

Creating Local Behavioral Health Career Ladders to Support Workforce Development

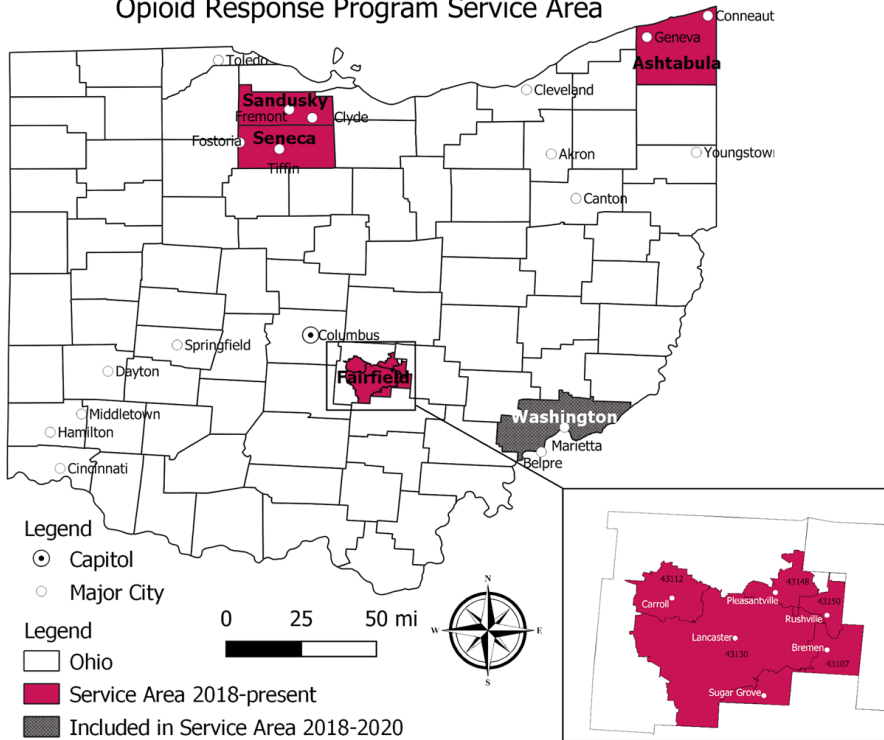


COP - R C O R P

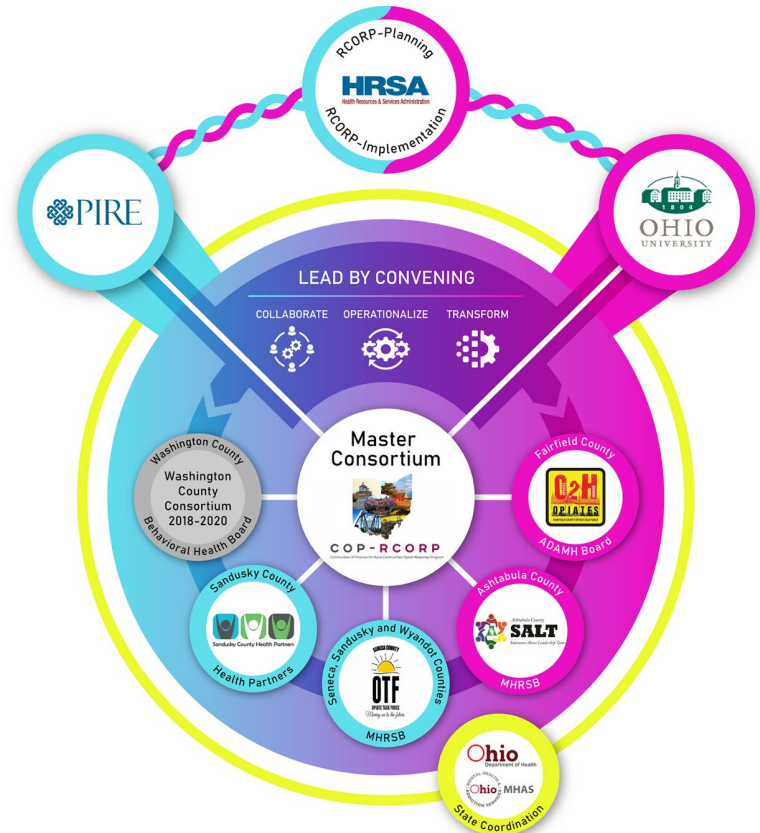
Communities of Practice for Rural Communities Opioid Response Program

About COP-RCORP

Community of Practice Rural Community
Opioid Response Program Service Area



Schweinart, A. (November 2020). Sourced from: census.gov and simplemaps.com
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Schweinart, A., Raffle, H., & Dacanay, J. (2020). COP-RCORP Organizational Chart.
 Pacific Institute for Research and Evaluation; Calverton, MD and Ohio University's Voinovich School of Leadership and Public Affairs; Athens, OH.
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Today's Presentation

1. Participants will learn about career ladders and how they can support recruitment, retention, and upskilling of behavioral health staff
2. Participants will learn about the process used by COP-RCORP communities for creating locally responsive career ladders and how those processes can be adapted for use by other Ohio communities.
3. Participants will learn about the prevention, treatment, and peer support career ladders are being used in Ohio communities.

