

# Behavioral Health Education Center of Nebraska

Legislative Report

FY 2016 & 2017



# BHECN

BEHAVIORAL HEALTH  
EDUCATION CENTER  
OF NEBRASKA



"I'd like to convince more providers that living in a rural community is a very rewarding experience. I'd like to convince more providers in all Nebraska that if we all expand our reach and think of the community at large, we can close gaps in the delivery of psychiatric services in rural, underserved areas of Nebraska."

*Richard Young Behavioral Health (RYBH) has been providing behavioral health services via telehealth since 1995 and connects with rural patients in 43 sites spanning Regions 3 and 4. RYBH is also an interprofessional training site and psychiatry rural rotation site.*

**Hugo Gonzalez, M.D., Medical Director, Richard Young Behavioral Health (RYBH)**

"It's so important to introduce young students to these [behavioral health] professions, because many of them have no idea of the opportunities available in these fields – often right in their own backyard. If rural students, with ties to rural settings and an understanding of the communities, can be mentored in this way, we hope it will lead to greater recruitment and retention."

**Catherine Jones-Hazledine, PhD, Licensed Psychologist,  
Owner, Western Nebraska Behavioral Health Clinics**



"Working with BHECN has helped me focus on the dire need for mental health services in the state. More specifically, I've benefited from mentorship in both directions. I really enjoyed that as a medical student, and as I've progressed, I've appreciated the opportunity to give back and be a mentor to medical students."

*Dr. O'Dell completed a psychiatry clinical rural rotation at Richard Young Behavioral Health.*

**Melissa O'Dell, M.D., 3rd year Psychiatry Resident**

"One in five Nebraskans have a mental illness or substance use disorder. Individuals with a behavioral health disorder die 20 years earlier than the general population. The health care delivery system is moving toward integrated care to treat people in a more holistic manner. In the current health care landscape, nurses play a key role in ensuring positive health outcomes."

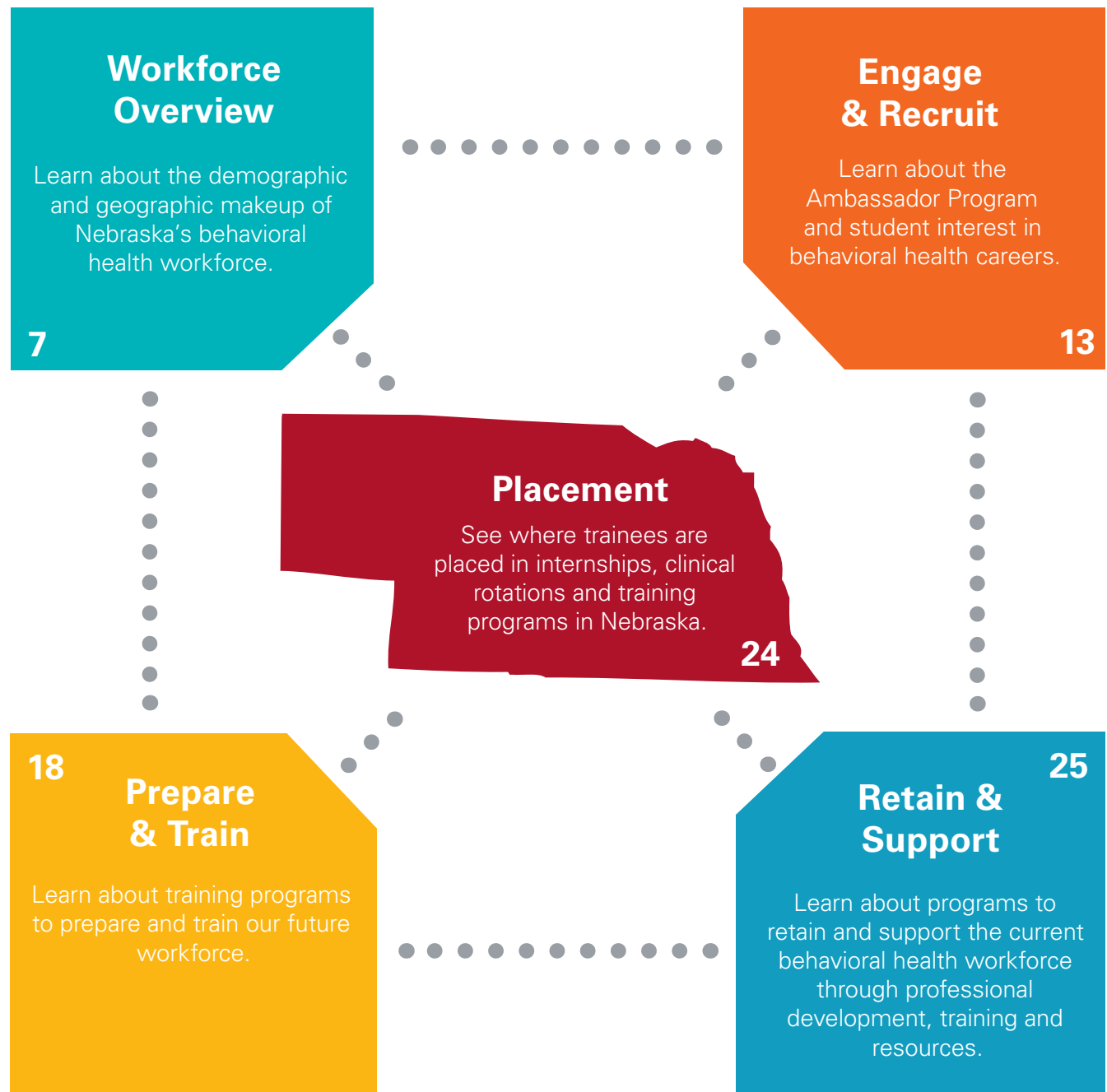
**Sheri Dawson, Director, Division of Behavioral Health, Department of Health and Human Services; Psychiatric Nursing Workforce Summit Planning Committee**



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To view the interactive version of this report, go to  
<https://unmc.edu/bhecn/workforce/legislative-reports.html>

# Executive Summary

## Behavioral Health Need in Nebraska

Nearly 1 in 5  
Nebraskans have a  
mental illness.

88 of 93 counties in  
NE are designated  
Mental Health  
Professions  
Shortage Areas.

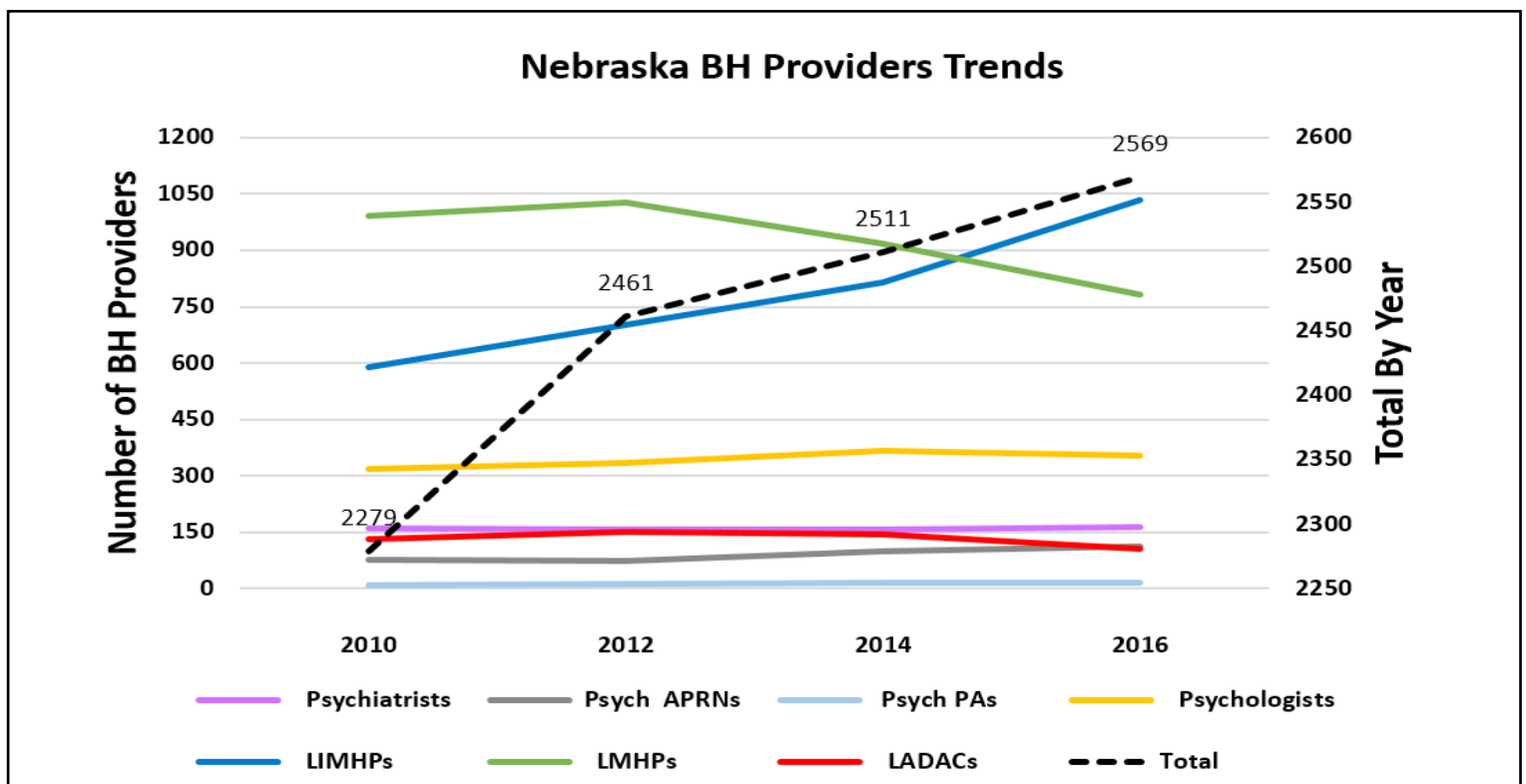
32 counties have no  
behavioral health  
provider of any kind.

