

# Train and Retain in Montana: Expanding Our Mental Health Workforce

- Three-pronged approach to expanding the mental health workforce in Montana
  - Psychiatry Training Track
  - Expand and Energize the MSU-Bozeman Psych DNP Program
  - Project ECHO
- **Psych Training Track**
  - Developed a budget based on Boise, ID experience and Montana costs
  - \$200,000 per resident = in line with national and Montana training costs
    - THREE each of 1st and 2nd year residents in Seattle = 6 x \$200K = \$1.2 million
    - THREE each of 3rd and 4th year residents in Montana = 6 x \$200K = \$1.2 million
    - TOTAL COST = \$2.4 million annually
  - Explore various funding options:
    - Work with the VA
    - MT GME Council will make a coordinated ask for funds to support a psychiatry training track through the Office of the Commissioner for Higher Education (OCHE) Budget
  - Developing a Mental Health Toolbox to Target Montanans
    - High suicide rate
    - Limited access to psychiatric care across the state
    - Practicing psychiatry in isolated communities
    - Understanding the needs of special populations, including Native Americans and Veterans
    - Practicing in clinics that integrate behavioral health and primary care
    - Using technology to expand access, including telepsychiatry and Project ECHO
  - Organizations expressing support:
    - MMA
    - MT APA
    - MT AACAP
    - Big Sky Economic Development Alliance
    - MT GME Council
- **Expand and Energize the MSU-Bozeman DNP Program**
  - Educate undergraduates and nurses-in-training about career opportunities in mental health
  - De-stigmatize the experience of delivering mental health care
  - Consider creative incentives to attract more candidates to the DNP Program
  - Recruit faculty to help teach trainees in the classroom and in clinical settings
    - FOUR psychiatrists agreed to volunteer our time teaching trainees in May
  - Work with DPHHS Director Richard Opper and meet with MSU leadership
- **Project ECHO**
  - What is it? How does it affect the workforce challenges?
  - Billings Clinic ECHO Pilot
  - Healthcare Innovation Council and ECHO
  - Integrating Behavioral Health and Primary Care