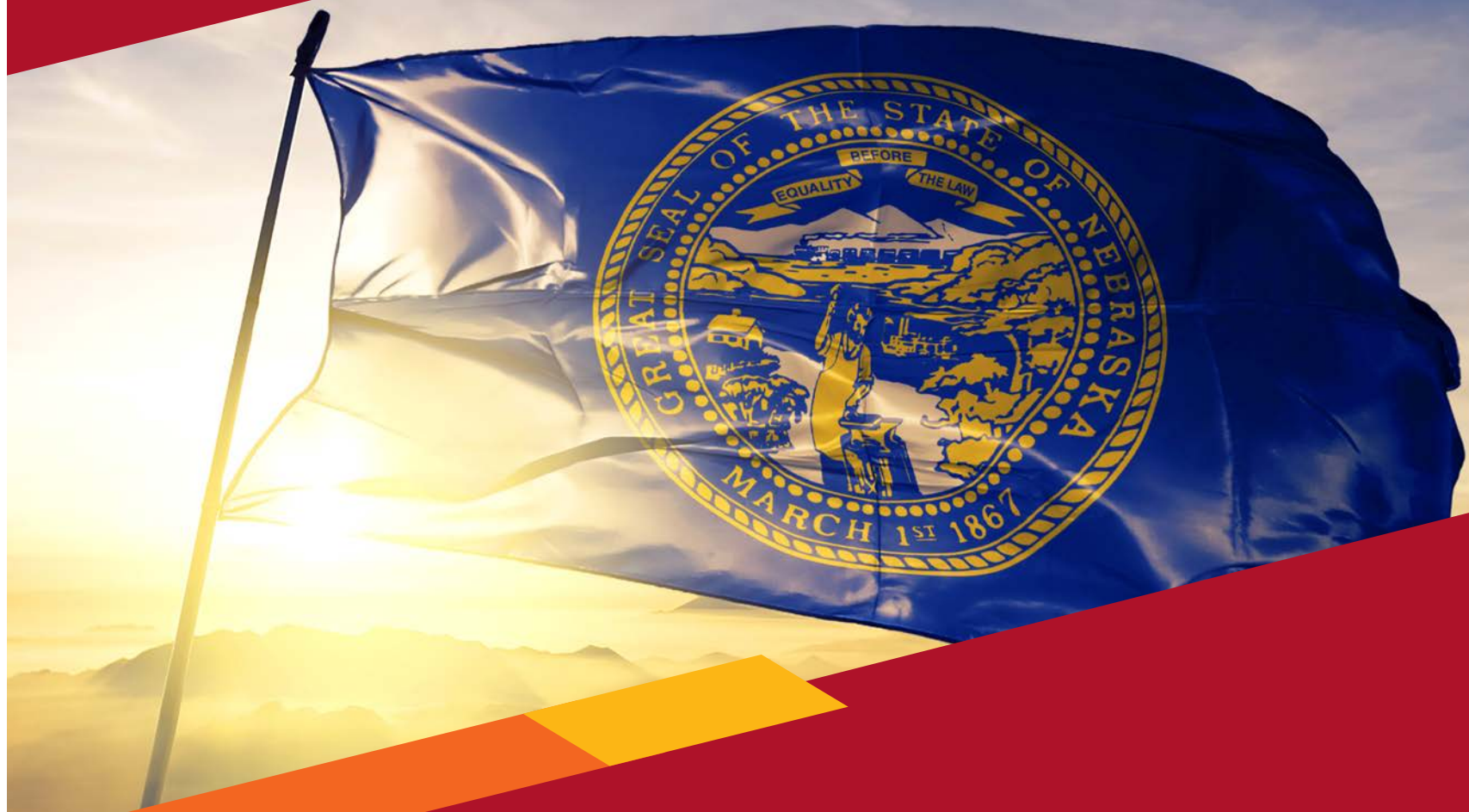


# Behavioral Health Education Center of Nebraska

Legislative Report

FY 2018 & 2019



# BHECN

BEHAVIORAL HEALTH  
EDUCATION CENTER  
OF NEBRASKA



**Marley Doyle, M.D.**  
**Director of BHECN**

The Behavioral Health Education Center of Nebraska (BHECN) is in our 10th year serving the state, and our mission remains the same – improve access to behavioral health in Nebraska by developing a skilled and passionate workforce.

We invite you to read the following pages of BHECN’s biennial legislative report, summarizing our work in addressing behavioral health workforce shortages in Nebraska. An interactive version is available online at this link: **[bit.ly/BHECN\\_LegReport\\_FY18\\_19](http://bit.ly/BHECN_LegReport_FY18_19)**

Additional information on each region of Nebraska is available in Regional Statistical Briefs, which provide geographic distribution and demographic characteristics of behavioral health providers by region in Nebraska (2010-2018). The statistical reports are also located on our website at this link: **[unmc.edu/bhecn/workforce/workforce-reports](http://unmc.edu/bhecn/workforce/workforce-reports)**

We are pleased to report progress in many areas:

- The supply of behavioral health providers has increased by 17 percent among psychiatric prescribers and 16 percent among non-prescribers. **(pages 9-10)**
- More than 4,200 students in Nebraska have learned about careers in behavioral health since 2010. **(page 13)**
- BHECN has strengthened partnership with the 16 academic institutions providing graduate and doctoral behavioral health education in the state to collaborate on training and workforce retention. **(page 16)**
- In 2017, Legislative bill LB242 started providing general funds to BHECN and the 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. **(page 23)**
- In 2018, The Substance Abuse and Mental Health Services Administration (SAMHSA) awarded BHECN with the Mental Health Technology Transfer Center Grant (MHTTC). The MHTTC grant serves the training needs of behavioral health providers across the four states of Missouri, Iowa, Nebraska and Kansas. **(page 25)**
- BHECN provided professional training for more than 3,305 individuals, including summits on School-Based Mental Health, Flood Relief Webinar series and Opioid Use Disorder. **(page 27-28)**
- We continued work on the free jobs website, NebraskaBehavioralHealthJobs.com – The website has seen 248,000 page views since its inception. **(page 29)**

Our work would not be possible without the support and collaboration of our partners, and we are truly privileged to work with all of you. If you have questions or ideas to share, please contact BHECN at 402.552.7697 or [bhecn@unmc.edu](mailto:bhecn@unmc.edu).

Sincerely,

Marley Doyle, MD  
Director, BHECN  
[marley.doyle@unmc.edu](mailto:marley.doyle@unmc.edu)

Brent Khan, EdD  
Co-Director, BHECN  
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**10 Years of Building Nebraska’s  
Behavioral Health Workforce**



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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.

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

33 counties have no behavioral health provider of any kind.

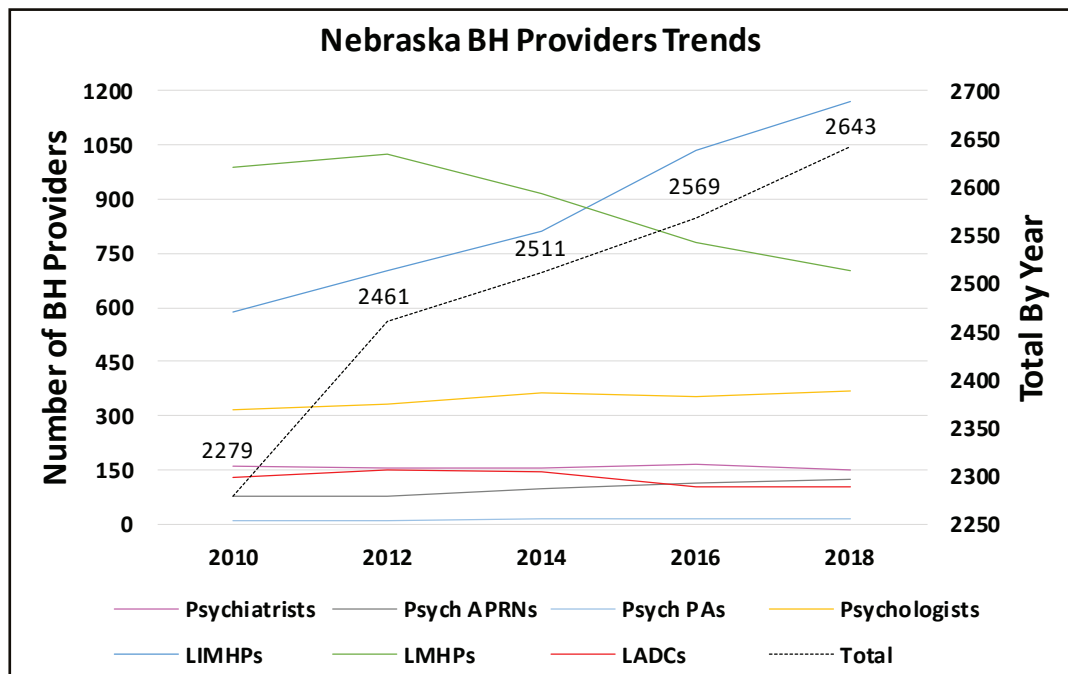
## Workforce Overview

Since 2010, Nebraska's behavioral health (BH) workforce has seen positive growth. As shown in the chart below, between 2010 and 2018, the total number of BH providers increased from 2279 to 2643. The increase in LIMHPs is partly due to migration from LMHP to LIMHP. While the number of individuals who only hold LADCs slightly declined over time, many BH providers hold multiple licenses (e.g., LADC and LIMHP) that are not captured in this chart. BHECN is planning to conduct a further study to examine the providers with multiple licenses to understand the BH supply in the state.

As shown in maps on **Page 9 and 10**, rural communities continue to experience a shortage of BH providers especially prescribers, calling for continuing efforts to develop the BH workforce in Nebraska.

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.)**



\*The significant increase of LIMHPs and decrease of LMHPs is due to the natural progression of LMHPs completing supervised hours to become independently licensed LIMHPs.

## 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.)**

Nine of the eleven psychiatry residents stayed in Nebraska in 2019.

BHECN connected with more than 4,200 NE students through the Ambassador program.

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

## 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.)**

145 student trainees completed BHECN supported internships and clinical rotations in FY 18 & 19

1,634 students completed interprofessional training in rural and urban underserved sites

42 Integrated Behavioral Health Clinics have been established in NE with 24 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 27 for details.)**

3,305 individuals participated in BHECN-provided live and online training programs.