### Workforce Overview

Overall, Nebraska's behavioral health (BH) workforce has seen positive growth, with the largest increase among psychiatric nurses and psychiatric physician assistants (PAs). However, the number of addiction counselors has declined and shortages of rural providers still exist.

Nebraska's BH workforce is aging – with half over age 50. More diverse providers are in demand, especially those fluent in Spanish and other languages.

The need for behavioral health providers will always exist in Nebraska. BHECN is focusing on innovative ways to increase the BH workforce and address the state's workforce needs. **(See page 7 for details.)**





## Engage & Recruit

BHECN's Ambassador Program aims to connect students with resources and mentors, especially in rural and urban underserved areas, to engage interest in BH professions. The idea is to encourage students to stay in Nebraska and serve in their communities one day. BHECN's goal is to retain 50% of BH graduates in Nebraska by 2020. **(See page 13 for details.)**

**BHECN has connected with more than 3,000 NE students through the Ambassador pipeline program.**

**Goal: retain 50 percent of behavioral health graduates by 2020.**

**UNMC graduated the highest # of medical students in history (16) matching in psychiatry - more than double the national average.**

## Prepare & Train

Through multiple partnerships, legislative support and external funding, BHECN is connecting students to training and mentoring opportunities with an emphasis on providing interprofessional training in rural and underserved areas of the state. **(See page 18 for details.)**

**67 student trainees completed BHECN supported internships and clinical rotations in FY 16 & 17**

**1,964 students completed interprofessional training in rural and urban underserved sites**

**42 Integrated Behavioral Health Clinics have been established in NE with 23 sites in rural counties**

## Retain & Support

BHECN supports the BH workforce through professional development, training opportunities and resources to connect with colleagues and promote retention. **(See page 25 for details)**

**3,710 individuals participated in BHECN-provided live and online training.**

**BHECN hosted summits on School Mental Health and Psychiatric Nursing Workforce to develop workforce solutions and share best practices.**

**Free [Behavioral Health jobs website](#) received more than 125,412 hits**

# Introduction

## Who is BHECN?

The Behavioral Health Education Center of Nebraska (BHECN), pronounced “beacon”, was established in 2009 by a legislative bill to address the shortage of behavioral health professionals in rural and underserved areas of the state. It is a unique partnership among the state legislature, academic institutions, and community partners to create a statewide workforce solution for the shortage of licensed behavioral health professionals.

View our overview video: <http://bit.ly/BHECNVideo>



## BHECN's Mission:

BHECN is dedicated to improving access to behavioral health care across the state of Nebraska by developing a skilled and passionate workforce.

BHECN is located on the campus of the University of Nebraska Medical Center (UNMC) and also operates a BHECN rural “hub”, located at the University of Nebraska at Kearney.

Many states across the U.S. experience the same challenges as Nebraska, and BHECN has established national recognition as a champion for behavioral health workforce development. Industry recognition has included:

- Champions of Training and Workforce Development  
- *National Council for Behavioral Health*
- Director's Recovery Recognition Award – *Nebraska DHHS, Division of Behavioral Health*
- Wingspread Award - *Collaborative Family Healthcare Association (Dr. Joseph Evans)*
- Robert H. Rencken Emerging Professional Leader Award - *American Counseling Association (Dr. Christine Chasek)*
- Addictions/Offender Educator Excellence Award - *International Association of Addictions & Offender Counselors (Dr. Christine Chasek)*
- Outstanding Mentor Award - *American Academy of Child and Adolescent Psychiatry (Dr. Howard Liu)*

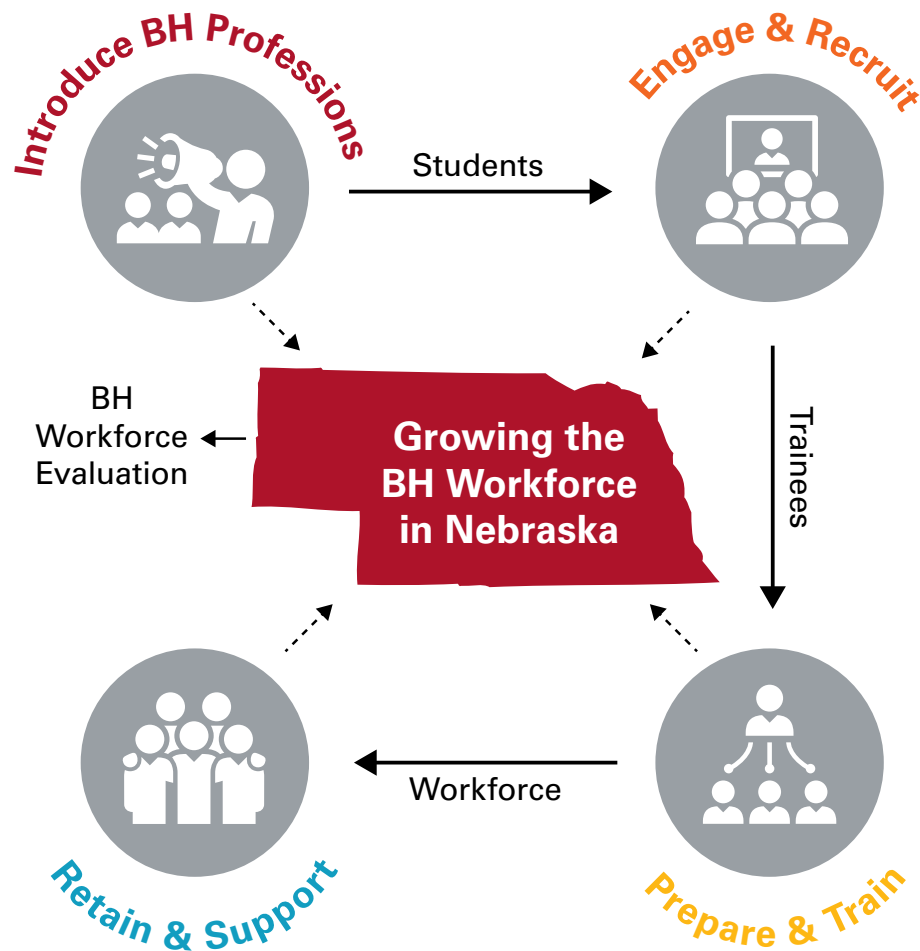




BHECN guided a coalition of local and national partners on Collaborative Care training. Pictured left to right: Senator Sue Crawford, Dr. Joe Evans (BHECN & MMI), Carol Wang (Metro Omaha Medical Society), & Dr. Howard Liu (BHECN)

2017 BHECN Mentorship Dinner: BHECN is committed to supporting interprofessional interaction and growing diversity within the workforce through mentorship and training.

# Behavioral Health (BH) Workforce Pipeline Model



# Workforce Overview

## A look at the behavioral health workforce in Nebraska

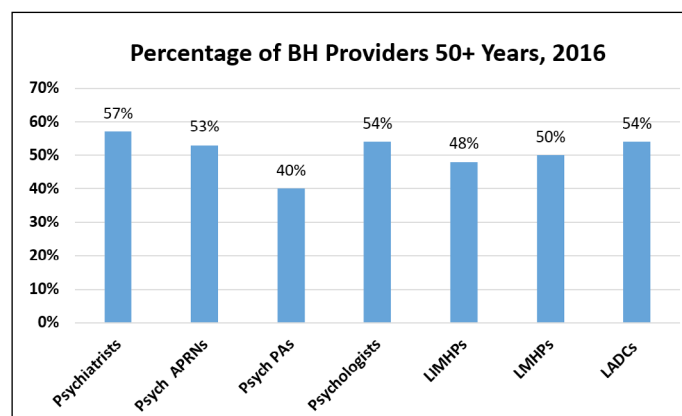
Nebraska experiences shortages in behavioral health providers, like many states with vast rural populations. Understanding the demographic and geographic makeup of the workforce guides BHECN's efforts in workforce development, training and initiatives.

BHECN partners with the Health Professions Tracking Service (HPTS), College of Public Health at the University of Nebraska Medical Center to biennially track licensed behavioral health professionals.

**(See definitions of the seven tracked licensed professions on page 8).**

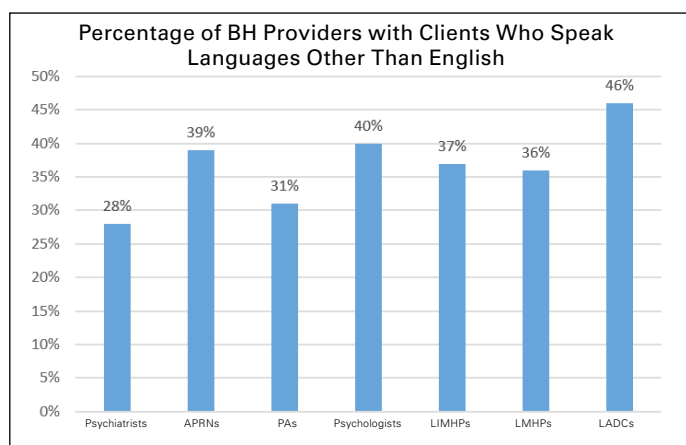
## Aging & Diversity in the Workforce

More than half of Nebraska's behavioral health providers are over age 50. With a rapidly aging workforce, recruiting and retaining a younger workforce is vital.



## Nebraska's workforce is aging

Addiction counselors, psychologists, and psychiatrists are at the highest risk of retirement.



More diverse providers are in demand, especially those fluent in languages other than English. Psychiatrists are among the most diverse in the state, followed by addiction counselors. Efforts are needed to recruit more culturally competent professionals to address language barriers and align with cultural backgrounds.



# Licensed Behavioral Health Professions

## Prescribers

### Psychiatrist:

Licensed physician who specializes in the diagnosis, treatment, and prevention of mental illnesses. Psychiatrists prescribe medications, provide talk therapy, and care for patients with complex medical problems.

### Nurse Practitioner (APRN-NP):

Advanced practice registered nurses can diagnose and treat mental illnesses. This is an advanced practice license beyond that held by registered nurses.

### Physician Assistant (PA):

Under physician supervision, physician assistants conduct histories and physicals, perform psychiatric evaluations and assessments, order and interpret diagnostic studies, establish and manage treatment plans and order referrals as needed.

