children
Joan Miller, Washington Council for
Behavioral Health

Sheryl Morelli, Seattle Children's
Liz Nelson, Washington Association of School
Social Workers (WASSW)
Steve Perry, HCA
Mikel Poppe, Washington STEM
Kari Samuel, HCA
Sheryl Schwartz, Harborview Behavioral Health Institute
Sharon Shadwell, Department of Children's Youth
and Families (DCYF)
Sara Stewart, WA mental health counselors assoc
Mary Stone-Smith, Catholic Community Services of
Western Washington
Ashlen Strong, Washington state Hospital association (WSHA)
Andy Toulon, Legislative staff
Sarah Walker, University of Washington (UW)



Behavioral Health Workforce **Building & Sustaining Career Pathways**

Bish Paul, Ph.D.,
State Policy & Advocacy Director

Mikel Poppe
Impact Data Manager

Washington STEM is a statewide, education nonprofit leveraging STEM for social change, removing barriers to credential attainment, and creating pathways to long-term economic security for systemically underserved students.

Behavioral Health Workforce

Building & Sustaining Career Pathways

*ESSB 5092 (2021) provides funds for the Workforce Board to collaborate on data collection and analysis with Washington STEM, described as “a statewide nonprofit organization with expertise in promoting and supporting science, technology, engineering, and math education from early learning through postsecondary education.” In partnership, Washington STEM and the Workforce Board shall provide to the Behavioral Health Workforce Advisory Committee (BHWAC) **an analysis of the behavioral health education and training pipeline through the creation of a data dashboard and policy implications** that will contribute to the development of recommendations issued by the BHWAC.*

KEY DELIVERABLES

1. **Provide regional supply data** to drive an expansion of high-quality behavioral health workforce in Washington.
2. **Provide Data & Measurement** for current career pathways or degree programs providing credentials for each behavioral health and related occupations.
3. **Develop a Credential Opportunities by Region and Industry tool** to highlight what credentialing opportunities exist (or do not exist) in every region of the state in order to help with targeted expansion of both programs in post secondary and career exploration experiences in K-12. Align with Career Bridge.
4. **Identify gaps and barriers to participation and completion of programs** that lead to high demand behavioral health occupations (including addressing racial, low income, rural disparities).
5. **Develop an interactive dashboard and series of regionalized reports** for current supply and demand of behavioral health and related occupations. This may enable advocacy and education efforts to expand access to behavioral health.

GOAL →

BEHAVIORAL HEALTH CORI Credential Opportunity by Region Index

In 2022, Washington STEM will combine the Behavioral Health Labor Market Data Dashboard and the draft trainings, licensures, and credentials required for each BH job, along with the estimated capacity in each training, licensure, and credential program in the state, to inform and create a tool that can display the relative supply-demand index for each credential/licensure. In other words, it will display whether there is relatively enough capacity in various training and credential programs to meet the demands of the workforce projections in our state, by region. It will help prioritize the need for expansion or program creation and/or provide reasoning for changing credentialing requirements, for each BH job in the state.

EXAMPLE →

STEM CORI Credential Opportunity by Region Index

Quick Start Guide		CORI		Aligned Credentials and Related Occupations	
Wage Range	Region	Sector	Occupation Demand		
(All)	Seattle-King County	Science, Technology, E...	(All)		
Occupation Title	Job Openings	Related Job Openings	Credential Production	Credential Gap	
19-4044 Life, Physical, and Social Science Te..	20	47	0	-67	
17-3027 Mechanical Engineering Technicians	18	0	0	-18	
19-2099 Physical Scientists, All Other	16	162	0	-178	
19-2032 Materials Scientists	10	0	0	-10	
17-2161 Nuclear Engineers	2	0	0	-2	

Occupation Title	Job Openings	Related Job Openings	Credential Production	Credential Gap	
15-1252 Software Developers	13,752	6,873	2,342	-18,283	^
15-1254 Web Developers	2,714	17,542	1,367	-18,889	
13-1082 Business Operations Specialists, All ..	1,674	2,363	2,147	-1,890	
Managers, All Other	270	2,363	2,147	-486	
17-2051 Civil Engineers	475	55	351	-179	
15-2051 Data Scientists	369	26,194	2,378	-24,185	
15-1221 Computer and Information Research ..	295	20,485	2,036	-18,745	
17-2061 Computer Hardware Engineers	208	13,762	575	-13,395	
19-2041 Environmental Scientists and Speciali..	200	815	399	-616	
15-2041 Statisticians	166	20,059	525	-19,700	
17-2112 Industrial Engineers	136	144	90	-190	
19-3099 Social Scientists and Related Worker..	109	800	397	-512	∨

In this *example* of a STEM occupations CORI, for the jobs in red there are no opportunities for individuals to earn credentials in King county. The ones in yellow show the job openings & demand, and also the gap in credential supply.