BHECN hosted numerous training opportunities on topics such as Collaborative Care, and Addictions Treatment to ensure providers are trained in evidence-based practices.

Free Behavioral Health jobs website has received more than 259,800 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: <https://vimeo.com/bhecn/aboutbhecn2019>

## 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 two BHECN rural “hubs” located at the University of Nebraska at Kearney and Chadron State College.

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:



Innovation Award, Annapolis Coalition on the Mental Health Workforce (BHECN)

JG Elliott Award, University of Nebraska Medical Center (Dr. Catherine Jones-Hazledine)  
2018 Professional of the Year, Nebraska Association of Behavioral Health Organizations (NABHO) (Dr. Joseph Evans)

Distinguished Service Award, BHECN's highest honor (Dr. Joseph Evans, Dr. Howard Liu and Dr. Susan Boust)

The University of Nebraska at Kearney, College of Education Teaching Award (Dr. Christina Chasek)

The Innovation, Development and Engagement Award (IDEA) Award, University of Nebraska (Dr. Joseph Evans)

New Frontiers Researcher, Research and Creative Activity at the University of Nebraska at Kearney, Office of Graduate Studies and Research, Vol. IX (Dr. Christina Chasek)

Outstanding Rural Practitioner Award, Nebraska Rural Health Association (Dr. Catherine Jones-Hazledine)

College of Education Research Award, The University of Nebraska at Kearney (Dr. Christina Chasek)

Director's Recovery Recognition Award from the Nebraska Department of Health and Human Services (DHHS), Division of Behavioral Health (BHECN)

Champions of Training and Workforce Development, National Council for Behavioral Health 2016 Awards of Excellence (BHECN)

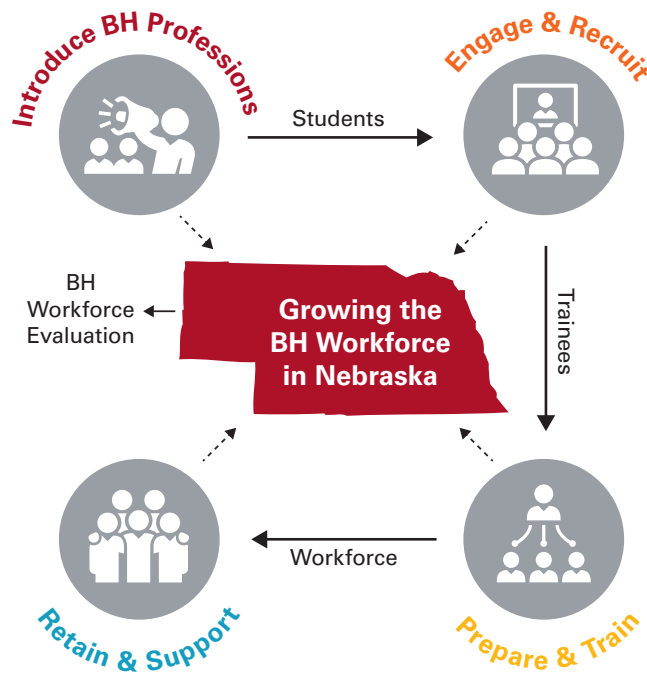


The Northeast Nebraska Behavioral Health Network (NNBHN), Wayne State College and BHECN support the Wayne State College Spelic Lecture Series. The ongoing series consists of conferences and poster sessions designed to engage students in behavioral health awareness and training opportunities.



2019 BHECN Mentorship Dinner: BHECN is committed to supporting interprofessional interaction and growing diversity within the workforce through mentorship and training. The mentorship dinner helps students and young professionals to think about the direction they want their career to take and how to get there.

## Behavioral Health (BH) Workforce Pipeline Model



“As Vice President of Patient Care Services at Lasting Hope Recovery Center, I’m astutely aware that it often takes weeks, and sometimes months, for patients to find a behavioral health provider. In rural Nebraska, the wait can be longer. Most people will be treated by their primary care provider for depression, anxiety, ADHD, etc. BHECN’s mission to integrate behavioral health into primary care not only helps patients, but it also gives family practice doctors, advanced practice nurses, physicians assistants, and others the resources to help their communities.”

**Robin Conyers, MSOP, BAN, RN**  
**Vice President - Patient Care Services, Lasting Hope Recovery Center**

# Workforce Overview

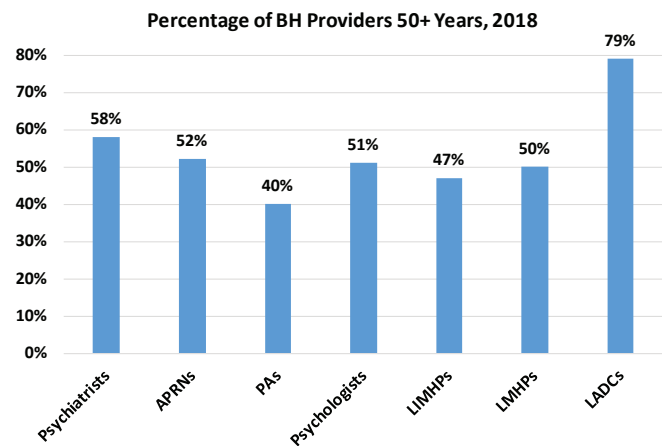
## A look at the behavioral health workforce in Nebraska

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 based on annual surveys returned. **(See definitions of the seven tracked licensed professions on page 8.)**

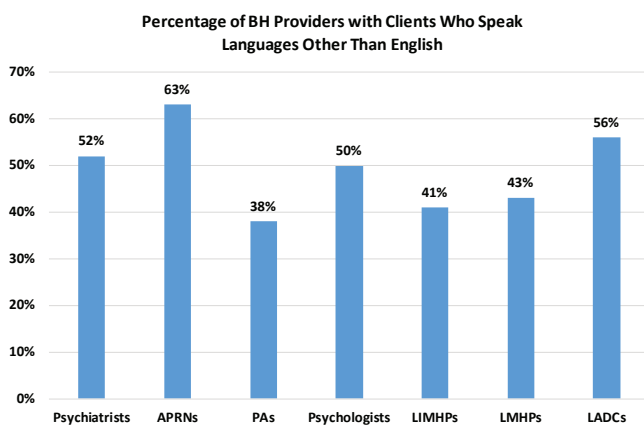
## Aging & Diversity in the Workforce

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, advanced-practice registered nurses, and psychologists are the largest groups of professions nearing retirement age.



More diverse providers are in demand, especially those fluent in languages other than English. Advanced Practice Registered Nurses (APRNs) see the most diverse populations in the state, followed by Licensed Alcohol and Drug Counselors (LADCs). Efforts are needed to recruit more culturally competent professionals to address language barriers and align with cultural backgrounds.



# Licensed Behavioral Health Professions

## Prescribers

### Psychiatrist:

A 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.

### Psychiatric Nurse Practitioner (APRN-NP):

Psychiatric nurse practitioners can diagnose and treat mental illnesses, prescribe medications, and provide talk therapy. Psychiatric NPs have advanced certification in psychiatric nursing and an advanced practice nursing license with a greater level of autonomy than the registered nurse license.

### 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.

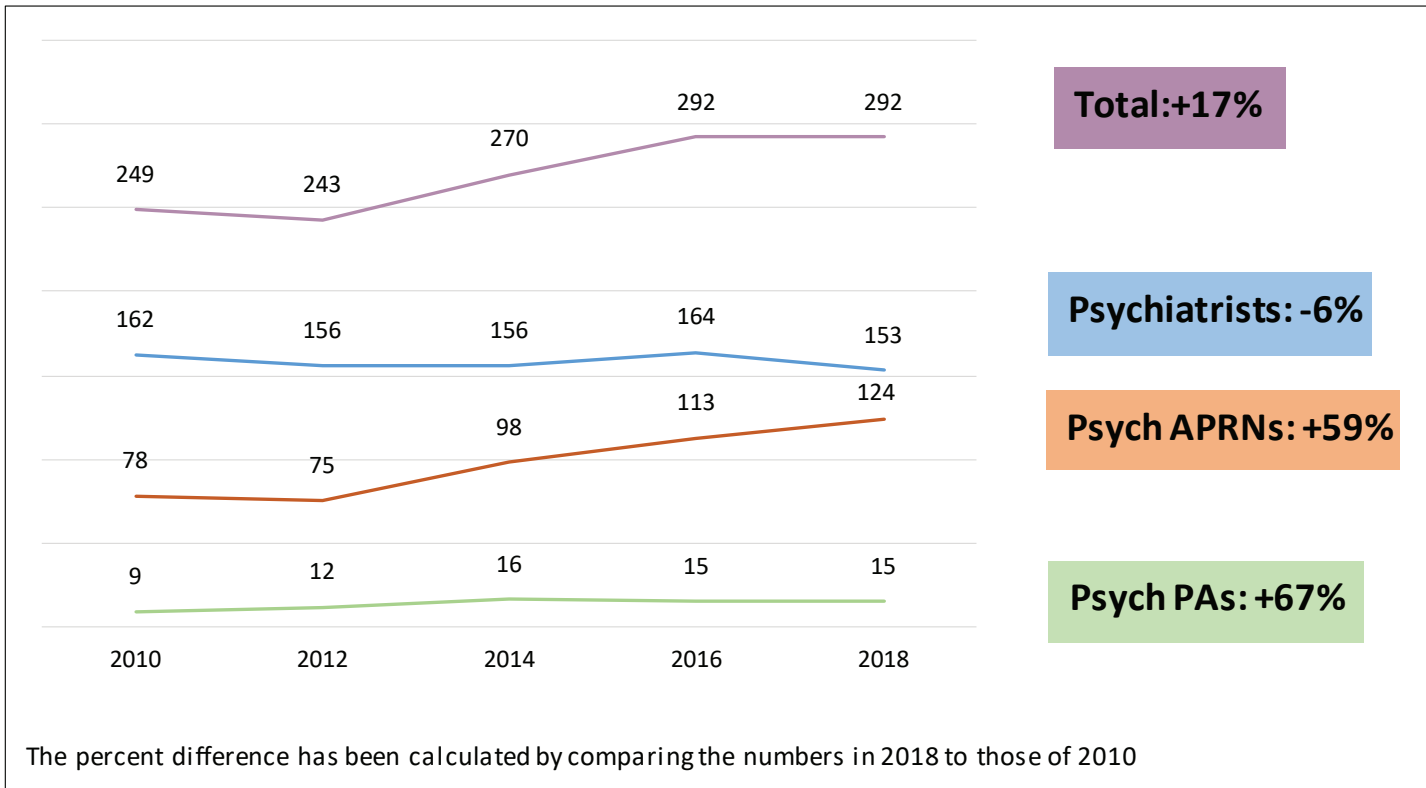
### Licensed Independent Mental Health Professional (LIMHP):

A counselor in the state of Nebraska who holds an 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.

