**OVERVIEW OF RESULTS/FINDINGS FOR WORKFORCE**

*Guidance from JBS (HRSA’s TA Provider) on Overall Goal: Assess findings for workforce, including assessment of available relevant workforce, areas of workforce shortage, necessary competencies to provide OUD services, estimated service demands, and gaps in the workforce. Identify proposed EBPs and necessary capacity-building. Identify resources that can support ongoing workforce development.*

**NEEDS ASSESSMENT - WORKFORCE**

Directions from OU/PIRE: For each topic below, do your best to answer the guiding questions provided. You may not be able to answer every question. That’s okay. **You may simply note that you do not have this information by stating “There is no existing data in this area.” If data are not available, please consider including data collection as a part of your workforce plan gaps and needs.**

1. **Workforce Context**

Please respond to each of the following questions regarding the overall historical context of your community’s OUD Workforce. Keep in mind that the grant focuses on addressing prevention, treatment, and recovery for substance use disorders, so think about how to provide context for that work.

* 1. Provide a short summary about your community’s OUD workforce to address substance use disorders. Please include your community’s providers/facilities and their locations.

Type your response here.

* 1. How has the community’s workforce developed and grown?

Type your response here.

1. **Available Relevant Workforce**
   1. Describe the existing SUD/OUD workforce in your community. Please include information on the workforce for prevention, treatment and recovery. To add types of providers to the tables, you may add rows by right-clicking on last row, going to insert, and selecting insert rows below.

*Table 1: SUD/OUD Workforce*

|  |  |  |
| --- | --- | --- |
| **Type of Provider** | **Number of Providers in the Service Area** | **Location** |
| Prevention Professionals (OCPSA, OCPS, OCPC) |  |  |
| Psychiatrists |  |  |
| Psychologists |  |  |
| Licensed Clinical Social Workers |  |  |
| Professional Counselors (LPC, LPCC) |  |  |
| Peer Support Specialists |  |  |

*Table 2: Number of Prescribers Currently Providing MAT*

|  |  |
| --- | --- |
| **Health Care Providers with a Waiver to Provide MAT** | **Number of Providers in the Service Area** |
| Physicians |  |
| Nurse Practitioners |  |
| Physician Assistants |  |
| Other Mid-Level Prescribers (CNM, CRNA, etc.) |  |

1. **Areas of Workforce Shortage** 
   1. Describe areas of SUD/OUD workforce shortage. What evidence do you have that your SUD/OUD workforce needs to be expanded or enhanced? Please consider waiting lists and continuum of care for treatment and recovery services, ability to provide prevention services across the lifespan, local employer demand and provider ratios.

Type your response here.

1. **Recruitment of SUD/OUD Workforce**
   1. What schools or institutions supply the SUD/OUD workforce for your community? Where are the schools or institutions located in relationship to your community?

Type your response here.

* 1. What recruitment strategies are employed to attract individuals to your community’s SUD/OUD workforce? What opportunities exist for students to complete applied learning experiences, practicums or internships in your community?

Type your response here.

* 1. Describe the major competitors for your community’s potential SUD/OUD workforce.

Type your response here.

* 1. Describe any gaps or barriers to SUD/OUD workforce recruitment in your community.

Type your response here.

* 1. What opportunities exist for partnerships with higher education to build your local workforce?

Type your response here.

1. **Training, Continuing Education and Certification/Licensing of Workforce**
   1. What resources or opportunities are present for existing prevention, treatment and recovery staff to receive on-the-job training, continuing education, supervised work experience, mentoring or certification/licensing in their field? Who provides these opportunities?

Type your response here.

* 1. What opportunities or supports exist for staff to utilize career ladders/paths in prevention, treatment and recovery?

Type your response here.

* 1. Please describe any gaps or barriers for SUD/OUD workforce training, continuing education or certification/licensing.

Type your response here.

