


Public Meeting Notice

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Anything said during this meeting may be part of the public record



Removing Organizational and Structural Barriers to Access: Addressing Workforce and Geography

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Learning Objectives

At the conclusion of this training, participants will be able to:

1. Identify the workforce shortage and geographic challenges that affect their organization and those they serve.
2. Describe three innovations or enhancements to mitigate the impact of workforce shortages and/or geography that have the potential for their organization.
3. Examine one opportunity for their organization to remove access barriers.
4. Plan for what initial steps they can take to explore this opportunity further.



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Topics covered



Workforce shortage and geographical struggles



Strategies to innovate and enhance our workforce and engage rural populations



How to get started



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Share in the chat!

Who is on the virtual room?

What is your name, organization
& role in the chat?

CHATTERFALL

What are the biggest geographic and workforce barriers you are experiencing in your work?

Remember: Wait to click enter until instructed to do so.

Workforce Shortage: Pre & Post Pandemic Trends

WHAT DOES THE Affordable Care Act Mean for Behavioral Health?

Why Is Behavioral Health Important?

Behavioral health is essential to health.
Mental health and substance use issues affect everyone.



**ABOUT HALF
OF ALL AMERICANS**

will meet criteria for mental illness
at some point in their lives.



**MORE THAN HALF
OF ALL AMERICANS**

know someone in recovery from
a substance use problem.

2010 Affordable Care Act provided access for many to behavioral health services.

- Plans could not turn you down
- Young adults now covered by parents
- No more lifetime limits on BH
- Prevention screenings covered (depression scales at no cost)
- Parity protections for BH

Many rural areas and stressed cities had very few behavioral health providers.

2018 study shows that in most counties in the US, there was only 1 psychiatrist.



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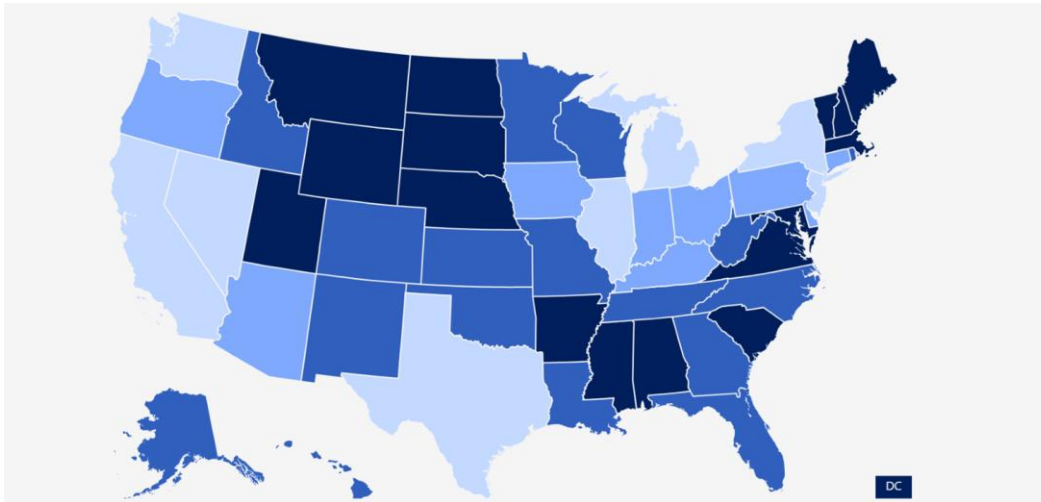


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Workforce Shortage: Pre & Post Pandemic Trends

- In 2026: 10% increase in demand for mental health workers
- Washington, Texas, Ohio, Florida, and Georgia will each build surplus supply in mental health jobs due to a steady flow of new entrants and the fact that individuals are leaving mental health occupations at a slower rate than in other states.



Colorado Trends



Workforce Shortages



<https://www.healthaffairs.org/doi/epdf/10.1377/hlthaff.2020.01452>
<https://copolicy.org/wp->

Population Changes:

Population growth in CO. For decades up until 2020 there was a steady increase in population growth. From 2021 to present it has plateaued.