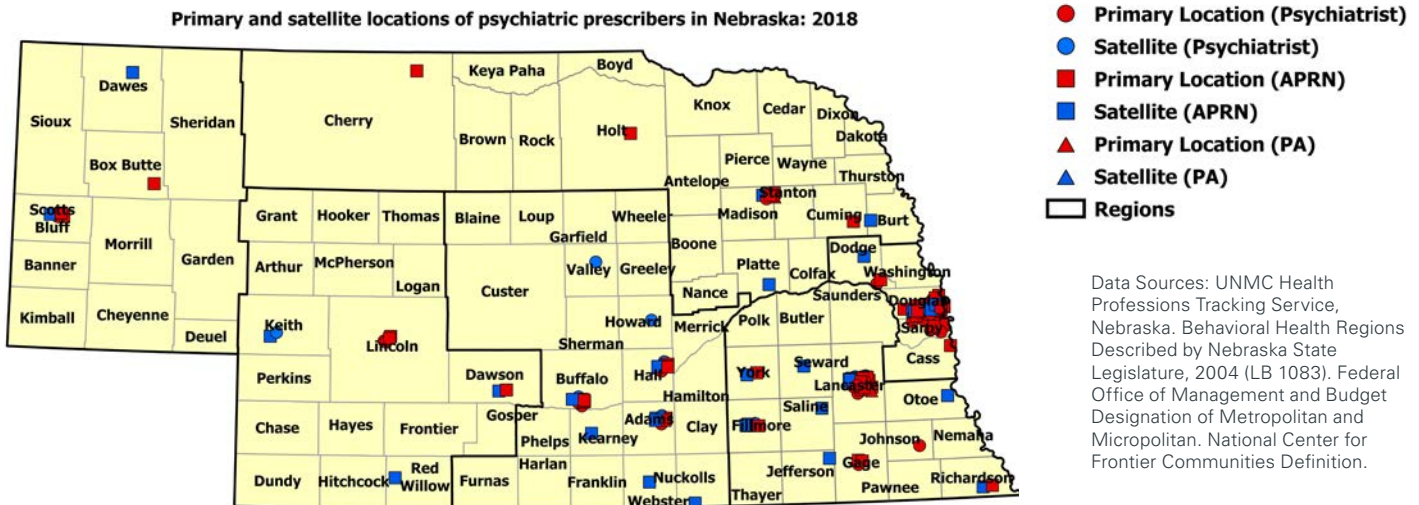
### Licensed Addiction Counselor (LADC):

An LADC is 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.

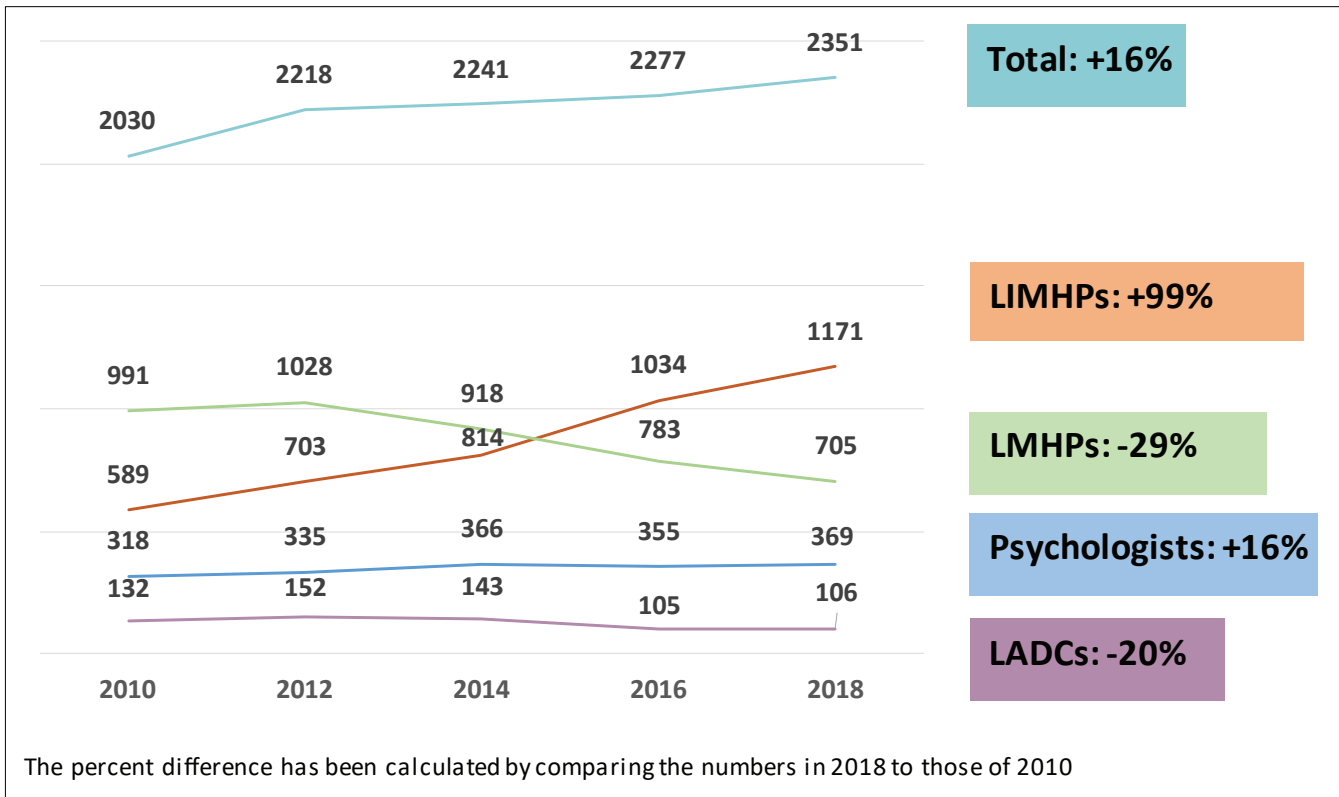
## Prescriber Trends



APRNs practicing psychiatry in NE increased by 59%  
 PAs practicing in psychiatry in NE increased by 67%  
 Psychiatrists decreased by 6%



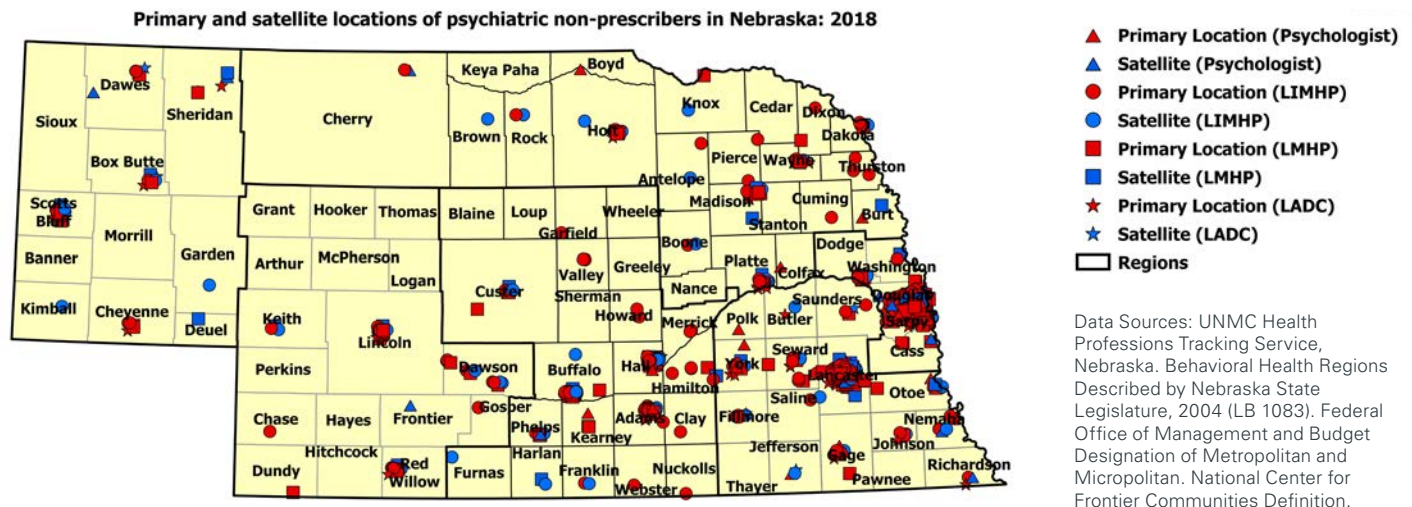
# Non-prescriber Trends



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 LIMHPs\* has grown, but the number of addiction counselors is decreasing.

\*The significant increase of LIMHPs and decrease of LMHPs is due to the natural progression of LMHPs completing supervised hours to become independently licensed LIMHPs.



## National workforce comparison

U.S. vs. Nebraska Provider Supply (per 100,000 residents)*		
Provider Type	Nebraska (2018)	U.S. (2016)
Psychiatrists	7.9	14.2
Psychiatric Nurses (APRN)	6.4	3.2
Psychiatric Physician Assistants (PA)	0.8	0.4
Psychologists	19.1	29.2

\*Health Resources and Services Administration (HRSA) and American Psychological Association (APA) conducted studies separately to estimate the supply of the behavioral health workforce. These numbers are compared to the Nebraska Workforce Analysis results. Annual Estimates of the Resident Population: April 1, 2010, to July 1, 2018 Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, Source: U.S. Census Bureau, Population Division, <https://bhw.hrsa.gov/health-workforce-analysis/research/projections/behavioral-health-workforce-projections>

Nebraska Provider Supply in 2018 (per 100,000 residents)*		
Provider Type	Rural NE	Urban NE
Psychiatrists	2.7	11.3
Psychiatric Nurses (APRN)	5.7	6.9
Psychiatric Physician Assistants (PA)	0.3	1.1
Psychologists	8.8	25.7

\*Based on Nebraska Workforce Analysis Study, Annual Estimates of the Resident Population: April 1, 2010 to July 1, 2018, Source: U.S. Census Bureau, Population Division



BHECN hosted the 1st Rural Provider Support Network Conference in Scottsbluff after meeting with providers and community stakeholders to discuss the needs of behavioral health providers in the Panhandle.

