

MHRT/C Redesign Initiative Stakeholder Meeting October 2014

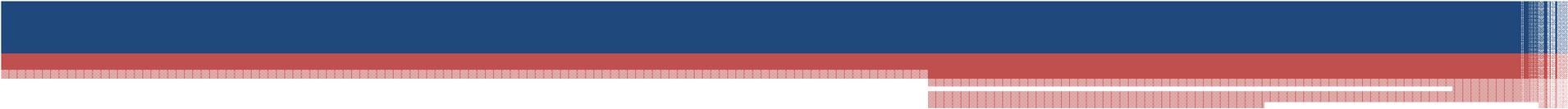


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Paul R. LePage, Governor

Mary C. Mayhew, Commissioner



Welcome and Purpose of Meeting

- **Welcome**
- **Introductions**



Community Integration Services

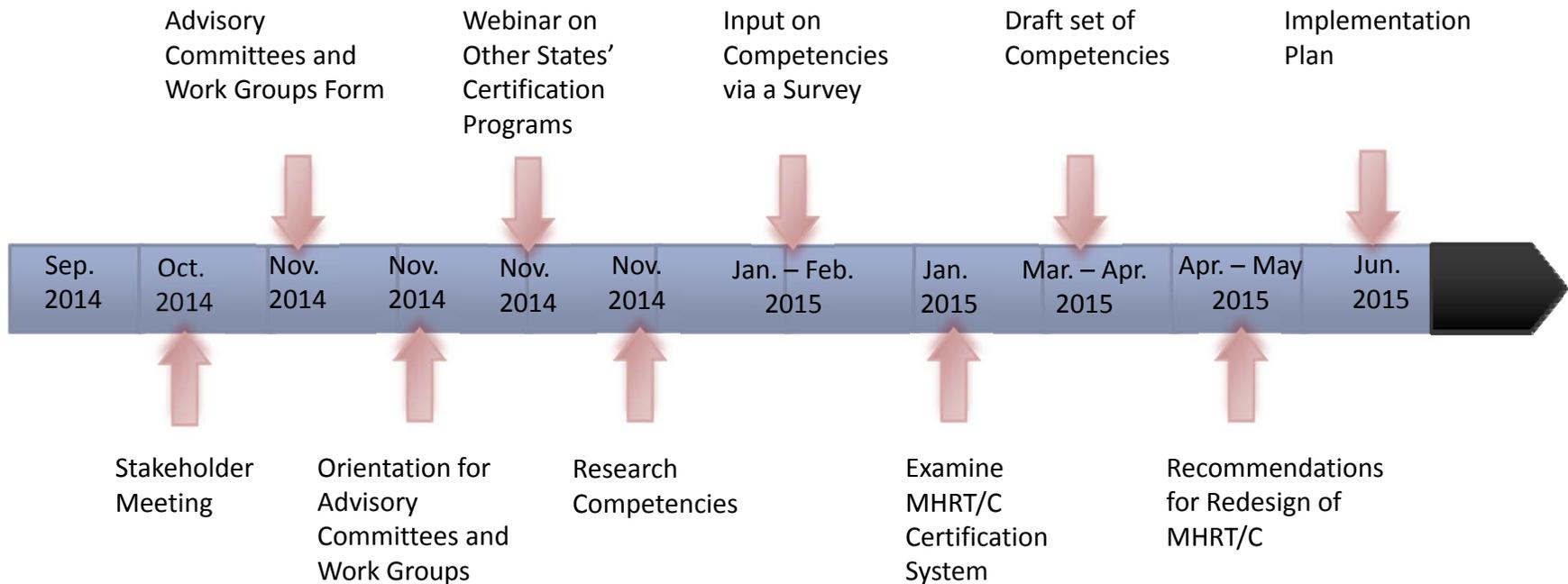
- # of individuals receiving CI services in FY14 – 15,544
- Total cost of CI services in FY 14 - \$44,611,004.65



Meeting Agenda

- 1. Welcome and Purpose of Meeting**
- 2. Background and Overview of MHRT/C Certification Program**
- 3. Snapshot of MHRT/C Program Today**
- 4. Findings from NIATx Survey of Community Integration Workers**
- 5. Discussion and Input**
- 6. Next Steps**

DRAFT TIME LINE FOR MHRT/C REDESIGN



Background and Overview of the MHRT/C Certification Program

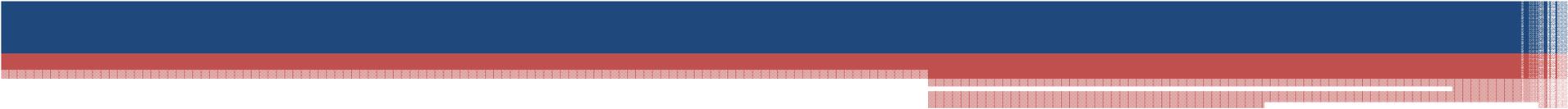


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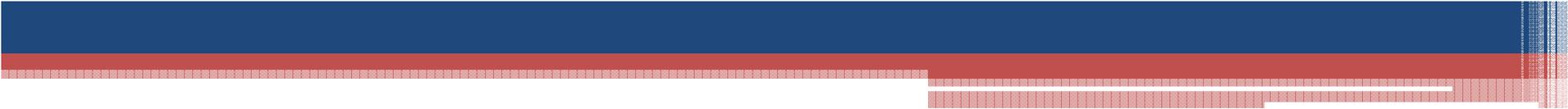
What led to the formation of the MHRT Certification program?

- **Changes in the mental health field (nationally and at the state-level)**
- **A high demand for workers qualified to provide community-based services**
- **A need for formalized and standardized mental health worker training and educational requirements**



MHRT Certification Program Implemented (1991-1992)

- In 1991, representatives from SAMHS develop educational standards for Maine's mental health workforce.
- Minimum training in specific areas (e.g., Case Management, PSR, Family Support Systems)
- MaineCare begins reimbursing provider agencies employing community support workers in 1991.



4 Different Credentialing Levels

- **MHRT I**
- **MHRT II**
- **MHRT III**
- **MHRT IV**



MHRT II Certified Workers

Services Outlined in Chapter 11, Sections 17 and 65 of MaineCare Benefits Manual:

- **Community Integration**
- **Intensive Case Management**
- **Assertive Community Treatment**
- **Skills Development**
- **Day Support Services**
- **Family Psycho-education**



**Where could workers access
the required training in these
areas?**



Academic Coursework

- **SAMHS identifies in-state colleges and universities where individuals can earn degrees and complete coursework toward MHRT II certification**
- **SAMHS specifies comparable out-of-state degrees**



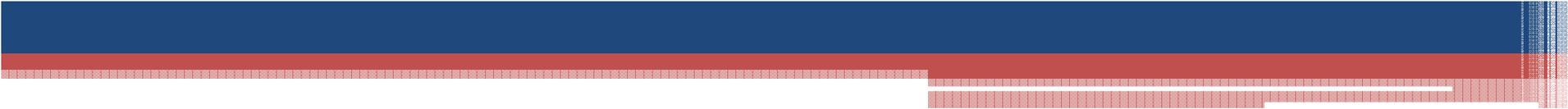
New MHRT Training Requirements (1992)

- Introduction to Community Mental Health
- Psychosocial Rehabilitation
- Interviewing and Counseling
- Crisis Identification and Resolution
- Substance Abuse Counseling
- Case Management
- Group Process
- Incest and Sexual Abuse
- Mental Health and Aging
- Elective in Substance Abuse



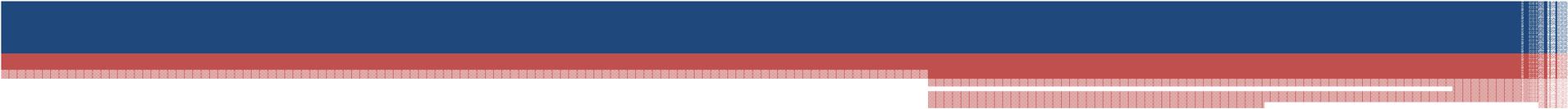
New Avenues and Financial Assistance for Meeting MHRT Criteria (Early-Mid 1990s)