Aging Population :

In Colorado, data from 2022 shows a multi-decade surge in over-65 population. This surge started in 2010. By 2035, the number of over-65s will be 20% of Colorado's projected population

The pandemic accelerated this disproportion

Disability:

There is a strong correlation between Aging and disability. The 65+ population face age related losses in functioning and late life disabilities. Many leave prior to retirement age.



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Workforce Shortages

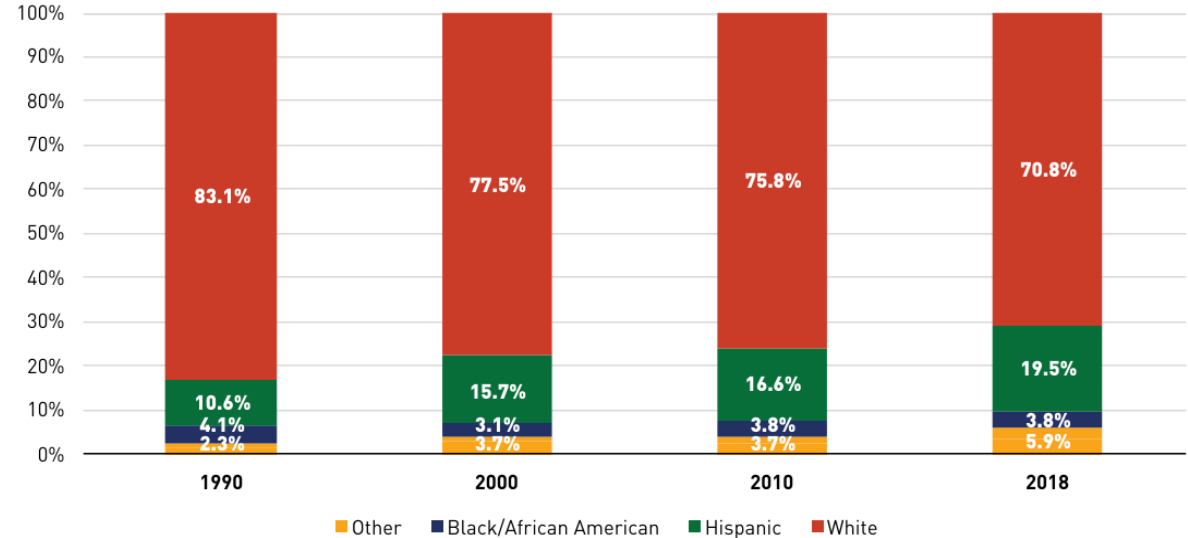
According to a 2020 report, workforce inequities in Colorado cut across gender and race.

Need to collect better data.

Data collections should be inclusive, including all social groups and identities across all parts of the state.

Figure 12: Labor Force by Race/Ethnicity

Colorado, 1990-2018



Source: Economic Policy Institute analysis of Current Population Survey microdata from the U.S. Census Bureau

Our Healthcare Workforce is Unwell



Workforce Shortage: Costs and Contributors

COLORADO HEALTH ACCESS STUDY 2024



Behavioral Health Workforce Disparities in Colorado



17% of Coloradans who needed BH service could not get it, largest barrier is lack of availability of appointments.

In 2023, there were only 600 psychiatrists in Colorado.

51% of rural and frontier counties in Colorado do not have an active, licensed addiction counselor.

40% of Coloradans live in an area with a shortage of behavioral health workers.





Stock photo posed by actors.

Understanding the Rural Population in Colorado

CARING FOR AN AGING AND INCREASINGLY DIVERSE POPULATION

- 47 of Colorado's 64 counties are rural or frontier counties
- 22% of the rural population is 65+ while only 15% of the urban population is 65+
- In 5 rural counties over 30% of the population is 65+
- Rural older adults experience higher rates of medical conditions





Stock photo posed by actor.