# Rural Provider Support Network Conference



BHECN hosted the 2nd Rural Provider Support Network Conference in Chadron in support of providers and community stakeholders in the Panhandle.



Attendees at the Rural Provider Support Network Conference in Chadron pinned their hometown locations.

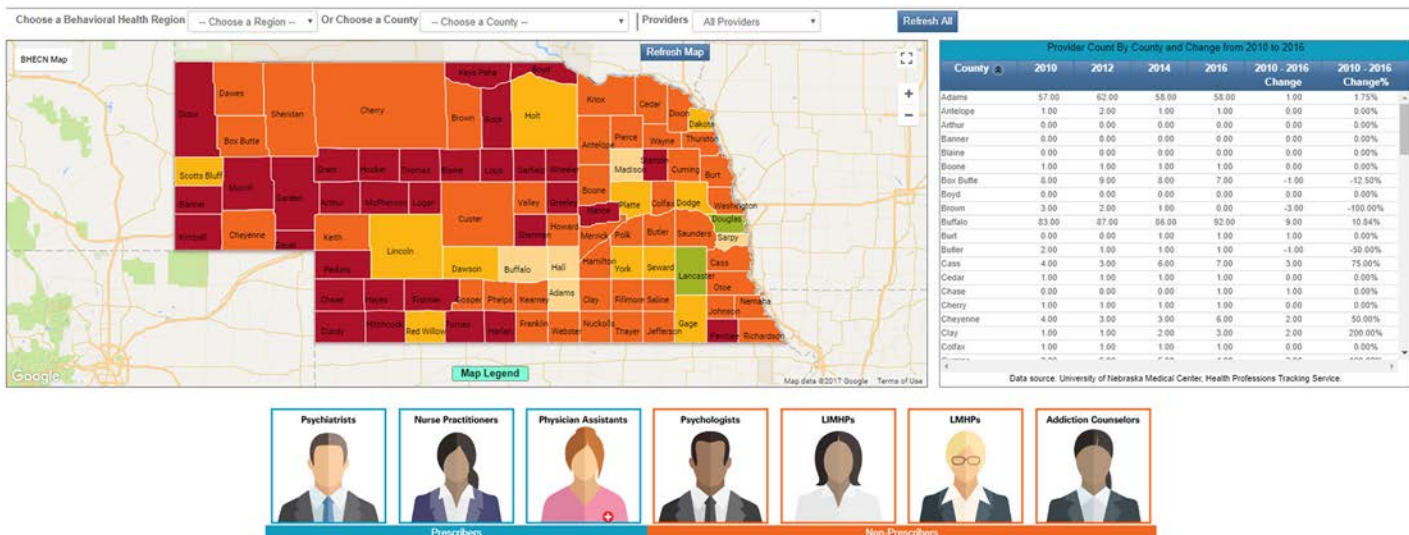
## Behavioral Health Workforce Reports

To view the entire workforce reports by profession and by region, visit BHECN's website at [unmc.edu/bhec/workforce/workforce-reports.html](http://unmc.edu/bhec/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.

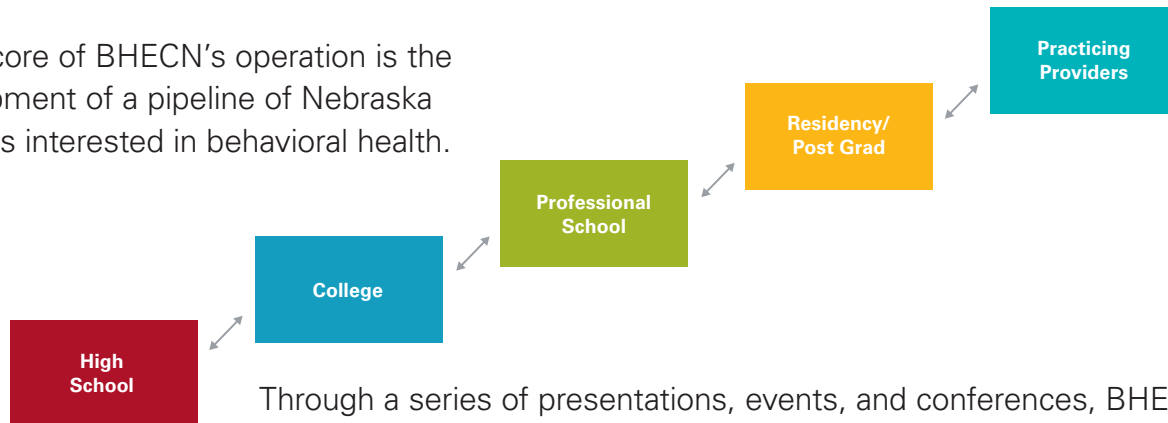
View the dashboard here: <http://app1.unmc.edu/publichealth/bhec/>



# Engage & Recruit

## 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 4,200 students have participated in BHECN's Ambassador Program.

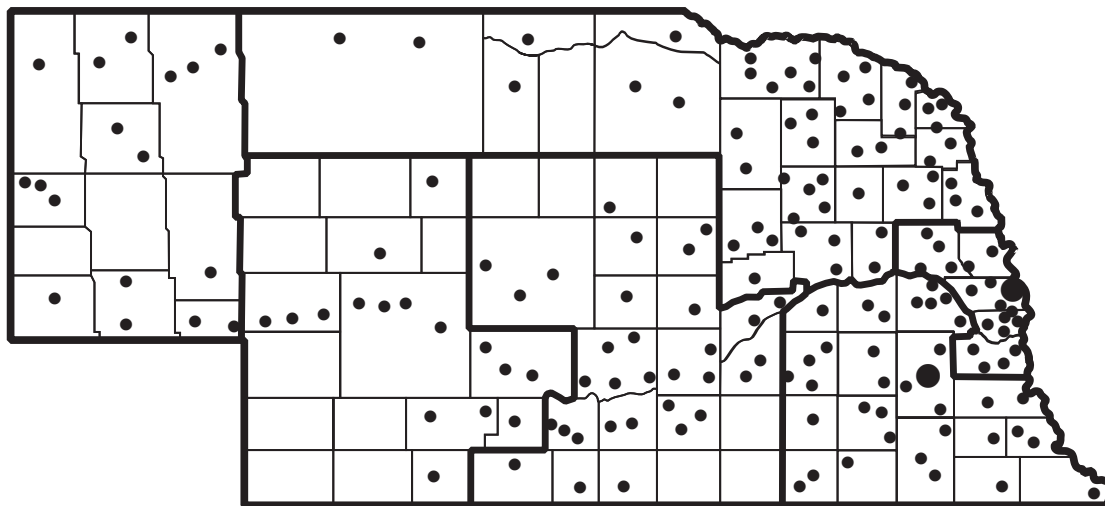


Dr. Anitra Warrior speaks to high school and college students who attended the 2018 BHECN Ambassador Conference in South Sioux City, Nebraska, for Native American students. The event is funded in partnership with the Munroe-Meyer Institute's Science Education Partnership Award (SEPA).

# High School & College Students

From 2010 to 2017, BHECN hosted several 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	TOTAL
Rural (Kearney) 2013-2017	225
<p>In 2018, twelve students had graduated from college. Three were enrolled in graduate-level, behavioral health programs in Nebraska. Four were enrolled in health professions programs at UNMC.</p> <p><b>53 students identified as majoring in BH related programs</b>  <i>(Based on data from the National Student Clearinghouse, Oct. 2018)</i></p>	
Urban Underserved (North & South Omaha)	118
Native American (South Sioux City)	149
HS Career Fairs and Presentations (Statewide)	2,389
<p>Ninety percent of students reported their perception of mental illness changed as a result of BHECN presentations.</p>	
College Conference (Omaha) 2010-2016	189
<p>Two students from the 2010 college conference graduated from UNMC's College of Medicine and entered psychiatry residency programs in 2017.</p> <p><b>In 2018, 30 former college ambassador participants had graduated from college and were enrolled in graduate-level behavioral health programs.</b></p>	
BHECN Ambassador Career Engagement Award Programs 2017-2019	718
<b>TOTAL</b>	<b>3,788</b>



BHECN conferences, Ambassador Career Engagement activities, and career presentations have impacted high school and college students from 174 Nebraska towns.



## Pathways to a Career in Behavioral Health



BHECN produced and distributed 10,000 copies of **Pathways to a Career in Behavioral Health**, across Nebraska. The brochure features eight licensed behavioral health careers and the academic pathways required to pursue each career. Download the brochure and other career videos and resources: <http://bit.ly/BHpathways>



PSYCHIATRIST



PHYSICIANS ASSISTANT



LICENSED PSYCHOLOGIST



PSYCHIATRIC NURSE PRACTITIONER



PROFESSIONAL MENTAL HEALTH COUNSELOR



MARRIAGE & FAMILY THERAPIST



CLINICAL SOCIAL WORKER



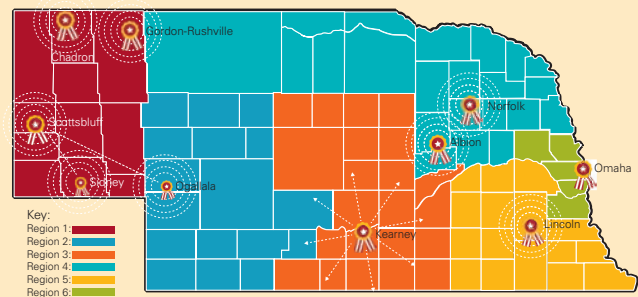
SUBSTANCE USE DISORDER COUNSELOR

## Awarding Opportunities

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

BHECN selected seven groups for funding in 2017-2018 and five groups in 2018-2019. In two years, 718 students were exposed to behavioral health careers. Learn more:

<http://bit.ly/BHECN Awards2018>



Ambassador Career Engagement Award program locations



A group of behavioral health professionals shares career information with approximately 70 students at the first annual Teen Summit hosted by North Omaha Community Care Council with funding provided through the Ambassador Career Engagement Award program in 2018.

