



2024 NABH Annual Meeting Workforce Panel

Monday, May 13, 2024: 4 p.m. ET

Today's Panel

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| Jim Shaheen (Moderator) | President and CEO, New Season |
| Jason Brooks, Ph.D. | Senior Vice President, Human Resources, New Season |
| Rhonda Ashley-Dixon | Vice President of Strategic Partnerships and Engagement
Vanderbilt Behavioral Health |
| Beth Kuhn | Principal, Stonegate Strategies |
| John Pallasch | Founder & CEO, One Workforce Solutions |

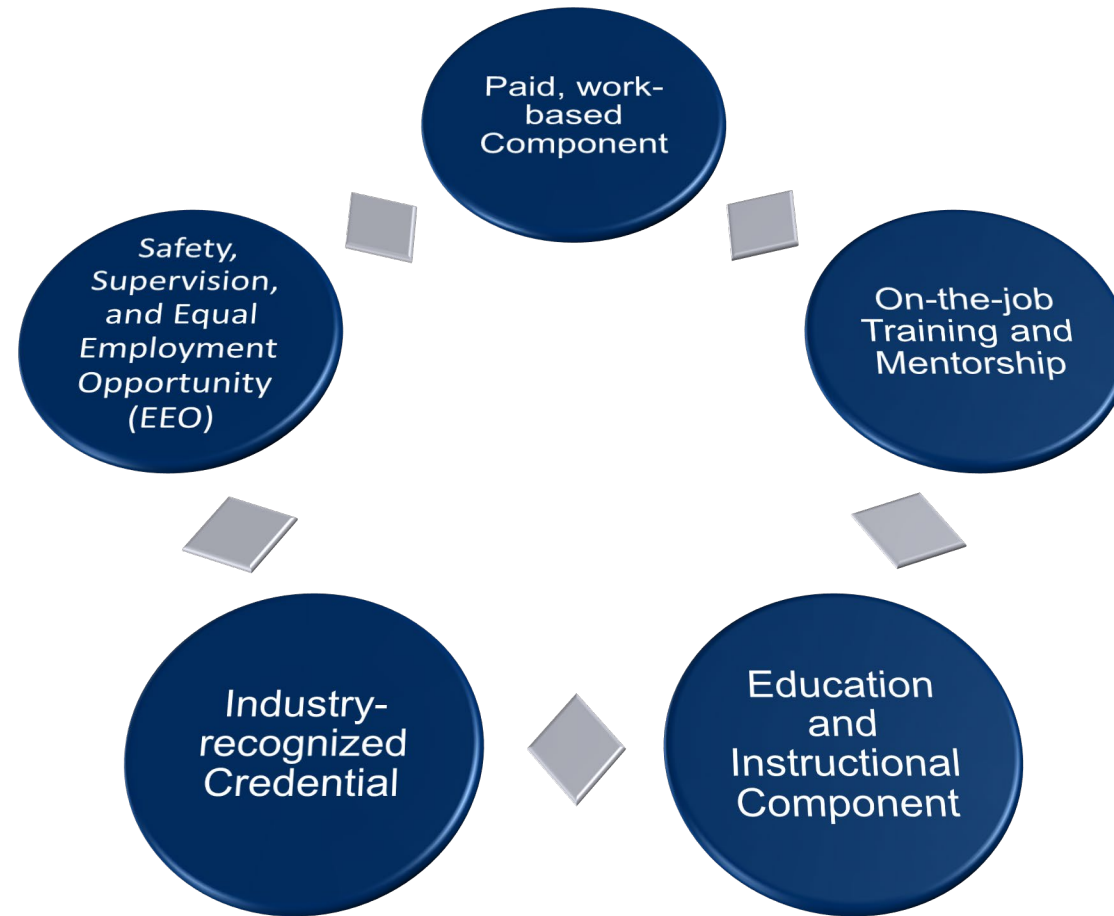
Partnerships



Partnership Action Steps

Partnership Type	Convener(s)	First Step/Next Step
Industry Sector	State and Local Workforce Boards	Select focus based on geography/ Embed BH in healthcare strategy
Funding	State BH agency, regional opioid response collaboratives	Find and attend group convening/ Join workforce grant applications
Untapped Talent	Not-for-profits offering employment services to key populations	Identify target population/ Join or create collaborative
Education and Training	High schools, post-secondary institutions, state labor and education agencies	Identify target occupations/ Join or create team building and funding career pathways
Research	Academic institutions	Request evaluator for workforce initiatives/ Extend research to impact on service outcomes

