

OBJECTIVE D: Sustainable Workforce and Community Stakeholder Development

YES Providers participate in workforce development and stakeholder education to create the infrastructure necessary to provide education, training, coaching, supervision, technical assistance and mentoring to providers and community stakeholders in order to enable them to consistently and sustainably provide quality care in accordance with the Practice Manual and as described in the Agreement.

Expected Results of Accomplishing Objective D: The workforce is developed and available to deliver YES services and supports in compliance with the YES Authoritative Documents. A sustainable infrastructure is in place for ongoing education, training, and technical assistance for YES Providers.

Strategies to Accomplish Objective D:

1. The Idaho Behavioral Health Council (IBHC) has identified workforce development as a top priority in the Idaho Behavioral Health Strategic Action Plan for 2021-2024. Within the IBHC Strategic Action Plan, IDHW has been identified as the sponsor/product owner. Phase one of the IBHC's plan will be completed by December 31, 2021. The plan will include a workforce development plan to increase licensed and/or certified behavioral health professionals across the full continuum of service care, including professionals serving YES Class Members. The plan will outline the action steps and dates the State of Idaho will implement to increase the professional and paraprofessional behavioral health workforce in Idaho.
2. The plan is being developed by an implementation team and follows the IBHC guiding principles (described at page 12 of the [IBHC Strategic Action Plan Approved June 29, 2021](#)). Additionally, the new IBHC contract holder will have a contractual responsibility to achieve Medicaid access standards, which can only be accomplished through adequate network development.
3. IDHW will use the IBHC Plan as a model to develop a Workforce Development Plan that fully incorporates requirements of the Agreement, including plans to:
 - a. Assess, develop and strengthen the workforce to deliver services to Class Members.
 - b. Identify and address gaps in the workforce capacity necessary to meet the needs of Class Members
 - c. Develop sustainable regional and statewide education, training, coaching, mentoring, and technical assistance to providers that serve Class Members
4. IDHW will consult with the IWG, subject to procurement restrictions, as IDHW develops the Workforce Development Plan and, with the IWG, will incorporate timelines and interim deadlines for action items.

5. IDHW will contractually require the IBHP to develop and implement provider recruitment and training plans, in consultation with IDHW.