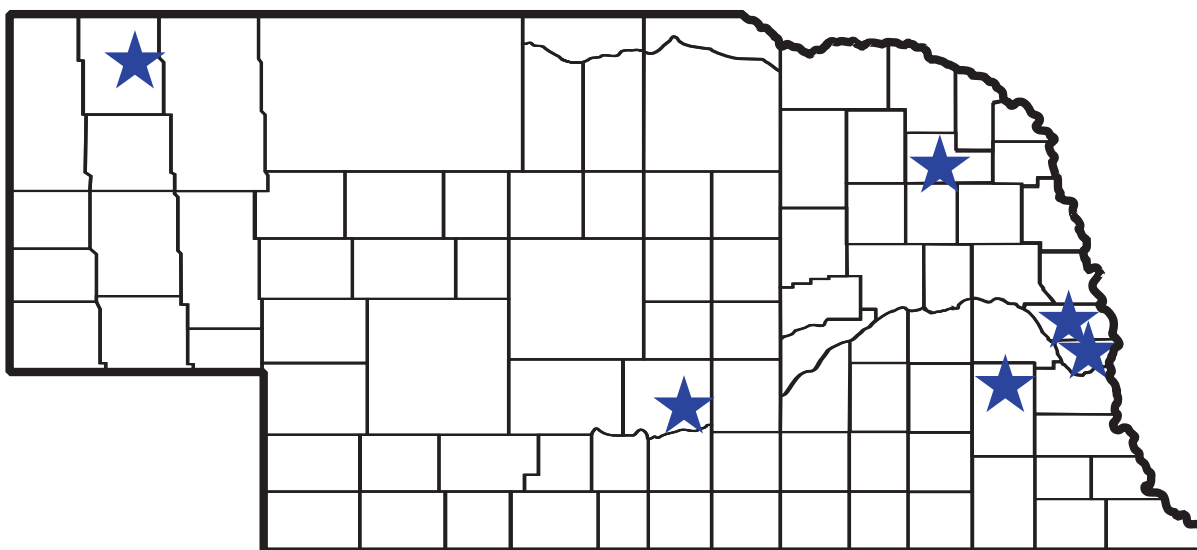


# Retaining BH students in Nebraska

BHECN partners with the 16 academic institutions providing graduate-level behavioral health education in Nebraska to track the number of students graduating and staying in Nebraska.

The goals of the collaboration are to strengthen relationships among all of the programs, create a unified voice among the different professions and develop more interprofessional training opportunities for students across the state.

## BH Academic Programs in Nebraska



Bellevue University Counseling Program  
 Creighton-Nebraska Psychiatry Residency Program  
 Creighton University School of Nursing  
 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 / UNMC - Applied Behavior Analysis  
 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 **NEBHjobs.com** website, previously known as [nebraskabehavioralhealthjobs.com](http://nebraskabehavioralhealthjobs.com). The domain name was shortened in 2018.



Twice a year, a group of professionals talks to psychology students at UNL about their career choices. (left to right) An undergraduate teaching assistant looks on: Dr. Nick Guenzel, UNMC College of Nursing-Lincoln Division; Lequisha Sims, UNO Grace Abbott School of Social Work; Dr. Tara Sjuts, UNMC Munroe-Meyer Institute; Ciara Warden, UNO Grace Abbott School of Social Work; and Dr. Ryan Edwards, UNMC Department of Psychiatry.

# The Future Workforce

## Psychiatry Interest Group (PslG)

In addition to funding student interest groups for 16 behavioral health programs across Nebraska, BHECN supports activities on the UNMC campus through the Psychiatry Interest Group (PslG), which is pronounced "sig."



Every year, BHECN and PslG host an interdisciplinary mentorship dinner for professionals and students to learn from each other about the variety of professions working in behavioral health careers.



**In June 2019, nine out of eleven newly trained psychiatrists stayed in Nebraska upon completing their residency program.**

Front row left to right: Crystal Reyelts MD, Melissa O'Dell MD, Spencer Gallner MD, Dana Raml MD, Back row, left to right: DeAndre Bluit MD, Steven Ayers MD, Mark Thomsen MD, Andrew Baumgartner MD, Nick Basalay MD, (Not pictured: MacKenzie Mertz MD, Heather Spain MD)

## BHECN hosts an annual seminar for Nebraska's graduate-level students



BHECN gathered all the behavioral health academic programs at one event for training and networking. The 2018 seminar was attended by 36 students/trainees with 27 faculty/professionals facilitating. It was the first time the programs were gathered together in one place.

The 2019 seminar was attended by 33 students/trainees with 21 faculty/professionals facilitating.

## Preparing & Training the Future Workforce

Students and trainees are crucial to improving the behavioral health workforce in Nebraska. BHECN has developed multiple partnerships with the 16 behavioral health graduate programs throughout the state and is providing interprofessional training to rural and urban graduate trainees in all areas of Nebraska from Omaha to the Panhandle. BHECN collaborates with Psychiatry and Psychiatric Nursing programs at UNMC and Creighton to

address the need for prescribers in the behavioral workforce. Other student education in mental health assessment and treatment is provided through collaborations with Nebraska graduate programs to counselors, social workers, psychologists, marriage and family therapists, and drug & alcohol counselors. Training in evidence-based practices is also available to practitioners, medical clinics, hospitals, and correctional facilities.

## Psychiatry Residents

BHECN annually funds four to six residency positions in the Creighton University/UNMC Psychiatry Residency Program. Residents are required to complete rural rotations during their second year of training. UNMC is in the process of developing its Psychiatric Residency Program, and the first residents will enter the program in July 2020. The joint Creighton/UNMC Psychiatry Residency program will continue while the current residents transition through.

Psychiatry Rural Residency	
Clinical Sites	# of Residents Completed (2017-2019)
Hastings - Mary Lanning Healthcare	4
Kearney - Richard Young Behavioral Health Center	7
North Platte - Great Plains Psychiatric Services	6
Scottsbluff - Regional West Medical Center (elective)	1
<b>Total:</b>	<b>18 residents</b>



In 2017, Lasting Hope Recovery Center (LHRC) awarded the 4th Annual Resident-of-the-Year Award to Spencer Gallner, M.D., a third-year resident from Omaha. The other nominees included Alyssa Hickert, M.D., and David Marshall, M.D.

Pictured: (seated – left to right) Residents, Dr. Marshall, Dr. Gallner, and Dr. Hickert. (standing – left to right) Dr. William Marcil, Dr. Hudson Hsieh, Rhonda Hawks, Dr. Jeana Benton, Dr. Syed Faiz Qadri, and Dr. Shannon Kinnan

## Preparing & Training the Future Workforce

### 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
- Physician Assistant

### Psychiatric Nursing Practicum Trainees

With the UNMC's College of Nursing and Munroe-Meyer Institute, BHECN collaborates in providing practicum support for four psychiatric nursing students annually who agree to complete part of their training in primary care medical practices. Psychiatry NP students take some classes online, allowing several to train in rural clinics near their homes. In addition, the Nebraska Department of Correctional Services and Lincoln Regional Center Training Program supported three students each year.

### Psychology Internship Training

Utilizing multiple funding sources, BHECN cooperates with the Munroe-Meyer Institute's federal Graduate Psychology Education (GPE), and Behavioral Health Workforce Education and Training (BHWET) grants to support 21 internships yearly. Internships are supported in rural Nebraska towns including, Scottsbluff, Kearney, Hastings, Norfolk, Columbus and the Nebraska Panhandle.

### Marriage and Family Therapy (MFT) Internships

The University of Nebraska-Lincoln has the state's only MFT training program. Through a collaboration with BHECN and the UNMC Internal Medicine Department, 2 MFT students per year are supported for their required internships. Interns train in the Omaha community internal medicine primary care clinic.

### Counseling Graduate Internship Training

Of the six counselor training programs in Nebraska, three are located in rural areas where graduate trainees are primarily from surrounding towns and are more likely to remain in rural practice. Funds from BHECN, MMI, and the Nebraska Department of Correctional Services and Lincoln Regional Center training program combine to support interns annually from UNK, Chadron, & Wayne, as well as counseling interns from UNO.



"I had initially entered my graduate program to do school social work and work with students. Then I looked into and pursued a BHECN stipend for the Lincoln Regional Center and ended up getting the stipend. My internship provided my first experience in working with individuals with severe and persistent mental illness and helped me hone clinical skills I had not had exposure to during my undergraduate work. Because of the internship, my career aspirations have changed, and I have an interest in working with severe and persistent mental illness in an inpatient setting."

**Brady Tolle, Graduate Student University of Nebraska - Omaha**

## Drug and Alcohol Counselor Student Training

With funding from a joint Health Resources and Services Administration grant to MMI, BHECN supports tuition and fees for drug and alcohol counselor academic coursework at five colleges and universities throughout the state. Supplemental funding supports these trainees in obtaining their supervised practicum hours required for licensure.

## Community Health Worker Education

Community Health Workers provide support to medical clinics and patients with all types of physical and mental disorders. BHECN funds CHW student training through grant support for tuition and coursework fees. The coursework is online and available to trainees statewide.

Graduate Residency and Internship Training	
Students Supported by BHECN	Number of Students (2017-2019)
Psychiatry (with UNMC & Creighton Psychiatry)	10
Psychiatric Nursing (with College of Nursing & MMI)	14
Psychology (with Munroe-Meyer Institute)	42
Counseling (with UNO, Wayne St, UNK, Chadron)	38
Marr & Family Therapists (with UNL & Internal Med)	4
Drug & Alcohol Counseling (with UNK & Chadron St)	24

## Paraprofessional training

Students Supported by BHECN	Number of Students (2017-2019)
Drug and alcohol tuition and fee support	53
Drug and alcohol practicum support	3
Community health worker tuition and fee support	27



"As a professor at UNK, what inspires me is working with students. I love to see their energy and enthusiasm for the field of behavioral health and how passionate they are to go out and help others. It's important to support and mentor the next generation of behavioral health professionals."