- **Provisional MHRT II certificate established (1992)**
- **Recognition of non-academic training and relevant work experience (1992)**
- **Tuition reimbursement program created (1996)**



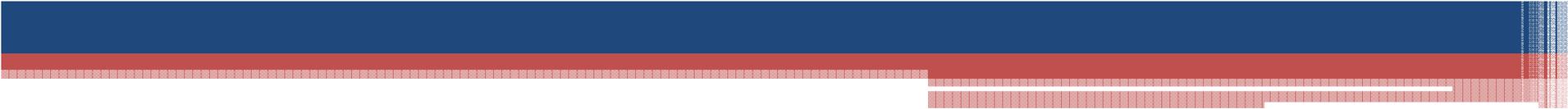
Other Significant Highlights (Mid-Late 1990s)

- **Dual Diagnosis Component added (1995)**
- **SAMHS partners with Center for Learning (CFL) (1996)**
- **Specific non-academic providers approved (1997-1999)**
- **Authorized agencies (1997)**
- **Quality Assurance process for authorized agencies (1999)**



Comprehensive Review and Revision of Certification Program (2001-2002)

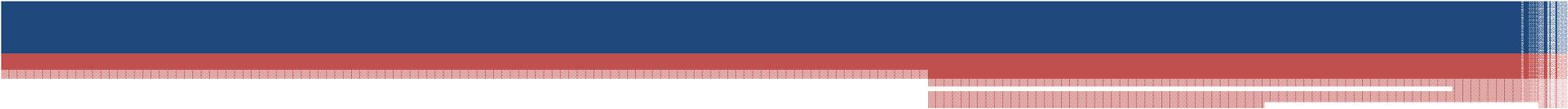
- Revised MHRT/C Guidelines
- Changes in knowledge competencies
- MHRT IV eliminated
- MHRT II and III combined and changed to MHRT/Community (MHRT/C)
- Formal appeal process added
- Extension request process added



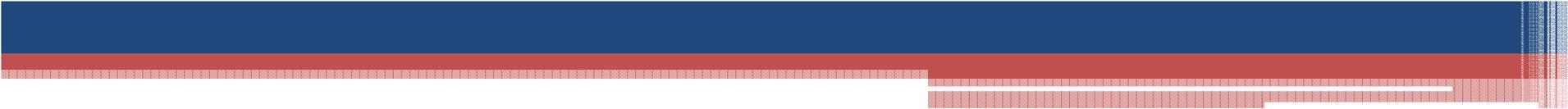
Non-Academic Trainer and Curriculum Standards Developed (2003-2004)

The Non-Academic Standards Include:

- **Core non-academic trainer qualifications and course-specific qualifications**
- **Core standards for entire non-academic curriculum and course-specific learning objectives for individual courses.**

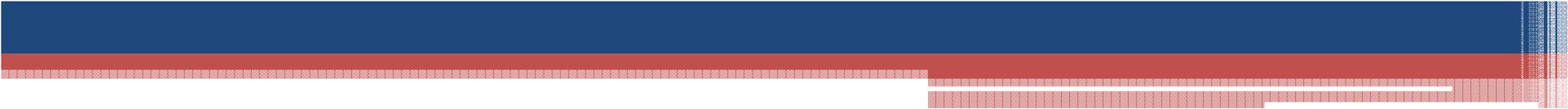


Other Significant Highlights



Provisional Level A added (2004)

- **Providers may hire individuals who have earned Associate's Bachelor's, or Master's degrees in fields related to human services but have not yet completed the five specific requirements for Provisional Level B.**



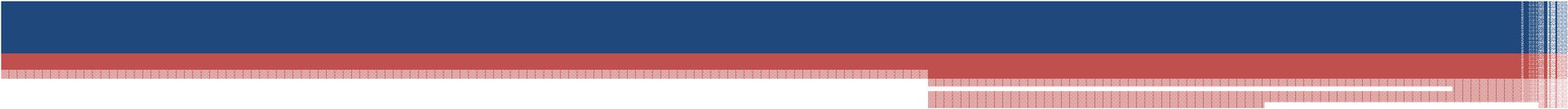
MHRT/Crisis Service Provider (MHRT/CSP) Certificate Established (2007)

- **Required for all crisis workers**
- **Took effect on April 1, 2007**
- **Based on completion of the 13-module Crisis Training Curriculum (CTC)**
- **Reciprocity between MHRT/CSP and Provisional MHRT/C, Level B**



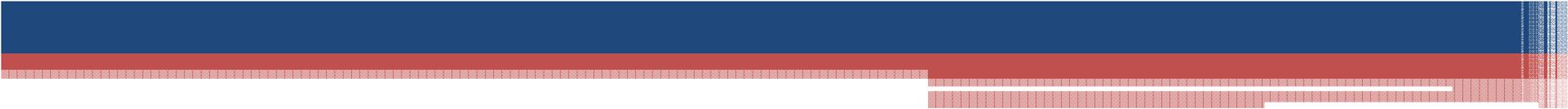
Vocational Requirement Added (2008)

- **CFL collaborated with UMA and Maine Medical Center to draft competencies.**
- **Stakeholders involved in reviewing the draft competencies**
- **Colleges and universities aligned their approved programs to meet the required vocational competencies or developed new courses**
- **Group Process no longer accepted**



Quality Assurance Initiatives (2007-2010)

- **Record Review of Authorized Agencies (2007)**
- **Revised Trainer and Curriculum Standards for Non-Academic Trainers and Courses (2008)**
- **Pilot QA Review of Non-Academic Trainers (2010)**



MHRT/C Certification Growth (2010-Present)

- **Continual review and approval of academic and non-academic courses and programs**
- **On-going quality assurance efforts**
- **Rule-making for Non-Academic MHRT/C Trainer Standards**



Questions?

