



BLUEPRINT FOR REVIVING NEW YORK'S COMMUNITY-BASED MENTAL HEALTH AND SUBSTANCE USE DISORDER SYSTEMS OF CARE

New Yorkers lack appropriate access to mental health and substance use care today because the State has repeatedly failed to provide adequate funding for these essential services in the past. For more than a decade, the Administration reneged on an over \$700 million commitment that was due the behavioral health provider systems of care.

By making significant investments now and into the future, New York can begin to turn around the dire fiscal circumstances behavioral health organizations face at the present time.

Governor Hochul and the Legislature **MUST** take action to:

1) SUPPORT RATE INCREASES FOR LICENSED AND UNLICENSED BEHAVIORAL HEALTH SERVICES AND PROGRAMS

- Focus on building a sustainable workforce through investments in all adult and children's licensed and unlicensed behavioral health programs.
- Address the access to care crisis caused by an approximate 25% vacancy rate across all of our adult housing, children's residential, crisis residential, clinics, care management, peer and other community-based services.
- Implement rate adjustments that will begin to address the significant disparity between cost of care and current reimbursement of the same.

2) MAKE ENHANCED FMAP WORKFORCE FUNDING INCREASES PERMANENT

- \$16.7 million for OMH workforce recruitment and retention
- \$7.2 million for OASAS workforce recruitment and retention
- \$6.9 million for Community Residences
- \$5.1 million for the Children's Services workforces
- \$4 million for implementation of evidence-based practices
- \$4 million to recruit and retain culturally competent, culturally responsive and diverse personnel
- \$4 million to expand peer capacity

3) BUILD THE JOB PIPELINE AND RESUSCITATE THE BEHAVIORAL HEALTH WORKFORCE

Tuition Reimbursement

- Full scholarships available to individuals at SUNY and CUNY schools who commit to working in the public mental health and substance use field for five years following graduation.
- Support Internships and Field Placement Stipends

Loan Forgiveness

- Loan re-payments to staff working in eligible programs. A partial loan payment should be provided at the end of each year of eligible service.

4) INVEST IN DIVERSITY, EQUITY & INCLUSION

Currently, the behavioral health workforce is not representative of the diversity of New Yorkers we serve. While raising salaries and providing funding for education will help to diversify the workforce, additional targeted actions must be taken.

- Targeted scholarships for BIPOC
- BIPOC Leadership Development program
- Conscious and unconscious bias training in the workplace

5) BUILD CAREER LADDERS FOR ADULT AND YOUTH PEERS

- Peers (people with lived experience and training) are a critical part of the behavioral health workforce. However, peers are often unable to move up in agencies or to access non-peer positions.
- We must make investments to develop career pathways for adult and youth peers that recognize the critical personal experience they bring to complement traditional clinical approaches

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