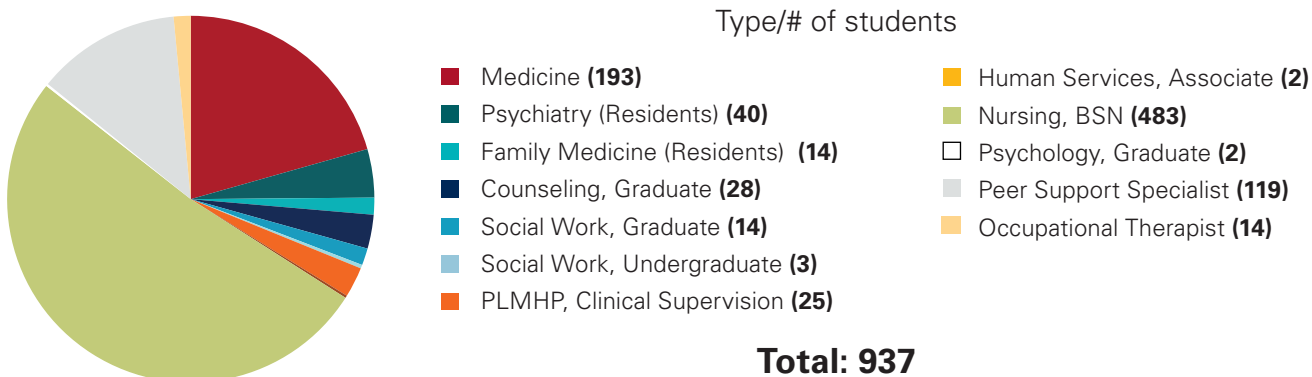
**Tina Chasek, PhD, LIMHP, LADC, LPC**  
**University of Nebraska - Kearney, Director of BHECN - Kearney**

## Interprofessional Training Sites

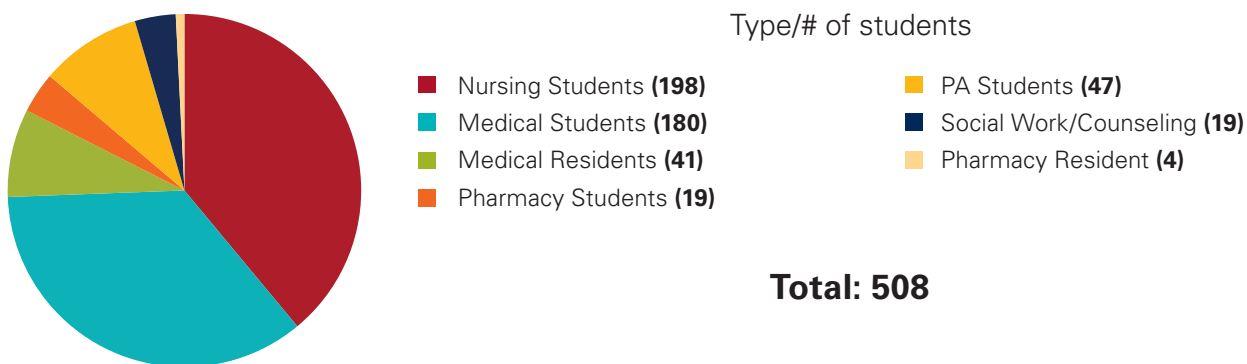
BHECN has collaborated with Community Alliance, Lasting Hope Recovery Center, and Richard Young Behavioral Health to establish model behavioral health interprofessional, community-based education, and training sites, providing medical and

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.

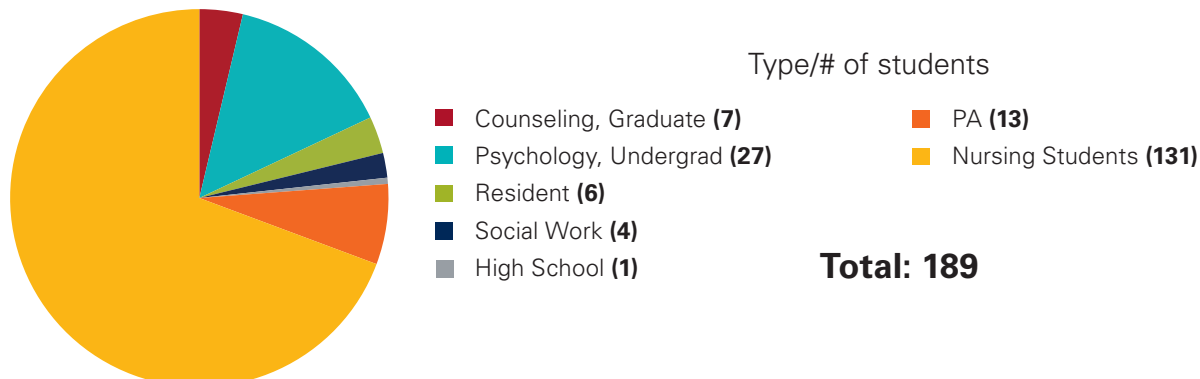
### Community Alliance (Omaha) 2017-2019



### Lasting Hope Recovery Center (Omaha) 2017-2019



### Richard Young Behavioral Health (Kearney) 2017-2019



## Integrated Behavioral Health Care in Primary Care Settings

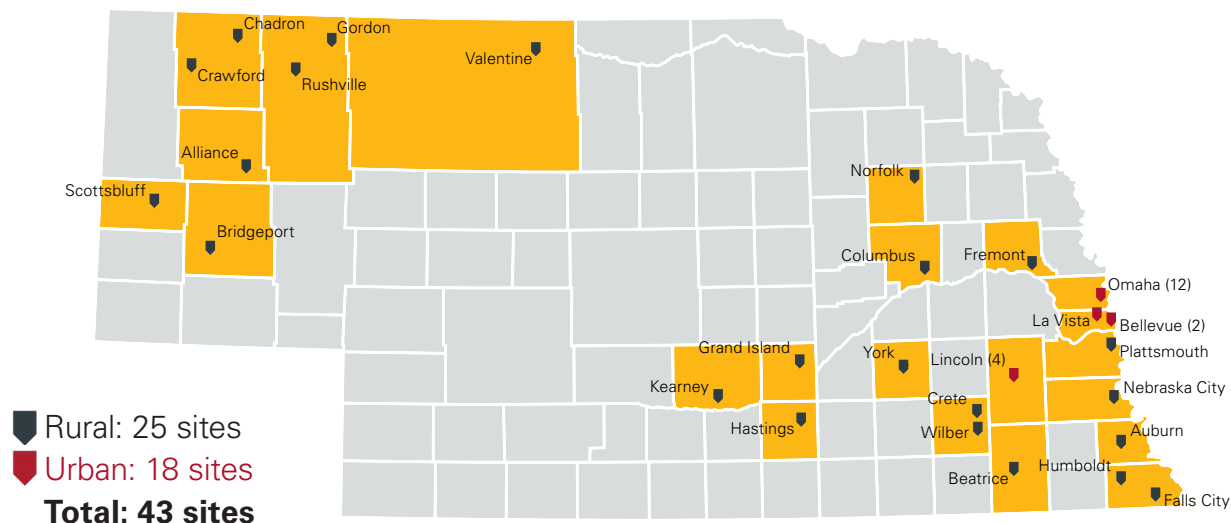
In partnership with the Munroe-Meyer Institute, 43 integrated behavioral health/primary care clinics have been established across Nebraska:

- 25 of these clinics serve rural areas
- 18 serve urban areas



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 2017 & 2018**. (See trainee placement map on page 26)

### MMI Integrated Behavioral Health Locations



Visit [http://bit.ly/IntegratedBHLocs\\_2019](http://bit.ly/IntegratedBHLocs_2019) for more information about integrated behavioral health clinics in Nebraska

**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 28% of BH professionals practice in rural counties, and there are only 20 practicing psychiatrists and 66 psychologists in rural locations. Of the 179 primary care practices in rural Nebraska, only approximately 12% have a BH provider embedded in their practices.

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

## Legislative Resources

“The Nebraska Department of Correctional Services and Lincoln Regional Center Training Program has provided an excellent opportunity for students in several advanced health-care disciplines (graduate psychiatric nursing, the physician assistant program, graduate psychology/counseling, and social work) to participate in behavioral health care services in the Department of Corrections and the Lincoln Regional Center. Through these clinical experiences, students develop knowledge and skills that are essential to working within institutional or community-based programs.”



**Julia Houfek, Ph.D., APRN-CNS, Program Director, Nebraska Department of Correctional Services and Lincoln Regional Center Training Program**

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.
LB242*	Graduate-level trainees in psychiatric nursing, counselors, physician assistants (PAs), social work, and psychology	41 Trainees 7 Students hired for Full-time positions after placements.	Provides General Funds (\$400,000) to BHECN and the 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.
<b>Total Trainees FY 18 &amp; 19</b>		<b>51</b>		

Legislative Bills	Type of Trainees	# of Trainees	Description	Impact/Expected Outcome
LB240 (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, pediatrics, and family medicine practices. LB240 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.