## Non-Prescribers - Includes Doctoral (PhD) and Master's BH Providers

### Psychologist:

Independently licensed behavioral health professional who performs psychological assessments, provides therapy, and conducts research for a variety of mental health disorders. Licensed psychologists require a doctoral degree in an applied area of psychology.

### Licensed Mental Health Professional (LMHP):

A counselor in the state of Nebraska who holds a license to offer or render mental health practice services. Mental health practitioners include social workers, professional counselors, and marriage and family therapists.

### Licensed Independent Mental Health Professional (LIMHP):

A counselor in the state of Nebraska who holds a LMHP license to offer or render mental health practice services and has completed supervised hours working with clients diagnosed under the major mental illness or disorder category.

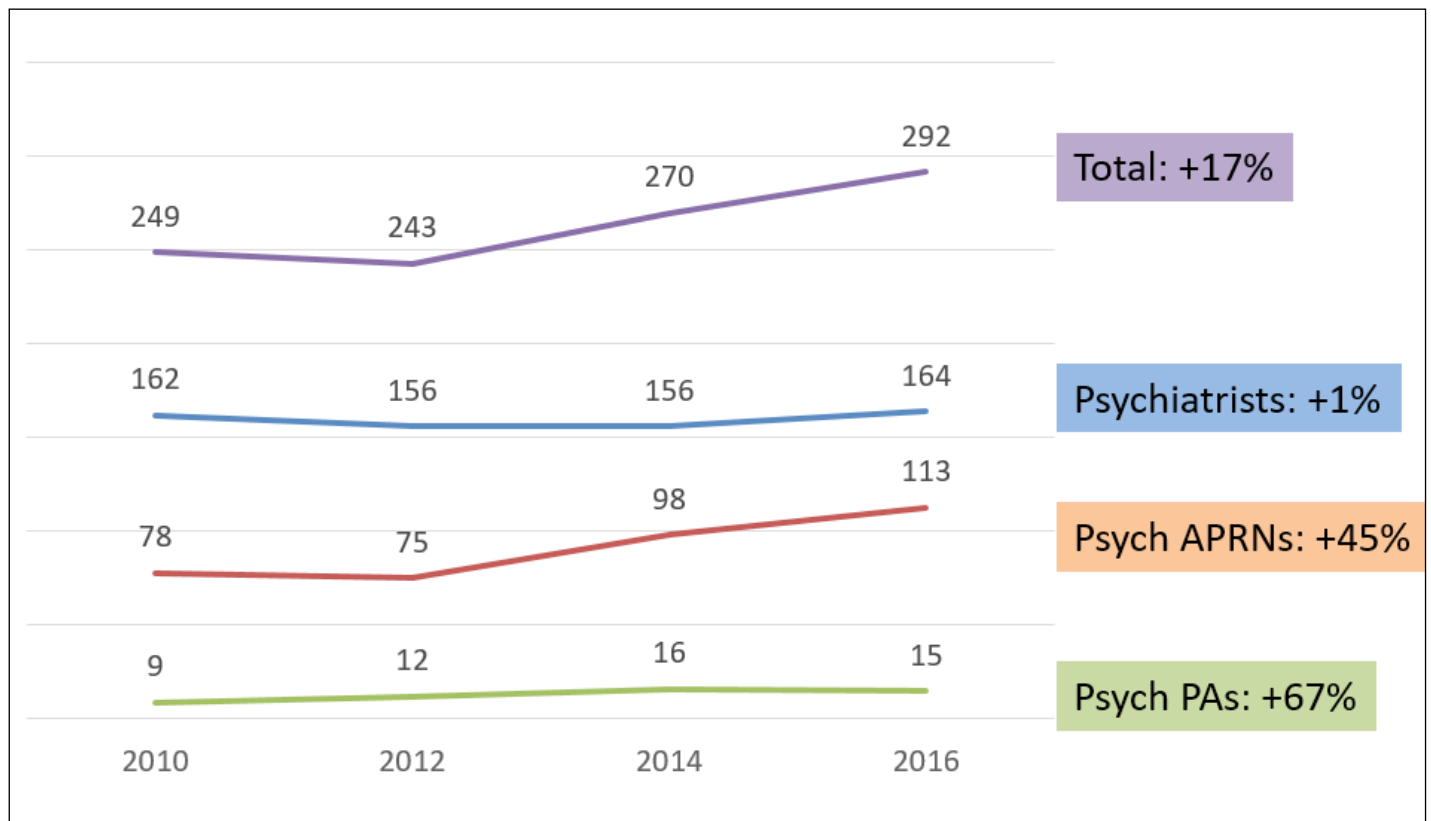
### Licensed Addiction Counselor (LADC):

A counselor in the state of Nebraska who holds a license to practice general counseling theories and treatment methods adapted to specific addiction theory and research for the express purpose of treating any alcohol or drug use, dependence or disorder.

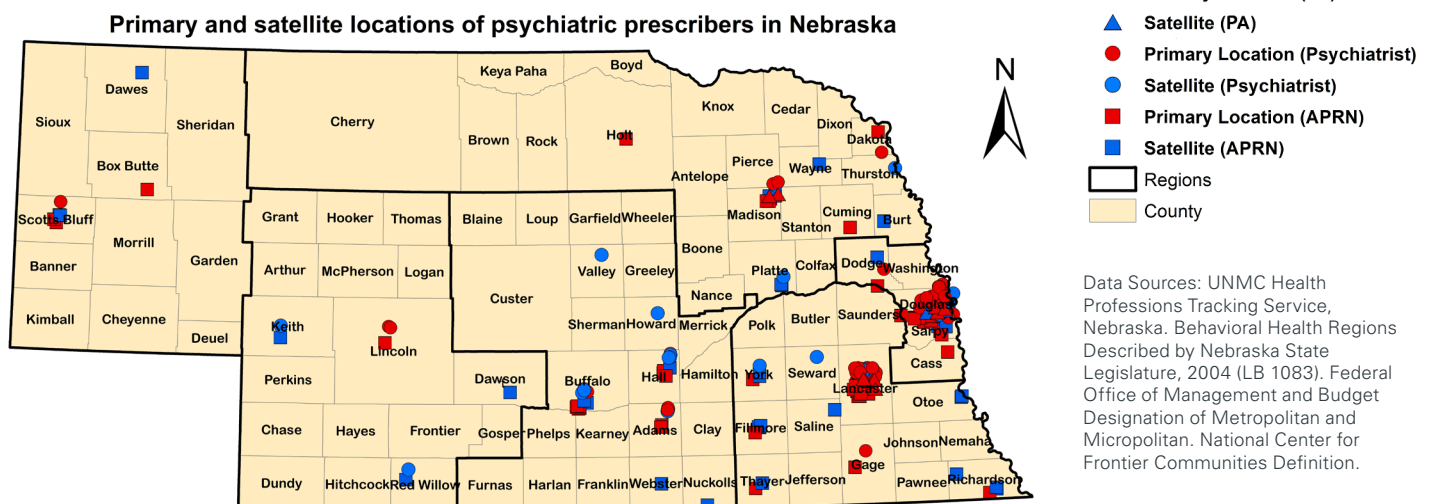


BHECN produced a brochure, **Pathways to a Career in Behavioral Health**, featuring eight licensed behavioral health careers and the academic pathways to get there. Download the brochure and other career videos and resources: <http://bit.ly/BHpathways>

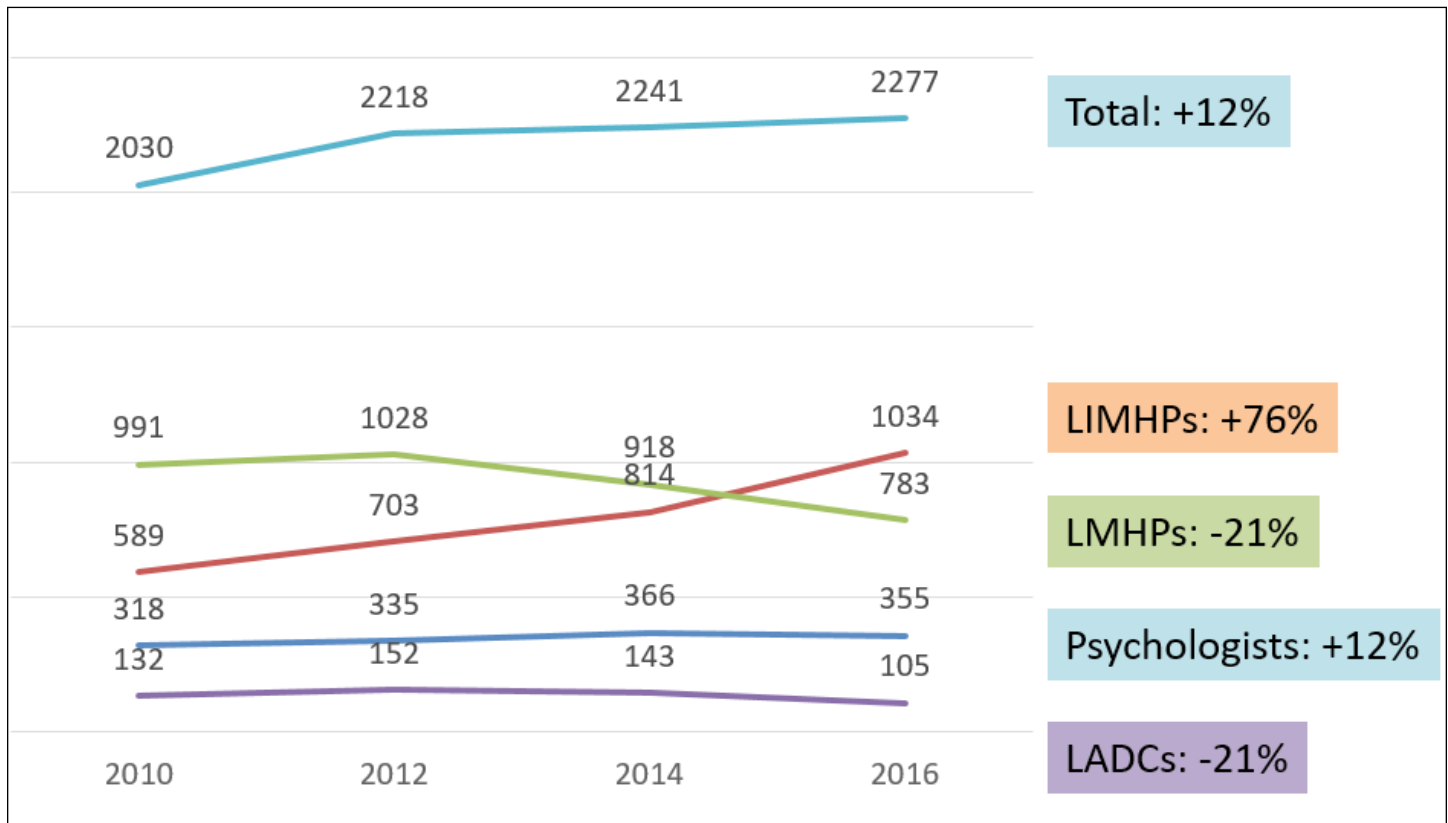
## Prescriber Trends



- APRN's practicing psychiatry in NE increased 45%
- PA's practicing in psychiatry in NE increased 67%
- Psychiatrists increased by 1%