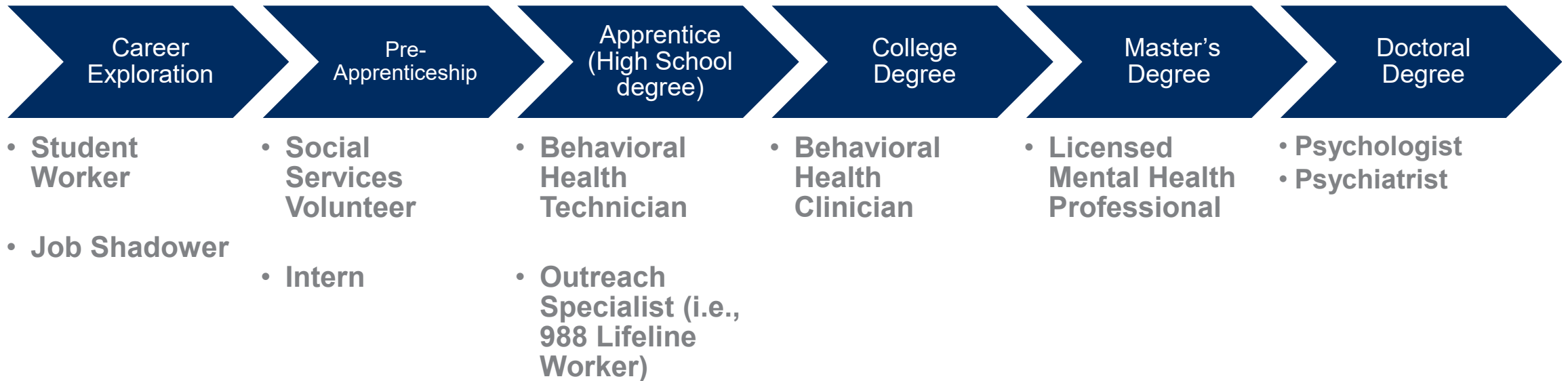
Five Hallmarks of a High-Quality Apprenticeship



Registered Apprenticeship Program Partners



Behavioral Healthcare Career Path Example



Powerful Partnership in Action: New Season's Goals

- Leverage our team's strengths.
- Establish New Season as a learning and development leader in our industry.
- Invest in caregivers.
- Provide a pathway for talent acquisition.

New Season's Internship Program

Action:

Designed, developed, and implemented a pilot clinical internship targeting local, regional and national academic partnerships.

Results & Next Steps:

Goal was 6 intern placements in Year 1

- Solidified 14 institutional partnerships
- Placed 23 clinical interns
- Graduated 12 interns
- Hired 50% into full-time roles
- Expand to nursing, NP/PA, prescriber, and fellowships in 2024

New Season-NAADAC Partnership: Continuing Education Provider Certification

Action:

Obtained certification as a National Association of Alcoholism and Drug Abuse Counselors as a continuing education provider.

Results:

- **2023: Goal was 6 sessions during the first year**
 - Delivered six sessions with a total of 47 participants across all sessions.
 - Learned what did and didn't work.
- **2024: Goal was 6 sessions**
 - Delivered three sessions to date with a total of 211 participants.
 - 57 attendees expressed interest in talking with talent acquisition team about employment opportunities.
 - Hired 12 and now developing future employment opportunities.

Internships: Seven Steps to Implementation

Step 1: Human Resources and Operations teams align objectives and define success.

Step 2: Research top five colleges/universities with relevant programs to your intern needs; connect with academic offices to assess their needs; present the opportunity.

Step 3: Enter into affiliation agreements: Ensure that all the needs of the student, educational institution, and your organization are addressed.

Step 4: Coordinate placement of new intern: “white glove” experience; establish great first impression experience for the learner.

Step 5: Follow up on progress for the first 4 weeks; follow up monthly after that.

Step 6: Two weeks before end of internship: work with talent acquisition and operations teams to discuss full-time opportunities for the learner.

Step 7: Transition the intern into full-time role. If a role is unavailable, celebrate your intern’s successful program completion. Remember the intern will likely be a caregiver for you or potential referral partner and the relationship will continue.