We are currently building a Behavioral health specific version of this tool using the job titles and credentialing pathways, with your input.

BEHAVIORAL HEALTH COMPREHENSIVE OCCUPATION LIST

Objective:

Assess supply (capacity in credential pathways) and demand (projected job openings) for behavioral health occupations statewide.

Background:

Within each occupation, defined by the Bureau of Labor Statistics, there can be many job titles.

Each job title represents a different job function or work setting within an occupation and may require different education pathways.

What we have done:

1. Identified behavioral health job titles that should be included within each occupation.
2. Created the first statewide comprehensive occupation list with 79 primary occupations and 74 secondary occupations.
 - Primary occupations are considered specific to behavioral health.
 - Secondary occupations are typically found in multiple industries including behavioral health.

BEHAVIORAL HEALTH OCCUPATION LIST

Occupations are defined by the Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) System.

Job Titles are those jobs found within the same occupation but require different credentials and/or work experience.

Primary Occupations are typically considered specific to behavioral health.

Secondary Occupations are typically found in multiple industries including behavioral health.

Primary Occupations (BLS SOC Title)	Job Titles	Secondary Occupations (BLS SOC Title)	Job Titles
Social and Community Service Managers	Social Service Coordinator	Registered Nurses	Registered Nurses
Social and Community Service Managers	Social and Community Service Managers		
Social and Community Service Managers	Case Manager		Advanced Registered Nurse Practitioners/ARNP / Advanced Practice Psychiatric Nurses
Psychologists, All Other	Behavior Specialist	Registered Nurses	Psychiatric Nurse Practitioner Clinical Specialist
Counselors, All Other	Behavioral Health Support Specialist	Nurse Practitioners	
			Medication Assisted Therapy (MAT) Clinician
Psychologists, All Other	Certified affiliate sex offender treatment provider	Nurse Practitioners	Nurse Practitioners
Psychologists, All Other	Child and Adolescent Psychologist	General Internal Medicine Physicians	General Internal Medicine Physicians
Psychologists, All Other	School Psychologist	Pediatricians, General	Pediatricians, General
Psychologists, All Other	Psychologists, All Other	Physicians, All Other	Clinician
Marriage and Family Therapists	Infant Mental Health Therapist	Physicians, All Other	Emergency Medicine Physicians
Marriage and Family Therapists	Marriage and Family Therapists	Physicians, All Other	Geriatric clinician/OAS Clinician
	Employment specialist / Employment advisor / Vocational Specialist	Physicians, All Other	Hospitalists
Rehabilitation Counselors	Rehabilitation Counselors	Physicians, All Other	Medication Assisted Therapy (MAT) Clinician
Rehabilitation Counselors	Agency Affiliated Counselor	Physicians, All Other	Mental Health Clinician
Counselors, All Other	Case Manager	Physicians, All Other	Physical Medicine and Rehabilitation Physicians
Counselors, All Other	Certified peer counselor	Physicians, All Other	Preventive Medicine Physicians
	/Peer counselors	Healthcare Diagnosing or Treating Practitioners, All Ot	Healthcare Diagnosing or Treating Practitioners, All Ot
	/Peer support counselors	Healthcare Diagnosing or Treating Practitioners, All Ot	Naturopathic Physicians
Counselors, All Other	/Peer support specialists		Lab Technician / Medical and Clinical Laboratory Technicians / Medical and Clinical Laboratory Technologists
Counselors, All Other	Educational, Guidance, and Career Counselors and Advisors	Clinical Laboratory Technologists and Technicians	Technologists
		Emergency Medical Technicians and Paramedics	Crisis Responder
Counselors, All Other	Intake Specialist/Assessment Coordinator	Emergency Medical Technicians and Paramedics	Emergency Medical Technicians and Paramedics/ First Responder
Counselors, All Other	Recovery Coach	Licensed Practical and Licensed Vocational Nurses	First Responder
Rehabilitation Counselors	School Counselor	Licensed Practical and Licensed Vocational Nurses	Licensed Practical Nurse (LPN)
Counselors, All Other	Shelter Counselor	Health Technologists and Technicians, All Other	Medical/Technical Assistant
	Substance Use Disorder Professional (SUDP)	Health Technologists and Technicians, All Other	Care Manager
	/Substance Use Disorder Professional in Training (SUDPT)	Health Technologists and Technicians, All Other	Medical Records Specialists
	/Addiction Counselor I & II	Health Technologists and Technicians, All Other	Patient Advocate
Counselors, All Other	/Substance Abuse Counselors	Health Technologists and Technicians, All Other	Patient Representatives/Access Services Representativ
Counselors, All Other	SUDP/Crisis Response Specialist	Health Information Technologists and Medical Registr	Health Information Technologists and Medical Registr
Counselors, All Other	Vocational Specialist	Home Health and Personal Care Aides	Mental Health Personal Care Aides
Counselors, All Other	Youth Partner	Nursing Assistants	Certified Nurse Aide
		Nursing Assistants	Senior Care Specialist