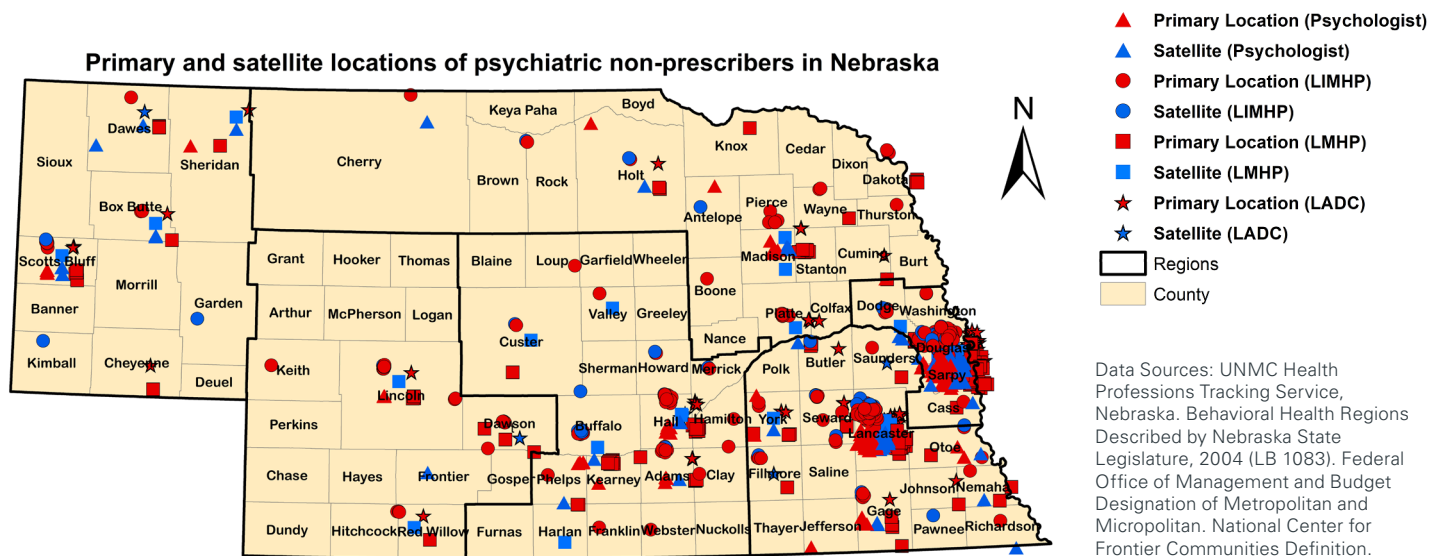
## Non-prescriber Trends



In this chart, providers are counted only once. Many LADCs have other license(s), but they are counted only under LADCs.

- The number of psychologists and LIMHP's\* have grown, but addiction counselors are decreasing.

\*The large increase of LIMHP's and decrease of LMHP's is due to the natural progression of LMHP's completing supervised hours to become independently licensed.



## National workforce comparison

### U.S. vs. Nebraska Provider Supply (per 100,000 residents)\*

Provider Type	Nebraska (2014)	U.S. (2013)
Psychiatrists	8.3	14.8
Psychiatric Nurses (APRN)	5.2	2.5
Psychiatric Physician Assistants (PA)	0.9	0.4
Psychologists	19.6	33.9

\*Health Resources and Services Administration (HRSA) and American Psychological Association (APA) conducted studies separately to estimate the supply of behavioral health workforce. These numbers are compared to the Nebraska Workforce Analysis results.

### Nebraska Provider Supply in 2016 (per 100,000 residents)\*

Provider Type	Rural NE	Urban NE
Psychiatrists	2.9	12.7
Psychiatric Nurses (APRN)	4.6	7.0
Psychiatric Physician Assistants (PA)	0.4	1.1
Psychologists	9.7	25.3

\*Based on Nebraska Workforce Analysis Study



BHECN met with providers and educators in Scottsbluff to discuss the needs of licensed & unlicensed rural behavioral health providers in the Panhandle.



## Future Directions

For workforce analysis, BHECN will continue to collect data to understand workforce challenges and opportunities.

BHECN was involved in a recent report to assess the utilization of telehealth across Nebraska: **Telemental Health Utilization and Training Needs Assessment in Nebraska**. Based on the report findings, providers and administrators in rural communities reported that telemental health is an effective way to increase access to care.

Future directions:

- BHECN will continue to explore pathways to provide training for telemental health.
- BHECN is partnering with the 15 academic institutions providing graduate and doctoral behavioral health education in Nebraska. Through these partnerships, BHECN is exposing students to telehealth training and concepts.

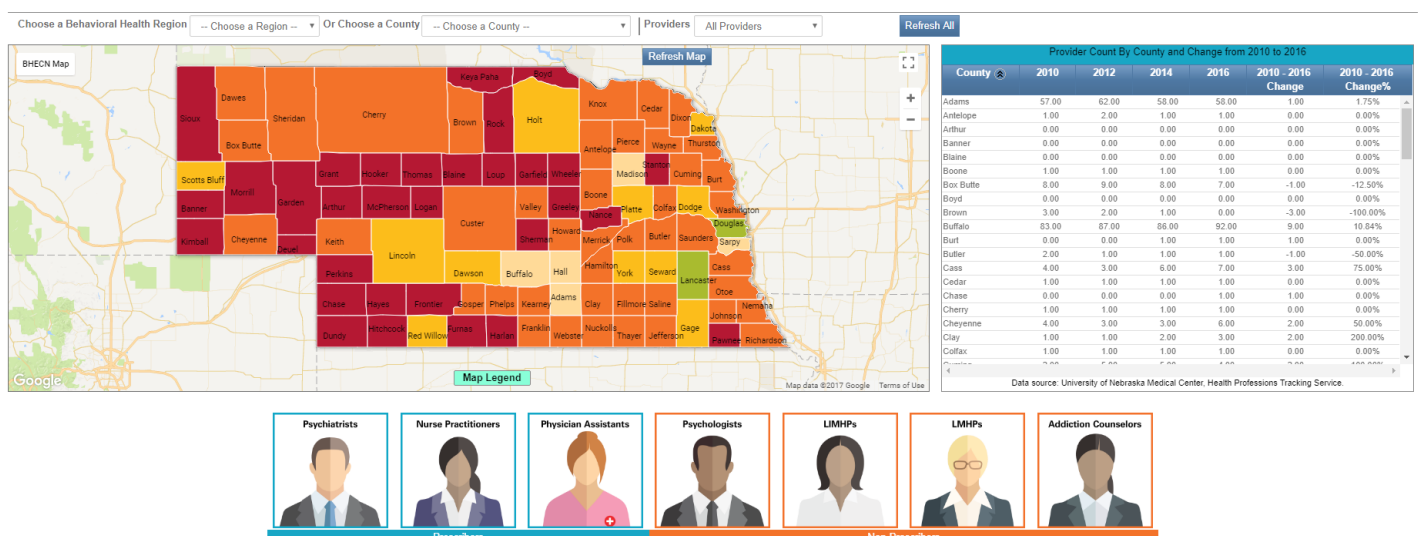
## BH Workforce Reports

To view the entire workforce reports by profession and by region, visit BHECN's website at <https://unmc.edu/bhecn/workforce/workforce-reports.html>

### Nebraska Behavioral Health Workforce Dashboard

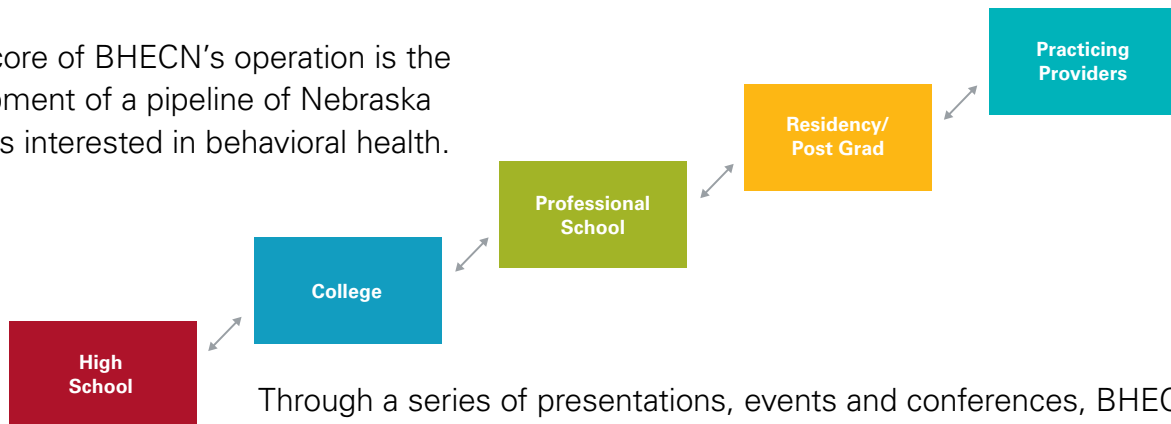
The Nebraska Behavioral Health Workforce Dashboard is an online, interactive tool that allows the user to search licensed behavioral health providers by county or region to provide an accurate assessment of Nebraska's workforce.

