

Alliance *FOR* **Adolescent** **Recovery** *AND* **Treatment** *IN TEXAS*

Workforce Training and Implementation Plan

Putting Good Ideas to Work

Child and Youth Behavioral Health Subcommittee
AART-TX Stakeholder Strategic Planning and Implementation Group

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Alliance for Adolescent Recovery and Treatment in Texas

Workforce Training and Implementation Plan 2017-2021

Purpose of the Plan:

The Alliance for Adolescent Treatment and Recovery in Texas is an initiative aimed at enhancing the system of care for youth in Texas, ages 12-18, with substance use disorders (SUD) or co-occurring SUD and mental health conditions (COD) and their families. At the heart of the treatment and recovery system are the men and women that make up the behavioral health workforce in Texas. Issues such as access to care, quality of services, and availability of recovery supports are dependent on characteristics of the workforce. This plan addresses the workforce shortage, increased access to treatment and recovery services, implementation of evidence-based assessment and treatment models, education and training opportunities for providers and outreach to child-serving entities. Implementation of this plan will improve the recruitment, retention, and quality of treatment professionals, enhance the provision of the peer recovery services, and prepare the state to provide evidence-based assessments, treatment, and recovery for youth with substance use disorders.

Methodology:

A variety of data sources were used to inform this plan. The Child and Youth Behavioral Health Subcommittee (CYBHS) and the Alliance for Adolescent Recovery and Treatment in Texas Stakeholder Strategic Planning Group (AART-TX SSPG) provided strategic guidance and oversight for the development of the Workforce Training and Implementation Plan. Collaboration with the Health and Human Services Commission (HHSC), the Department of State Health Services (DSHS), Texas Juvenile Justice Department (TJJD) and Texas Education Agency (TEA) provided agency-specific data that aided in planning for the population of focus. Data from a statewide workforce survey, key informant stakeholder interviews, numerous strategic planning work sessions with the AART-TX-SSPG, and the Health and Human Services Commission Texas Statewide Behavioral Health Strategic Plan contributed to the final plan. The plan is organized by goals, objectives, and activities that include timeframes for completion and measures of success.

DISCLAIMER

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Alliance for Adolescent Recovery and Treatment in Texas

Workforce Training and Implementation Plan 2017-2021

<p>Goal: Expand the number of members of the behavioral health workforce who are qualified to provide evidence-based and best practice assessment, treatment and recovery supports to adolescents in Texas.</p>	<p>Measures of Success:</p> <ul style="list-style-type: none"> • Increased number of colleges implementing enhanced coursework specific to adolescent SUD and COD • Increased number of fully licensed LCDC counselors • Improved state standards for youth peer mentors and youth recovery coaches • Reduction of the state workforce shortage for providers of adolescent SUD and COD services • Increased number of providers implementing evidence-based assessment and treatment • Increased fidelity to the evidence-based assessment and treatment by trained providers
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Objective	Data/Evaluation	Activities	Time Frame	Team Member(s) Responsible
<p>1: Develop additional educational and training resources statewide.</p>	<p>Notes from meeting with South/Southwest Addiction Technology Transfer Network</p>	<p>1.1 Collaborate with the South Southwest Addiction Technology Transfer Center to identify colleges offering programs in chemical dependency counseling who would be willing to integrate and expand curriculum on evidence-based practices for adolescents with SUD or COD.</p>	<p>Target Completion Date: January 2019</p>	<p>TIEMH HHSC South Southwest Addiction Technology Transfer Center</p>
	<p>List of colleges</p>	<p>1.2 Identify at least two colleges who will commit to enhancement of adolescent curricula</p>	<p>Target Completion Date: July 2019</p>	<p>TIEMH HHSC South/Southwest Addiction Technology Transfer Center</p>
	<p>Course outline and syllabus Number of higher education programs including enhancements in curriculum</p>	<p>1.3 Collaborate with identified colleges to develop or expand on adolescent SUD and COD course development that includes information on GAIN assessment, Seven Challenges and other best practices, and recovery supports</p>	<p>Target Completion Date: December 2020</p>	<p>TIEMH HHSC Identified Colleges</p>

Objective	Data/Evaluation	Activities	Time Frame	Team Member(s) Responsible
	Course description and syllabus	1.4 Begin offering adolescent SUD and COD courses that includes evidence-based assessment, treatment, and recovery supports	Target Start Date: January 2021	Identified Colleges
2 Identify opportunities to strengthen the successful completion of requirements for licensure as a chemical dependency counselor, focused on increasing the success of under-represented populations in the workforce.	Notes from meeting; list of attendees	2.1 Coordinate meeting with DSHS licensure department to explore needed policy changes to increase opportunities for LCDC-interns to advance to full licensure	Target Completion Date: September 2019	TIEMH HHSC DSHS
	Updated policy to address licensure changes	2.2 Coordinate with DSHS licensure department to update policy requirements to increase opportunities for LCDC-interns to advance to full licensure	Target Completion Date: September 2020	TIEMH HHSC DSHS
	List of identified incentives	2.3 Develop incentive plan to increase the pool of fully licensed LCDC counselors to address workforce shortage across the state.	Target Completion Date: September 2019	TIEMH HHSC DSHS
	Roster of fully licensed LCDC counselors	2.4 Explore innovative peer networking or other support models to encourage the completion of licensure requirements.	Target Completion Date: September 2021	TIEMH HHSC DSHS Employers
3 Improve state standards for youth peer mentors who deliver recovery services in Texas.	Membership list of work group; notes from work group meetings; documentation of proposed new state standards	3.1 Establish a work group with representatives of the youth recovery workforce, youth recovery providers and the state credentialing board to develop and implement strengthened state standards for youth peer mentors who deliver recovery services in Texas.	Target Completion Date: October 2018	TIEMH HHSC Texas Certification Board for Addiction Professionals (TCBAP) Work Group