Vanderbilt Behavioral Health: Workforce-Development Partnerships

- Nurse Residency Program
- Career Explorer Program
- Social Work Fellowship
- Social Work Practicum
- Care Partner Academy/Medical Assistant Program
- State Workforce/Behavioral Health Trade Organization

Initiatives

Vanderbilt's Internal System Partnerships: Behavioral Health Specialist Career Path Initiative

- **Partners: Nursing Leadership, Nursing, Human Resources, Clinical Education, Health IT, etc.**
- **Background/Purpose**
- **Approved Titles/Job Requirements**
- **Areas of Responsibility**
- **Advancement Opportunities**

Vanderbilt Leadership Development: Internal and External Partnership Opportunities

- **New Leader Development**
- **Catalyst Program**
- **Industry-specific Organizations**
- **Community Organization Involvement**
- **National Representation**

Where are the Workforce Dollars?

Discretionary USDOL Funding

- Office of Apprenticeship
- Grants

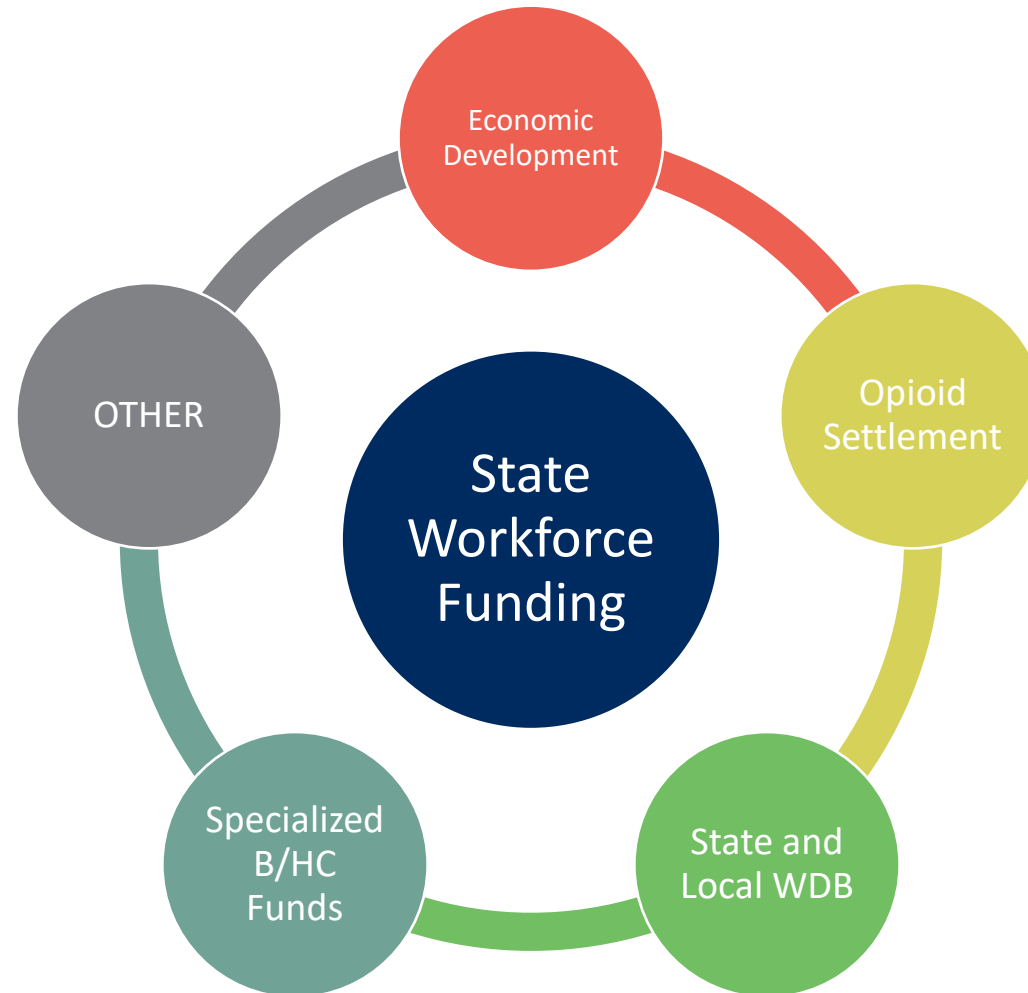
Formula USDOL Funding

- WIOA

State Workforce Funding

- Michigan Teacher \$66.4 million

State Funding



NABH Education and Research Foundation

- Visit our Foundation’s homepage via: www.nabh.org



- Workforce Resource Guide



- Jessica Zigmond: jessica@nabh.org



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