View the dashboard here: <http://app1.unmc.edu/publichealth/bhecn/>



## Exposing Students to Careers in Behavioral Health

At the core of BHECN's operation is the development of a pipeline of Nebraska students interested in behavioral health.



Through a series of presentations, events and conferences, BHECN introduces students in high school, college and professional school to careers in behavioral health. The Ambassador Program aims to connect students, especially in rural and urban underserved communities, with resources and mentors to pursue behavioral health careers in Nebraska.

More than 3,000 students have participated in BHECN's Ambassador Program.



South Omaha Ambassador Conference



South Sioux City Ambassador Conference



High School Ambassador Conference - Kearney



Omaha College Ambassador Conference

## High School & College Students

From 2010 to 2017, BHECN hosted a number of conferences and presentations for high school and college students across Nebraska. Each student was surveyed post-event about their perceptions of mental health and their interest in working in behavioral health.

Ambassador Conferences and Events	2015 - 2017	Total since 2013
Rural (Kearney)	102	225
<b>50 students identified as majoring in BH related programs</b> <i>(Based on data from the National Student Clearinghouse, Oct. 2017)</i>		
Urban Underserved (North & South Omaha)	93	118
Native American (South Sioux City)	112	112
HS Career Fairs and Presentations (Statewide)	1,140	2,389
<b>90 percent of students reported their perception of mental illness changed as a result of BHECN presentations.</b>		
College Conference (Omaha)	48 (no event in 2017)	189 (since 2010)
<ul style="list-style-type: none"> <li>2 students from the 2010 college conference graduated from UNMC's College of Medicine and entered psychiatry residency programs in 2017.</li> <li>21 former college ambassador participants graduated from college and enrolled in graduate level behavioral health programs.</li> </ul>		
TOTAL	1,495	3,033



## Virtual Mentorship Network

BHECN was awarded a two-year grant from the Rural Futures Institute to launch the **Virtual Mentorship Network**. VMN utilized web-based technology to remotely connect psychiatry, psychiatric nursing and psychology mentors with students throughout the state.



## High School Curriculum

In 2016, BHECN worked with the Nebraska Department of Education to develop curriculum for a new course, **Introduction to Behavioral Health**. BHECN trained 15 teachers in the curriculum, which is being rolled out in the 2017-2018 academic year.

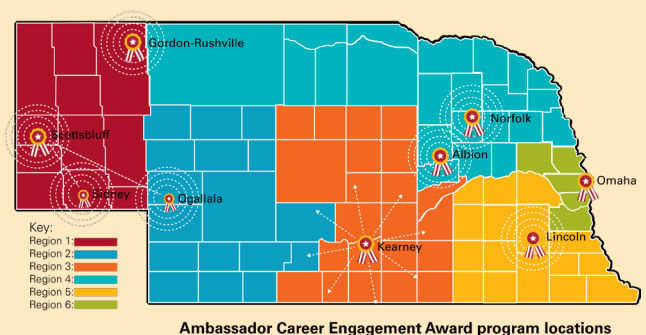
BHECN also launched the first UNMC High School Alliance course on behavioral health in spring 2017, **Intro to Behavioral Health: Concepts and Careers from Family Therapy to Forensic Psychiatry**. The course was developed in collaboration with faculty and staff from BHECN, Munroe-Meyer Institute and the High School Alliance teachers.



## Future Directions

In June 2017, BHECN launched the **Ambassador Career Engagement Awards**, awarding funds for community groups to introduce local youth to behavioral health professions through experiences closer to home.

BHECN has selected seven programs for funding in this inaugural year to be completed by May 31, 2018. Learn more: <http://bit.ly/BHECNawards>



At the college level, BHECN continues to strengthen its partnerships with all of Nebraska's BH academic programs to engage undergraduate and graduate students and expose them to BH professions through funding student interest groups, supplemental training and mentoring. **(See more page 16.)**

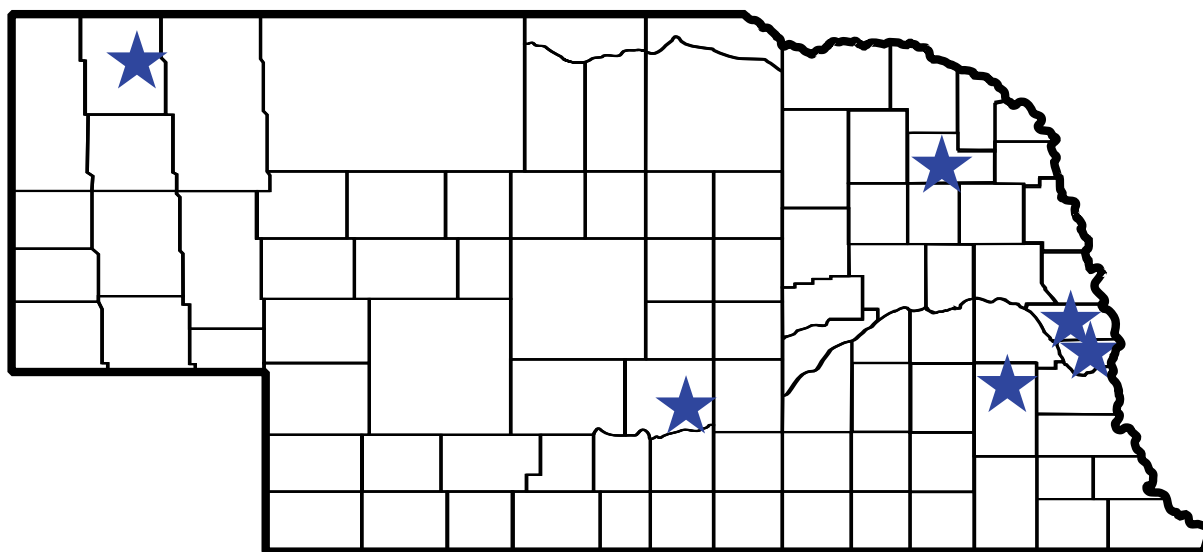




## Retaining BH students in Nebraska

BHECN partners with the 15 academic institutions providing graduate and doctoral behavioral health education in Nebraska to track the number of students graduating and staying in Nebraska. BHECN's goal is to retain 50% of these graduates by 2020.

### BH Academic Programs in Nebraska



Bellevue University Counseling Program  
Creighton-Nebraska Psychiatry Residency Program  
Chadron State College Counseling Program  
Doane University Counseling Program  
UNK Dept of Counseling & School Psychology

UNL - Clinical Psychology  
UNL - Counseling Psychology  
UNL - Marriage & Family Therapy  
UNL - School Psychology  
UNMC - MMI Dept of Psychology

UNMC - College of Nursing  
UNO - Dept of Counseling  
UNO - Psychology  
UNO - School of Social Work  
Wayne State College Counseling Program

Through this collaboration, BHECN is working closely with faculty to develop training tools and resources for the **BHECN Webinar Series: Core Topics for Behavioral Health Providers**. This free webinar series is designed to educate behavioral health trainees on a variety of practical behavioral health topics, including schizophrenia, forensic issues and more.

In addition, students are asked to complete **BHECN's Telehealth Module Training** and register on the **NebraskaBehavioralHealthJobs.com** website. With more than 500 students enrolled in these programs, 290 have registered on the jobs website.



The BHECN team spent a day at the University of Nebraska – Lincoln visiting with the psychology program's advisors and more than 100 students in psychology and health careers courses.

## Medical School Students

BHECN engages with medical school students at UNMC through a sponsored Psychiatry Interest Group (PsIG) and through an elective psychiatry course.

The number of UNMC medical students selecting a psychiatry elective **has more than tripled** since 2014.



3-year Growth in Medical School Psychiatry Interest

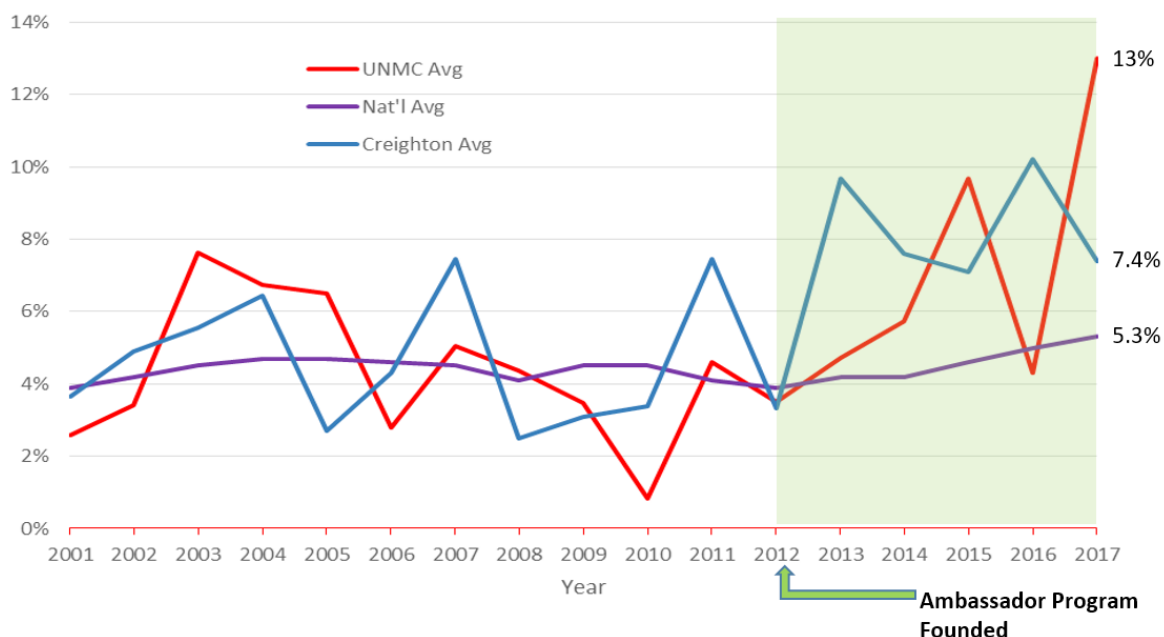
## Psychiatry Match

Since 2013, the number of UNMC medical students matching (earning spots in residency programs) in psychiatry **has more than doubled, with 16 students matching in 2017 alone.**

In 2017, the number of UNMC graduates matching in psychiatry was **13% (more than double the national average)**. Creighton University matched 7.4% in psychiatry, also above the national average.