Understanding the Rural Population in Colorado

CARING FOR AN AGING AND INCREASINGLY DIVERSE POPULATION

- People of color comprise 27% of the rural population as compared to 31% in urban areas
- 45% of the population across Colorado will be represented by people of color by 2040
- 13% of the LGBTQ+ population lives in rural Colorado



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Rural Health Disparities in Colorado

Deaths from coronary heart disease occur at a rate 14.4 % higher in rural areas than urban areas

8.3% of the rural population is uninsured in contrast to 6.6% of the urban population

5% of rural adults report worrying they would not have stable housing *in the next 2 months*

Suicides in rural areas of Colorado increased by 50% from 2021 to 2022

Rural youth are twice as likely to die by suicide

Top 5 food insecure counties in Colorado are rural





**WORKFORCE
INNOVATIONS AND
ENHANCEMENTS**

Workforce Shortage: What are your needs?

CHAT IN!



Inspired

Engaged

Satisfied

- Get meaning and inspiration from the organizations mission
- Are Inspired by the leaders in their company
- Are part of an extraordinary team
- Have autonomy to do your job
- Learn and grow everyday
- Make a difference and have impact
- Have a safe work environment
- Have the tools, training and resources to do your job well
- Can get your job done efficiently, without excess bureaucracy
- Are valued and rewarded fairly



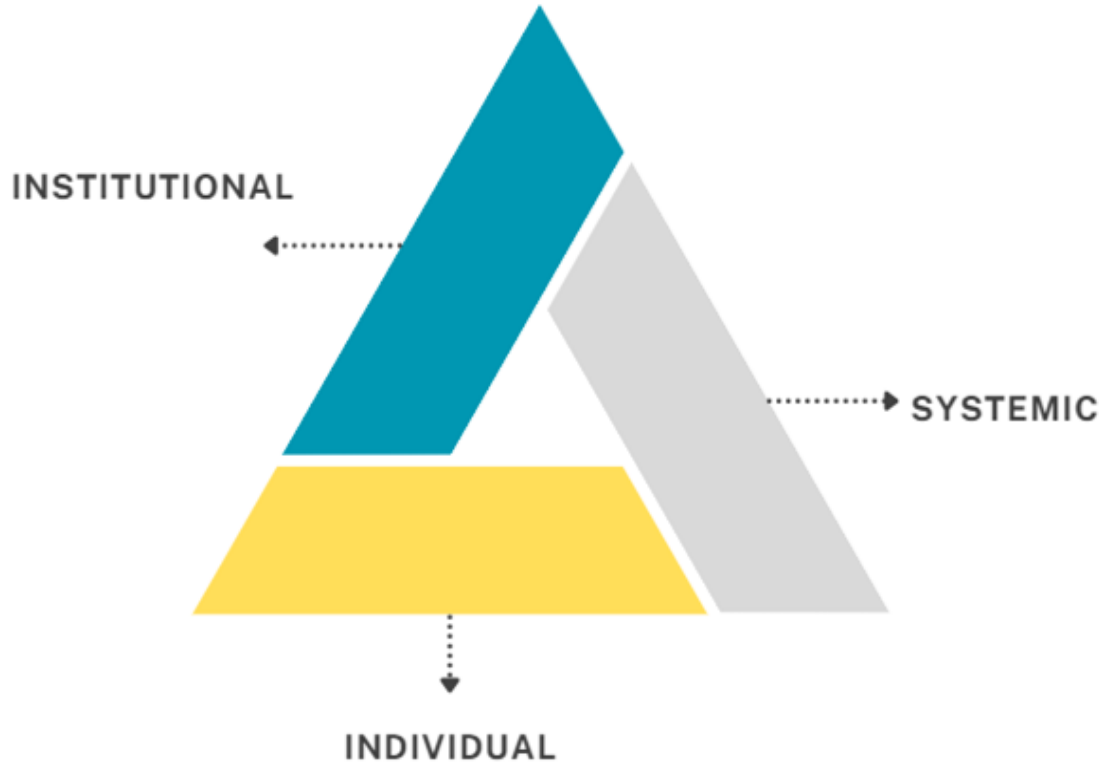
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Workforce Shortage: Costs and Contributors



- How institutional knowledge sustains habits and traditions that need to be reevaluated. (Org culture)
- Admin Burden: Administrative workflows that do not support workforce.
- Mental load women face in the workforce