Today's Presenters

Matthew Courser - Pacific Institute for
Research and Evaluation

Bridget Sherman - Ashtabula County
Mental Health and Recovery Services
Board

Miranda Gray - Fairfield County ADAMH
Board

Nicole Williams - Mental Health and
Recovery Services Board of Seneca,
Ottawa, Sandusky and Wyandot Counties

Jamie Belcher - Sandusky County Public
Health

Workforce Development Needs in Ohio Shape Local Needs

- Key need: Ensure Ohioans have access to quality behavioral health care
- OhioMHAS Report: *Understanding Supply and Demand Within Ohio's Behavioral Health System: Forecasting Behavioral Health Workforce Supply and Demand Across the State of Ohio*
 - <https://data.ohio.gov/wps/portal/gov/data/projects/03-mhas-workforce>
- Supply: The behavioral health workforce increased significantly from CY2013-2019 with a 174% increase over this time period, averaging 36% growth per year
- Demand: Demand for behavioral health services increased 353% from CY2013-2019, with an average 29% increase per year

BH Workforce Challenges at the County Level

- Limited training programs and pathways to engage and onboard new BH workers.
- Workforce retention
 - Pay rates
 - Working conditions
 - Lateral movement between agencies
 - Competition with urban counties
 - Leaving the BH field entirely
- Limited advancement pathways
- Need for upskilling

COP-RCORP Workforce Development Process

1

Assembling
a Team

2

Identifying a
Problem of
Practice

3

Creating
Strategic
Plan Maps

4

Creating
Career
Ladders

Local Career Ladders

Ashtabula County

Fairfield County

Seneca County

Sandusky County

Substance Use Disorder Treatment Career Ladder



Helpful Links:

- Ohio MHAS Peer Support - <https://mha.ohio.gov/wps/portal/gov/mha/community-partners/peer-supporters>
- Ohio Counselor, Social Worker and Marriage and Family Therapist Board - <https://cswmft.ohio.gov/wps/portal/gov/cswmft/get-licensed>
- Ohio Chemical Dependency Professionals Board - <https://ocdp.ohio.gov/>

Career Pathway

for Substance Use Disorder Treatment Professionals in Fairfield County



SENECA COUNTY

PEER SUPPORT AND SUBSTANCE USE TREATMENT CAREER LADDER

Peer Support Specialist

High School Diploma/ GED, 40 Hours of Training, Pass test, Meet OhioMHAS and CMS Requirements for Certification.

Chemical Dependency Counselor Assistant

High School Diploma/ GED, 40 hours of education in specific content areas, Application to the Ohio Chemical Dependency Board for Certification, Meet any additional Chemical Dependency Board Requirements.

Chemical Dependency Case Manager

Most treatment agencies require at least an associate degree in a related field, must meet all Ohio Chemical Dependency Board or Counselor and Social Worker Board Requirements for Certification or Licensure. (Heidelberg University offers degrees locally).

Substance Abuse Counselor

Bachelor's or Master's Degree in a Behavioral Health Field and Appropriate License from State Licensing Board.

Substance Abuse Treatment Supervisor

Master's Degree in a Behavioral Health field and appropriate license from the appropriate state board.

Substance Abuse Treatment Clinical Director

Master's Degree in a Behavioral Health field, appropriate license from the appropriate state board and experience.

Helpful Links:

Ohio MHAS Peer Support - <https://mha.ohio.gov/wps/portal/gov/mha/community-partners/peer-supporters>
Ohio Counselor, Social Worker and Marriage and Family Therapist Board - <https://cswmft.ohio.gov/wps/portal/gov/cswmft/get-licensed>
Ohio Chemical Dependency Professionals Board - <https://ocdp.ohio.gov/>

- Requirements may vary between agencies.
- Locally, Tiffin University offers bachelors in related fields as well as requirements to obtain CDCA. Heidelberg University offers bachelors and master's degrees in related fields.