Snapshot of MHRT/C Certification Program

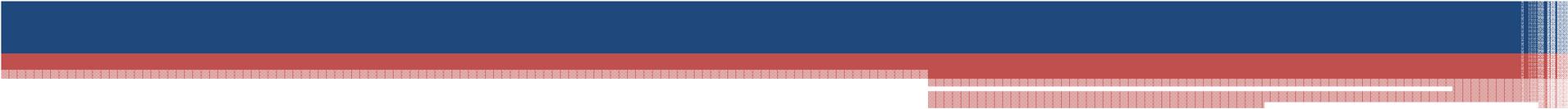


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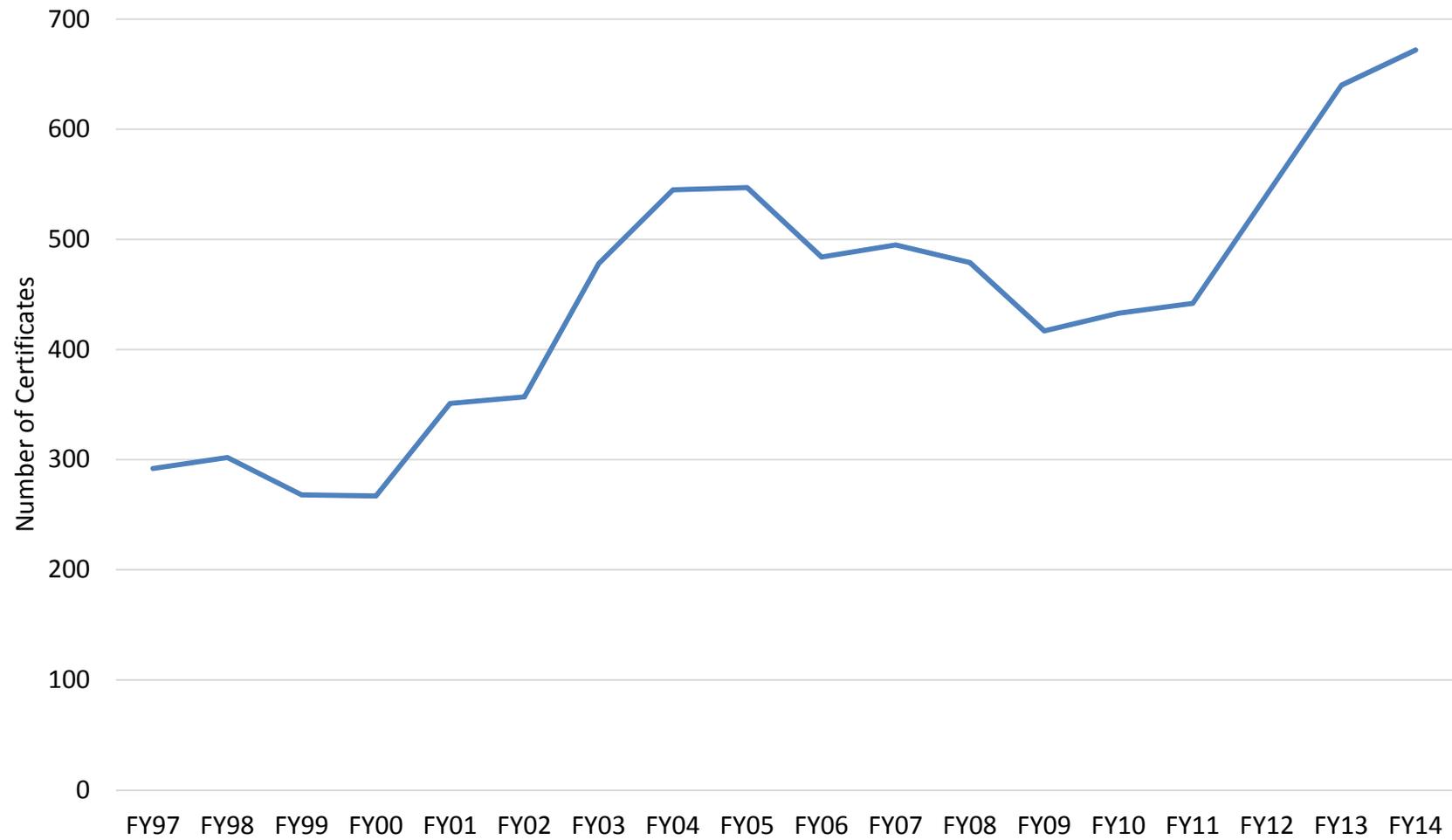
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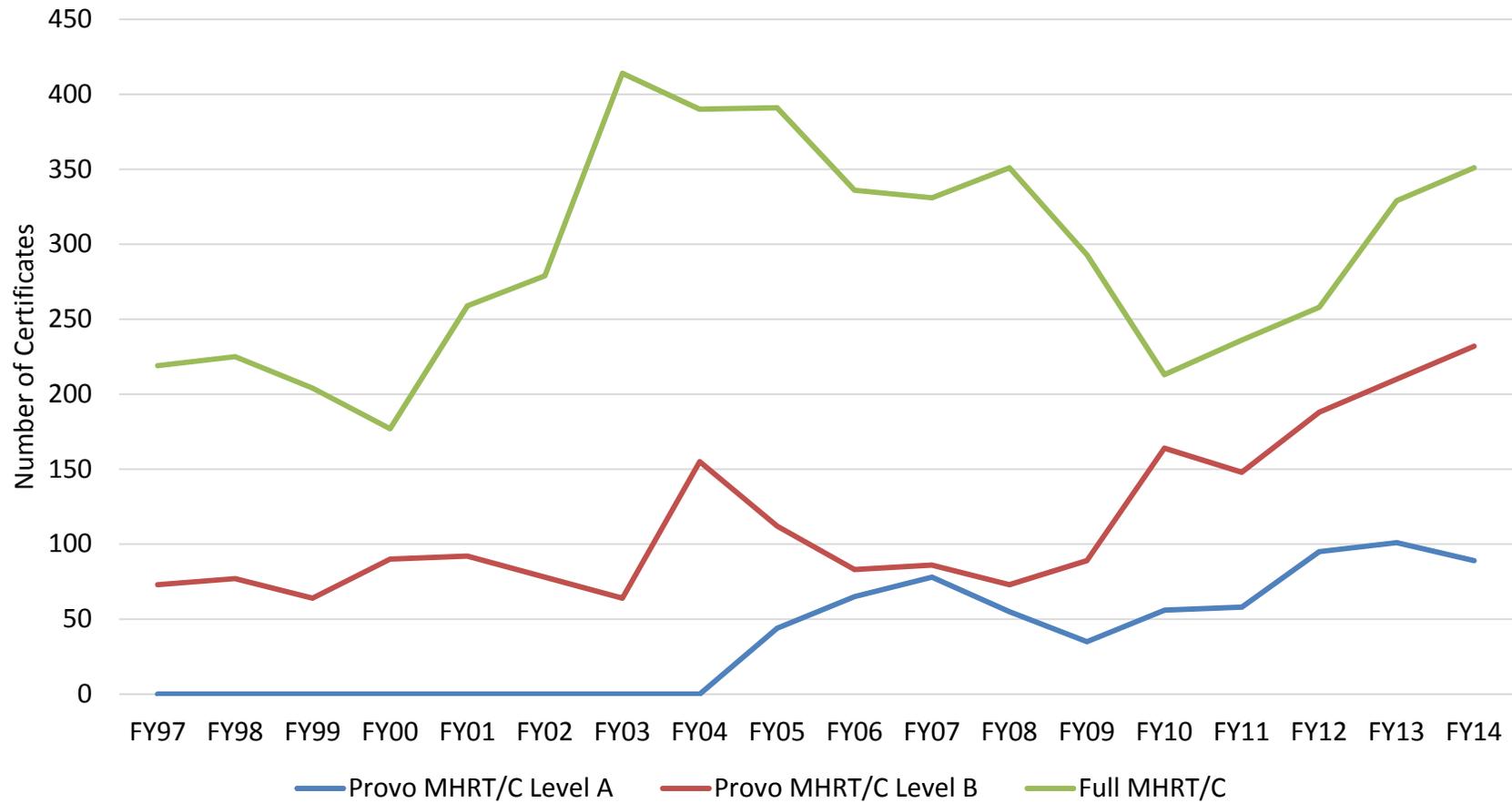
Limits of Data

- **Data does not represent all certificates issued**
- **Most data represents those certificates Muskie School CFL issues**
- **Since the MHRT/C is terminal, no data collected after Full MHRT/C is issued**