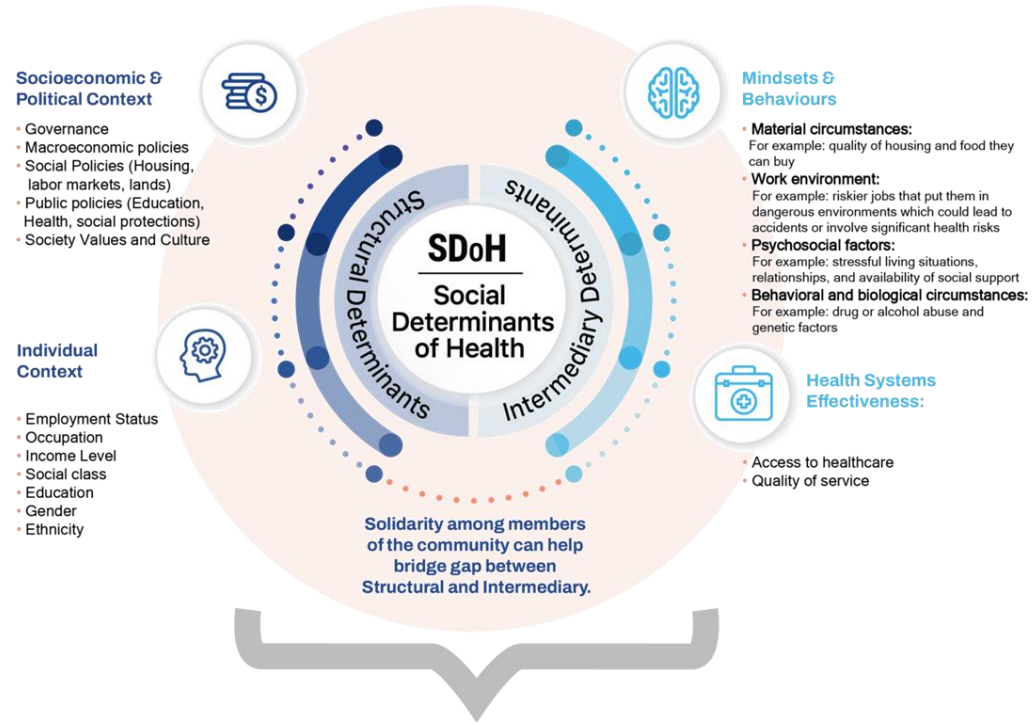
Innovations and Enhancements...

- IMPORTANT MEASURE OF SUCCESS
- STRONG SDoH programs for employees

BETTER ACCESS TO:

- Transportation
- Food
- Housing

WHO Health Equity Framework



All together they influence
Health Equity or Health Inequities

Health Outcomes:
Mortality, Morbidity, Life Expectancy, Health Care Costs, Health Status, Functional Limitations

Source: World Health Organization



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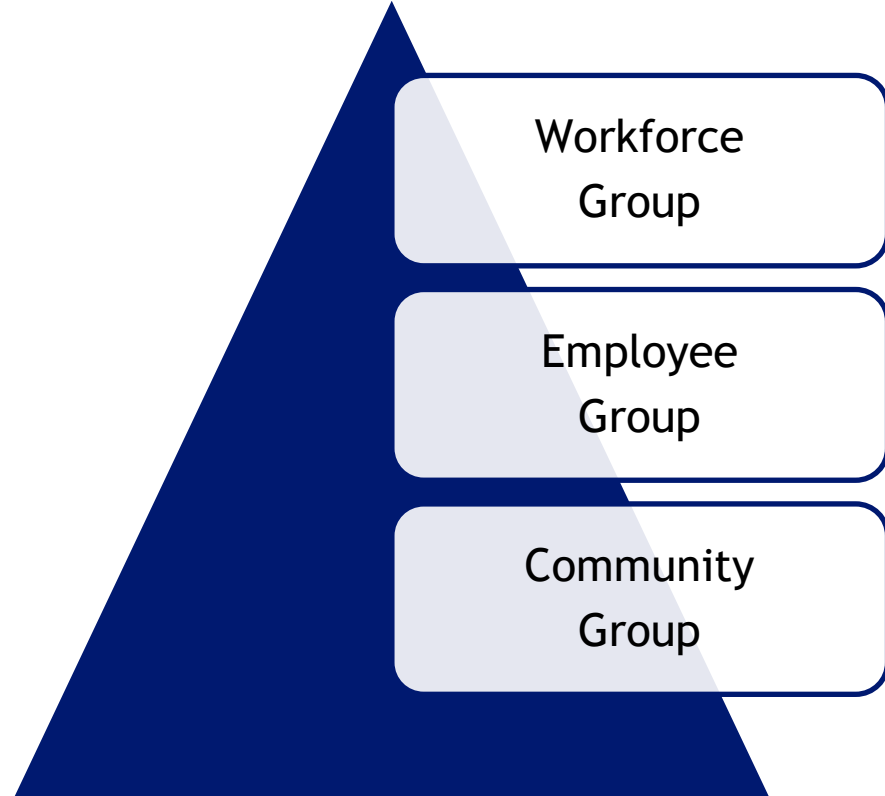