## Rate of 4<sup>th</sup> year Medical Students Matching in Psychiatry (2001-2017)



## Preparing & Training the Future Workforce

Connecting behavioral health students to training and mentoring opportunities in Nebraska is a crucial step in preparing our students for the workforce in Nebraska. Through multiple partnerships and funding, emphasis is placed on providing interprofessional training in rural and underserved areas of the state.

From rural communities seeking a psychiatric prescriber to primary care clinics integrating a therapist, BHECN develops solutions to the access challenges that face consumers and families in Nebraska.

### Psychiatry Residents

BHECN helps fund the **Creighton University/UNMC Psychiatry Residency Program**, the state's only psychiatry residency program. Residents are required to complete a one-month rotation in a rural community during their second year of training.

Psychiatry Rural Residency	
Clinical Sites	# of Residents Completed (2015-2017)
Hastings - Mary Lanning Healthcare	6
Kearney - Richard Young Behavioral Health Center	7
North Platte - Great Plains Psychiatric Services	6
<b>Total:</b>	<b>19 residents</b>

### Internships & Training Sites

BHECN is involved in placing student trainees into internship and training programs with an emphasis on exposing them to opportunities in rural or urban underserved communities. BHECN supports internship training for behavioral health trainees in multiple disciplines, including:

- Psychiatric Nursing
- Psychology
- Counseling
- Social Work
- Marriage & Family Therapy
- Addiction Counseling



Lasting Hope Recovery Center awarded the Resident-of-the-Year Award to Dana Raml, M.D., a second-year resident from Lincoln, Neb.

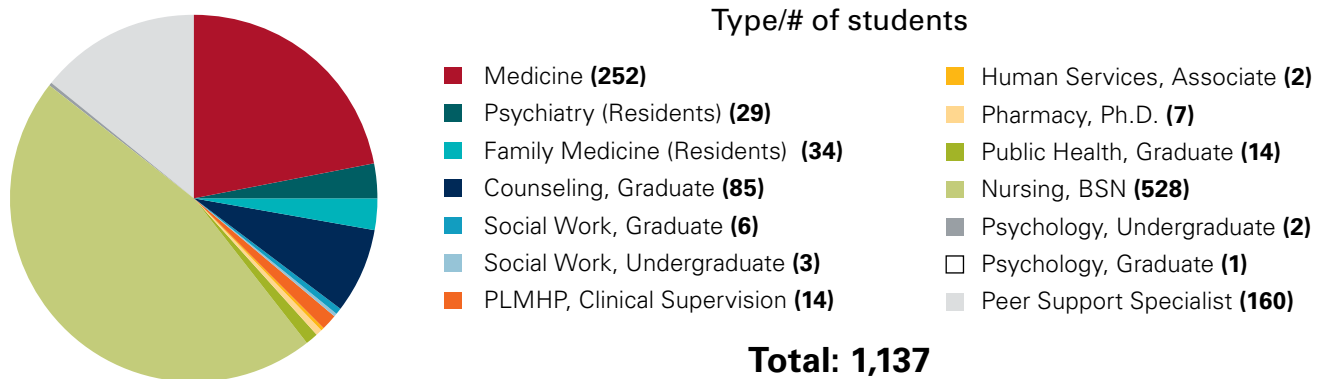
(Pictured above) Top row: (left to right) Faiz Qadri, M.D., Marilyn Rhoten, Tom Svolos, M.D., Kayla Pope, M.D., Hudson Hsieh, M.D., Jeana Benton, M.D., Maria McGee, M.D. Back row (left to right): Shannon Kinnan, M.D., Nominees: Nargis Sadat, M.D. (PG III), Dana Raml, M.D. (PG II), Melissa O'Dell, M.D. (PG II), and Jake Tooley, M.D. (PG I)

## Interprofessional Training Sites

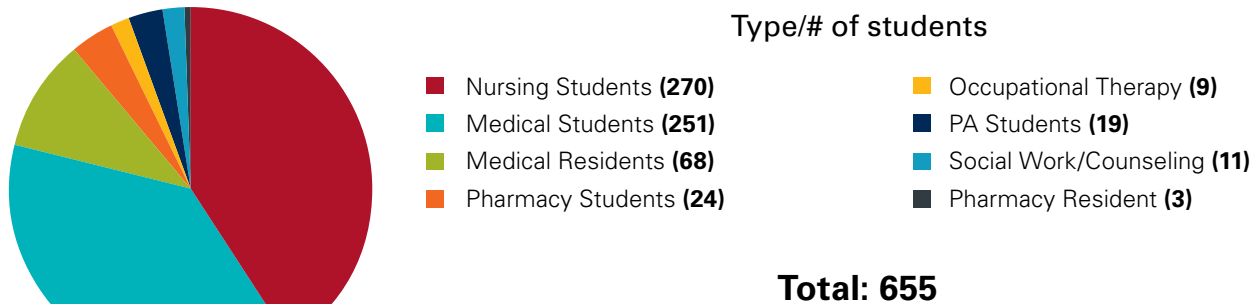
BHECN has collaborated with Community Alliance, Lasting Hope Recovery Center, and Richard Young Behavioral Health to establish model behavioral health interprofessional, community-based education and training sites,

providing medical and behavioral health student rotations. The mission of this collaboration is to create a replicable model of hospital-based behavioral health training to support interprofessional clinical training for the state.

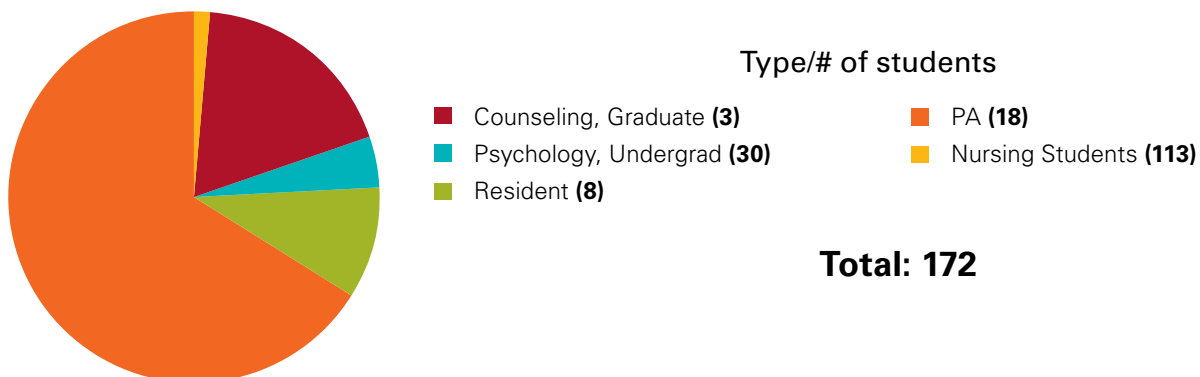
### Community Alliance (Omaha) 2015-2017



### Lasting Hope Recovery Center (Omaha) 2015-2017



### Richard Young Behavioral Health (Kearney) 2015-2017





## Integrated Behavioral Health Care in Primary Care Settings

In partnership with the Munroe-Meyer Institute, 42 integrated behavioral health/primary care clinics have been established across Nebraska:

- 23 of these clinics serve rural areas
- 19 serve urban areas

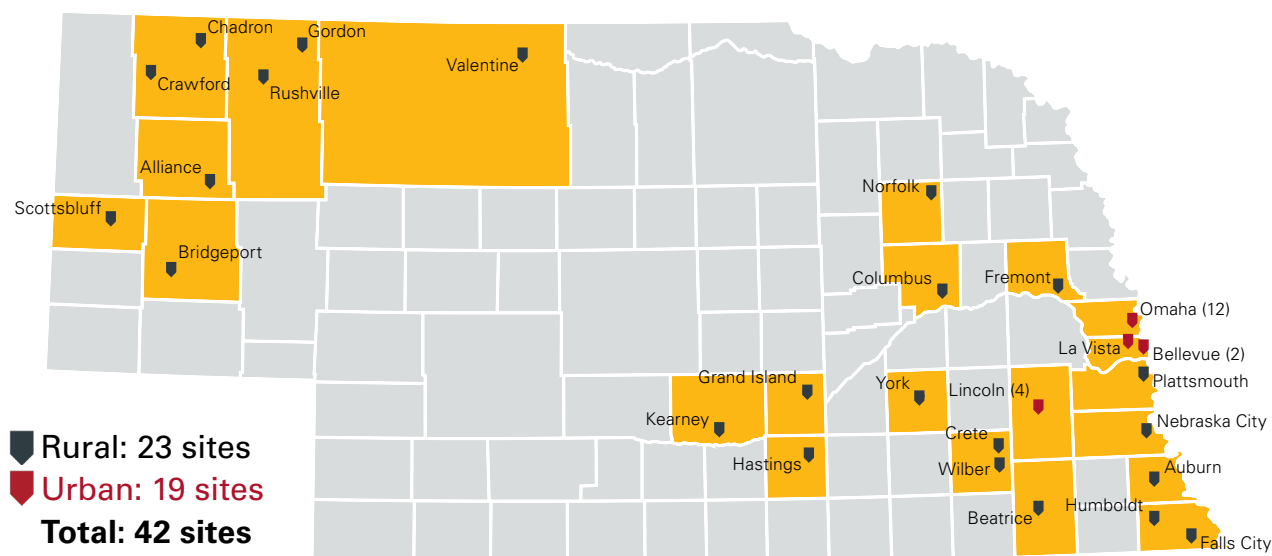


UNIVERSITY OF NEBRASKA MEDICAL CENTER™

**MUNROE-MEYER INSTITUTE**

In addition to providing ease of behavioral health service access to children, adolescents and families across Nebraska, these clinics serve as critical behavioral health intern training sites, training **47 students in 2016 & 2017. (See trainee placement map on page 24)**

### MMI Integrated Behavioral Health Locations



Visit <http://bit.ly/IntegratedBHclinics> for more information about integrated behavioral health clinics in Nebraska

#### About Integrated Behavioral Health:

Nebraska faces a shortage of mental health practitioners, particularly in rural areas of the state. One of the ways to reduce the barriers of access to behavioral health in these areas is establishing an on-site or consulting BH professional in primary care clinics, allowing behavioral health problems to be treated where they often first arise - the primary physician's office. This model of care can also help save time and money for the practice and lead to better health outcomes.