## External Funding

### Student Support & Funding

Source	Description & Type of Trainees	Number of trainees	Portion dedicated to students
HRSA-BHWET (\$1.1 million) Health Resources and Services Administration Behavioral Health Workforce Education and Training Paraprofessional Grant 2017-2021	Non-traditional students receive tuition and laptops to complete CHW and PLADC programs with an emphasis on recruiting rural, low-income and minority students.  Paraprofessionals - community health workers (CHWs) and provisionally licensed addiction counselors (PLADCs)	70/year over four years (280 total)	\$772,240
HRSA-BHWET MMI (\$1.92 million) 2017-2021  Health Resources and Services Administration - Behavioral Health Workforce Education and Training	Attract, recruit, train, place and retain behavioral health providers in primary care medical practices across the state to improve access to care. 600 to 2,000 hours of training for each intern.  Over four years, 28 doctoral psychology interns, 16 psychiatric nurse practitioners, and 20 master's-level psychology/counseling interns are projected to participate in a total of more than 25,000 patient sessions with BHWET funding support.  *IBHC Training Sites	64 over four years	\$1,100,000
AmeriCorps University of Nebraska Kearney, Counseling and School Psychology (UNK-CSP) Program (\$190,124) annually renewed	AmeriCorps members completed 900 new client intakes and screened 800 people for substance use disorders. From Scottsbluff to Omaha, students were placed in rural and underserved settings.  Graduate-level mental health counselors and undergraduate drug and alcohol counselors	34 (since starting in 2017)	\$103,500
Munroe-Meyer Institute (MMI) AmeriCorps Program (\$80,058)	Graduate trainees in psychology, counseling, marriage and family therapy, social work, applied behavioral analysis  *IBHC Training Sites	21 per year	\$87,750 (includes additional funding from BHECN)
Health Resources and Services Administration Behavioral Health Workforce Education and Training Supplemental Grant (\$400,000)	Drug and alcohol counselors	10 per year for two years	\$200,000
		<b>Totals:</b>	<b>187 trainees</b>
			<b>\$2,334,490</b>

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

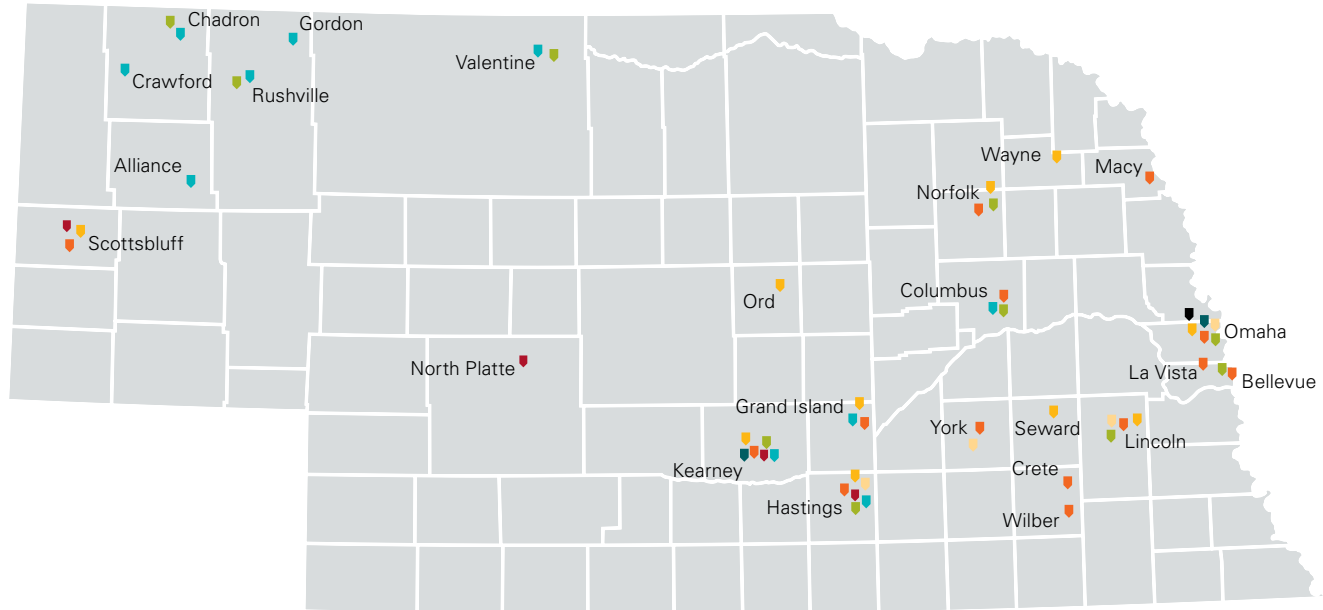
See more on page 22.

## External Funding

### Retain & Supporting the Workforce

Source	Description & Type of Trainees	Number of trainees	Impact/Expected Outcome
Substance Abuse and Mental Health Services Administration-Mental Health Technology Transfer Center (MHTTC) Grant (\$3,725,000)	The MHTTC serves the training needs of behavioral health providers across the four states of Missouri, Iowa, Nebraska and Kansas. With a focus on evidence-based practices, the MHTTC provides free training, skill development, consultation, and program implementation support across a variety of topics relevant to effective mental health practice.  Primary care clinics, hospitals, FQHC's, community mental health programs	700 year 1 800 year 2 900 year 3-5 (tentative)	Increase utilization of evidence-based mental health practices in the four-state area (Iowa, Nebraska, Kansas and Missouri) in the areas of Integrated Behavioral Health in Primary Care, Behavioral Health Workforce Development, and Community Treatment Approaches for Severe Mental Illness.
Substance Abuse and Mental Health Services Administration-Mental Health Technology Transfer Center Supplemental Grant (\$1,000,000)	The MHTTC serves the training needs of behavioral health providers across the four states of Missouri, Iowa, Nebraska and Kansas. With a focus on evidence-based practices, the MHTTC provides free training, skill development, consultation, and program implementation support across a variety of topics relevant to effective mental health practice.  State stakeholders, school district teams, school administrators, educators, school and community mental health professionals, education and mental health trainees, higher education training programs	Included in number of trainees for Substance Abuse and Mental Health Services Administration-Mental Health Technology Transfer Center Grant	Increase utilization of mental health evidence based practices in the four state area (Iowa, Nebraska, Kansas and Missouri) in the implementation of school mental health services.
Substance Abuse and Mental Health Services Administration-Mental Health Awareness and Training grant (\$375,000)	BHECN, in collaboration with our veteran culturally competent partners, will train families, caregivers, and service providers who are in contact with veterans throughout Nebraska in culturally appropriate QPR Gatekeeper training for suicide prevention and veteran specific de-escalation methods.  Veterans, families of veterans and local and state agencies	250 per year for three years	Heighten awareness, knowledge and skills of those trained in the program so they recognize the signs and symptoms of mental illness and know how to respond appropriately and safely to those with a mental health disorder.

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



### Funding Sources:

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

\*See pages 23-24 for more detail on funding sources



Swearing in of students as AmeriCorps volunteers to start their internship. From left to right Katie Donahoo, Kelsey Belgum, and Amber Schulenberg and Dr. Tina Chasek

# Retain & Support

## Strengthening & Supporting the Current BH Workforce

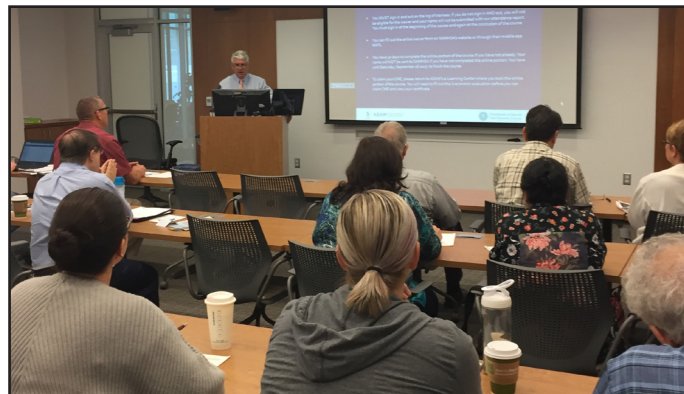
BHECN is dedicated to retaining a skilled and passionate workforce in Nebraska. BHECN supports the BH workforce through professional development, training opportunities and resources to connect with colleagues and promote retention.

### Conferences and Summits



#### Nebraska Summit on Medication-Assisted Treatment (MAT) for Substance Use Disorders

In August 2017, BHECN partnered with the Nebraska Department of Health and Human Services, Division of Behavioral Health, and the Mid-America Addiction Technology Transfer Center (Mid-America ATTC) out of Kansas City to host the summit on treating addiction. More than 180 professionals attended.



#### Treatment of Opioid Use Disorder and Buprenorphine Waiver Course

On Saturday, August 18, 2017, BHECN hosted the "Treatment of Opioid Use Disorder and Buprenorphine Waiver Course" at UNMC, and twenty-one professionals completed the training in order to prescribe buprenorphine to treat addiction in Nebraska.



#### Opioids: Healthcare's Paradox - Education and Resources for the Workforce\*

In 2019, the Department of Health and Human Services (DHHS), along with BHECN and UNMC hosted "Opioids: Healthcare's Paradox: Education and Resources for the Workforce" in Omaha on March 13 and in Kearney on March 14. There were 156 attendees in Omaha and 19 attendees in Kearney due to the snowstorm that made it impossible for another 91 participants to attend.

\*Funding for this conference was made possible from the State Targeted Response to the Opioid Crisis Grant 5H79T1080263-02 from the Substance Abuse and Mental Health Services Administration (\$68,136, 100% of projected funding) subgranted through the Nebraska Department of Health and Human Services, Division of Behavioral Health.



#### Psychiatric Nursing Workforce Summits

From 2016 to 2018, BHECN and UNMC hosted three Psychiatric Nursing Workforce Summits. There were more than 200 participants who came together to address the psychiatric nursing workforce opportunities at undergraduate and graduate levels, as nurse practitioners offer a promising opportunity to place more prescribers in rural Nebraska.

BHECN will continue to be involved in this endeavor as it is carried forward primarily by the UNMC College of Nursing.

## Webinars & Online Training

**Core topics webinars:** A free webinar series designed to educate behavioral health trainees on a variety of practical behavioral health topics, including schizophrenia, forensic issues and more. Trainees and providers can refer to these webinars as a supplemental resource to expand their knowledge in topics they may encounter as professionals. Several of our partner behavioral health training programs are selected to contribute to this series each year. In 2017, three webinars were completed by the the University of Nebraska Lincoln's Psychology department. In 2018, four webinars were completed by the University of Nebraska Omaha Grace Abbot School of Social Work, and three webinars were completed by University of Nebraska Lincoln's Psychology department. In 2019, four webinars were completed by the University of Nebraska Omaha Grace Abbot School of Social Work.

**Flood webinar series (2019):** This webinar series (originally offered live) consists of seven sessions presented by behavioral health professionals from the University of Nebraska Medical Center (UNMC), Nebraska Medicine and the Behavioral Health Education Center of Nebraska (BHECN). Each session presents helpful information and resources on how to deal with the mental health effects in the aftermath of a natural disaster. The sessions were recorded and are available on BHECN's website. A total of 220 people attended these webinars live.



