

To: Mary Jane Michael, Trust Planning Committee Chair
From: Kathy Craft, AHWC Director
Thru: Jeff Jessee, Trust CEO
Date: 11/13/2015
Re: Workforce Development Focus Area Update

MEMO

OVERVIEW

At the August 26, 2015 Board of Trustee meeting Trustees voted to keep the FY16 and FY17 budgets as approved in September 2014 (with a few small exceptions). At that time the Trustees directed Trust staff and the Workforce Focus Area Director to consider the existing strategies to ensure that future workforce efforts and initiatives were reengineered and aligned to meet the needs of Trust beneficiaries impacted by Medicaid expansion and reform as well as the Criminal Justice Reform reentry and recidivism efforts.

Updates, in the form of memos, will be provided to the Trustees in November 2015, January 2016, April 2016, and May 2016. Recommendations will be made to the full Board of Trustees at the May 5, 2016 meeting regarding behavioral health and health workforce efforts including Results Based Accountability strategies, budget and staffing needs.

The following is a summary of the work completed between August 26, 2015 and November 9, 2015. The focus during this phase was a complete review of the FY16 budget and projects and to identify workforce efforts required to support and enhance Medicaid Expansion and Reform, the Criminal Justice Reform as well as the reauthorization of the Workforce Innovations and Opportunities Act (WIOA) focusing on behavioral health and healthcare workforce.

FY 16 WORKFORCE FOCUS AREA REVIEW

During September and October 2015 all Workforce Focus Area Statement of Intents and Authority Grants scope and deliverables were reviewed and revised to support the state's priorities of Medicaid and Criminal Justice Reform and WIOA.

Revisions to the Workforce RBA document has been started which will reflect program and population level indicators and strategies which will work towards Alaska having an adequate, well-trained workforce. Data from the Capacity Needs Assessment and the AK Health Workforce Profile Survey will be used to determine a baseline of programs and services needed as well as the number of professionals and workers needed to ensure access.

Timeline & Implementation Plan

Kathy Craft drafted three separate timelines reflecting the Workforce Focus Area priorities:

Medicaid Expansion and Reform / Criminal Justice Reform

Alaska Health Workforce Coalition

Workforce Focus Area Additional Projects

These are guiding the work around re-visioning and are a shared roadmap to considering the focus area.

FY16 OVERALL PROGRAMMING CHANGES AND BUDGET RECOMMENDATIONS

Kathy Craft is in final MOA negotiations with the Department of Labor and Workforce Development (DOLWD) Training and Employment Services. The overall purpose of this agreement is to formalize Craft's work in assisting DOLWD with navigating the behavioral health and healthcare workforce system as it relates to the Alaska Apprenticeship Initiative Grant. This may include capacity building, brokering agreements, systems change and training. The primary focus and goal of this agreement is to assist with the continued implementation and management of the state behavioral health and healthcare workforce efforts as they relate to Medicaid Reform, Criminal Justice Reentry and Recidivism and WIOA.

Deliverables:

1. Assist DOLWD with navigating Alaska's statewide behavioral health and healthcare system as needed to coordinate the Alaska Apprenticeship Initiative Grant.
2. Assist DOLWD in convening and facilitating behavioral health and healthcare related meetings as it pertains to registered apprenticeships and pre-apprenticeships.
3. Inform and educate DOLWD about the current behavioral health and health system of care in an effort to ensure the registered apprenticeship and pre-apprenticeship expectations and goals can be sustained after the federal funding ends.
4. Guide and assist DOLWD during the Alaska Apprenticeship Initiative planning and implementation phase to ensure it is aligned with other behavioral health and healthcare projects and initiatives underway and assist with ensuring that there is no duplication of efforts
5. Assist DOLWD in brokering agreements with agreeable behavioral health and healthcare agencies and employers.
6. Assist DOLWD in the design and implementation of the Alaska Health Care Academy and the Registered Apprenticeship Training Cooperative and recommend evidenced based practices for training and service provision.
7. Assist DOLWD with behavioral health and healthcare workforce data and information needed to draft the Alaska Workforce Innovations and Opportunities Act (WIOA) state plan and help develop future WIOA implementation activities.
8. Serve on DOLWD Alaska Apprenticeship Initiative "Super Committee".

Kathy is working with Jeff to convene a meeting of Commissioners and their deputies to discuss DOLWD's recent grant awards for registered apprenticeships which prioritizes behavioral health and healthcare workforce. Departments on the invitee list include DOC, DHSS, DEED and UA as it is important that the system being designed and planned meet the needs of our beneficiaries and can be sustained.

FY16 Workforce Development Focus Area Funds Available

- Workforce special projects, \$85.0, available
- Workforce area administrative costs 40.0 to 10.0, leaving 30.00
- Workforce Director line item will decrease from 185.4 to \$120.4 in FY16 based on the following:
 - UAA Center for Rural Health and Health Workforce allocation = \$25.0 confirmed
 - ANTHC allocation = \$10.0 confirmed
 - DOLWD allocation = \$30.0 confirmed

FY16 NEW WORKFORCE FOCUS AREA EFFORTS

The Division of Behavioral Health Director, Al Wall, approached Jeff Jessee with the concern that Alaska’s Chemical Dependency Counselors certification program may not be sufficient for billing Medicaid. Craft has spoken with the certification board officers as well as professionals and administrators in the chemical dependency field. Preliminary input finds that most believe we should move toward licensure however the process may take time and resources. Craft is in the process of drafting possible solutions for transition and bridging toward a new system.

The Alaska Core Competencies for Direct Care Workers implementation is near completion and a marketing plan has been developed by the Advisory Committee. The completed “finished” products will include:

- An Overview of the Competencies
- How to Use the Alaskan Core Competencies
- Competency Assessment Tools: An Overview
- Best Practices in Adopting the Competencies: Community Connections
- Best Practices in Adopting the Competencies: Frontier Community Services
- Best Practices in Adopting the Competencies: Using the Comparison Tool
- An Agency Cost Model for the Alaskan Core Competencies
- Initiatives to Promote Dissemination and Adoption of the Competencies

FY17 RECOMMENDATIONS IN DEVELOPMENT

The Trust should consider directly funding the **DOLWD for the AK Health Workforce Profile Survey** instead of sending the funds through UAA. The FY17 funding amount as well as subsequent years have been reduced to \$40.0 a year (\$80.0 for two years) instead of \$75.0 and \$25.0 (\$100.0 for two years) saving \$20.0 every two years.