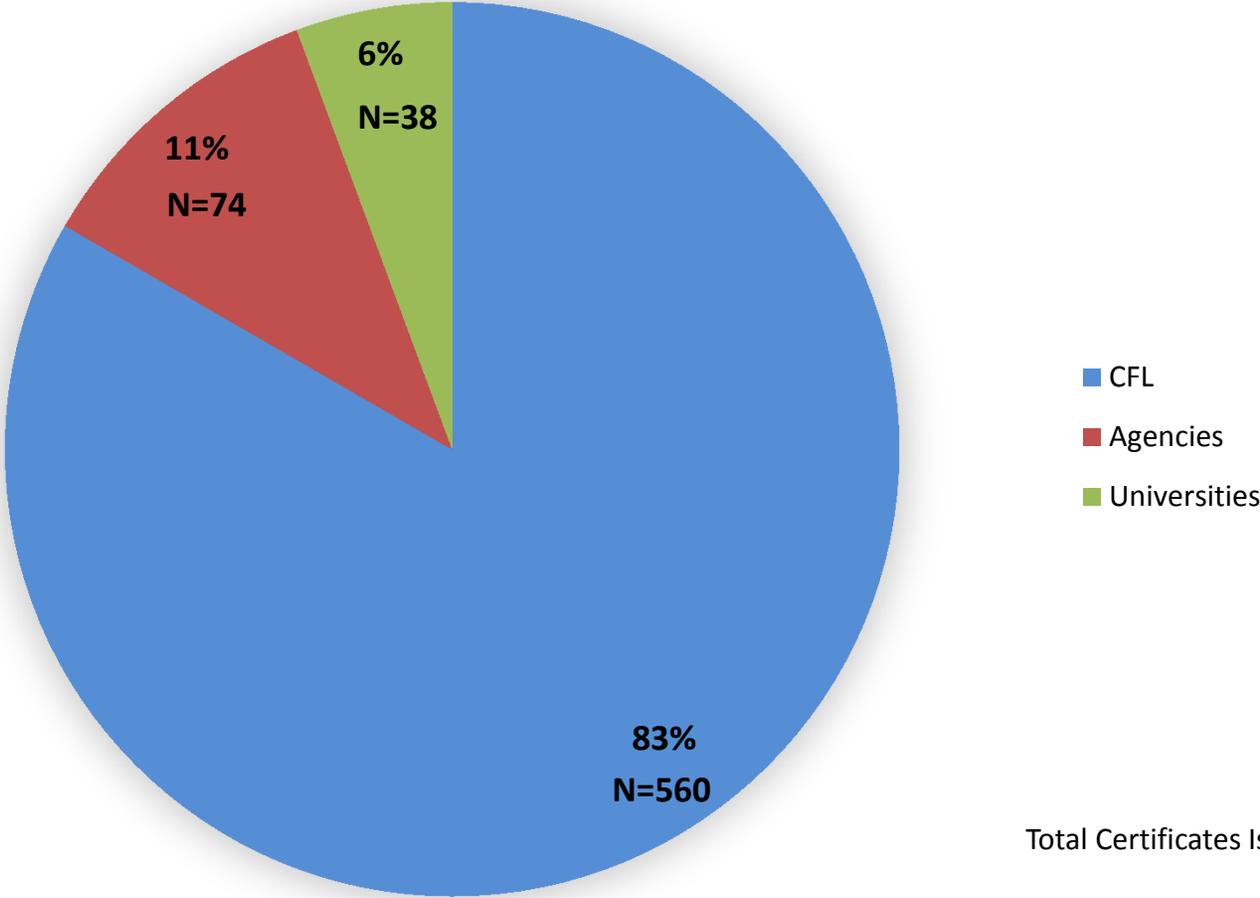
All MHRT/C Certificates FY97-FY14



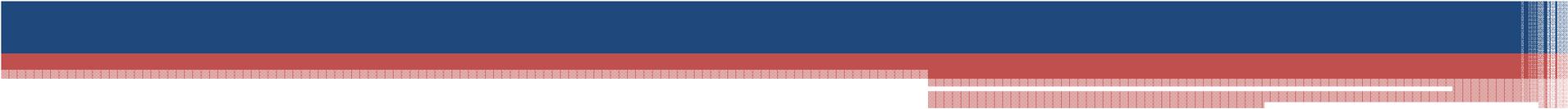
All MHRT/C Certificates by Type FY97 - FY14



MHRT/C Certificates Issued in FY14 by CFL, Agencies, and Universities



Total Certificates Issued: 672



Growth in Number of Providers

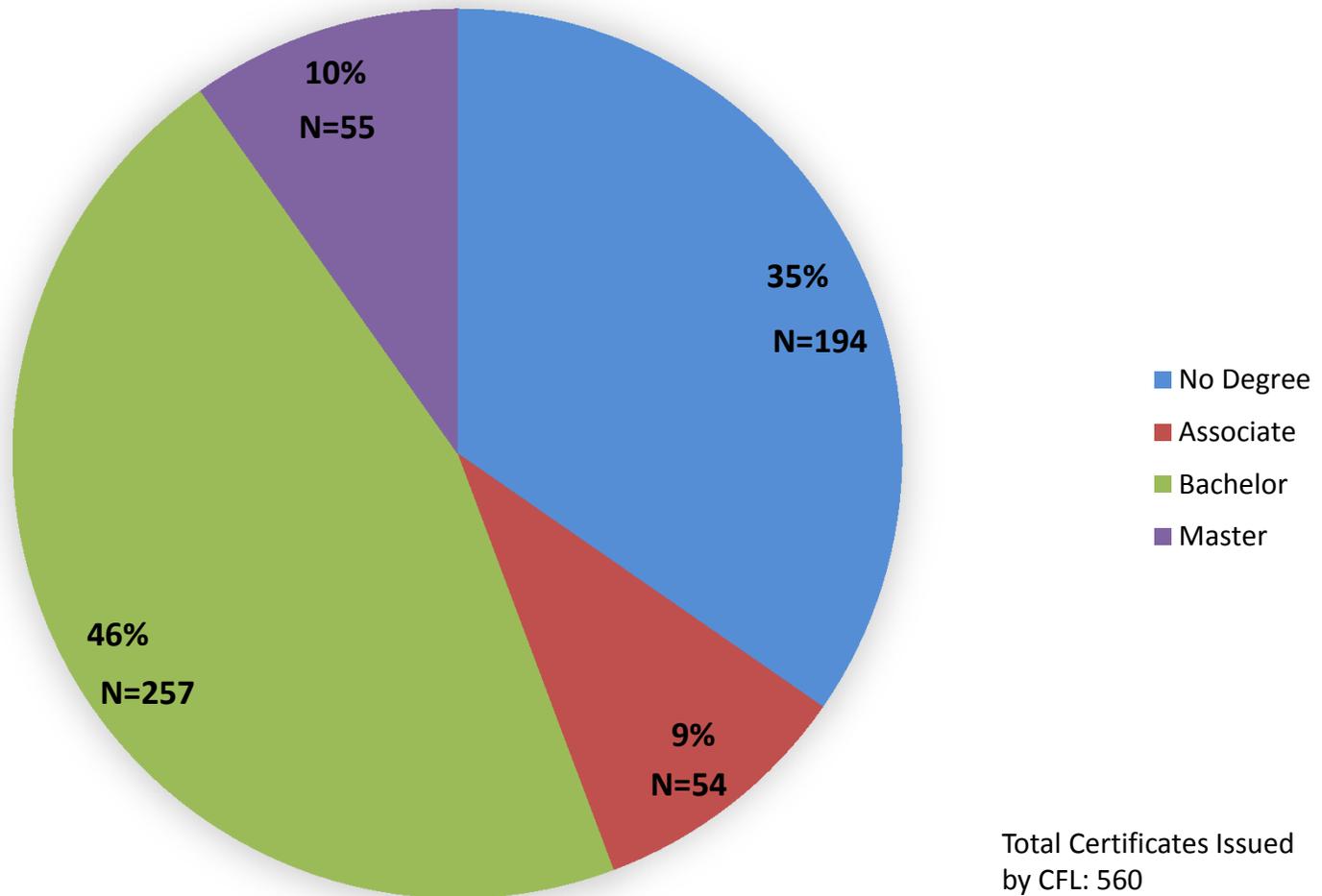
- **Estimated # of Providers in FY 1997: 31**
- **Estimated # of Providers in FY 2014: 58**



