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Association for Addiction Professionals



@NAADACorg

Building Capacity in the Mental Health Workforce



#MHWorkforce #KPIHP

INSTITUTE OF HEALTH POLICY FORUM



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Defining the Addiction Workforce

How many years have you worked full-time as an addiction/substance use disorder professional?

0-5	6
6-10	29
11-20	72
21-30	45
31-40	38
More than 40	8

Which of the following describes your job function(s) (Select all that apply):

Administrator	69
Counselor	164
Educator	48
Employee Assistance Professional	19
Interventionist	15
Nurse	0
Physician	0
Student Assistance Professional	3
Substance Abuse Professional	121
Supervisor	84
Technician	1
Trainer	58
Other	31

Which of the following best describes the primary work setting in which you perform addiction/substance use disorder service?

Community mental health organization	25
Correctional facility	5
EAP agency, or business and industry	3
Educational institution	8
Government agency	22
Hospital, medical clinic, or medical center	10
Inpatient SUD treatment facility	13
Outpatient/Intensive SUD treatment facility	60
Pastoral counseling center or church setting	1
Private practitioner	36
Psychiatric Institution	1
Recovery court/Recovery correctional facility	3
Residential (e.g., recovery home, half-way house)	12

On the average, how many hours a week do you spend in counseling activities?

Hours per Week

0-10	16
11-20	51
21-30	44
31-40	68
More than 40	19

Select the percent of time you spend with each of the following age groups:

Ages:

0-12	6.2%
13-17	18.7%
18-25	32.1%
26-40	39.9%
41-50	34.5%
51-60	25.7%
61-70	18.1%
71+	11.3%

Select the percent of the race/ethnicity of your client population:

African-American	28.2%
Asian	9.3%
Caucasian	58.2%
First Nations (Alaskan/Native American)	17.0%
Latina/Latino	18.3%
Pacific Islander	9.6%
Multiracial (a descendant of more than one of those listed)	17.2%

What is your highest academic degree?

High School Diploma or GED	6
1-year Certificate Program	6
Associate Degree	10
Bachelor's Degree	32
Master's Degree	119
Doctorate	25
MD or DO	0

What best describes your major for your highest degree?

Addictions	32
Clinical Mental Health/Professional Counseling	38
Counseling	18
Human services	15
Marriage and family	6
Mental Health counseling	8
Nursing	0
Psychology	41
Rehabilitation counseling	5
School counseling	0
Social work	24
Sociology	7

Which best describes any state regulated licenses you hold?

Clinical Social Worker	15
Marriage and Family Therapist	4
Physician	0
Professional Counselor	43
Psychologist	11
Registered Nurse	0
Substance Abuse Counselor	114
Not listed	4
None	7

What is your gender (optional):

Male	77
Female	115
Transgender	0

What is your age:

Under 20	0
20-29	0
30-39	13
40-49	26
50-59	70
60-69	63
70+	16

What is your racial/ethnic background (optional):

African-American	37
Asian	5
Caucasian	129
First Nations (Alaskan Native/Native American)	4
Latina/Latino	5
Pacific Islander	0
Multiracial (a descendent of more than one of those listed)	7

Challenges Facing the Addiction Workforce

- ✓ **Reduced Salaries per other similar counseling disciplines**
- ✓ **Benefits Often less than similar counseling disciplines**
- ✓ **Difficulty Recruiting**
- ✓ **Difficulty Retaining – 50% Turnover in first 18 months**
- ✓ **Long Hours of Service – Evening Groups & Appointments**
- ✓ **Massive Paperwork**
- ✓ **Stigma by Society**
- ✓ **Stigma by Family**

What Challenges Face the BH Workforce?

Growth rate is high.

There is predicted to be a 22% growth rate from 2014 -2024 for Addiction

&

for Mental Health Counselors

Salaries are rising.

