Building a Chemical Dependency Workforce: ADAMHS & Higher Education Models
A Community Collaborative Approach to Education & Licensure

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Collaboration Link

Mental Health Professional assumes Program Manager Position with OSU CSW

Relationship established between MHB, Community Agencies, and Social Work program
• Education Assistance for AoD Professional Licensure

• Overview
• The State of Ohio has experienced an epidemic of heroin addiction in the past five years and Allen, Auglaize, and Hardin counties have felt the impact of that epidemic. More and more people are seeking help in overcoming their addiction, sent from the courts, a primary care provider, business, CSB, or a family member. As a result, the increasing request for treatment is creating a demand for more licensed practitioners.

• State of the Agencies
• Many agencies lack qualified practitioners who can deliver quality substance abuse treatment services to meet the increased demand. Many have four year degrees in psychology, criminal justice or education and need additional training to be able to deliver quality substance abuse treatment.

• Response
• The Board set aside $25,000 to assist staff in gaining the licensure and credentials necessary to begin to adequately meet the demand. However, the Board wanted to approve the plan before disbursing funds.
Proposed Plan

• 18 month program would cover all the necessary components for staff to gain a Chemical Dependency Counselor Assistant (CDCA) certificate after two course and become a Licensed Chemical Dependency Counselor III (LCDC III) after completing the 18 month course work and passing a licensure exam.

• Cost per student for the entire 18 month course is $1428 + $60 application fee = $1488.

• The Board would pay in advance for each semester for each student based on an invoice provided by OSU Lima. After the first semester, the invoice will include participating student’s successful completion of the previous semester’s work.

• After two classes each student would qualify for a CDCA certificate and could begin to practice in the field while continuing their course of study.

• Staff would be responsible for purchase of books and supplies and licensure fees.

Successful Completion

• All participants are expected to earn a C- or above in each semester’s work in order to progress to the next semester’s courses. Participants are expected to apply for and pass licensure exams for the LCDC II or LCDC III within 90 days of eligibility.
Development & Implementation

• Conversation with Mental Health & Recovery Services Board (MHRSB) Staff & Agencies regarding Substance Courses offered at OSU Lima

• Meeting with MHRSB to discuss benefits of collaboration

• Proposal to OSU Lima Associate Dean and Fiscal Director to offer tuition discount to MHRSB

• Approval from MHRSB & OSU Lima

• Creation of action steps for future students to apply and enroll
Program Design

• Courses were offered sequentially with one course per term, beginning in Spring Semester and ending in the next Spring Semester of the following year (16 months)

• One night per week programming, with three of the classes offered on the same night each term (Monday’s 6:00p-9:00p)

• Undergraduate courses
Target Population

• Adult Learners employed by Mental Health Board contracted agencies, who want to advance their careers by increasing professional chemical dependency knowledge and licensure.

• Employed agency staff with behavioral social science degrees who are unlicensed by the state, but eligible for Chemical Dependency credentials after mastering required curriculum content.

• Currently licensed counselors, social workers, and nurses who after taking select courses would be eligible for a dual license.
Qualifications:

• Must have at minimum, an Associate’s Degree
• Must have supervisor approval
• Must pass previous semester with a C- or better to be considered for the subsequent semester
• Must be willing to sit for licensure exams within 3 months of completing curriculum
• Must be committed to delivering substance abuse treatment
Program Structure: OSU College of Social Work
Substance Misuse & Addiction Minor

• 12 Credit Hours – 4, 3 semester hour Courses meeting all “CD”
domain requirements.