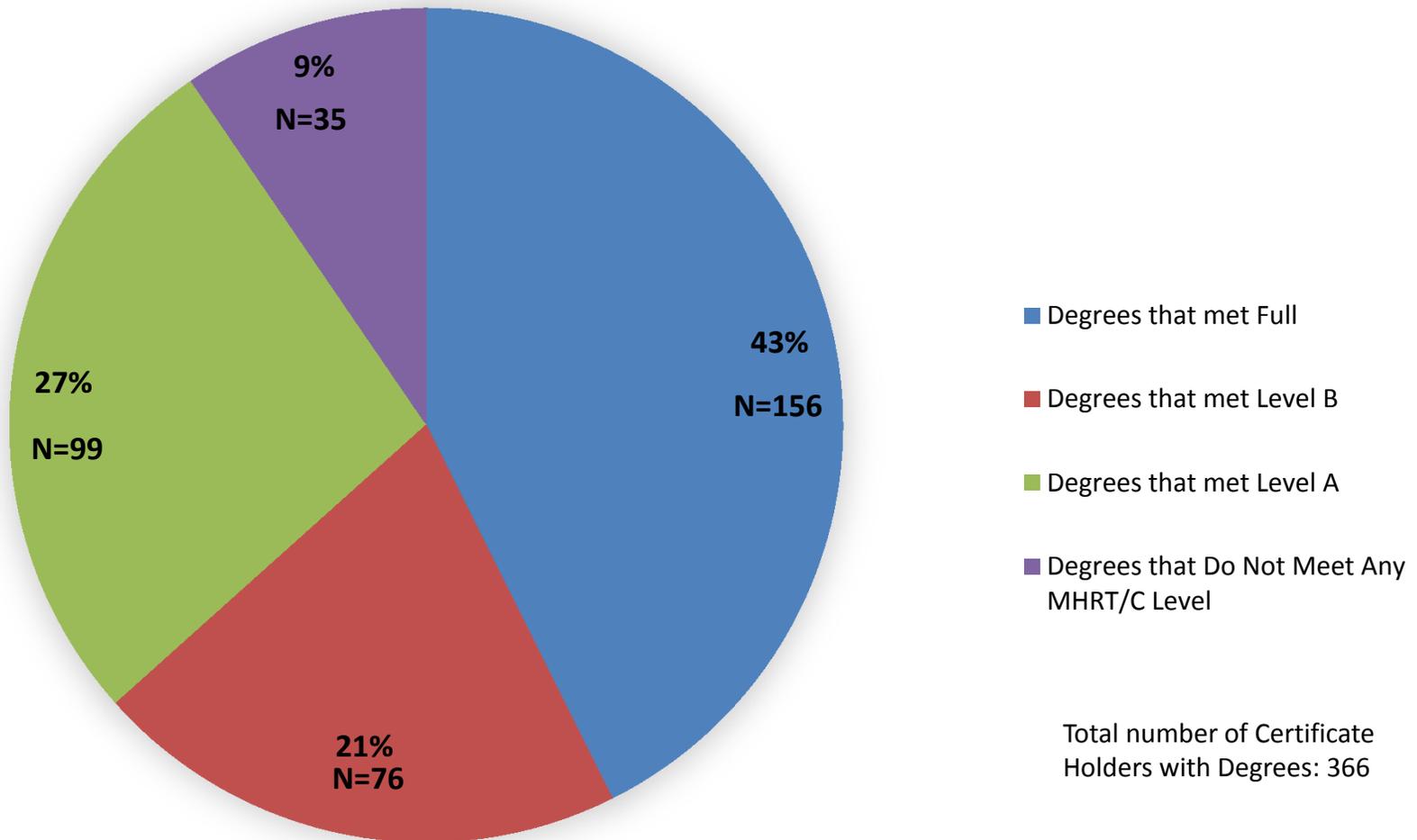
Academic Programs and Degrees Approved for MHRT/C Certification

- **Total # of Universities or Colleges with an approved program or degree: 16**
- **Total # of Programs or Degrees Approved: 33**

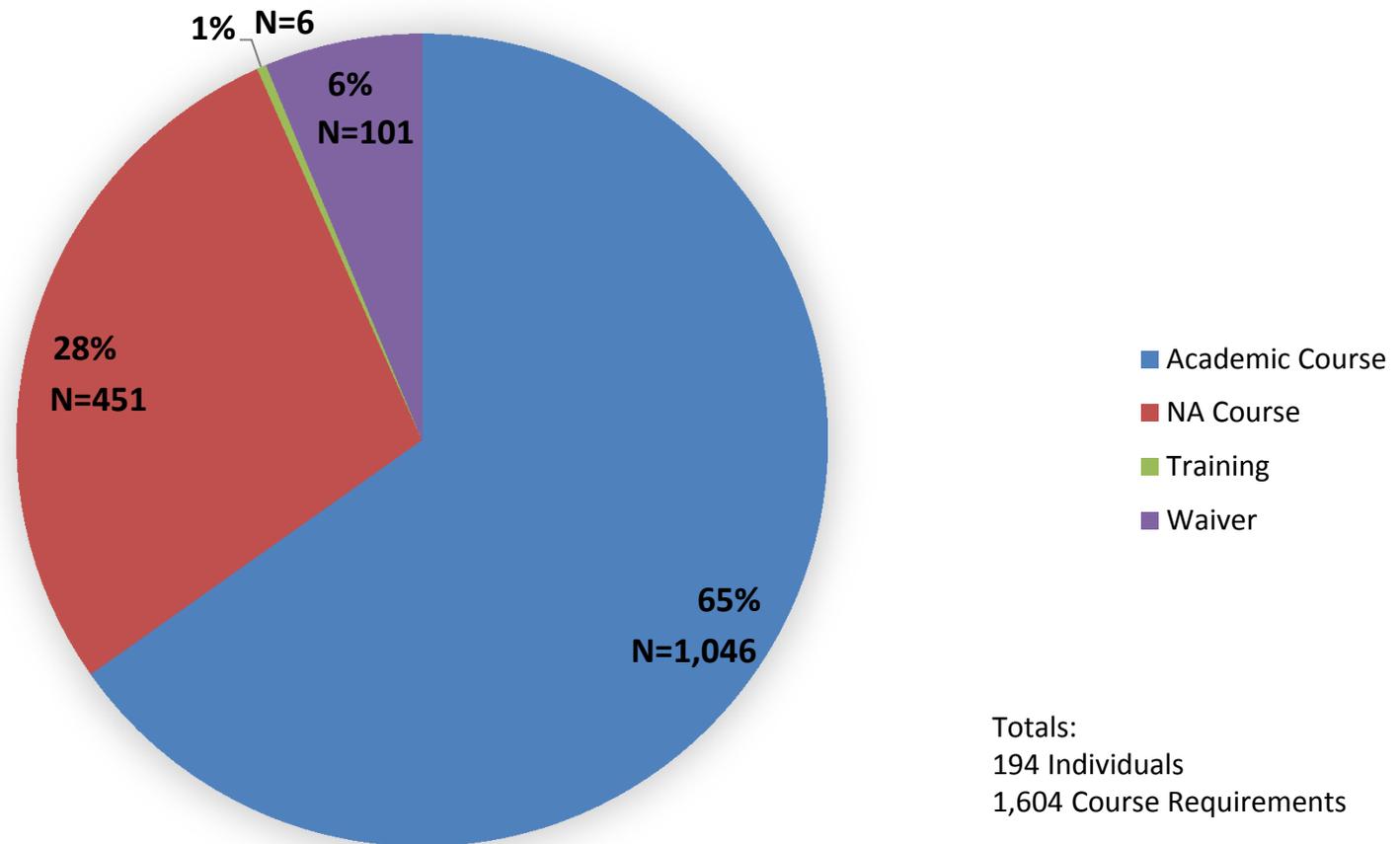
Qualifications of MHRT/C Certificate Holders in FY14 for Certificates Issued by CFL



Degrees that Met MHRT/C Requirements for Certificates Issued by CFL FY 14



How MHRT/C Certificate Holders with No Degree Completed Requirements in FY14 for Certificates Issued by CFL





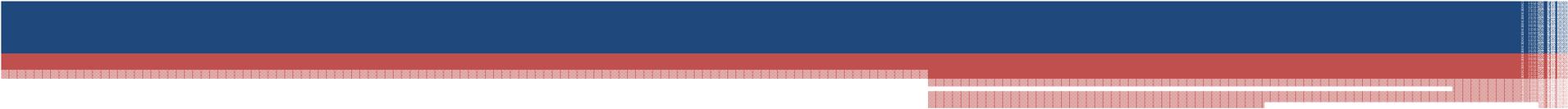
Degrees of Those Who Earned Provisional A MHRT/C Certification

- Total # =94
- Majority (43%) held degrees in psychology
- Others held degrees in a variety of subject areas such as sociology and general human services