The median income of Addiction Counselors was \$41,070 in 2017

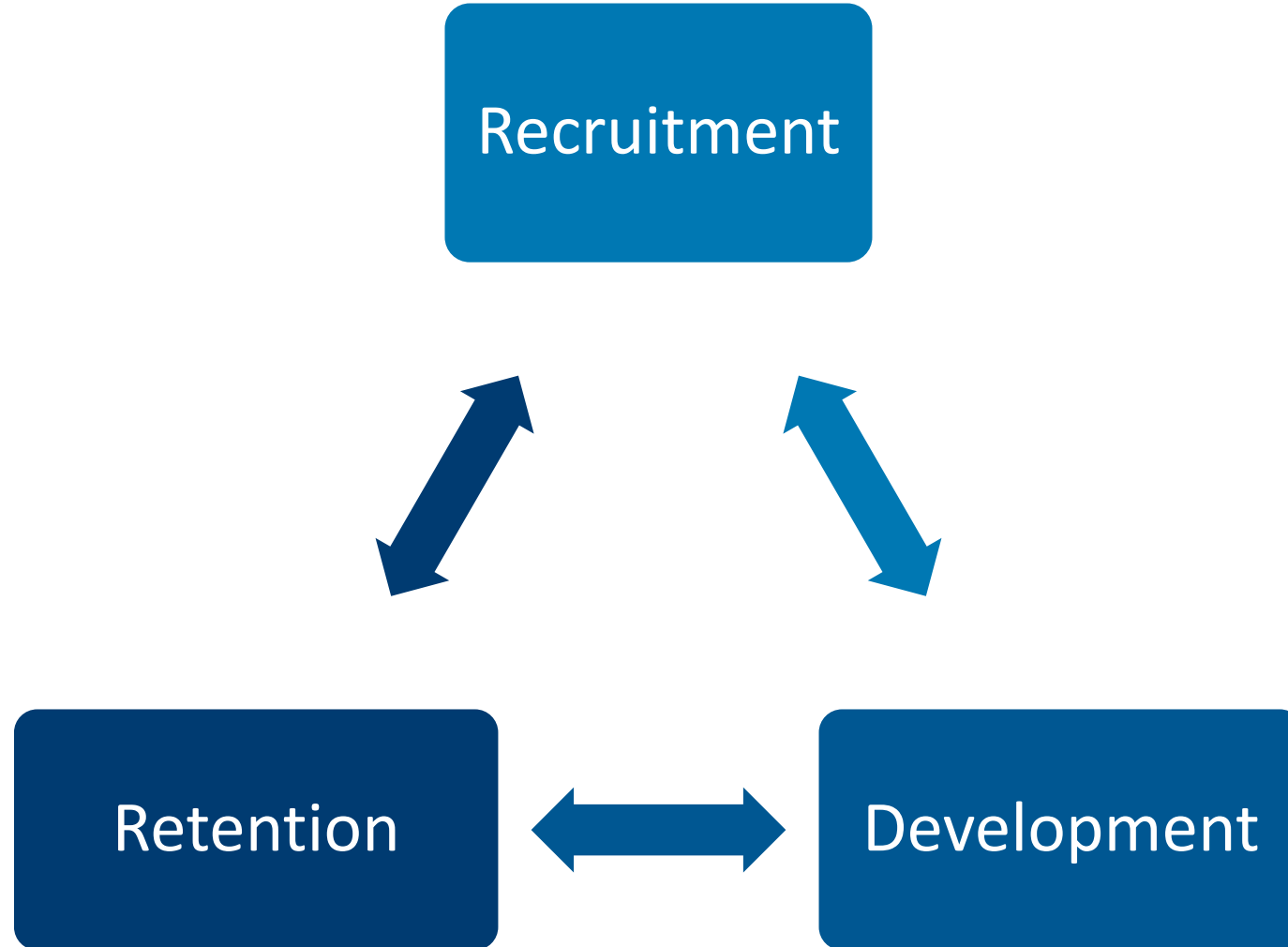
Mental Health and Marriage &

Family Counselors average is

\$49,170

Social Workers is \$46,890

Growing and Developing the Addiction Professional Workforce in the 21st Century



Solutions to Strengthen the Addiction Workforce

- **Training in Integrated Care = Primary – MH – SUD**
- **Clear Scopes of Practice along a continuum = Peers to PhD**
- **Career Ladder matched with education and specialty = the more specialties = increased responsibilities and \$\$\$\$\$**
- **Education and life-long learning to advance skills, learn new or variety of practice and methods and competencies**
- **Trauma informed/sensitive care and skills**
- **Cross train = not mixed up**
- **Train-the-trainer programs**
- **Recruit from non-traditional = military veterans & their spouses**