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Primary occupations

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Secondary occupations

Complete list here: [Behavioral Health Occupation & Sub occupation List](#)

BEHAVIORAL HEALTH OCCUPATION LIST

Primary Occupations (BLS SOC Title)	Job Titles	Secondary Occupations (BLS SOC Title)	Job Titles
Counselors, All Other	Counselors, All Other	Orderlies	Orderlies
	Licensed Mental Health Counselor (LMHC)	Medical Assistants	Clinical Medical Assistant
	/Licensed Mental Health Counselor Associate (LMHCA)	Medical Transcriptionists	Medical Transcriptionists
	/Licensed Professional Counselor (LPC)	Phlebotomists	Phlebotomists
	/Co-occurring disorders clinician	Healthcare Support Workers, All Other	Healthcare Support Workers, All Other
	/Licensed independent clinical social worker (LICSW)	Healthcare Support Workers, All Other	Speech-Language Pathology Assistants
Counselors, All Other	Child Life Specialist	Police and Sheriff's Patrol Officers	Crisis Responder / Co-responder
Child, Family, and School Social Workers	Child Welfare Aide	Residential Advisors	Group Home Coordinators
Child, Family, and School Social Workers	Family Support Worker	Medical Secretaries and Administrative Assistants	Medical Secretaries and Administrative Assistants
Child, Family, and School Social Workers	Parent Partner		
Child, Family, and School Social Workers	Child, Family, and School Social Workers		
Healthcare Social Workers	Outreach Specialist		
Healthcare Social Workers	Healthcare Social Workers		
Mental Health and Substance Abuse Social Workers	Associate Clinical Social Worker		
Mental Health and Substance Abuse Social Workers	Designated Crisis Responder (DCR)		
Mental Health and Substance Abuse Social Workers	Licensed Clinical Social Worker		
Mental Health and Substance Abuse Social Workers	Residential Case Manager		
Mental Health and Substance Abuse Social Workers	Substance Abuse Social Workers		
Mental Health and Substance Abuse Social Workers	Mental Health and Substance Abuse Social Workers		
Mental Health and Substance Abuse Social Workers	Substance Use Disorder (SUD) Clinician / SUDP		
Social Workers, All Other	Certified affiliate sex offender treatment provider		
Social Workers, All Other	Discharge Planning Social Worker		
Social Workers, All Other	Licensed independent clinical social worker (LICSW)		
Social Workers, All Other	School Social Worker		
Social Workers, All Other	Shelter Supervisor		
Social Workers, All Other	Youth Advocate		
Social Workers, All Other	Social Workers, All Other		
Social Workers, All Other	Intake Specialist		
Social Workers, All Other	Assessment Coordinator		
Social and Human Service Assistants	Behavioral Health Clinical Care Coordinator		
Social and Human Service Assistants	Certified Prevention Professional		
Social and Human Service Assistants	Crisis Intervention Specialist		
Social and Human Service Assistants	Home Visitor		
Social and Human Service Assistants	Care Coordinator / Service Care Coordinator		
Social and Human Service Assistants	Recovery Specialist		