Degrees of Those Who Earned Provisional B MHRT/C Certification

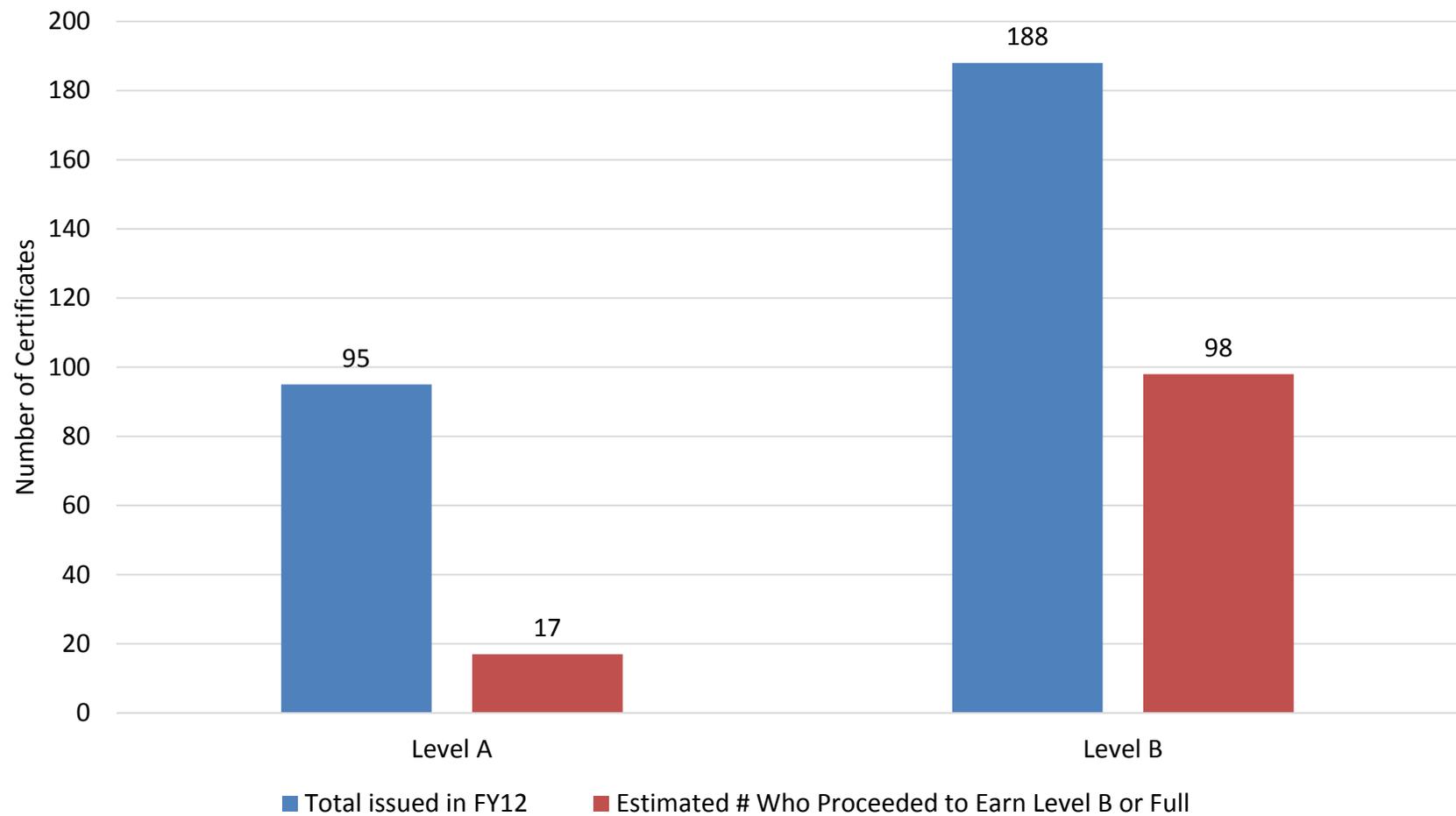
- **Total # = 76**
- **70% earned BSWs or MSWs or Master's in Counseling**
- **Most in past would have earned Full but now must meet the new competencies in Vocational Aspects of Disability**



Degrees of Those Who Earned Full MHRT/C Certification

- **Total #=156**
- **65% were those who earned associate's or bachelor's degrees in mental health and human services**
- **Remainder were those who earned degrees or certificates from programs approved for MHRT/C certification**
- **List will be posted on MHRT/C Redesign Website section of SAMHS website**

Comparison of MHRT/C Certificate Holders Who Earned Higher Level Certification for FY12





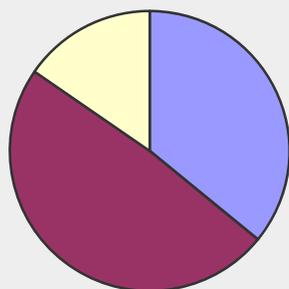
QUESTIONS

???

SAMHS NIATx Initiatives

Survey used to explore possible impact of MHRT/C certification on waitlist for Community Integration Services

What is your current position with the agency?



■ Executive

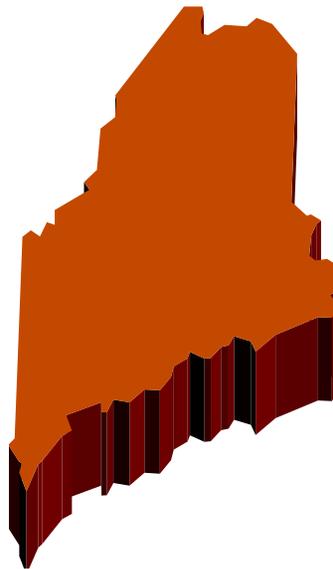
■ Supervisor

□ MHRT/C
Community
Integration
Specialist

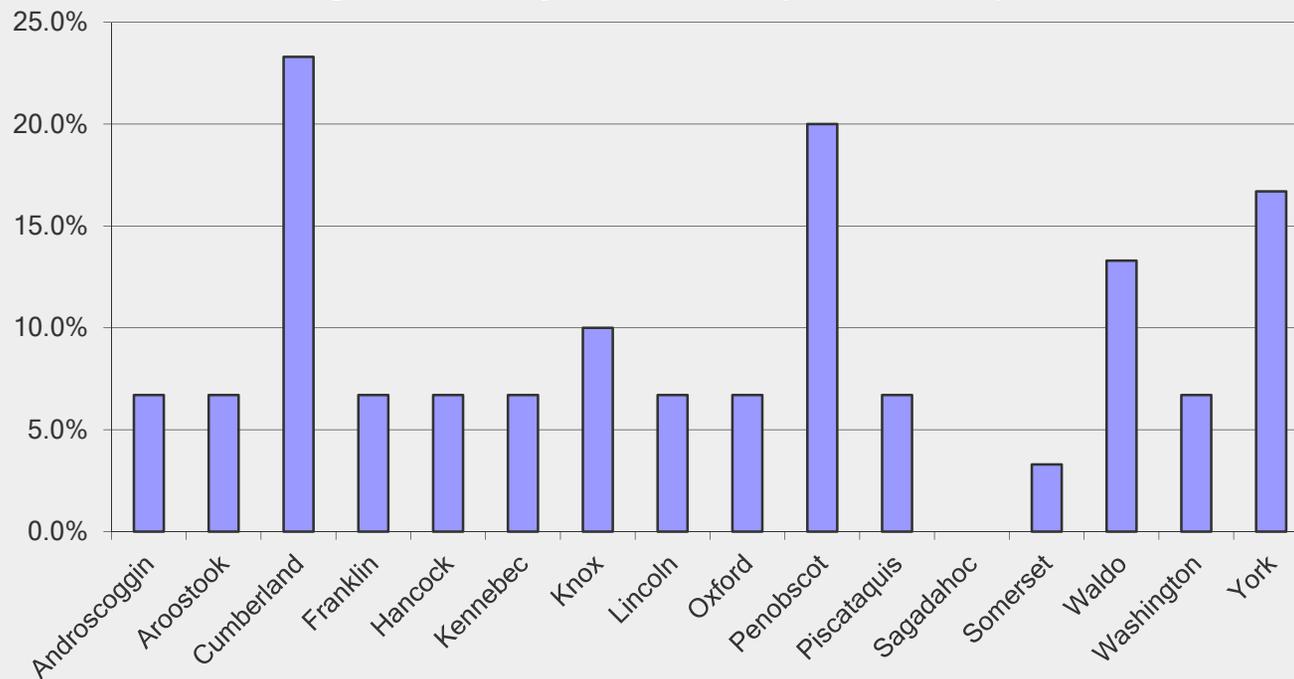
- 41 responses
- Representing 427 CIW staff statewide
- Not a comprehensive survey of all providers using MHRT/C's or
- Did not survey individuals receiving services

