

The Role of Social Work in Training a Future Behavioral Health Workforce

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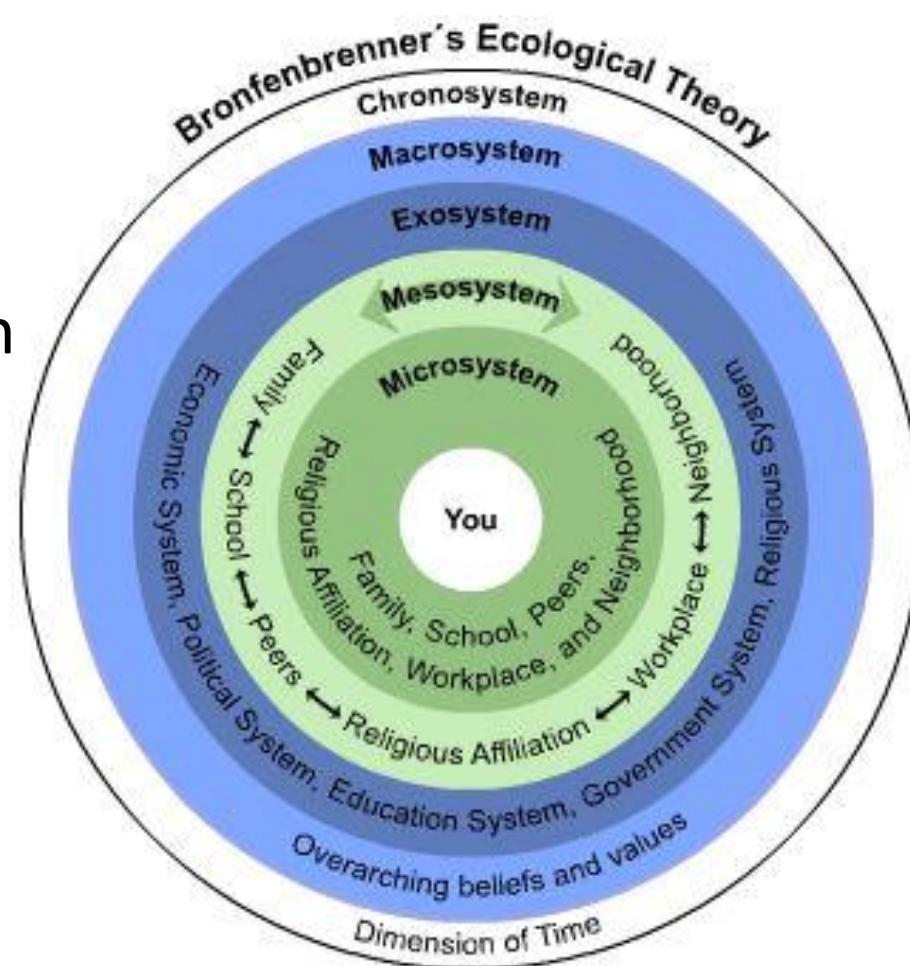
Presentation Overview

- I. Social Work Professional Orientation
- II. Workforce Expansion
 - Implications for education
 - Implications for practice
 - Implications for research
- III. Opportunities & Challenges Ahead

Social Work in Health

- Emerged in 19th century
- Implications of the 1915 Flexner Report¹
- Largest provider of MH health services in United States
- Social work working with ~ 2 million previously uninsured persons who will receive behavioral health services, many through integrated settings^{2,3}

Theoretical Orientation



What is Integrated Care?

“...The systematic coordination of physical and behavioral health care. The idea is that physical and behavioral health problems often occur at the same time. Integrating services to treat both will yield the best results and be the most acceptable and effective approach for those being served.”⁴

Social Workers Understand Integrated Care⁹

- Theoretical underpinnings of the profession:
 - Person-in-Environment perspective
 - Social Determinants of Health
 - Risk and Resiliency
 - Stages of Change and Therapeutic Alliance
- Understand how interwoven systems impact health outcomes on all levels
- Previously understood as fragmented, case management, social services provision
- **SW practice relies on evidence-based interventions, assessment, brief treatment, clinical modalities, care coordination, among many others skill¹⁰**
- US Bureau of Labor Statistics predicts ~20% growth of SW jobs in the next 10 years⁵

Expanding the Social Work Workforce through Educational & Training Initiatives

- HRSA awarded \$26 million to 62 MSW programs to expand behavioral health workforce⁶; Another \$54 million awarded to community health centers to hire behavioral health professionals⁷
- UNC-Chapel Hill School of Social Work received \$2.2 million in HRSA funding (Fall 2014):
 1. *UNC-PrimeCare MSW Behavioral Health Workforce Expansion for Direct Practice MSW students focused on transitional-age youth (n=93)*
 2. *Leadership in Public Health Social Work Education for MSW/MPH macro practice students (n=30)*
- Interprofessional curricula efforts
 - CSWE now an endorsing organization of IPEC

Overview of UNC-PrimeCare

- Placement of MSW students in integrated health placements to expand the behavioral health workforce
- Field stipend support (\$10,000/student)
- N=93 MSW students trained over 3 years
- Create a learning network within the School of Social Work, University, and community:
 - Monthly student seminars based on HRSA-SAMHSA core competencies for integrated care
 - Integrated workshops for students and field teams for continued education
 - Interprofessional workshops across campus

How Social Work Behavioral Health Expansion Contributions to Field

Social Work in Integrated Primary Care: A Systematic Review (under review)

- Funded by HRSA
- Center for Health Services Research: Health Workforce Research & Policy
- Three core SW functions: *Care managers; Community Engagement; BH Specialists*

Toward a Better Understanding of Social Workers on Integrated Care Delivery Teams (being implemented)

- Funded by HRSA
- Sub-contract with University of Michigan Behavioral Health Workforce Research Center
- National review 62 SW BHWET programs

Workforce Trends: Opportunities and Challenges for Social Work

- Getting others to understand BH contributions of SW in healthcare contexts
- Licensure regulations vary by state
- Title, task, and setting variability
- Resources from acute to community settings⁶
- Reimbursement mechanisms for social work services
- Mismatch between federal funds to expand behavioral health providers and job availability
- Education efforts and growth of IPP/IPE initiatives



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UNC-PrimeCare Team & Acknowledgments

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Other Essential Stakeholders:

- PrimeCare Students
- Field sites and practitioners who role model this work for students
- HRSA Funding BHWET Funding 2014-2017