Innovations and Enhancements...

PARTICIPATORY ENGAGEMENT seeks to engage WORKFORCE community to achieve sustainable outcomes, equitable decision-making processes, and deepen relationships and trust.

- Asking Questions?
- Identifying the barriers?
- Non-Leadership voices are key to get this started.

Advisory Groups



Innovations and Enhancements...

- What are the workers or your needs at work?
 - Use a tool to collect information about your needs and any organizational needs
- Identify Groups to Bring Together/Strategic Partners
- Make and Strengthen Connections
- Track and Evaluate Progress and Outcomes

HOW TO GET STARTED:

- Organize
- Coalition Building

Stock Photo



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HMA
HEALTH MANAGEMENT ASSOCIATES

PARTNERSHIPS TO IMPROVE RURAL ACCESS





Partnerships to develop telehealth access points for Coloradans without broadband access

13% of rural Coloradans lack access to broadband



Multi-level partnerships that harness large-scale resources for rural community-led and designed initiatives

Though rural areas contain 20% of the population, only 7% of funds from the top 1,200 major philanthropies goes to rural areas.



Partnering with trusted community members to engage and support the health of community members

Black (9.7%) and Hispanic (5.8%) Coloradans reported higher levels of disrespect compared to their white counterparts (4.4%)



ACCESS INNOVATIONS - TELEHEALTH ACCESS POINTS (TAPS)



CyberMill

Grant County (frontier) OREGON

Public benefit non-profit to modernize the county's digital infrastructure to address access challenges in social, educational, and health services.

<https://gccybermill.com/>

Public Access Telehealth Spaces (PATHS)

Goshen County (frontier), Park County (frontier), Natrona County (urban) WYOMING

Publicly accessible, ADA-compliant, secure telehealth booths using existing library infrastructure.

<https://wyomingtelehealth.org/public-access-telehealth-spaces/>



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MULTI-LEVEL PARTNERSHIPS

Rural Aging Action Network

Rural and frontier Minnesota, Montana, North Dakota and South Dakota

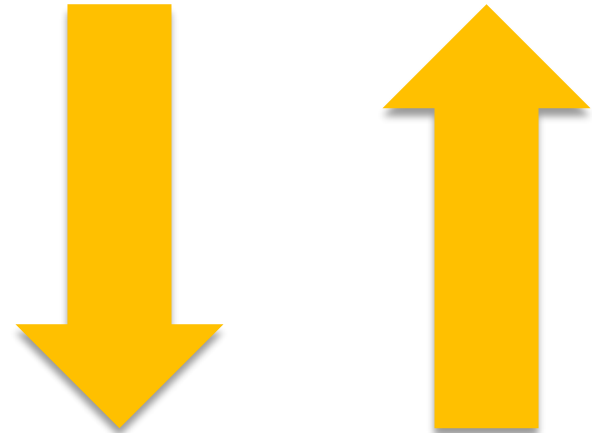
National collaborative dedicated to expanding sustainable community-based services and supports for older adults

Lutheran Services of America partnered with five member organizations to build connections and initiatives across rural areas.

Community-led solutions

- Train 19 rural health leaders
- Mobilize 284 community partners
- Leverage 1023 community assets

National level
HARNESS ATTENTION AND RESOURCES



Community level
CO-DESIGN, TRAIN AND ENGAGE



Partnership with Community Leaders, Community Members, and Organizations

A systemic review and meta-analysis conducted in 2019 revealed that lay advisor interventions had significant positive effects on glycemic control and BMI for rural residents

Faith-based partnerships for **health promotion** activities, **telehealth access** points, and healthcare facility satellites

Barbershop, Beauty Shop and Nail Salon partnerships for **health screening and promotion**

Community Action Agencies

Understand communities and are connected to local organizations and can **assist in identifying potential partners** and **places where the community convenes**



Partnership with Community Leaders, Community Members and Organizations

Colorado will be launching a microcredential in behavioral health for the role of a Qualified Behavioral Health Assistant in July 2024!

Behavioral Health Aide (BHA) program is designed to **promote behavioral health and wellness in Alaska Native individuals, families and communities**. BHAs help address individual and community-based behavioral health needs...**alcohol, drug and tobacco abuse...grief, depression, suicide, and related issues...achieve balance in the community by integrating their sensitivity to cultural needs** with specialized training in behavioral health...

<https://www.anthc.org/behavioral-health-aide-program/>



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Key considerations for developing partnerships

- Approach partners with cultural humility
- Identify a shared agenda together
- Make the learning and collaboration bi-directional

What are your ideas for effective community partnerships?

CHAT IN!



Next Steps:

What is one opportunity for your organization to
remove access barriers?

- **What is the next step you can take to pursue the potential opportunity you identified?**
- Possible next steps:
 - Talk to trusted community members about a concerning health issue
 - Approach your peers about the opportunity and get their perspective

To better inform our future trainings as well as request topics for office hours, please complete this short survey. Use the QR code or short URL to access it. Your feedback is important. Thank you!



<https://bit.ly/bhprovidertrainingsurvey>



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Appendix A: Additional Resources



Office Hours

Office Hours are offered on the last Friday of every month (through September 2024) at noon MT! Please visit the [HCPF Safety Net Web Page](#) for details & registration information.



Listserv

Join the Listserv to receive notifications of trainings, technical assistance, and other stakeholder engagement opportunities: [Register Here](#)



HCPF Safety Net Provider Website

Visit the website for details on upcoming training topics and announcements, training recordings and presentation decks, FAQs and more: <https://hcpf.colorado.gov/safetynetproviders>



TTA Request Form and E-Mail

Request TTA support or share your ideas, questions and concerns about this effort using the [TTA Request Form](#) or e-mail questions and comments to: info@safetynetproviders.com



Appendix B: References

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- Build Healthy Places Network Rural Playbook <https://buildhealthyplaces.org/downloads/Build-Healthy-Places-Network-Rural-Playbook.pdf>
- Beck, A. J., Page, C., Buche, J., Rittman, D., & Gaiser, M. (2018). Estimating the distribution of the US psychiatric subspecialist workforce. *Population*, 600, 47-6



Appendix B: References Cont.

- Understanding America’s Labor Shortage: The Most Impacted States <https://www.uschamber.com/workforce/the-states-suffering-most-from-the-labor-shortage>
- Health Workforce Data, Tools, and Dashboards. Health Resources & Services Administration. https://data.hrsa.gov/topics/health-https://copolicy.org/wp-content/uploads/2020/12/SWCO_Final_122820_SM.pdfworkforce/shortage-areas
- Social Determinants Affecting Employment. Untapped Areas of Opportunity for Employers. https://healthactioncouncil.org/getmedia/d1d44743-90f4-440e-ab9b-c83f8a66db04/HAC-Social-Determinants-for-Employment_1.pdf
- Cyber Mill Grant County <https://gccybermill.com/>
- Alaska Behavioral Health Aide Program. Alaska Native Tribal Health Consortium. <https://www.anthc.org/behavioral-health-aide-program/>
- Public Access Telehealth Spaces (PATHS). Wyoming Telehealth Network. <https://wyomingtelehealth.org/public-access-telehealth-spaces>

