Tuesday, September 17th
Boston Children's Hospital
Welcome

CO CHAIR

Kristin Driscoll
Workforce Development Manager, Human Resources
Boston Children’s Hospital
I. Diversity and Inclusion: Occupational Segregation
   • *Jessica Santos*, Director of Community-Engaged Research, The Heller School for Social Policy and Management, Brandeis University

   Table Discussion

II. Partner Updates

III. Pipeline Updates & Sharing

IV. December preview
   I. Labor Market Information Sharing: Behavioral Health
• Jessica’s slides
Table Discussion:

• What are employers doing in terms of upward mobility within their organizations? How are you collaborating with teams internally (talent acquisition, diversity & inclusion) to build pathways?

• What are ways we could address any systems or practices we may be inadvertently reinforcing occupational segregation?
The CareerSTAT Healthcare Workforce Development Academy (Academy) is designed to support healthcare organizations accelerate the adoption of evidence-based business practices and policies to build competitive advantage and provide more frontline workers with equitable access to the skills, training, and credentials to advance their careers to family-sustaining wages. Please see the program overview and participant FAQ for more information.

Applications due October 7th
Pat's slides
Pipeline Updates & Sharing: Secondary Education

~530 students were placed into healthcare jobs this summer
Thank you to all those who participated!

Calling anyone interested in volunteering over the course of the school year:
• Participating on career panels, hosting field trips, conducting mock interviews, serving on an advisory board
• Looking for any amount of time you’re able or willing to give!
• Volunteer sign-up sheet at the check-in table

• College and Career Month – October kick off month
• **October 26th:** BPS College and Career Fair at the Reggie Louis Center
Pipeline Updates & Sharing: Post-Secondary

Regional planning – open invitation to employers to provide feedback about post-secondary capacity and curriculum planning

1. Berkshire Region: Includes Berkshire Workforce Area
2. Pioneer Valley Region: Includes Franklin/Marquette and Hampden Workforce Areas
3. Central Mass Region: Includes North Central and Central Massachusetts Workforce Areas
4. Northeast Region: Includes Greater Lowell, Lower Merrimack, and North Shore Workforce Areas
5. Greater Boston Region: Includes Boston, Metro North, and Metro South/West Workforce Areas
6. Southeast Region: Includes South Shore, Brockton, Bristol, and New Bedford Workforce Areas
7. Cape Cod and Islands Region: Includes Cape Cod and Islands Workforce Area
Pipeline Updates & Sharing: Entry Level

- Human Services & Non-Profit Job Fair Job – job seekers invited
- Pharm Tech graduation – Employers invited
- Save the date – Healthcare Job Fair on Monday, November 25, 10am-2:30pm
Pipeline Updates & Sharing: Career Advancement

- Per Scholas - admissions is open on a rolling basis for classes beginning on **October 21st and December 3rd**

- The classes are titled: Network Support. They cover the material on two [CompTIA](https://www.comptia.org/) certification examinations (A+ and Network+), preparing people for entry-level positions as **Driver Technicians** and **IT Support Desk personnel**, with opportunities to advance careers in tech after that.

If you have any further questions please contact:

Chelsea H Clarke  
Manager, Recruitment & Admissions, Greater Boston  
E [cclarke@perscholas.org](mailto:cclarke@perscholas.org)
DECEMBER PREVIEW:
Labor Market Information Sharing
Behavioral Health
Behavioral Health: Historical context – MA & National

- Over the course of the last 70 years legislation has been passed and efforts have been made to:
  - Make access less institutionalized and more community based
  - Make insurance coverage mirror physical health
  - Converge physical and mental health services
  - Broaden the scope of those covered for behavioral health services through access to ACOs – Accountable Care Organizations
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1966</td>
<td>The Comprehensive Mental Health and Retardation Services Act increased the settings, promoting wider access to a broader spectrum of mental health services</td>
</tr>
<tr>
<td>2000</td>
<td>MA passed an Act Relative to Mental Health Benefits, the first mental health parity law in the Commonwealth</td>
</tr>
<tr>
<td>2009</td>
<td>Intensive home- and community-based services covered through the Children’s Behavioral Health Initiative (CBHI), overseen by EOHHS, became available to MassHealth-eligible youth</td>
</tr>
<tr>
<td>2014</td>
<td>MA passed An Act to Increase Opportunities for Long-Term Substance Abuse Recovery. The law requires MassHealth plans, state employee plans, and commercial insurance plans to cover a minimum number of days of acute treatment services (detox) and clinical stabilization services without prior authorization.</td>
</tr>
<tr>
<td>2016</td>
<td>The national Comprehensive Addiction and Recovery Act was passed. The evidence-based strategies to mitigate the national opioid epidemic authorized by the act include expanded prescribing eligibility for buprenorphine-based drugs and access to opioid overdose-reversal drugs</td>
</tr>
</tbody>
</table>
Mental health disorders are on the rise:
1/5 adults struggle with mental illness of some sort

Blue Cross Blue Shield Survey, Dec 2018
• 2,200 adults surveyed
• 50% of those seeking mental health or substance abuse services experienced difficulty
• 1/3 of those people gave up entirely
• 1/8 sought treatment from the ER
Behavioral Health: Current Initiatives

- Community Health Needs Assessment
- DSRIP (1.8 billion $ investment over 4 years)
  - 547 million going to CPs & CSAs
- BCG Massachusetts Healthcare Collaborative
- BMC, Children's, & BWH donate $3 million to combat homelessness in Boston
Behavioral Health Care Workforce in Massachusetts

- Definitions and Projected Growth
Shifts in Health Care Employment Demand in Massachusetts

• Demand remains high for workers who provide care in reduced-cost settings (home health aides, Personal care aides, CNAs, etc.)