**BH Need:** Only 26% of BH professionals practice in rural counties and there are only 27 practicing psychiatrists and 81 psychologists in rural locations. Of the 179 primary care practices in rural Nebraska, only approximately 12% have a BH provider embedded into their practices.

**Solution:** Increase number of BH professionals in primary care practices.

## Legislative Resources

Legislative Bills	Type of Trainees	# of Trainees	Description	Impact/Expected Outcome
LB901 (2014)	Doctoral level trainees in psychology <i>*IBHC Training Sites</i>	5 per year	Provides funding (\$274,000 annually) for five doctoral level psychology interns in rural practice sites across the state. Interns received 10,000 hours of supervised training from licensed psychologists working in integrated behavioral/primary care clinics across the state.	Psychology interns supported by LB 901 have provided 3,500+ dedicated patient visits to children, adolescents, and families in rural and frontier areas of Nebraska, specifically in Kearney, Grand Island, Hastings, Chadron and Columbus.
<b>Total Trainees FY 16 &amp; 17:</b>		<b>5</b>		
LB 240 (2015)	School personnel & administrators, mental health professionals and BH trainees	More than 600 attended conferences and workshops on School Mental Health	This bill provides General Funds to BHECN and the Munroe-Meyer Institute at UNMC to conduct behavioral health screenings within primary care, pediatric, and family medicine practices. LB 240 is an expansion of the Children's Behavioral Health Screening Act, passed in 2013. (LB556)	The Children's Behavioral Health Screening Act was established with three pilot sites in 2013 and expanded to eight sites in 2015. Since data collection began in 2013, this program has supported behavioral health screenings for 5,389 children and adolescents.
<b>Future Directions:</b> LB242* (2017)  *Bill saw final passage as a part of the General Appropriations of the FY2017/18 – 2018/19 biennial budget	Graduate level trainees in psychiatric nursing, licensed alcohol and drug counselors (LADCs), physician assistants (PAs), social work, psychiatry, and psychology	12 per year	Provides General Funds (\$400,000) to BHECN and University of Nebraska partners to collaborate with the Department of Correctional Services and the Department of Health and Human Services Regional Centers to develop and offer training programs for students to become behavioral health professionals.	Behavioral health professionals in the correctional and regional center systems instruct behavioral health trainees in evidence-based approaches to behavioral health assessment and treatment.

## Legislative Studies

BHECN actively participated in **LR413** in 2016 and **LR238** in 2017. These studies were designed to highlight the needs of the behavioral health workforce and trainees in Nebraska. Both resolutions were assigned to the Appropriations Committee of the Nebraska Legislature.

## External Funding

Source	Type of Trainees	Number of Trainees	Portion Dedicated to Students
Munroe-Meyer Institute (MMI) AmeriCorps Program (\$80,058)	Graduate trainees in psychology, counseling, marriage and family therapy, social work, applied behavior analysis  <i>*IBHC Training Sites</i>	21 per year	\$87,750 ( <i>includes additional funding from BHECN</i> )
Health Resources and Services Administration - Behavioral Health Workforce Education and Training (HRSA-BHWET) Grant (\$300,000)	Graduate trainees in clinical counseling from the Nebraska Counseling Internship Collaborative: Chadron State College, UNK, UNO, Wayne State College, UNMC-MMI Psychology  <i>*IBHC Training Sites</i>	21 over 2 years	\$210,000
NADAAC Minority Fellowship Program (\$15,000)	Graduate trainees in clinical counseling	1	\$15,000
<b>Totals:</b>		<b>43 trainees</b>	<b>\$312,750</b>

*\*IBHC Training Sites: Trainees complete supervised training at primary care clinics with integrated behavioral health care services. **See more on page 20.***



BHECN is working closely with Dr. Mario Scalora (far left), professor of psychology at the University of Nebraska - Lincoln, to train BH interns in correctional and regional center systems. Also pictured, Nick Brotzel, outreach & program development coordinator at BHECN (center) and Brent Khan, Ed.D., BHECN co-director.



Richard Young Behavioral Health in Kearney, Neb., began serving as an interprofessional training site in 2015, with 172 students training onsite from 2015-2017.

## Future Directions

Source	Type of Trainees	Number of Trainees	Description
HRSA-BHWET (\$1.1 million) <i>Health Resources and Services Administration - Behavioral Health Workforce Education and Training</i>	Paraprofessionals - community health workers (CHWs) and provisionally licensed addiction counselors (PLADCs)	70/year over 4 years (280 total)	Non-traditional students receive tuition and laptops to complete CHW and PLADC programs with an emphasis on recruiting rural, low-income and minority students.
HRSA-BHWET MMI (\$1.92 million)	28 doctoral level psychologists, 16 psychiatric nurse practitioners, and 20 master's level counselors, marriage & family therapists and psychologists  <i>*IBHC Training Sites</i>	16/year over 4 years (64 total)	Attract, recruit, train, place and retain behavioral health providers in primary care medical practices across the state to improve access to care.
AmeriCorps University of Nebraska Kearney, Counseling and School Psychology (UNK-CSP) Program (\$63,202)	Graduate trainees in clinical counseling	12 per year (12 total)	AmeriCorps members will provide 2,500 behavioral health and substance use screening, assessment, and treatment sessions.
<b>Total Trainees:</b>		<b>356 over 4 years</b>	

*\*IBHC Training Sites: Trainees complete supervised training at primary care clinics with integrated behavioral health care services. See more on page 20.*

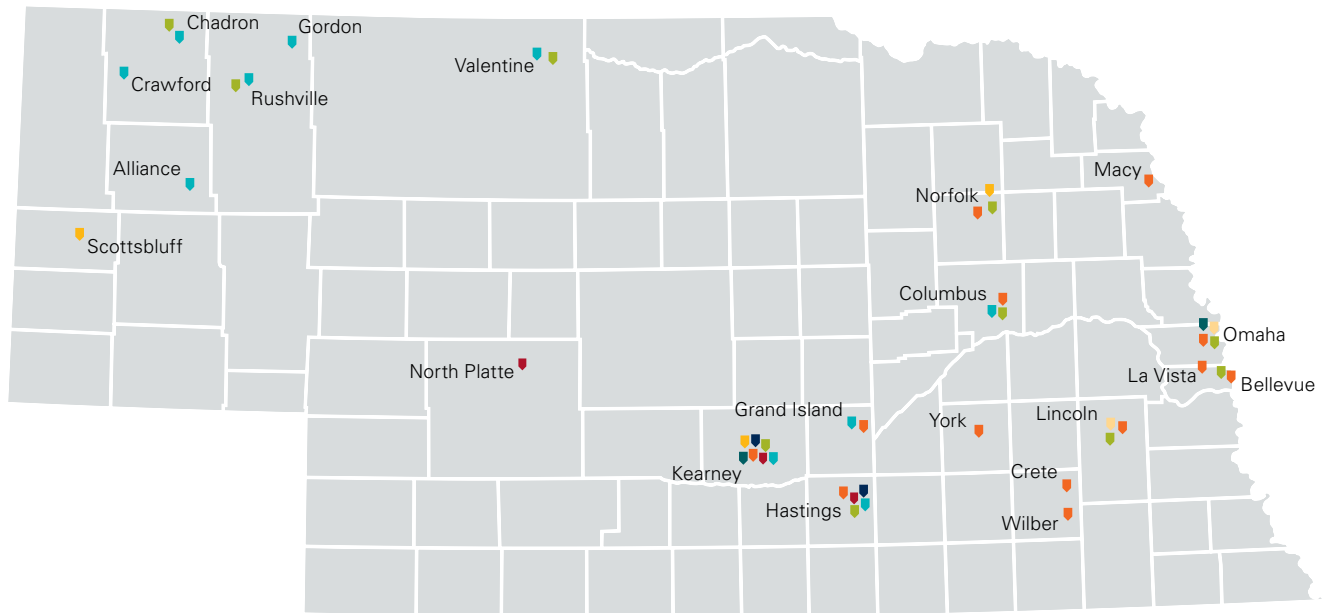
## Substance Use Disorders & Paraprofessional Workforce

BHECN, in partnership with Chadron State College, is developing specialized curriculum to train students in alcohol and drug counseling at the master's, undergraduate, and high school diploma levels. These specialized training programs are specifically tailored to meet the unique needs of the Panhandle region of Nebraska and the neighboring Pine Ridge Reservation.

In 2017, BHECN received a four-year, \$1.1 million grant to increase the number of behavioral health paraprofessionals in rural and medically underserved areas of Nebraska. The grant, funded by the Health Resources and Services Administration (HRSA), will provide full tuition for 70 non-traditional learners annually to become community health workers and provisionally licensed addiction counselors.

More than half of the licensed alcohol and drug counselors (LADCs) in Nebraska are over the age of 50. Nebraska has seen a significant decline in the LADC workforce since 2014 largely due to retirements from the profession.

## Training Sites Funded by State and Federal Funds\*



### Funding Sources:

- Psychiatric Rural Rotations
- AmeriCorps UNK-CSP Grant
- LB 901
- NADAAC Minority Fellowship
- MMI AmeriCorps Grant
- Corrections (LB242)
- HRSA-BHWET Grant
- Interprofessional Training Sites

***\*See pages 21-23 for more detail on funding sources***



Multi-disciplinary trainees participate in Interprofessional Education Program to gain hands-on experience at Community Alliance.



Students attend a reception at the University of Nebraska - Lincoln to learn about training opportunities in correctional and regional center systems.



# Retain & Support

## Strengthening & Supporting the Current BH Workforce

BHECN is dedicated to maintain and retain a skilled and passionate workforce in Nebraska. BHECN supports the BH workforce through professional development, training opportunities and resources to connect with colleagues and promote retention.