Survey Findings and Indications

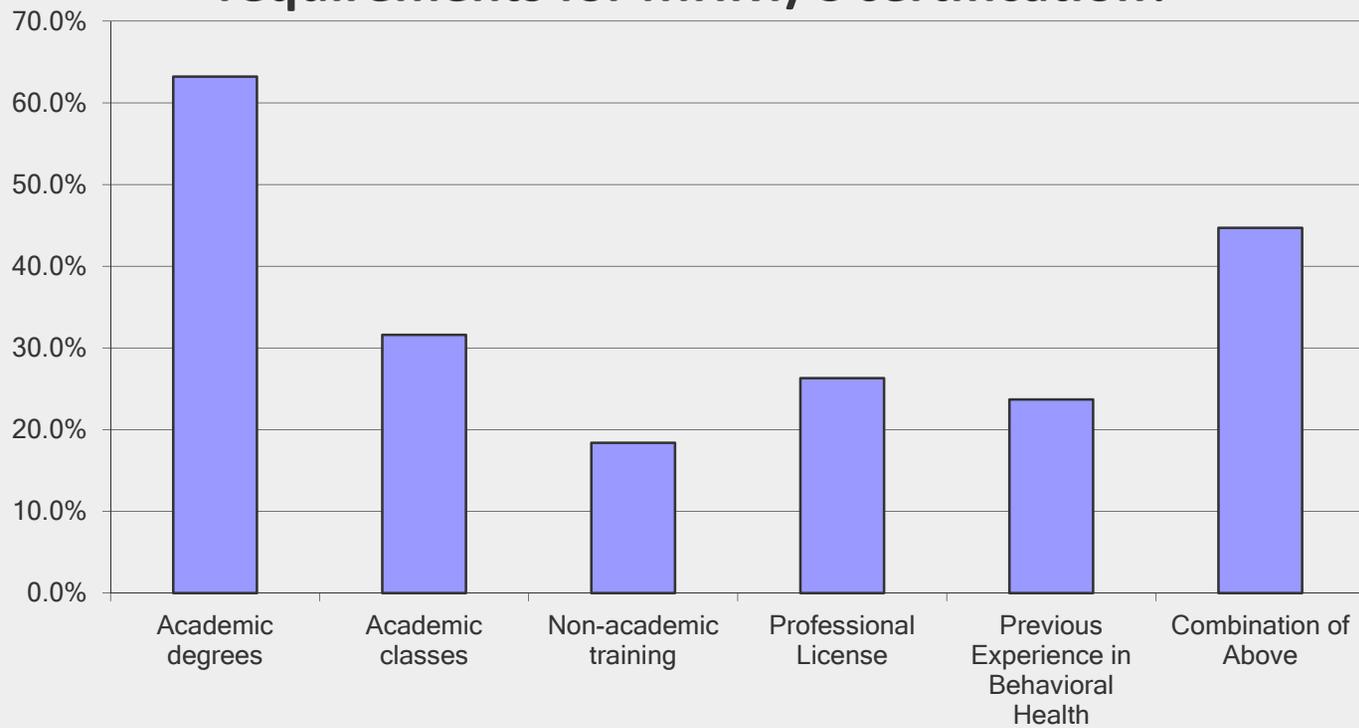
- A statewide CIW shortage, with Cumberland, Penobscot & York counties reporting the highest need.



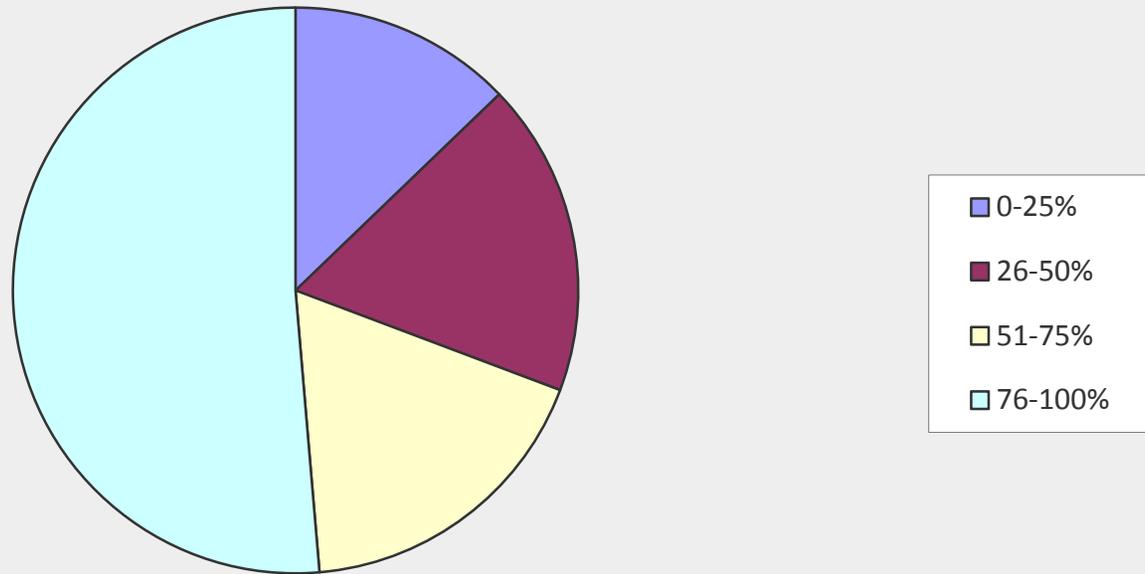
In which county (counties) do you find the greatest difficulty to recruit Community Integration Specialists (MHRT/C)?



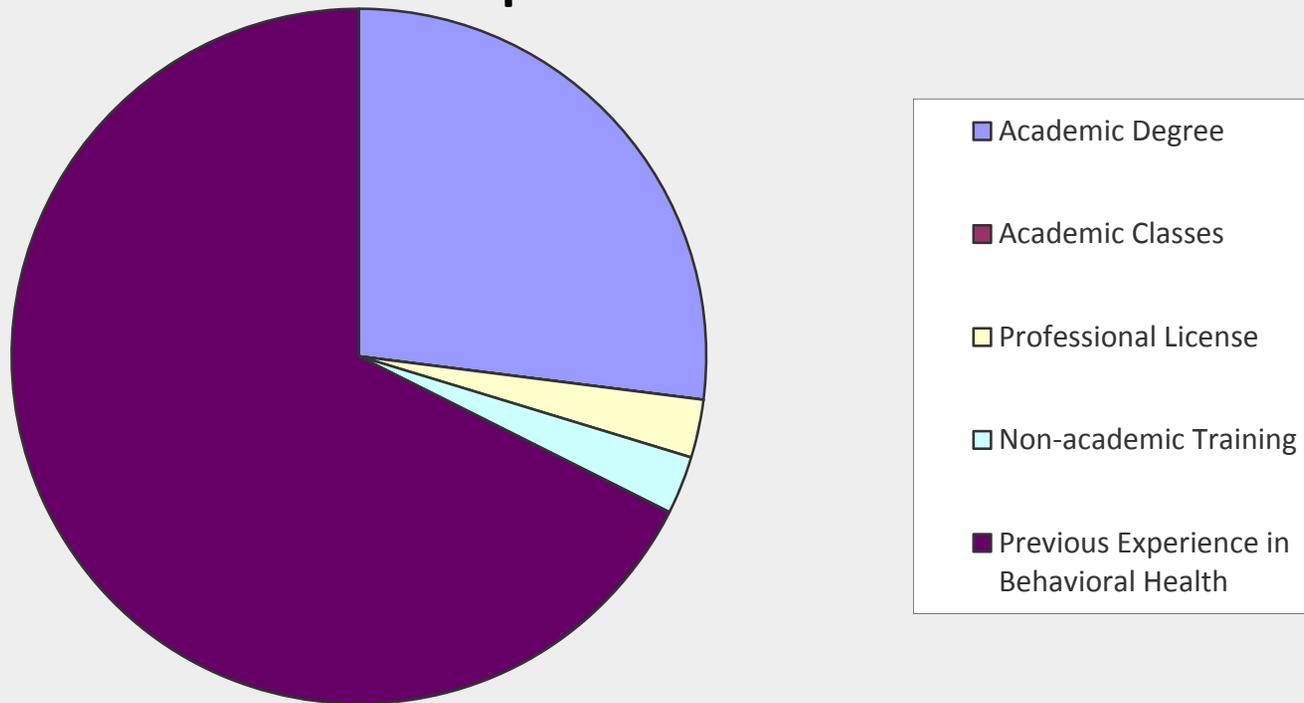
How do the majority of Community Integration Specialists in your agency meet the requirements for MHRT/C certification?