• Increased demand for workers in behavioral health care professions.
Recent Employment Growth/Decline in Selected Health Care and Social Assistance Industries, 2016-2018

<table>
<thead>
<tr>
<th>Industry</th>
<th>Employment Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>11,257</td>
</tr>
<tr>
<td>Ambulatory health care services (includes Home Health)</td>
<td>2,677</td>
</tr>
<tr>
<td>Hospitals</td>
<td>-2,356</td>
</tr>
<tr>
<td>Nursing care facilities, skilled nursing</td>
<td>-2,627</td>
</tr>
<tr>
<td>Residential mental health facilities</td>
<td>5,752</td>
</tr>
<tr>
<td>Social assistance (mostly Individual and Family Services)</td>
<td>6,846</td>
</tr>
</tbody>
</table>
Defining Behavioral Health Care Occupations

• No consensus definition regarding the occupations that comprise the behavioral health care workforce.
• There is consensus on there being a workforce crisis in most states. But, different views on which occupations are facing the most acute shortages.
• In 2015, to inform workforce planning, the Behavioral Health Workforce Research Center at University of Michigan developed a broad definition in collaboration with Health Resources and Services Administration (HRSA) and Substance Abuse and Mental Health Services Administration (SAMHSA).
• Definition of workforce: “all workers involved in treatment or prevention of mental health conditions or substance use disorders or both.”
  – Includes: licensed and non-licensed workers, peer support workers, volunteers, and primary care workers providing services.
  – Excludes: clerical and business/HR staff.
Behavioral Health Care Occupations in literature

- Psychiatrists
- Psychologists
- Psychiatric NPs and PAs
- Marriage and Family Therapists
- Social Workers
- Mental Health and School Counselors
- Substance Abuse and Addiction Counselors
- Care managers/ behavioral health consultants
- Community health workers
- **Psychiatric Technicians and Aides**

Sources: HRSA, Center for Health Workforce Studies (Univ. of Washington), Behavioral Health Research Center (Univ of Michigan).
## Projected Growth in Community and Social Service Occupations, Massachusetts

(Green shaded are among fastest growing jobs in State)

<table>
<thead>
<tr>
<th>Title</th>
<th>2016</th>
<th>Projected 2026</th>
<th>Change</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substance Abuse and Behavioral Disorder Counselors*</td>
<td>4,314</td>
<td>5,072</td>
<td>758</td>
<td>18%</td>
</tr>
<tr>
<td>Marriage and Family Therapists</td>
<td>459</td>
<td>529</td>
<td>70</td>
<td>15%</td>
</tr>
<tr>
<td>Mental Health Counselors</td>
<td>7,371</td>
<td>8,484</td>
<td>1,113</td>
<td>15%</td>
</tr>
<tr>
<td>Mental Health and Substance Abuse Social Workers</td>
<td>6,883</td>
<td>7,854</td>
<td>971</td>
<td>14%</td>
</tr>
<tr>
<td>Educational, Guidance, School, and Vocational Counselors</td>
<td>7,765</td>
<td>8,829</td>
<td>1,064</td>
<td>14%</td>
</tr>
<tr>
<td>Health Educators</td>
<td>1,507</td>
<td>1,691</td>
<td>184</td>
<td>12%</td>
</tr>
<tr>
<td>Social and Community Service Managers</td>
<td>7,192</td>
<td>8,069</td>
<td>877</td>
<td>12%</td>
</tr>
<tr>
<td>Healthcare Social Workers</td>
<td>11,952</td>
<td>13,337</td>
<td>1,385</td>
<td>12%</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>15,580</td>
<td>17,254</td>
<td>1,674</td>
<td>11%</td>
</tr>
<tr>
<td>Community Health Workers</td>
<td>3,274</td>
<td>3,613</td>
<td>339</td>
<td>10%</td>
</tr>
<tr>
<td>Child, Family, and School Social Social Workers</td>
<td>11,711</td>
<td>12,872</td>
<td>1,161</td>
<td>10%</td>
</tr>
<tr>
<td>Community and Social Service Specialists, All Other</td>
<td>1,147</td>
<td>1,259</td>
<td>112</td>
<td>10%</td>
</tr>
<tr>
<td>Psychiatric Technicians</td>
<td>1,602</td>
<td>1,749</td>
<td>147</td>
<td>9%</td>
</tr>
<tr>
<td>Rehabilitation Counselors</td>
<td>6,164</td>
<td>6,605</td>
<td>441</td>
<td>7%</td>
</tr>
<tr>
<td>Social Workers, All Other</td>
<td>631</td>
<td>675</td>
<td>44</td>
<td>7%</td>
</tr>
</tbody>
</table>
Current Demand: Online Job Postings for Community and Social Service Occupations, Massachusetts

Online Job Postings

- Educational, Guidance, School Counselors: 2,485
- Mental Health Counselors: 1,521
- Social and Community Service Managers: 802
- Social Workers, All Other: 738
- Social and Human Service Assistants: 710
- Counselors, All Other: 696
- Healthcare Social Workers: 618
- Health Educators: 549
- Marriage and Family Therapists: 497
- Child, Family, and School Social Workers: 478
- Mental Health and Substance Abuse Social Workers: 340
- Substance Abuse and Behavioral Disorder Counselors: 277
- Psychiatric Technicians: 85
- Rehabilitation Counselors: 53
- Community Health Workers: 46

Source: Burning Glass, Last 6 Months, Massachusetts
PIC 40th Annual Meeting

September 25th
3:00pm
Federal Reserve Bank
RSVP link included on HCC blasts