Pathways to Prevention Certification

A COMMUNITY APPROACH

Everyone has a role in prevention. Prevention is multi-faceted and comprehensive. Becoming certified in prevention has many benefits:

- Be identified as a prevention professional
- Trained in prevention science
- Knowledge of effective prevention strategies
- Ability to apply for additional funding sources
- Network with other prevention professionals
- Keep up to date with current prevention practices
- Makes you more marketable

Community Members who can provide prevention services:

- **Social Worker** - Provide prevention services across the lifespan.
- **Government** - Work toward environmental strategies and policy change.
- **Human Resources** - Creating and implementing drug free workplace policies.
- **Guidance Counselor** – Provide prevention education to students in a classroom setting; problem identification and referral.
- **School Resource Officer / Law Enforcement** - Provide prevention education in school settings
- **Youth Workers** - Provide asset development, PAX Tools, and protective factors. Also, lead drug free clubs.
- **Health Educator** - Provide alcohol, tobacco, and other drug, suicide, and gambling prevention programs.
- **Registered Nurse** - Provide Prevention Services as part of scope of practice.
- **Family and Children First Council** - Provide asset development to families involved in services.
- **Psychologist** - Provide individual prevention services with clients such coping skills.
- **Faith-based Personnel** – Provide prevention across the lifespan.

Licensures that can automatically provide and supervise prevention services:

- Registered Nurse
- Certified Nurse Practitioner
- Clinical Nurse
- Medical Doctor
- Psychologist
- Professional Clinical Counselor
- Social Worker
- School Counselor
- Certified Health Education Specialist

TYPES OF CREDENTIALING:

Type	Registered Applicant	Ohio Certified Prevention Specialist Assistant (OCPSA)	Ohio Certified Prevention Specialist (OCPS)	Ohio Certified Prevention Consultant (OCPC)
Degree needed	High school diploma/GED	High school diploma/GED	Associates degree or higher	Bachelor's degree or higher
Work Experience	0 hours	100 hours	2000 hours (120 in specific areas)	6000 hours (4000 must be administering or supervising services)
Prevention Education	0 hours	45 hours	120 hours	120 hours + 90 hours of administrative or supervisory education
Must be supervised by	OCPS or OCPC, MD/DO, LPC, RN, CNP, LISW, MFT, LSC, CHES	OCPS or OCPC, MD/DO, LPC, RN, CNP, LISW, MFT, LSC, CHES	OCPS or OCPC, RN, CNP, LISW, CHES	Does not have to be supervised by anyone
ICRC exam	N/A	N/A	Successful passing of ICRC exam	Successful passing of ICRC exam
Scope of Practice	<ul style="list-style-type: none"> • Information Dissemination • Prevention Education • Alternatives • Problem Identification and Referral • Community Based Processes • Environmental Strategies • Planning and Evaluation • Education and Service Delivery • Communication • Community Organization • Public Policy and Environmental Change • Professional Growth and Responsibility 	<ul style="list-style-type: none"> • Information Dissemination • Prevention Education • Alternatives • Problem Identification and Referral • Community Based Processes • Environmental Strategies • Planning and Evaluation • Education and Service Delivery • Communication • Community Organization • Public Policy and Environmental Change • Professional Growth and Responsibility 	<ul style="list-style-type: none"> • Information Dissemination • Prevention Education • Alternatives • Problem Identification and Referral • Community Based Processes • Environmental Strategies • Education and Service Delivery • Communication • Public Policy and Environmental Change • Professional Growth and Responsibility • Manage Prevention Programs (Only under supervision) • Supervise Volunteers and Prevention Professionals including Registered Applicants (RA), Ohio Certified Prevention Specialists Assistants (OCPSA), and Ohio Certified Prevention Specialists (OCPC) 	<ul style="list-style-type: none"> • Information Dissemination • Prevention Education • Alternatives • Problem Identification and Referral • Community Based Processes • Environmental Strategies • Planning and Evaluation • Education and Service Delivery • Communication • Community Organization • Public Policy and Environmental Change • Professional Growth and Responsibility • Manage Prevention Programs • Supervise Prevention Professionals • Conduct Consultation • Can practice independently



Resources to Replicate the Process in your Community

Visit the Workforce Development pages on our COP-RCORP website

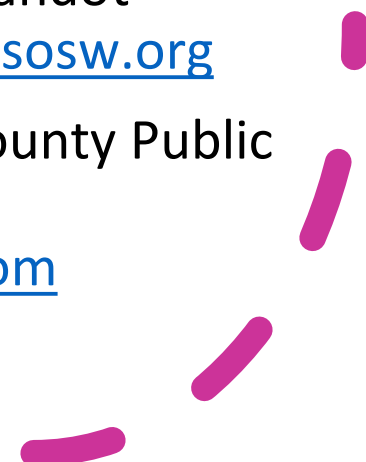
<https://www.communitiesofpractice-rcorp.com/>

Acknowledgement

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Thank You!

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Questions and Discussion

Continuing Education

<https://www.surveymonkey.com/r/TTP5YM7>