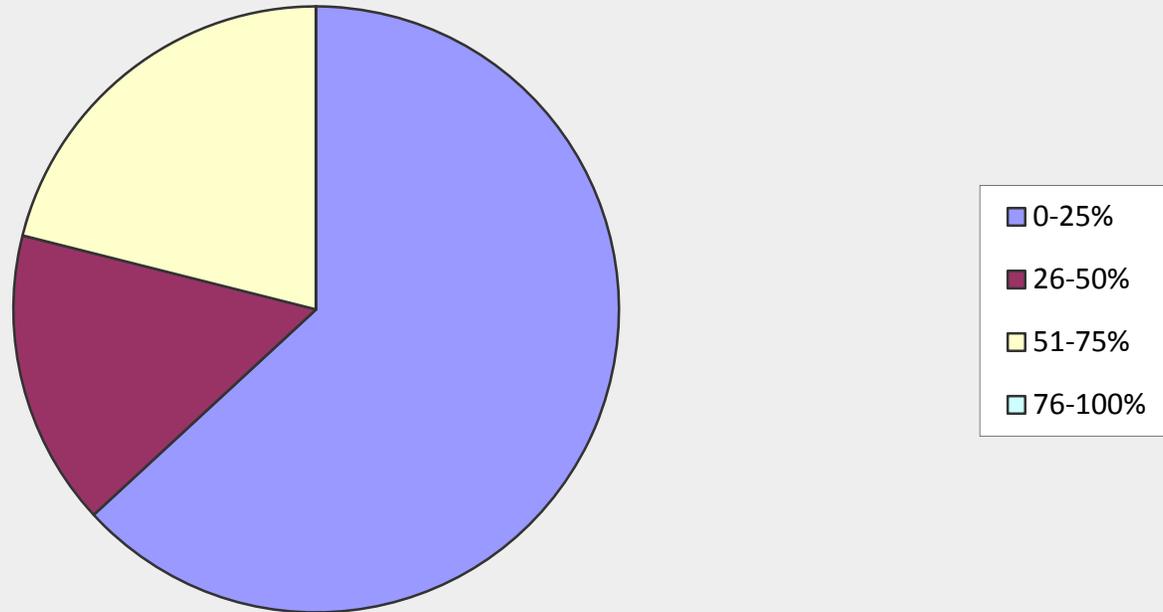
What percentage of staff hired as Community Integration Specialists HAVE MET the Full MHRT/C certification requirements upon hire?



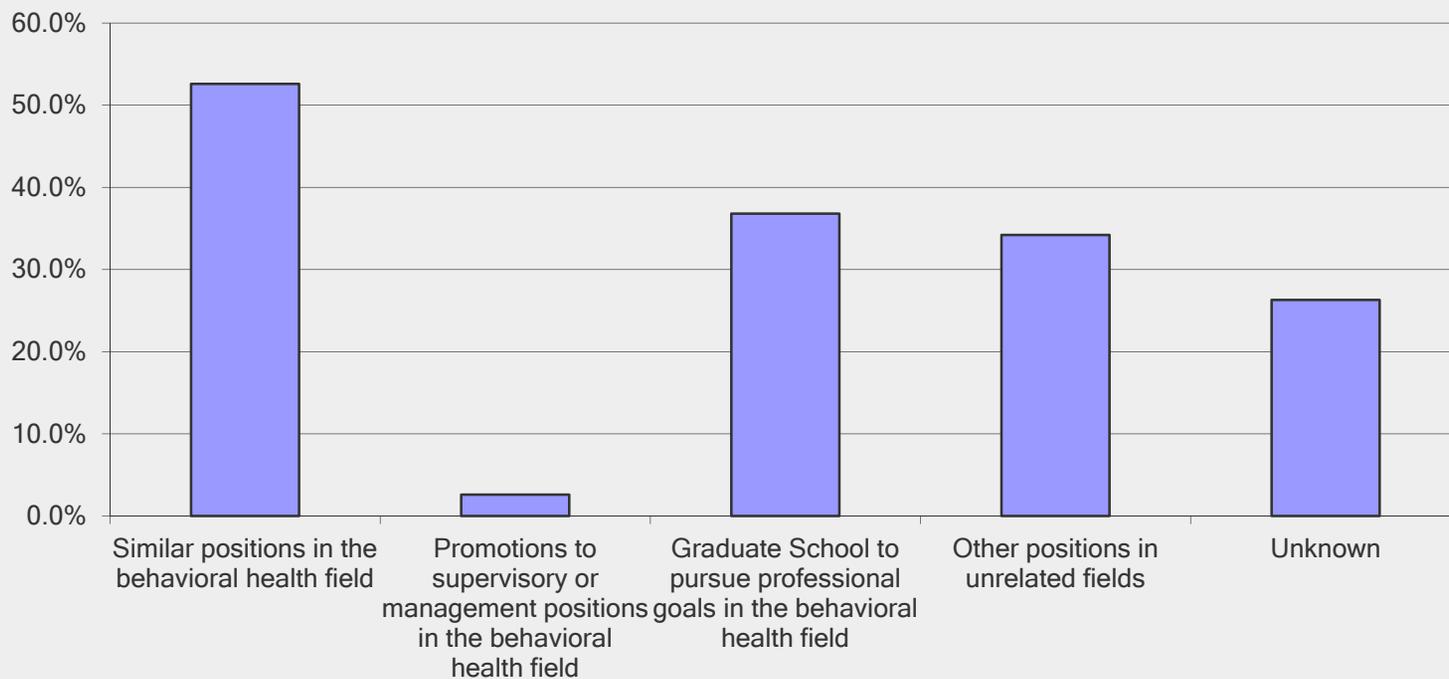
What best prepares newly hired Community Integration Specialists in meeting the job requirements?



What has the turnover rate been for Community Integration Specialists in your agency during the past two (2) years?



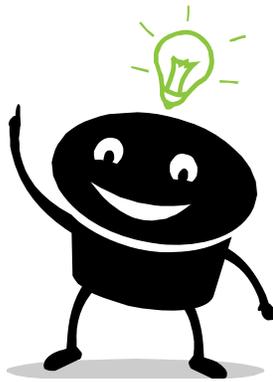
What types of positions do most of the Community Integrations Specialists who have left your agency pursue afterwards?





Responses about the potential impact on recruiting challenges

Emerging Ideas and Suggestions



- **Recertification or registration Requirement**
- **Assess additional professional degrees**
- **Assess the competencies**
- **Include training on knowledge of local resources, record documentation, use of EMR, expanded ethics training**



Discussion for Stakeholders

- **What is working well in the current MHRT/C certification program?**
- **What is not working well in the current MHRT/C certification program?**
- **What are some key topics/issues that should be considered a top priority for the MHRT/C redesign?**



Next Steps



Questions?



For Questions, please contact:

- **Leticia Huttman, Employment and Workforce Development Manager**
DHHS Office of Substance Abuse and Mental Health Services
207-287-4253
Leticia.Huttman@maine.gov
- **Janice Daley, Muskie School of Public Service**
jdaley@usm.maine.edu; 207-626-5002
- **New email address to be set up: mhrtcredesign.dhhs@maine.gov**
- **Future location of link to MHRT/C Redesign Info. on SAMHS website:**
<http://www.maine.gov/dhhs/samhs/mentalhealth/training.shtm>