

## CYBHWG Workforce & Rates subgroup

July 20, 2022

**Leads:** Hugh Ewart and Laurie Lippold

### Workforce issues related to CLIP and the crisis beds

Tina Burrell, *Health Care Authority (HCA)*

#### Highlights

- Workforce issues related to 2022 investments – There are workforce issues with respect to outpatient services and WISE, as well as CLIP and the Crisis Stabilization beds (and other areas). Our focus at the meeting was on CLIP and Crisis Stabilization.

#### CLIP beds

- **Snapshot in time;** on July 15<sup>th</sup> 37 CLIP beds were occupied and receiving services at 3 community facilities, with a full workforce the capacity would be 58.
- Legislators requested to expand to 62 beds by June 30<sup>th</sup>, fiscal 22.
- For fiscal 23 the ask is an additional 10 beds for a total of 72.
- Without the workforce, we will not be able to fill all the available beds or support the need.
- There has been turnover with respect to therapists but in general there do not seem to be major shortages.
- The biggest barriers in terms of getting staff are low pay, workers wanting to get higher degrees, desire for job growth, and limited training opportunities.
- The overall daily rate for CLIP programs would need to be increased (along with a directive to use the increase for staff salaries) to increase the pay rate.

#### Discussion Q/A

- Have you heard of any capital needs with current facilities?
  - No.
- What does the workforce shortage entail? combo of staff needed to reach 62?
  - Across the board, all the positions, but nurses and floor staff are most needed.
- What is the most significant hurdle or barrier?
  - Pay, moving to master's degree; other job opportunities, or promotional opportunities to higher positions, such as therapist.
- Is CLIP paid out of Medicaid reimbursement? What is the best way to adjust the pay?
  - Program is paid a daily rate from Medicaid. Set rates for staff are based on other programs. May be able to look at other programs across the state and at the agency level, or with community agencies, to see if there is a way to adjust the rates and better define.
- How can we support individuals coming into this career?
  - Training opportunities, access to consultation, more robust health care benefits for family members of employees, loan repayment, career path, living wage.
- Retention – how can we keep staff? What else can we do?
  - Some ideas include reimbursement, career pathway forward, benefits, and linking people to opportunities.

### Residential crisis stabilization program

- The legislature invested in 2 facilities for a total of 32 beds: plan to have one in the east and one in the west.
- Operation dollars are available in fiscal 2024 (July 1, 2023).
- The process is just beginning, so looking forward to seeing who applies, or who will be standing up this new service in WA.

## Resource

- [Residential Crisis Stabilization Program \(RCSP\) information sheet](#)

## Discussion Q/A

- Anticipate workforce shortages as seen in CLIP?
  - I hope not; want to stabilize the work we are doing now around CLIP.
- Is there a realistic timeline to get this done?
  - Some counties are interested. Licensing is not as extensive as CLIP. This program may be easier for start-up.

## Update barriers to licensure

- Finished second workgroup meeting on July 15<sup>th</sup>. All areas of profession were invited. chat.
- In process of compiling the information to put out a doc bills need, problems, solutions.
- First meeting had 60 attendees and the second meeting we had 80 attendees.
- Compiling all the information received to create a comprehensive packet for legislation that will be shared with the subgroup.
- We will hold a meeting to go over all the findings.
- Hearing that for a Licensed Mental Health Counselor (LMHC) there is a 3-4 week waiting period with DOH for licensure, would like to get more information as DOH was not represented at the meeting.

## Chat:

- Workforce Training Board will be conducting 90 minute “listening session” type meetings that will each have a specific topic. We anticipate holding 6 of these during the month of August. If anyone in the subgroup would like to be on the distribution list, please email Renee Fullerton at [renee.fullerton@wtb.wa.gov](mailto:renee.fullerton@wtb.wa.gov).
- [Washington’s Health Workforce Sentinel Network finding Brief](#)
- [Counseling Compact](#)

## Other items raised for 2023 recommendation consideration

- Path to credential individuals newly arriving in the country, e.g., refugees. There are some existing programs working with individuals from other countries, example is Highline.
- Public funding for additional community grants.
- Additional funding for workforce for CLIP program.
- working on push for more targeted loan repayment program for BH.
- Current programs are challenging to be eligible for, criteria hard to meet with too many restrictions.
- Dedicated to BH settings, or more flexible.
- Alternative payment model.
- Expanding CHW and possibly use peer roles.
- Adopt clinical coaching model.

## Next Steps

- Laurie will compile the list of issues that have come up to date.
- Hugh will convene a small group to continue compiling access survey data.
- Next meeting is August 3<sup>rd</sup> from 10 to 11:30 a.m.
- Next meeting agenda topics: review and discuss workforce items brought up to date and new workforce items.

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*Children and Youth Behavioral Health Work Group – Workforce & Rates Subgroup*

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## Attendees

Vaughnetta Barton, University of Washington (UW)  
Rachel Burke, Health Care Authority (HCA)  
Kevin Black, Legislative Staff  
Phyllis Cavens, Child and Adolescent Clinic  
Bob Cooper  
Thalia Cronin, Community Plan of Washington  
(CHPW)  
Hawa Elias, CHPW  
Hugh Ewart, Seattle Children's  
Renee Fullerton, workforce Board  
Kristin Houser, Parent  
Mandy Huber  
Marissa Ingalls, Coordinated Care  
Todd Jensen  
Joe LeRoy, HopeSparks  
Laurie Lippold, Partners for Our Children  
Joan Miller, Washington Council for Behavioral

Health  
Julia O'Conner, Washington Council for Behavioral  
Health  
Avery Park, Advocate  
Steve Perry, HCA  
Sheryl Schwartz, UW  
Sara Stewart, Washington Mental Health Counselors  
Association  
Mary Storage, Washington State Hospital  
Association  
Suzanne Swadener, HCA  
Naomi Sweet  
Beth Tinker, HCA  
Sarah Walker, UW  
Alex Wehinger, WSMA  
Cindi Wiek, HCA  
Michele Wilsie, HCA