1. **Resources and Opportunities**
   1. Who in your community is using a federal grant and loan repayment program (e.g., National Health Services Corps (NHSC) Loan Repayment Program, NHSC Susbstance Use Disorder Workforce Loan Repayment Program, NHSC State Loan Repayment Program, U.S. Department of Agriculture Rural Business, Development Grants, or Teaching Health Center Graduate Medical Education Program)?
      1. If present in your community, how is this resource being used?
      2. If **not** present in your community, why is it not being used?
      3. What opportunities exist for utilizing or expanding utilization of this resource in your community?

Type your response here.

* 1. Who in your community is using the Opioid Workforce Expansion Program for Paraprofessionals?
     1. If present in your community, how is this resource being used?
     2. If **not** present in your community, why is it not being used?
     3. What opportunities exist for utilizing or expanding utilization of this resource in your community?

Type your response here.

* 1. Who in your community is using the Opioid Workforce Expansion Program for Professionals?
     1. If present in your community, how is this resource being used?
     2. If **not** present in your community, why is it not being used?
     3. What opportunities exist for utilizing or expanding utilization of this resource in your community?

Type your response here.

* 1. Who in your community is using a federal workforce resource not listed above?
     1. If present in your community, how is this resource being used?
     2. If **not** present in your community, why is it not being used?
     3. What opportunities exist for utilizing or expanding utilization of this resource in your community?

Type your response here.

* 1. Who in your community is using a state-level workforce resource (e.g., Ohio Physician Loan Repayment Program, Ohio ASAM/Ohio Waiver Trainings for MAT, Ohio Opiate Project ECHO, etc.)?
     1. If present in your community, how is this resource being used?
     2. If **not** present in your community, why is it not being used?
     3. What opportunities exist for utilizing or expanding utilization of this resource in your community?

Type your response here.

1. **Summary of Gaps and Needs**
   1. Describe your community’s three biggest gaps and needs related to prevention, treatment and/or recovery workforce.

Insert Gap and Need #1 here.

Insert Gap and Need #2 here.

Insert Gap and Need #3 here.

**WORKFORCE PLAN**

**Part 1 - Workforce Key Partners and Stakeholders**

Identify key partners and stakeholders for your community’s workforce plan. Potential stakeholders for your community’s workforce plan may include:

* 1. State universities, community colleges, and vocational schools.
  2. Community behavioral health clinics that may advise on strategies to recruit and retain the behavioral health workforce.
  3. Government agencies (e.g., state and local departments of public health, human services, education, labor, rural health, Medicaid).
  4. Providers and Provider associations (e.g., primary care, state medical, rural health, hospital associations).
  5. Local recovery networks and recovery associations.
  6. Area Health Education Centers (AHECs).
  7. Health insurers and payers.
  8. Area employers, local Chambers of Commerce, and small business associations.
  9. Other type of community partner

Please complete the table on the next page. You may add rows by right-clicking on last row, going to insert, and selecting insert rows below.

| **Organization** | **Sector**  **(Drop down list)** | **Name of contact** | **Area – Prevention, Treatment and/or Recovery** | **What does this organization contribute to your community’s workforce plan? Why is this individual key to your community’s workforce plan?** |
| --- | --- | --- | --- | --- |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |
|  | Choose an item.  Specify Other: |  |  |  |

**Part 2 – Goals for Workforce Plan Areas**

Please identify the top three goals your consortium’s key partners and stakeholders for workforce will address in each of the Workforce Plan Areas.

Area 1 - Recruitment and integration of additional substance use disorder providers

1. Insert Goal 1 here.
2. Insert Goal 2 here.
3. Insert Goal 3 here.

Area 2 - Training and retaining new and existing substance use disorder providers

1. Insert Goal 1 here.
2. Insert Goal 2 here.
3. Insert Goal 3 here.

Area 3 - Identifying and obtaining eligibility for sites in your community to place NHSC clinicians in future years

1. Insert Goal 1 here.
2. Insert Goal 2 here.
3. Insert Goal 3 here.