

Workforce Development Recommendations

Goals 1 & 2

Provide educational supports to individuals in recovery and their families to enable them to participate in and ultimately direct their own care or assist family members and others with care through systems by which consumers and family members can accomplish the following: inform post-secondary education of the need for enhanced curriculum content about recovery; significantly expand peer and family support services and routinely offer them in systems of care; increase the employment of individuals and family members as paid staff in provider organizations; and formally engage persons in recovery and family members in substantive roles as educators for other members of the workforce both during and after treatment in every provider training and education program

Goals 3,4,& 5

Coordinate with the Oklahoma Health Care Work Force Center and analyze the work they have done to look for ideas that could be applied to the *behavioral health* workforce specifically related expanding financial incentives such as training, tuition assistance, and loan forgiveness; to increasing recruitment and retention; and promoting behavioral health and improving the pathways for a career choice.

Coordinate with current statewide processes that are examining evidence based practices and evidence based training methods for infant and children's services and determine standards that have relevance for delivery of the adult behavioral health workforce and those that have demonstrated effectiveness.

Goals 6&7

Establish a statewide Workforce Development Team consisting of representatives from state agencies, licensing boards, and advocacy groups to prioritize, coordinate, and implement stakeholder and interagency collaboration and develop the Oklahoma Technical Assistance Center (OTAC) for supporting behavioral health workforce development. The team will also conduct ongoing funding and resource development activities and gather information from the economic market to identify and create opportunities for improving and strengthening the behavioral health workforce.