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Primary occupations

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Secondary occupations

BEHAVIORAL HEALTH OCCUPATION LIST

Primary Occupations (BLS SOC Title)	Job Titles
Social and Human Service Assistants	Residential Rehabilitation Counselor (RRC) / Residential Treatment Counselor
Social and Human Service Assistants	Housing Program Clinician / Housing Specialist/ Housing Stability Specialist
Social and Human Service Assistants	Social Service Assistant
Social and Human Service Assistants	Victim Advocate
Community and Social Service Specialists, All Other	Community and Social Service Specialists, All Other
Therapists, All Other	Art Therapists
Therapists, All Other	Behavioral Technician
Therapists, All Other	Music Therapists
Therapists, All Other	Therapists, All Other
Psychiatrists	Addiction Psychiatrist
Psychiatrists	Child Psychiatrist
Psychiatrists	Consultation-Liason
Psychiatrists	Forensic Psychiatrist
Psychiatrists	Geriatric Psychiatrist
Psychiatrists	Primary Psychiatric Provider
Psychiatrists	Psychiatrists
Psychiatric Technicians	Behavioral Health Technician
Psychiatric Technicians	Licensed Psychiatric Technician (LPT)
Psychiatric Technicians	Medical/Technical Assistant
Psychiatric Technicians	Mental Health Assistant (MHA)
Psychiatric Technicians	Mental Health Technician (MHT)
Psychiatric Technicians	Psychiatric Technicians
Occupational Therapy Assistants	Certified Occupational Therapist Assistant (COTA)

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Primary occupations

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Secondary occupations

Complete list here: [Behavioral Health Occupation & Sub occupation List](#)

BEHAVIORAL HEALTH WORKPLACE SETTINGS

What we have done:

Identified and grouped the major workplace settings behavioral health jobs are found. This list will help to ensure we gather input from each of the workplace settings moving forward.

Settings:

- Hospitals
- Schools
- Social Services Agency
- Psychiatric Inpatient
- Involuntary Treatment
- Community Mental Health /BHA
- Private Practice /Individual Family Services
- Substance Use Disorder /Residential
- Substance Use/Outpatient
- Withdrawal Management
- Peer Services
- Community Based Organizations (CBO)
- State & Regional Agency

BEHAVIORAL HEALTH WORKPLACE SETTINGS

Objective:

1. Gathering experts with knowledge of each workplace setting to assist in the development of estimated demand.
2. Projected job openings provided by the WA Employment Security Department will be used as our estimated demand for each occupation.
 - Projected job openings do not include turnover within the occupation but does include growth, and replacement for worker exits either due to retirement or a change of occupation.
3. With input from experts we will look to determine demand for each job title within an occupation by estimating occupation share.
4. Example: For Occupation title “Child, Family, and School Social Workers” = 100 annual projected job openings

Job Title	Occupation Share	Projected Openings
Child Life Specialist	5%	5
Child Welfare Aide	10%	10
Family Support Worker	30%	30
Parent Partner	25%	25
Child, Family, and School Social Worker	30%	30
Total Projected Job Openings		100

HOW YOU CAN HELP PROJECTION + WEIGHTING

Washington STEM will work with representatives from a small group of key stakeholders to assign percentages and weighting of sub occupations to each job projections group.

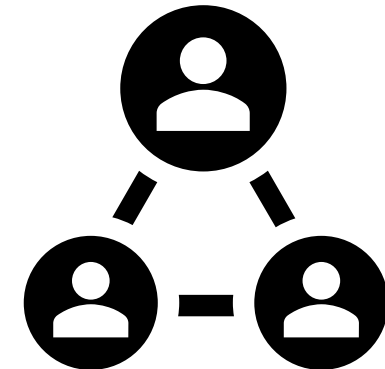
TIME COMMITMENT

(minimum) 1-survey 20mins

(preferred) Follow up 1-hour virtual Stakeholder Input session

IDENTIFY who at your org can provide input

CONNECT them to us. mikel@washingtonstem.org





QUESTIONS ABOUT THE PROJECT?



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