**Flood Webinar Series** videos are available to watch online by following this link: [unmc.edu/bhecn/education/webinar-series-2019-Flood.html](http://unmc.edu/bhecn/education/webinar-series-2019-Flood.html)

## Live Training

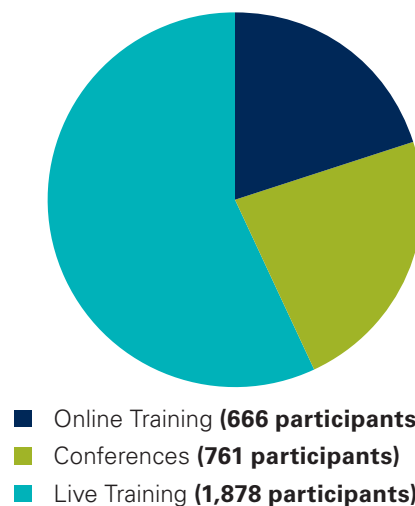
BHECN partners with Region 3 Behavioral Health to provide customized training sessions on topics ranging from compassion fatigue to trauma-informed care.

In 2017-2019, **1,878 individuals completed training, with 95% representing rural areas.**

Top 3 highest-attended live training:

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

## BHECN-Provided Training



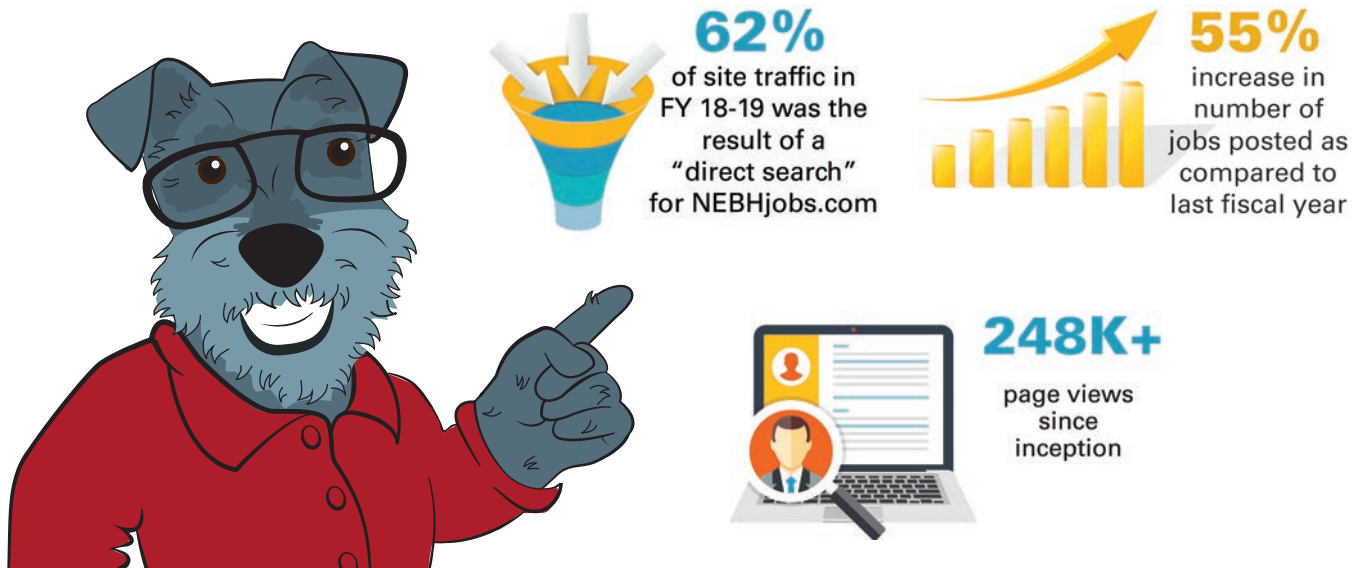
**Total: 3,305**

# NEBHjobs.com

## Nebraska Behavioral Health Jobs

To streamline behavioral health career opportunities in the state, BHECN collaborated with **Region V Systems** in early 2015 to launch a website **www.NEBHjobs.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 for jobs.



## Future Directions

### Professional Development Initiatives 2019 & Beyond:

At BHECN, our goal is to expand and enhance the behavioral health workforce to improve access to care for Nebraskans.

By partnering with the 16 academic programs which educate and train the future workforce, BHECN is in a unique position to follow up with graduates, conduct field research to identify trends and seek solutions to the barriers that prevent some provisionally licensed professionals from becoming fully licensed in Nebraska.

One of BHECN's great strengths is the ability to be responsive to the needs of the workforce. When we visited Scottsbluff and met with providers and community stakeholders, we listened as they told us about how they always had to travel for continuing education opportunities and how isolating it can feel to practice in rural Nebraska. We saw a need and decided to begin hosting the "Rural Provider Support Network Conference" in Scottsbluff one year and alternating to Chadron the next.

BHECN's goal is to travel every year to each region and learn more about the needs specific to each area. We will collaborate with community stakeholders to develop meaningful solutions and continue to meet the behavioral health workforce needs throughout Nebraska.

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.

## Project ECHO

The Department of Health and Human Services, Division of Behavioral Health, received a State Targeted Response to the Opioid Crisis Grant from Substance Abuse and Mental Health Services Administration Center for Substance Abuse Treatment. UNMC Department of Psychiatry partnered with the Division of Behavioral Health to establish a Pain and Substance Use Disorder Project ECHO (Extension for Community Healthcare Outcomes) in the state of Nebraska. Project ECHO is a virtual consultation model that connects addiction and pain management specialists with providers. Each ECHO call consists of a brief didactic presentation followed by a clinical case discussion from a provider and recommendations from the team for treatment. Project ECHO calls occur twice a month and provide one continuing education credit each. From 2018-2019, 32 calls were conducted. The calls were attended by 170 people in 2018, and 268 people in 2019.



UNO's Grace Abbott School of Social Work was one of the partners for BHECN's Core Topics Webinar Series.



Frontier Area Rural Mental-Health Camp And Mentorship Program (FARM) Camp started in 2013. Pictured are FARM camp attendees in 2018.



BHECN participates in behavioral health conferences, and attends career fairs, building awareness of the available opportunities and resources.



Starting in 2018, BHECN committed to hosting an annual conference in the Nebraska Panhandle.

## BHECN Annual Awards



### 2018 BHECN Awards



The Courage Award was presented to Jennifer Alquicira, a graduating senior at the University of Nebraska at Omaha.



Ambassador Awards went to Nancy Foster, Ph.D. and Kristen Hembree, Ph.D.



The Distinguished Service Award was presented to Joe Evans, Ph.D. for his groundbreaking work in integrating behavioral health providers in primary clinics.

Every year BHECN gives out awards to recognize individuals who make a significant impact in the behavioral health field. The awards are a way to honor individuals who are mentoring others and advocating greater access, awareness, and information about behavioral health careers in Nebraska.

### 2019 BHECN Awards



The Courage Award was presented to Ryan and Emily Kaufman for making an impact for organizations and citizens of Nebraska to understand behavioral health and veterans issues.



The Ambassador Awards went to Ciera Afrank and Shanna Rosentrater, LMHP



The Distinguished Service Awards were presented to Susan J. Boust, M.D. and Howard Liu, M.D.



# Budget

	FY 2017/18	
	Budget	Expenses
Personnel	\$607,571	\$592,785.56
Operations	\$1,070,266	\$969,866.06
<b>LB603 State Appropriation Total</b>	<b>\$1,677,837</b>	<b>\$1,562,651.62</b>

	FY 2018/19	
	Budget	Expenses
Personnel	\$568,658	\$534,491.09
Operations	\$1,194,502	\$1,096,073.48
<b>LB603 State Appropriation Total</b>	<b>\$1,763,160</b>	<b>\$1,630,564.57</b>

## External Funding\*

### State Funding

	FY 2017-18	FY 2018-19
LB901	\$548,000	
LB242	\$800,000	
<b>Total</b>	<b>\$1,348,000</b>	

### Federal & Foundation Funding

	FY 2017-18	FY 2018-19
HRSA-BHWET Grant	\$550,542	
HRSA-BHWET Supplement Grant	\$200,000	
Mental Health Awareness Training Grant	\$125,000	
Mental Health Technology Transfer Center Grant	\$745,454	
Mental Health Technology Transfer Center Supplement Grant	\$500,000	
AmeriCorps Program	\$190,124	
<b>Total</b>	<b>\$2,311,120</b>	

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

## 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  
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University of Nebraska Medical Center

**Sara Banzhaf, DNP, APRN-NP, PMHNP-BC**

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Creighton University College of Nursing

**Steven Wengel, M.D.**

Professor and Chair  
University of Nebraska Medical Center Department  
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**Marley Doyle, M.D. *ex officio***

BHECN Director

**Brent Khan, Ed.D. *ex officio***

BHECN Co-Director

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**Liane Connelly, Ph.D.**

Associate Professor and Assistant Dean, UNMC  
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**Sen. Sue Crawford**

Nebraska State Senator, Legislative District 45

**Sheri Dawson**

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Department of Health and Human Services

**Annette Dubas**

Executive Director, NABHO

**Joe Evans, Ph.D.**

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Institute, UNMC  
Clinical Director, BHECN

**Julia Hebenstreit**

Executive Director, The Kim Foundation

**CJ Johnson**

Regional Administrator, Region 5

**Lowen Knauss**

Executive Director, NAMI Nebraska

**Amanda Randall, Ph.D.**

Program Director, Associate Professor, Grace Abbott  
School of Social Work, UNO

**Tom Rauner**

Health Program Manager, Office of Rural Health,  
Nebraska Department of Health and Human Services

**Marilyn Rhoten**

Divisional Vice President, Behavioral Health, CHI  
Health

**Carol Ringenberg Packard**

Health Sciences Field Specialist, Nebraska  
Department of Education

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Director, BHECN Kearney

**Cate Jones-Hazledine, Ph.D.**

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**Ann Kraft**

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Communications Coordinator

**Lauren Robinson**

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**Shelbie Johnson**

Project Coordinator

**Cheryl Dressel-Wolff**

Administrative Program Associate

# BHECN

BEHAVIORAL HEALTH  
EDUCATION CENTER  
OF NEBRASKA

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Medical Center

**Creighton**  
UNIVERSITY

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**[unmc.edu/bhecn](http://unmc.edu/bhecn)**