• Curriculum reviewed and approved by the Ohio Chemical
Dependency Board.

https://csw.osu.edu/degrees-programs/undergraduate/curriculum/substance-misuse-addiction-minor/
Syllabus Inclusion of Requirements Accumulated

Students are provided the domain and number of hours each course meets for Chemical Dependency requirements.
Communication Process

• One on one meetings with students who had Master Degrees
• Informational Sessions on program and licensure
  Attended Director Meeting at Mental Health Agency
  Provided open sessions on program and
• Regular email and phone contacts between MHRSB Operations Director and OSU Social Work Program Manager
• Financial Invoices
• Enrollment & Attendance
Pathway to Licensure
University Benefits: (Regional)

• Increase student numbers in courses, increase in tuition
• Professional experience integrated into the classroom with undergraduate students (mentorship, community resources)
• Natural Marketing of program to more individuals in local area
• Recruitment into Social Work Master’s program (student example)
University Challenges

• FERPA-communication barriers, attendance, progress, grades

• Additional services--orientations, one on one meetings, prep testing and licensure, monitoring and tracking methods

• Student “college ready” preparedness--computer skills, study habits, quality of writing, and test anxiety.
Contact Information

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Chemical Dependency
Workforce Development Project

Gwen Helton, Sinclair Community College
Jodi Long, Montgomery Co. ADAMHS
When?

• In early 2017, we “borrowed” and adapted the idea from the Mental Health & Recovery Services Board of Allen, Auglaize, & Hardin Counties

• Montgomery Co. ADAMHS asked Sinclair Community College, a 2 year college, to be a partner
  • Sinclair Community College - Human Service department already had a 2 course CDCA certification program

• Funded by local human services levy, each co-hort can have up to 25 students at a cost of $30,000 per co-hort ($1200 per student)

• First co-hort in Autumn Semester of 2017
Why?

• We have a shortage of trained & licensed chemical dependency professionals

• We wanted to develop a “career pathway” for the chemical dependency field locally

• Small financial investment with a large, long term workforce development benefit
Who?

- Any person employed by an ADAMHS contracted partner can apply to be part of a co-hort

- We accept individuals with lived experience to independently licensed MH professionals

- This creates a dynamic learning environment fostering networking and relationship building across levels of care in our system
The Plan

• Four - 3 hour semester courses designed to meet the 180 hour educational requirement of the OH Chemical Dependency Professional Board (1 course per semester over 4 semesters)

• Students start with their co-hort and continue with their co-hort over the 15 months (yes they go through summer)

• When feasible, class is offered same night of the week & time for all 4 courses (this makes it easier on students/employers who have evening hours)
How?

• ADAMHS pays for the semester hours & registration fee

• Students are responsible for purchasing THE textbook used in all 4 courses (approx. $100); have to maintain a “C” in order to be enrolled in next course

• Expectation: Upon completion of courses, we ask each student to obtain the highest level licensure their current educational level and work experience allow
ADAMHS Responsibilities

• Market & Advertise program

• Manage the applications & schedule interviews for each co-hort

• Monitor co-hort and address issues as they arise with the students (change job, relocation, etc.)

• Communicate with co-hort re: deadlines, changes, etc.
Sinclair Community College: Human Services Department

- Why was college interested?
- What did it take to develop the courses?
- Administrative needs from college side
- Sinclair Role & Responsibilities
The Courses

MHT 1130 – Introduction to Addictive Illness
Theories and fundamentals of addictive illness and physical/mental effects of psychoactive drugs. Dynamics of substance related and addictive disorders on persons, families and society. Knowledge of disease concept, stigmas, identification, assessment, trends in treatment and relapse process. Develop insights, challenge biases and identify personal and professional issues. Elements of professional/ethical behaviors.

MHT 1236 – Assessment & Diagnosis of Substance Use Disorders
The Courses

MHT 2137 – Treatment Techniques in Substance Use Disorders

Contemporary holistic treatment methods, including motivational interviewing. Models of treatment with individual, group, case management, intervention and families. Levels of care and stages of recovery. Ethical, legal and professional behaviors.

MHT 2235 – Family Dynamics of Addiction

Impact of substance use disorders on individual family members and overall family functioning. Focuses on the nature of addiction as a disease, its progression, symptoms and treatments. The nature of codependency is discussed. Insight is gained by the students regarding their biases about the disease of addiction.
Lessons Learned

• Syllabus & Courses at some colleges/universities are proprietary

• At beginning, schedule 1:1 Interviews with applicants to determine level of licensure eligibility upon completion of courses

• Plan for students who do not pass a course

• Plan for students who leave the county

• Consistent communication to all the students
Contact Information

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Thank You! – Any Questions?