



## Workforce Development – Updated 10/22/2025

Infrastructure #1: Implement strategies to increase recruitment and retention to strengthen the behavioral health professional workforce.

<b>ACTION ITEMS AND OBJECTIVES</b>	
<b>1. Expand Behavioral Health Training Programs</b>	
	Conduct a statewide analysis of existing behavioral health degree programs.
	Identify gaps in internship and residency opportunities.
	Partner with training programs and facilities to increase placements and expand the number of trainees.
<b>2. Strengthen the Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists Workforce</b>	
	Conduct a comprehensive workforce analysis to assess the current state of paraprofessionals Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists in Idaho.
	Support the work of the DBH team in transitioning management and oversight of MH peer and SUD paraprofessional certifications from IDHW/DBH to Idaho’s Division of Occupational and Professional Licenses (DOPL).
	Hold focus groups with Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists in focus groups to understand workforce challenges, wage compensation, needs, and opportunities for growth.
<b>3. Address Rural and Frontier Workforce Gaps</b>	
	Gather data from clinics in rural areas to understand barriers to recruitment and retention.
	Conduct an inventory of existing workforce strategies to identify what is working and what needs improvement.
	Develop recommendations to support workforce expansion in underserved areas.

*\*Will work collaboratively with the Criminal Justice – Continuum of Care Implementation Team*

**Workforce Development**

<b>ACTION ITEM #1</b>	
<b>Expand Behavioral Health Training Programs</b>	
<b>FULL DESCRIPTION</b>	
The team will collaborate with Idaho’s colleges, universities, and technical schools to assess and expand behavioral health training programs.	
<b>TARGET OBJECTIVES</b>	
<b>1.</b>	Conduct a statewide analysis of existing behavioral health degree programs to identify strengths and gaps in behavioral health education programs statewide.
<b>2.</b>	Identify gaps in internship and residency opportunities statewide.
<b>3.</b>	Partner with training programs and facilities to increase placements and expand the number of trainees.

<b>SMART GOALS TO ACCOMPLISH ACTION ITEM #1 OBJECTIVES</b>				
<b>OBJECTIVE</b>	<b>SPECIFIC OUTCOME</b>	<b>METRIC FOR ACCOMPLISHMENT</b>	<b>TARGET DATE FOR COMPLETION</b>	<b>RESPONSIBLE PARTY</b>
1.	Develop a Sub-team to collaborate with Idaho’s colleges, universities, and technical schools to assess current behavioral health training programs	Sub-team developed by July 2025.	7/31/2025	
1.	A comprehensive report detailing existing programs, curriculum strengths, and areas for expansion.	Data collection completed by December 2025.  Final analysis report published by January 2026.	1/31/2026	
2.	A documented gap analysis and recommendations for expansion  Sub-team will evaluate the availability and accessibility of internship and residency programs for behavioral health students.	Completion of statewide assessment by June 2026.  Report published by August 2026.	8/30/2026	

## Workforce Development

	Identify strengths and gaps in the number of internship and residency opportunities statewide.			
3.	Sub-team will work with training programs, hospitals, and community clinics to expand internship and residency placements.	Partnership agreements established by October 2026.	10/31/2026	
3.	Increased number of internship and residency placements by at least 20% statewide.	Placement increase by December 2026.	12/31/2026	

### TEAM LEAD

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### OTHER KEY IMPLEMENTATION STAFF FOR ACTION ITEM #1

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### CONSULTING STAKEHOLDERS FOR ACTION ITEM #1

### RESOURCES, RISKS, AND ADDITIONAL INFORMATION FOR ACTION ITEM #1

## Workforce Development

### ACTION ITEM #2

**Professionalizing and strengthening the Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists Workforce**

#### FULL DESCRIPTION

Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists Workforce play a vital role in Idaho’s behavioral health system. The team will support professionalizing and strengthening this paraprofessional workforce.

#### TARGET OBJECTIVES

1. Conduct a comprehensive workforce analysis to assess the current state of Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists in Idaho.
- 2.\* Support the work of the DBH team in transitioning management and oversight of MH peer and SUD paraprofessional certifications from IDHW/DBH to Idaho’s Division of Occupational and Professional Licenses (DOPL).
3. Engage Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists in focus groups to understand workforce challenges, wage compensation, needs, and opportunities for growth.

*\*Will work collaboratively with the Criminal Justice – Continuum of Care implementation team*

#### SMART GOALS TO ACCOMPLISH ACTION ITEM #2 OBJECTIVES

OBJECTIVE	SPECIFIC OUTCOME	METRIC FOR ACCOMPLISHMENT	TARGET DATE FOR COMPLETION	RESPONSIBLE PARTY
1.	Create a Sub-team to assess workforce distribution, demand, and training requirements.	Sub-team developed by July 2025.	7/31/2025	
1.	Identify areas for workforce expansion and professional development.	Data collection completed by December 2025.	12/31/2025	
1.	A report outlining current workforce statistics, gaps, and needs.	Final workforce analysis report published by February 2025.	2/28/2025	
2.	Ensure that the Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists meet consistent,	Statute and rule review completed by November 2026.  Proposed change recommendations submitted by December 2026.	12/31/2026	

## Workforce Development

	professionalized standards via a statute rule or regulatory changes implemented to standardize training and certification.			
3.	Sub-team will conduct discussions with industry leaders to assess training gaps and opportunities for professional growth to inform workforce development strategies.	A summary report with identified needs and proposed solutions. At least three focus groups conducted by December 2025.  Summary report published by February 2026.	2/28/2026	

### TEAM LEAD

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### OTHER KEY IMPLEMENTATION STAFF FOR ACTION ITEM #2

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### CONSULTING STAKEHOLDERS FOR ACTION ITEM #2

### RESOURCES, RISKS, AND ADDITIONAL INFORMATION FOR ACTION ITEM #2

## Workforce Development

### ACTION ITEM #3

#### Addressing Rural and Frontier Workforce Gaps

#### FULL DESCRIPTION

Rural and frontier communities face unique workforce challenges that require targeted solutions.

#### TARGET OBJECTIVES

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|----|---|
| 1. | Gather data from clinics in rural areas to understand barriers to recruitment and retention.                  |
| 2. | Conduct an inventory of existing workforce strategies to identify what is working and what needs improvement. |
| 3. | Develop recommendations to support workforce expansion in underserved areas                                   |

#### SMART GOALS TO ACCOMPLISH ACTION ITEM #3 OBJECTIVES

OBJECTIVE	SPECIFIC OUTCOME	METRIC FOR ACCOMPLISHMENT	TARGET DATE FOR COMPLETION	RESPONSIBLE PARTY
1.	Sub-team developed to conduct surveys and interviews with rural behavioral health clinics to identify key workforce challenges	Data collection completed by December 2025	12/31/2025	
1.	Develop targeted strategies to improve recruitment and retention in rural and frontier areas.	A rural workforce barrier analysis report with recommendations.	02/28/2026	
2.	Review and analyze current rural workforce development initiatives.	Completion of strategy inventory	5/31/2026	
2.	Highlight best practices and areas for improvement in rural behavioral health workforce programs.	A strategic report of workforce development strategies	7/31/2026	
3.	Create an action plan based on data and strategy analysis to expand behavioral health workforce coverage.	Policy recommendations drafted	10/31/2026	
3.	Implement policies and programs that support sustainable workforce expansion in rural Idaho.	Implementation roadmap finalized	12/31/2026	

## Workforce Development

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<b>RESOURCES, RISKS, AND ADDITIONAL INFORMATION FOR ACTION ITEM #3</b>	