



# THE ANNAPOLIS COALITION

## ON THE BEHAVIORAL HEALTH WORKFORCE

### The Annapolis Framework for Workforce Planning in Behavioral Health

#### **Broadening the Concept of “Workforce”**

Goal 1: Expand the role of individuals in recovery and their families to actively participate in and influence their own care, provide care and supports to others, and educate the workforce.

Goal 2: Expand the role and capacity of communities to effectively identify their needs and promote behavioral health, wellness, and recovery.

Goal 3: Expand the role and capacity of all health and social service providers, through interprofessional collaboration, to meet the needs of individuals and families experiencing mental health and substance use conditions.

#### **Strengthening the Workforce**

Goal 4: Expand the pipeline of individuals into the field, ensuring broad diversity, successful completion of initial education and training, and entry into the workforce.

Goal 5: Implement systematic recruitment and retention strategies at the federal, state, and local levels to find and retain a diverse workforce.

Goal 6: Increase the relevance, effectiveness, and accessibility of training and education.

Goal 7: Foster the development of supervisors and leaders among all segments of the workforce.

#### **Creating Structures to Support the Workforce**

Goal 8: Establish financing systems that enable competitive employee compensation commensurate with required education and levels of responsibility.

Goal 9: Implement systems to monitor workforce strength and evaluate workforce development practices.

Goal 10: Build a technical assistance infrastructure that promotes adoption of workforce development best practices.

**Adapted from:** Hoge, M. A., Morris, J. A., Daniels, A. S., Stuart, G. W., Huey, L. Y., & Adams, N., 2007. An Action Plan for Behavioral Health Workforce Development. Rockville, MD: Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services.

**Recommended citation:** Hoge, M.A., Morris, J.A. Stuart, G.W., & Flaherty, M.T. The Annapolis Framework for Workforce Planning in Behavioral Health. The Annapolis Coalition, 2023. (<https://annapoliscoalition.org/about-us/framework/>)

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