BHECN provides accessible training through webinars, online learning modules, conferences and live training. Nearly 7,000 individuals have participated since 2013, including behavioral health and primary care providers, student trainees, consumers, educators and more.

## Conferences and Summits

### School Mental Health



School Mental Health planning committee and presenters.

Since 2015, BHECN hosted four School Mental Health conferences and workshops to discuss best practices and solutions to implement evidence-based behavioral health programs in our Nebraska schools.

More than 600 school personnel and administrators, mental health professionals, and state and public officials from rural and urban areas of Nebraska participated. BHECN will continue to be involved in this initiative as it is carried forward by our partners, Educational Service Unit #3 and The Kim Foundation.

### Psychiatric Nursing Workforce Summit



Psychiatric Nursing Workforce Summit planning committee and presenters.

BHECN is in the midst of a three-year effort to address Psychiatric Nursing workforce opportunities at undergraduate and graduate levels, as nurse practitioners offer a promising opportunity to place more prescribers in rural Nebraska.

Nearly 200 leaders from academia, clinical practice and state government discussed the current landscape of the psychiatric nursing workforce in Nebraska and identified educational, policy and workforce strategies for growth. This summit will continue through 2018.

## Webinars & Online Training

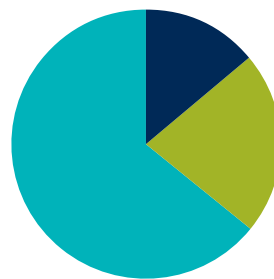
BHECN facilitates the development and dissemination of online training and education materials, allowing accessibility to all providers across the state. Training developed in 2015-2017 included:

- **Midwestern Psychiatric Education Network (M-PEN):** A series of webinars by Michael Jibson M.D., Ph.D., University of Michigan. Intended audience is prescribers who treat patients with depression, to include primary care, internal medicine, family practice, psychiatric and pediatric providers, physician assistants, and nurse practitioners.
- **Training for Nurses:** The Mental and Behavioral Health Care Webinar Series provides education on behavioral health best practices for patient clinical care, promotes recovery and reduces stigma for nursing professionals.
- **Telehealth Training Module:** The module provides various indications of behavioral telehealth service delivery, describes telehealth etiquette and best practices, and demonstrates basic skills necessary to navigate the use of a telehealth platform.

## Live Training

BHECN partners with Region 3 Behavioral Health to provide customized training sessions on topics ranging from compassion fatigue to trauma informed care. In 2015-2017, **2,369 individuals completed training, with 80% representing rural areas.**

## BHECN-Provided Training



- Online Training (**520 participants**)
- Conferences (**821 participants**)
- Live Training (**2,369 participants**)

**Total: 3,710**

Top 3 most-attended live trainings:

- Trauma Informed Care
- Compassion Fatigue
- Calmer Classrooms: Working with Traumatized Students



**School Mental Health Summit:** Keynote presenter, Sharon Hoover, Ph.D., co-director of the Center for School Mental Health, is a leading figure in advancing school mental health research, training, policy and practice at national, state and local levels. She provided a national perspective on best practices to implement evidence-based mental health strategies.



**Psychiatric Nursing Workforce Summit:** The keynote presenter, Gail Stuart, Ph.D., dean of the College of Nursing at the Medical University of South Carolina, is a leader in the field of psychiatric nursing with clinical and research interest involving the study of depression, anxiety disorders, clinical outcomes and mental health delivery systems.

## BH Jobs Website

In an effort to streamline behavioral health career opportunities in the state, BHECN collaborated with **Region V Systems** in early 2015 to launch a website **www.NebraskaBehavioralHealthJobs.com** connecting behavioral health employers in Nebraska with job seekers. The site is free for employers to post jobs and free for job seekers to search jobs.

With additional funding from the **Behavioral Health Support Foundation**, BHECN expanded Search Engine Optimization (SEO) to increase organic traffic and launched a pilot program to evaluate effectiveness of the website by tracking employer usability and success in connecting with candidates.

- **125,412+ website views**
- **1,000+ jobs posted since inception**
- **46.68% increase in organic traffic (SEO)**



## Future Directions

### Professional Development Initiatives 2017 & Beyond:

#### Launch specialized training to support addictions workforce and opioid epidemic:

- **Addictions Workforce** - Beginning in 2018, BHECN will launch a three-year professional development focus on the addictions workforce. With the opioid epidemic front and center among addiction concerns and with the aging of Nebraska's addiction counselors, BHECN is developing training and programming to address these issues.
- **Medication Assisted Treatment (MAT) for Substance Use Disorders:** Provide advanced training for providers exploring the role of medication-assisted treatment as a tool for recovery.
- **Project Echo:** Advanced telementoring, collaborative medical education, and care management to support peer-to-peer specialty care education for front line health professionals working in underserved communities.

#### Leverage partnerships to address diversity needs in the workforce:

- **Latino Center of the Midlands:** Assess the needs of current Spanish-speaking primary care providers and patients in underserved areas of Douglas County and develop programming to improve the behavioral health workforce.
- **North Omaha – Charles Drew/LADC partnership:** Develop a workforce pipeline program to recruit non-traditional and minority students into the LADC training program for underrepresented consumers of addiction services in urban Omaha.

#### Develop a Rural Provider Network:

- Many providers are isolated in rural areas. Create a program to connect providers across the state and provide training and opportunities to collaborate.



BHECN partners with the **DHHS's Division of Behavioral Health** to collaborate on BH workforce strategies. Collaborations include: creating a prevention workforce development plan; providing support and training for addictions providers through Medication Assisted Treatment (MAT) and Project Echo; and developing training programs for System of Care.

## System of Care Training

The Nebraska DHHS Division of Behavioral Health was awarded a multi-year "System of Care" grant from the Substance Abuse and Mental Health Administration (SAMHSA) to create an integrated approach to serving children and adolescents with severe emotional disorders. A major concept for System of Care is the coordination of services across systems including child welfare, probation, developmental disabilities, behavioral health, etc.

In turn, DBH contracted with BHECN to create training materials, conduct "train the trainers" workshops, and work with Behavioral Health Regional programs in implementing the philosophy and tenets of the System of Care.



Medication Assisted Treatment (MAT) Training 2017



Mentorship Dinner 2017



National Association of Rural Mental Health Conference



BHECN Advisory Council Meeting 2017



## Budget

	FY 2015/16	
	Budget	Expenses
Personnel	\$587,041.00	\$578,622.40
Operations	\$1,082,583.00	\$1,013,728.17
LB603 State Appropriation Total	<b>\$1,669,624.00</b>	<b>\$1,592,350.57</b>

	FY 2016/17	
	Budget	Expenses
Personnel	\$631,707.00	\$639,570.40
Operations	\$1,060,789.00	\$972,591.65
LB603 State Appropriation Total	<b>\$1,692,496.00</b>	<b>\$1,612,162.05</b>

## External Funding\*

### State Funding

	FY 16 & 17
LB901	\$548,000
LB556	\$100,000
Total	<b>\$648,000</b>

\*BHECN provides value by leveraging external funds to supplement its state support in workforce development.

### Federal & Foundation Funding

	FY 16 & 17
HRSA-BHWET Grant	\$300,000
AmeriCorps Program	\$80,058
Behavioral Health Support Foundation	\$31,650
NAADAC Minority Fellowship Program	\$15,000
Rural Futures Institute Grant	\$4,500
Total	<b>\$431,208</b>

## BHECN EXECUTIVE COMMITTEE MEMBERS

### Liane Connelly, Ph.D., RN, NEA-BC

Associate Professor and Assistant Dean  
University of Nebraska Medical Center,  
College of Nursing - Northern Division

### Rhonda Hawks

The Hawks Foundation

### Rodney S. Markin, M.D., Ph.D.

Associate Vice Chancellor for Business Development &  
Chief Technology Officer  
University of Nebraska Medical Center

### Thomas M. Svolos, M.D.

Professor and Chair  
Creighton University Department of Psychiatry

### Catherine M. Todero, Ph.D., RN, FAAN

Dean and Professor of Nursing  
Creighton University College of Nursing

### Steven Wengel, M.D.

Professor and Chair  
University of Nebraska Medical Center  
Department of Psychiatry

View Advisory Council at <https://unmc.edu/bhecn/about/about-advisory-council.html>

## National Collaborations

BHECN has established a foothold as a leader in BH workforce development. Through alliances with other state organizations, BHECN collaborates with similar state offices and multiple national associations to share behavioral health workforce innovations and best practices.

BHECN and DHHS, Division of Behavioral Health, shared innovative ideas around solving the state's BH provider shortage challenge in the inaugural **State Solutions in Workforce Webinars** hosted by Substance Abuse and Mental Health Services Association (SAMHSA) with the following partners: BHECN, the Annapolis Coalition, the National Association of State Mental Health Program Directors (NASMHPD) and the National Association of State Alcohol and Drug Abuse Directors (NASADAD). *(Pictured above)*



BHECN also presented for a webinar series sponsored by **The Center for Interdisciplinary Health Workforce Studies** at Montana State University and the **Behavioral Health Workforce Research Center** at the University of Michigan School of Public Health.

### National Presentations & Posters

American Academy of Child and Adolescent Psychiatry (AACAP)  
American Counseling Association (ACA)  
American Psychiatric Nurses Association (APNA)  
Association for Addiction Professionals (NAADAC)  
Association of American Medical Colleges (AAMC)  
Association of Directors of Medical Student Education in Psychiatry (ADMSEP)  
International Association of Addictions and Offender Counselors (IAAOC)  
National Council for Behavioral Health  
National Association for Rural Mental Health (NARMH)  
Society of Pediatric Psychology (SPP)

### Board & Committee Appointments:

American Academy of Child & Adolescent Psychiatry  
American College of Psychiatrists  
American Psychiatric Association  
Association for Academic Psychiatry  
Association of Directors of Medical Student Education in Psychiatry  
Child and Adolescent Nebraska Psychiatric Society  
International Association of Addictions & Offender Counselors/  
American Counseling Association  
Mid-America Addiction Technology Transfer Center (ATTC)  
National Association of Rural Mental Health  
National Council for Behavioral Health, Medical Director Institute  
Robert Wood Johnson Foundation

## BHECN STAFF

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# BHECN

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