

OHIOMHAS WORKFORCE DEVELOPMENT WORK PLAN

Goal	Objective	Actions	Partners	Start Date (By Month/Year in Project Cycle)	End Date (By Month/Year in Project Cycle)
<p>I. Implement systematic recruitment and retention strategies at the state and local levels.</p> <p>Note: This includes fostering leadership development opportunities.</p>	<p>a. Evaluate the existing state of workforce needs.</p>	<p>i. Develop dashboard of existing strategies.</p> <p>ii. Collect workforce data to identify gaps in the workforce.</p> <p>iii. Identify workforce shortages via HPSA health professional shortage area designations.</p>	<ul style="list-style-type: none"> ➤ Roundtable Advisory Group ➤ Behavioral Health Boards/Providers ➤ Ted Wymyslo (Ohio Association of Community Health Centers) ➤ Dr. Mary Applegate (Ohio Dept. of Medicaid) ➤ OhioMHAS Office of Treatment & Recovery ➤ OhioMHAS Community Services ➤ OhioMHAS Office of Quality, Planning, and Research 	<p>7/2015</p>	<p>10/2015</p>
	<p>b. Identify collaborative partners to assist with development of a workforce “pipeline” (i.e.; from high school, thru graduate school, to the workforce throughout four regions of the state.</p>	<p>i. Identify a list of potential stakeholders.</p> <p>ii. Invite potential collaborative partners to participate in a visioning retreat for the purpose of identifying workforce pipeline strategies (loan repayment programs, stipends, internships, etc.).</p>	<ul style="list-style-type: none"> ➤ OhioMHAS Community Services ➤ State agencies (e.g. Board of Regents, ODE) ➤ Behavioral Health Boards ➤ Primary Care Organizations (PCOs) ➤ Universities (Wright State University, Ohio State University, Central State University, Wilberforce U, etc.) ➤ Community Organizations ➤ Private Sector Entities 	<p>8/2015</p>	<p>10/2015</p>

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	c. Develop workforce “pipeline” program.	<ul style="list-style-type: none"> i. Identify partner budget commitments (including OhioMHAS use of GRF, BG, MEDTAPP, or other funds) and establish an MOU renewable each fiscal year or biennially. ii. Identify program objectives based on visioning strategies. iii. Confirm program cycle kick-off. 	See above.	10/2015	04/2016
	d. Initiate implementation of workforce “pipeline” program.	<ul style="list-style-type: none"> i. Identify grantees (in addition to MOU commitments). ii. Begin work associated with program work. iii. Track program outcomes. 	TBD	07/2016	06/2017
2. Increase the relevance, effectiveness, and accessibility of training and education.	a. Identify and initiate training opportunities which enhances the skills of psychologist, psychiatrist, and psychiatric nurses in areas related to: telemedicine; psychotropic medications; treatment outcomes and quality improvement; race, ethnic, and cultural factors associated with disruptive behavior and aggression, moodiness and irritability, and other behaviors.	<ul style="list-style-type: none"> i. Utilize the <i>Research Advisory Committee</i> and other resources to provide information and conduct symposiums, workshops, and conferences. 	<ul style="list-style-type: none"> ➤ OhioMHAS Community Services, ➤ OhioMHAS Office of Quality, Planning, and Research. ➤ Research Advisory Committee ➤ OhioMHAS HR 	10/2016	06/2016
	b. Identify specific trainings that can enhance recruitment and retention at the state and local level.	<ul style="list-style-type: none"> i. Utilize Enhance CLAS Standards training and the <i>DACC Learning Series</i> as a platform to educate the field. 	<ul style="list-style-type: none"> ➤ MACC ➤ DACC ➤ HRSA ➤ OhioMHAS HR 	08/2015	6/2016
	c. Support trainings with technical assistance.	<ul style="list-style-type: none"> ii. Launch a <i>Cultural and Linguistic Competency (CLC) Network</i> and <i>Learning Community</i> to provide information, tools, and resources supporting workforce development. 	<ul style="list-style-type: none"> ➤ MACC ➤ DACC 	09/2015	06/2016
3. Improve standards and reduce barriers associated with professional licensure and certification.	a. Determine existing standards and reciprocity with neighboring states.	<ul style="list-style-type: none"> i. Identify and recommend specific language which improves licensure opportunities for those already licensed in neighboring states. ii. Identify and recommend behavioral health interpreter standards, certification, and licensure. 	➤ TBD	8/2015	6/2016

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4. Improve access of specialty services.	a. Determine service gaps and barriers.	i. Utilize video and mobile applications to deliver services.	TBD	07/2016	06/2017

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