**Integrated Behavioral Health Workforce Development: Accountable Entity/Primary Care Practice Letter of Intent**

**Background:**  Real Jobs RI and Health System Transformation Project (HSTP) can provide funding for Accountable Entity (A/E) Primary Care Practices to support workforce development and technical assistance. EOHHS has established the Health Workforce Partnership with University of RI (URI), Rhode Island College (RIC) and Community College of RI (CCRI) for workforce training opportunities

**Purpose:** Primary care practices working to implement integrated behavioral health services have experienced difficulty recruiting, training and retaining behavioral health clinicians. Through the Health Workforce Partnership, URI and RIC can assist with addressing this urgent behavioral health training need by generating a “pitch” to Real Jobs RI for funding to increase the number of behavioral health clinicians able to effectively work in integrated behavioral health (IBH) practices.

RIC and URI, in partnership with Care Transformation Collaborative of Rhode Island (CTC-RI) are looking to partner with A/E Primary Care Practices who are interested in committing to work with them in one or more of the following opportunities:

* To increase workforce of IBH clinicians by supporting student learning: RIC and URI would provide stipends for students for their clinical IBH placement and for organizations that provide the required supervision;
* To increase workforce for IBH clinicians, post graduation/prior to licensure: RIC and URI would provide stipends for organizations who provide required supervision for post graduate staff to obtain license;
* To increase workforce for current behavioral health clinicians interested in working in primary care: RIC and URI would sub-contract with CTC to offer an online program to train existing behavioral health clinicians to evolve their skills in order to function effectively in an IBH practice. Coaching will also be provided to assist behavioral health clinicians with applying knowledge in the RI environment. Learners would be offered a stipend for taking the course. Organizations offering the stipend would also receive a stipend.
* To increase workforce for behavioral health clinician supervisors: RIC and URI would sub-contract with CTC to offer behavioral health supervisors an online course including coaching sessions (program offered through CTC-RI). Stipends would be offered to both the supervisor and the organization.

**Expectations:** Real Jobs RI asks for a Letter of Commitment/Intent from A/E Primary Care Practices as part of the two-year PITCH proposal. Outlined below is a brief description of the behavioral health training opportunities. Please indicate your interest/intent/commitment for one or more options listed below:

**Basic Information:**

Accountable Entity: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*(drop down: Blackstone Valley, Charter Care, Coastal, Integrated Health Partners, Integra, Providence Community Health Center, Thundermist)*

Application Key Contact: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Phone number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Options 1 & 2: Supporting students and post graduates with supervision**

**Option 1:** Support pre-graduate behavioral health student(s) in a primary care practice

* Student would receive financial support ($\_\_\_\_\_\_\_\_\_\_\_\_)
* IBH practice would receive financial support ($\_\_\_\_\_\_\_\_\_\_\_\_)

*Question for Option 1:* A/E Primary care IBH practice site(s) is interested in providing student clinical placement for (select all that apply):

* Bachelors student (such as psychology/social work major) who could assist with screening for health related social needs and or behavioral health conditions
* MSW student in partnership with RIC (starting May 2022 through April 2023)
* Clinical Psychologist student in partnership with URI (starting \_\_\_ through \_\_\_)
* Not interested in pre-graduate student placement

**Option 2:** Provide post graduate IBH clinician supervision as required for clinician to obtain clinical license

* Post graduate would receive financial support ($\_\_\_\_\_\_\_\_\_\_\_)
* IBH practice site would receive financial support ($\_\_\_\_\_\_\_\_\_\_\_)

*Question for Option 2*: A/E Primary care IBH practice site(s) is interested in providing post graduate clinical placement for:

* MSW clinician
* Clinical Psychologist
* Not interested in post graduate clinician placement

**A/E Option 1 and 2 Intent:** Indicate practice capacity for providing clinical supervision.

|  |  |  |  |
| --- | --- | --- | --- |
| **Pre-graduate student and or post graduate clinician**  | **# of individuals the A/E has capacity to supervise** | **Primary care practice site(s)** | **Do not have staff who meet supervision requirements, but would be willing to partner to provide supervision** |
| Bachelors student |  |  |  |
| MSW student: *supervision requires LCSW* |  |  |  |
| Clinical Psychologist student: *supervision requires licensed psychologist* |  |  |  |
| MSW Clinician post-graduation  |  |  |  |
| Clinical Psychologist post-graduation  |  |  |  |

Comments:

**Option 3:** Supporting behavioral health clinician training for IBH role: offered for existing behavioral health clinicians and/or as part of recruitment strategy

The University of Massachusetts Center for Integrated Primary Care has developed an evidence based [virtual self-paced training](https://www.umassmed.edu/globalassets/center-for-integrated-primary-care/cipc-blocks-and-resources/resources/course-flyers-fy22/primary-care-behavioral-health-22.pdf) geared towards psychologists, social workers, counselors, physicians, nurses and psychiatrists to supporting them to expand their skills for primary care integration. The training consists of 22 pre-recorded e-learning modules that can be watched at any time and at the learner’s own pace; each takes about 1.5-2 hours to work through. Thirty-six (36) continuing education credits are available for behavioral health clinicians, nurses, therapists, and social workers. Courses are offered four times a year. Coaching would be provided by CTC-RI practice facilitation staff to assist clinicians with applying knowledge in the RI environment.

Clinicians (existing or as part of a recruitment strategy) would be able to apply to take this course with course with registration fee (discounted rate: $1,000) covered through funding opportunity. Clinician would be eligible to receive $500.00 upon course completion. Primary care practice site would be eligible to receive $500.00 to offset time spent with taking course/coaching.

**A/E Option 3 Intent:** Behavioral Health Training Program for existing or recruited staff

Would your A/E be interested in participating in IBH training for current or future staff?

* Yes, we would be interested
* No, we would not be interested

If interested, please indicate how many staff you would anticipate participating:

|  |  |  |
| --- | --- | --- |
|  | **# of existing staff anticipated to take course/coaching** | **# of staff anticipated to be offered course/coaching as part of recruitment strategy** |
| Year 1 |  |  |
| Year 2 |  |  |

Comments:

**Option 4:** Supervisor Integrated Behavioral Health Training Program: The Care Transformation Collaborative of Rhode Island has developed an on-line Behavioral Health Practice Facilitation/Supervision program that helps staff develop the skills they need to provide organizational support for implementing behavioral health within primary care and obtaining [NCQA Behavioral Health recognition](https://www.ncqa.org/programs/health-care-providers-practices/patient-centered-medical-home-pcmh/distinction-in-behavioral-health-integration/). Learners can access [five hour-long training modules](https://www.ctc-ri.org/integrated-behavioral-health/online-ibh-practice-facilitator-training) and participate in weekly coaching sessions to assist with application of knowledge within the organization/practice setting. Course is offered twice a year and provides CEU’s for social workers.

Clinicians would be able to apply to take this course with registration fee ($1,000) covered through funding opportunity. Clinician would be eligible to receive $500.00 upon course completion and organization/practice site would be eligible to receive $500.00 to off-set administration time.

*Note: Financial payments are estimated and are subject to change based on funder approval.*

A/E Option 4 Intent: Supervisor Integrated Behavioral Health Training Program

Would your A/E be interested in participating in IBH supervisor/practice facilitator training?

* Yes, we would be interested
* No, we would not be interested

If interested, please indicate how many staff you would anticipate participating:

|  |  |
| --- | --- |
|  | **# of A/E leadership staff anticipated to take supervisor training program**  |
| Year 1  |  |
| Year 2  |  |

Comments: