



Mass General Brigham


Response to MBH Workforce Crisis

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Mental and Behavioral Health Workforce Crisis



The state has longstanding challenges in recruiting & retaining a sufficient mental & behavioral health workforce

This crisis impacts all levels of care, from ambulatory to inpatient settings

While these challenges existed prior to Covid-19, the increased need for mental health and addiction care has exacerbated the workforce shortage

Additionally, there is a need to increase diversity among the behavioral health workforce



Initiatives MGB will support to improve the broader behavioral health workforce needs across the state

Response

- MGB is investing in behavioral health (and community health) with one-time funds to collaborate with entities across the Commonwealth
- The goal is to increase the pipeline of the behavioral health workforce over the next five years
- Finalized agreements with educational institutions and non-profit organizations to increase the number of nurses, social workers, and mental health specialists educated and trained in Massachusetts
 - These initiatives include but are not limited to: loan repayment, scholarships, living expenses, mentoring and supervision expenses, and stipends to work in community-based settings in under resourced communities and psychiatric inpatient settings.



MGB BMH Community Health Programs

An investment of \$25M has been established for community health initiatives and programs.

- **MGB is investing in community partners and educational institutions to grow the behavioral health workforce across the Commonwealth.**
 - Funding focuses on increasing the diversity of the workforce and incentivizing mental health workforce to provide care in under resourced communities and settings
 - Agreements have been executed with educational institutions and the Massachusetts League of Community Health Centers to increase the number of nurses, social workers, and mental health specialists educated and trained in Massachusetts
 - These initiatives will include loan repayment, scholarships, living expenses, mentoring and supervision expenses, and stipends for MDs and PHDs to work in community- based settings in under-resourced communities and psychiatric inpatient settings.
- **Substance use disorder (SUDs) capacity building initiative** in Boston, Lawrence, Lynn, and Salem to expand access to treatment in the Blue Hill Avenue Corridor of Boston.
- **Establish pediatric behavioral health urgent care access** by contracting with five community-based behavioral health centers in under resourced communities.



Organization	Initiative	Target Population
League of Community Health Centers	Stipends & continued learning opportunities, develop a loan repayment program, and create programs for special projects in exchange for 2 years services at a CHC	Psychiatrists, Psychologists, Psychiatric Nurse Practitioners, L(I)CSWs, LMHCs, and LADCs
William James College	Develop partnerships with BH agencies in underserved communities, scale up workforce initiatives, offer financial incentives to attract/retain BH providers for underserved communities, provide supervision, mentorship, leadership training	Bachelors, Masters, and Doctoral Programs
Boston College School of Social Work	Community Fellow Grant program to develop and support bilingual/bicultural social workers providing BH services in community-based settings	Social Workers
Bridgewater State University	Financial and supervisory programs with historically diverse student populations	BSW/Psych BA evening degree program in social work or psychology, senior BSW students, and PT MSW students
Salem State University	Needs-based financial aid to Bach/Masters BH programs to allow for elective clinical fieldwork	BS in Healthcare Studies, MS in OT, MSW
Bunker Hill Community College	Experiential learning practicums for those new to the field and CEU offerings/professional courses for those in the field who want to refresh skills	Pre-Social Work and Human Services programs
Quincy College	Increase the number of ASN graduates entering the BH field	Undergraduate nursing students
UMass Boston	BH Nursing Diversity Fellowship Program	Undergraduate nursing students
IHP	Create fellowship, certifications, clinical training, and courses to prepare graduates for the BH workforce	PAs, OTs, Psych NPs,
RIZE	Professional development to promote upskilling into supervisory roles & improve treatment of co-occurring disorders	Recovery coaches and peer specialists
MA Association of Mental Health	Enable 5 CBHCs to facilitate student access to key components of Pedi BH Urgent Care	Service based – pediatric mental health needs
Corey Johnson	Continuation of funds to the Post-Traumatic Healing Roxbury Presbyterian Church Social Impact Center	Community Trauma Healing Specialist