Objective	Data/Evaluation	Activities	Time Frame	Team Member(s) Responsible
	Updated policy to address training and supervision requirements	3.2 Through the efforts of the workgroup and coordination with TCBAP, update policy to document training and supervision standards for youth peer mentors and youth peer leaders.	Target Completion Date: September 2020	TIEMH HHSC TCBAP Work Group
4 Enhance the capacity of child-serving agencies to identify the symptoms of substance use disorders, conduct evidence-based screenings, and engage in effective referral strategies.	Training materials	4.1 Create training materials for evidence-based screenings and referrals in child-serving agencies.	Target Completion Date: November 2019	TIEMH HHSC
	Number of providers trained; training materials; list of attendees	4.2 Train local providers to incorporate outreach services to child-serving systems (e.g., schools – how to recognize, screen and refer within their own community).	Target Start Date: December 2018	TIEMH HHSC
	Contracts	4.3 Contract with providers to provide community outreach services.	Target Start Date: October 2018	TIEMH HHSC
	Notes from meeting; list of attendees	4.4 Provide monthly phone technical assistance calls to providers for supportive assistance in community outreach efforts.	Target Start Date: November 2018	TIEMH HHSC
	Notes from meetings	4.5 Perform follow-up contacts to determine if providers have been able to implement screening referral processes.	Target Start Date: April 2019	TIEMH HHSC

Objective	Data/Evaluation	Activities	Time Frame	Team Member(s) Responsible
	Number of referrals	4.6 Increase the number of referrals coming from schools, juvenile justice and other child serving entities.	Target Completion Date: September 2019	TIEMH HHSC
5 Increase the competency of the existing workforce through continuing education opportunities.	Number of providers trained; type of trainings offered; training surveys	5.1 Develop and host quarterly special-topic training events made available to SYT-I treatment providers, other interested system partners, families and youth.	Target Completion Date: Ongoing October 2018 – September 2021	TIEMH HHSC
	Number or providers trained; type of trainings offered; training surveys	5.2 Provide training opportunities at state professional conferences such as the Behavioral Health Institute, Texas Professional Counselors' Association Conference, National Association of Social Workers Texas Conference, Texas Psychological Association National Convention, and the Texas School Social Workers Conference.	Target Dates: Ongoing – as call for presentation opportunities arise at state professional conferences	TIEMH HHSC
6 Enhance the capacity of treatment providers to implement evidence- based assessments	GAIN Q3 training materials; list of attendees	6.1 Coordinate online trainings for GAIN Q3 evidence-based assessment trainer certification	Target Start Date: September 2018	TIEMH HHSC GAIN Q3 Trainers
	GAIN Q3 training materials; list of attendees	6.2 Expand the use of online trainings for GAIN Q3 evidence-based assessment trainer certification for two new dissemination sites in years 3 & 4	Target Start Date: February 2020 February 2021	TIEMH HHSC GAIN Q3 Trainers

Objective	Data/Evaluation	Activities	Time Frame	Team Member(s) Responsible
7 Enhance the capacity of treatment providers to implement evidence-based treatment	Number of providers conducting Evidence-Based screenings and treatments; training agenda; list of attendees; Seven Challenges training materials	7.1 Coordinate a three-day training, including all clinicians who will be using the Seven Challenges evidence-based program with youth or providing clinical supervision for counselors.	Target Start Date: September 2018	TIEMH HHSC Seven Challenges Trainers
	Contract with Seven Challenges	7.2 Coordinate quarterly support calls between Seven Challenges trainers and clinicians implementing the model.	Target Start Date: November 2018 and quarterly through September 2021	TIEMH HHSC Seven Challenges Trainers
	Contract with Seven Challenges	7.3 Conduct technical assistance calls as needed for supports related to program adaptation, integration of services, etc.	Target Start Date: February 2018, and as needed through September 2021	Seven Challenges Trainers
	Contract with Seven Challenges	7.4 Coordinate a three-day leader training for two clinical supervisors per site. Leaders will be taught Seven Challenges program supervisory skills, how to monitor for fidelity and how to facilitate the initial training for new hires.	Target Start Date: January 2019	TIEMH HHSC Seven Challenges Trainers
	Report from site visit	7.5 Provide annual fidelity site visits for Seven Challenges evidence-based treatment model to identify need for additional competency building.	Target Completion Dates: July 2019 July 2020 July 2021	TIEMH HHSC Seven Challenges Trainers

Conclusion:

The Workforce Training and Implementation Plan will be a component of the AART-TX Strategic Plan to enhance the adolescent treatment and recovery support system. The AART-TX Strategic Plan provides targeted goals, objectives, and strategies that outline a pathway to achieve the goals of the [Texas Statewide Behavioral Health Strategic Plan](#) as they relate to adolescents with SUD and COD needs. The Child and Youth Behavioral Health Subcommittee, supported by HHSC, will oversee the implementation of the AART-TX Strategic Plan, with the support of the partners identified in the plan.