Growing and Developing the Addiction Professional Workforce in the 21st Century

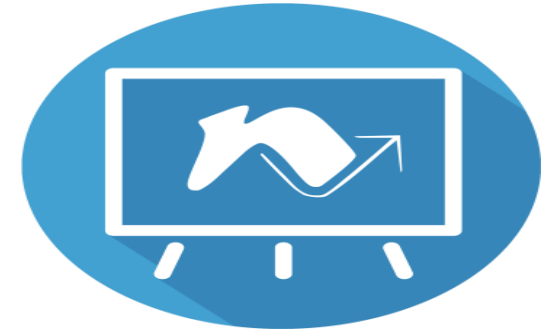
- **Providing training that is standardized, using up-to-date screening tools and resources;**
- **Providing “Train-the-Trainer” programs to teach screening, assessment, and treatment planning skills and competencies in hard to reach locations such as the Pacific Jurisdiction;**
- **Providing “Train-the-Trainer” programs to teach screening, assessment, and treatment planning skills and competencies in states through NAADAC Affiliates;**

These programs can be duplicated in Veteran, Indian and other special populations to increase the workforce and thereby expand screening in these populations.

Retention & Attraction Ideas

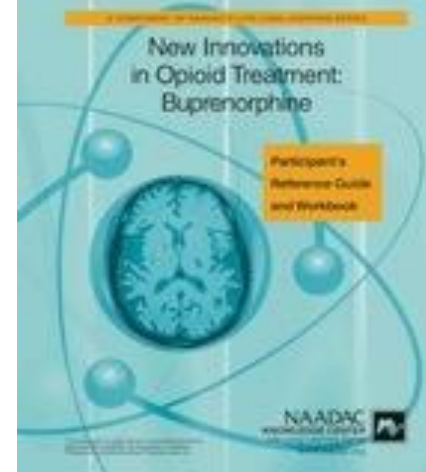
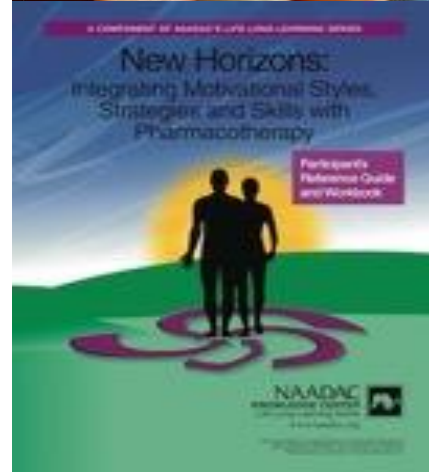
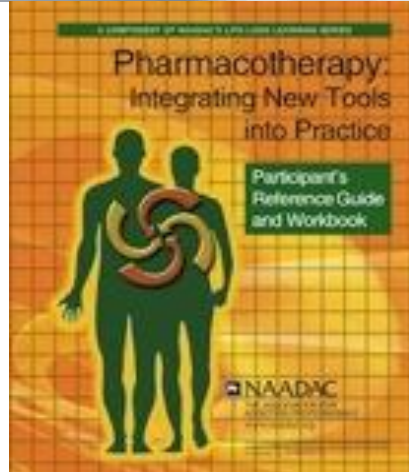
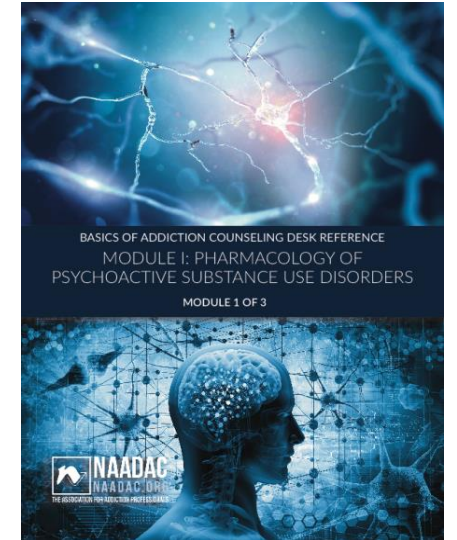
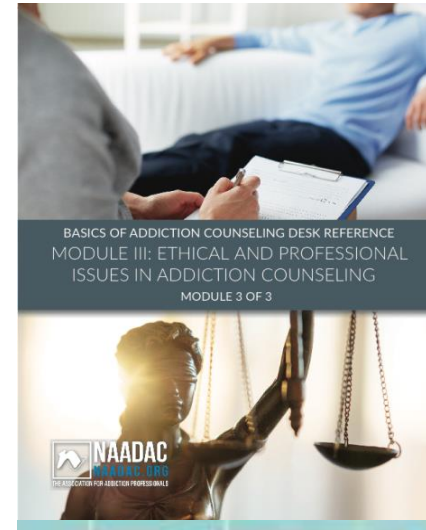
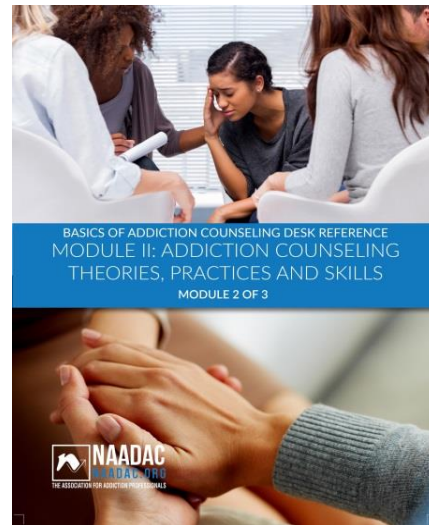
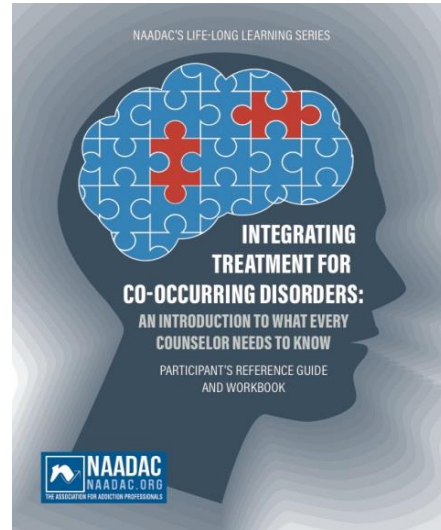
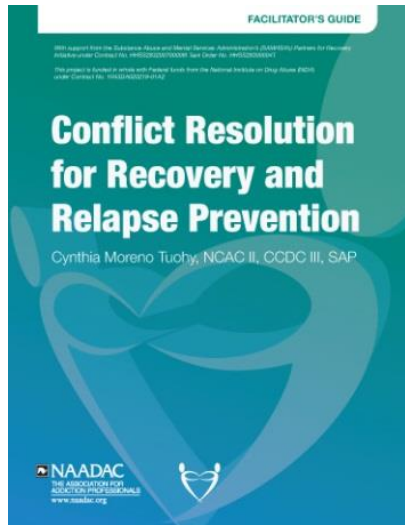
- **Without an adequate workforce, there is limited access to treatment. NAADAC has worked with SAMHSA to build the identity and recruitment of the addiction and mental health disciplines through targeted Workforce Forums;**
- **Outreach to students in high school and first two years of college to engage students;**
- **Working with States to develop a pipeline from Peer to PhD;**
- **National Credentials building transportability and access to care through sustainability of the workforce;**
- **Telehealth capability - training and platform;**
- **Minority Fellowship Tuition Support for Master Level Addiction Education and employment placement.**

