

# Gearing Up for Action: Mental Health Workforce Plan for Minnesota



## RECRUITMENT

**Recommendation 1:** Expose middle and high school students to mental health careers, with a particular focus on those schools with diverse student populations.

**ACTION:** 2015-new camps offered in Fergus Falls, Bemidji, Dakota Co (middle school), Mankato. Seven additional camps will be offered in 2016. Mental health careers included in all camps. Clearinghouse of mental health professionals from diverse backgrounds willing to speak to high school and middle school students has been created.

## EDUCATION AND TRAINING

**Recommendation 4:** Ensure access to and affordability of supervisory hours.

**ACTION:** Emeritus license for social workers at lesser fee and reduced CEU requirements; their skills can be used for supervision or pro bono work. Approved by Legislature and effective 7/1/15.

**Recommendation 7:** Increase by four the number of psychiatric residency and fellowship slots in Minnesota over the next two years.

**ACTION:** \$3 million over biennium for increased residency slots (includes 4 psychiatrists).

**Recommendation 10:** Support efforts to expand and broaden mental health telemedicine, including using the technology in training programs, grants and funding to expand telemedicine capacity throughout the state. Require commercial health plans to cover services delivered via tele-health technology.

**ACTION:** Legislative funding of \$773,000 for the biennium.

**Recommendation 11:** Improve and expand cultural competency (awareness) training.

**ACTION:** Task Force examined current training and education offered by colleges, licensing boards, professional associations and providers. Funding required to implement Plan recommendations.

**Recommendation 17:** Minnesota Department of Health will evaluate Medical Education and Research Costs (MERC) funding to support mental health workforce development.

**ACTION:** \$2 million added for biennium. MERC annual base is \$57M. LMFT and LPCC were not included.

## ENCOURAGE JOB SEEKING IN HIGH NEED AREAS

**Recommendation 19:** Add mental health professionals to the eligibility requirements for the Minnesota Health Professionals Loan Forgiveness program and increase funding by \$750,000 a year; add requirement that 50% of this additional funding be made to mental health professionals from diverse ethnic and/or cultural backgrounds.

**ACTION:** Statute now includes MH professionals. Funding quadrupled to \$5,262,000 for the biennium. First round of grants funded. Second round deadline is Jan. 4, 2016. More details are at <http://www.health.state.mn.us/divs/orhpc/funding/loans/>.

**Recommendation 20:** Continue funding of the Foreign Trained Health Care Professionals Grant Program.

**ACTION:** Funding continued.

**ACTION:** International Medical Graduates Assistance Program, \$2,000,000/biennium.

## RETENTION

**Recommendation 21:** Identify gaps in the educational, certification, or licensing systems that impede career movement from entry-level, paraprofessional positions to terminal degrees and licensure as an independent professional. Identify the special challenges of and barriers to incorporating persons in recovery and persons of diverse cultural backgrounds into traditional career ladders. Develop strategies, curricula, certifications to support these pathways.

**ACTION:** HealthForce Minnesota has identified entry-level, paraprofessional mental health positions throughout state. Competencies for these positions have been mapped to two-year programs. Articulation from two year programs to baccalaureate programs is in process.

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**The detailed report is available on the HealthForce Minnesota website at [www.healthforceminnesota.org/mental-health/](http://www.healthforceminnesota.org/mental-health/)**

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## PROGRESS REPORT **2015**



The Mental Health Workforce Plan for Minnesota with its twenty-four recommendations was submitted to the Legislature in January of 2015. The Plan was a call to action to improve recruitment, training and education, cultural competence, and access.

Progress has been made on nine of the recommendations thanks to the hard work of legislators, mental health advocates, providers, family members, educators and more who pushed for the needed funding and improvements. The Plan's final recommendation was to assess progress and evaluate outcomes made as a result of the Plan. This report is an update of that progress.

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### 2015 HIGHLIGHTS

#### RECRUITMENT:



Expose a diverse student population to mental health careers.

**469** Middle and High School Students Served at 9 different camps

**4** New Scrubs Camps Offered

**7** More Scrubs Camps Planned for 2016

#### ENCOURAGE JOB SEEKING IN HIGH NEED AREAS:

The Minnesota Health Professionals Loan Forgiveness Program was expanded to include all mental health professionals, funding was increased, and a cultural diversity/competency component was added.

**\$5,262,000**

A quadrupling of funding!



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#### EDUCATION AND TRAINING:

**\$3 million**

over biennium to include residency slots for 4 psychiatrists



#### RETENTION:

##### IDENTIFY | DEVELOP | SUPPORT



Mental health career pathways for two- and four-year programs are under development