



# BOARD ITEM: UPDATE ON ADDRESSING THE BEHAVIORAL HEALTH WORKER SHORTAGE IN SAN DIEGO COUNTY

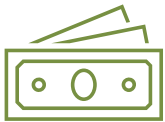
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Behavioral Health Advisory Board Meeting  
Luke Bergmann, PhD, Director, Behavioral Health Services  
June 1, 2023





## *Investing in Competitive Compensation*



### **County Workforce Compensation**

- The Board approved one-time payments and ongoing pay and flex credit increases
- Potential to draw on Medi-Cal (CalAIM) funds

### **Non-County Workforce Compensation**

- Service budgets increased based on market costs, inclusive of workforce costs
- Under CalAIM, shift from cost reimbursement to procedure driven payment structure

## *Establishing Regional Training Centers of Excellence (COEs)*



### **First Regional COE Pilot Established**

- December 2022: Board directed execution of a grant agreement with Interfaith Community Services
- Pilot will serve as a means to test the COE concept, determine its scalability, and inform future plans for other potential COEs



## Partnership Plan with San Diego Colleges & Universities



### Live Well Center for Innovation and Leadership Launched

- October 2022: County established a Memorandum of Agreement with San Diego State University to enhance training, research, service, and workforce development

## Listening to Workers



### Consultant Conducted County-wide Employee Engagement Survey

- Of the BHS Workforce, 40% feel that they “belong working here”

## Pursuing Administrative Relief



### BHS and DPC Procured a Consultant to Achieve Administrative Efficiencies

- Consultant to provide administrative relief recommendations and guidance on opportunities to leverage CalAIM payment reform



## *Building a Regional Workforce Training Fund*

- **MHSA Innovation Project Proposal**
  - Program components:
    - Outcomes-Based Renewable Training and Tuition
    - Upskilling to Meet Professional Needs program
    - Tiered Loan Forgiveness and Home Ownership Incentives
  - Potential funding from American Rescue Plan Act (ARPA) Funding
    - Updates will be provided in a separate staff report

**\$425M**

for a regional training fund

**18,500**

workers needed by 2027