Evidenced-Based Practices



- ✓ **Face-to-Face Trainings in EBPs through state, regional and national conferences;**
- ✓ **In-depth, intensive trainings from 1-day to 3-days;**
- ✓ **Over 150 CEs in webinar instruction in EBPs, treatment and clinical protocols available 24x7 – MATR, MI, CBT, Co-occurring, Recovery to Practice, and many others;**
- ✓ **Independent Study Courses, Desk References, & Manuals;**
- ✓ **Clinical Supervision training to increase fidelity of EBPs; and**
- ✓ **Training counselors in specific treatment curriculums that are targeted to the client's recovery, and their family members.**

Evidenced Based Training & Desk References



New Areas of Practice for Addiction Professionals

- Recovery support/ROSC
- Treatment readiness – pre-treatment
- Emerging adult population – aging population
- Collegiate recovery centers; Recovery high schools; Student counseling centers
- Primary care/treatment provider liaison
- Specialty courts
 - Drug courts *Family courts
- Veterans
- Medication assisted treatment
- Technology based counseling/services
- Alumni services/monitoring
- Continuing care/post treatment support
- Clinical supervision/leadership
- Trainer/educator



THANK YOU

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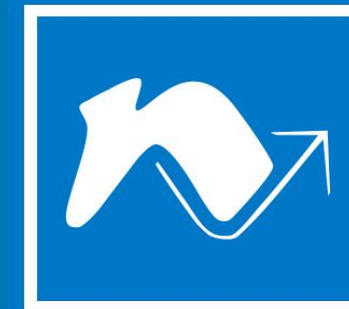
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