Survey Instrument

2021 Survey of Behavioral Health Workforce Employers

**Organizational Characteristics**

1) What is the primary treatment focus of your organization?

( ) Mental Health

( ) Substance Use Disorder

( ) Integrated Mental Health and Substance Use Disorder

( ) Primary Care only

( ) Integrated Primary Care and Behavioral Health

( ) Do not provide direct care services (end survey)

( ) Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2) Which of the following describes your organization’s practice setting? (Check all that apply)

**Outpatient Ambulatory Facility**

[ ] Certified community behavioral health clinic

[ ] Community mental health center or clinic

[ ] Community health center

[ ] Rural health clinic

[ ] Group practice or private practice

[ ] Substance use disorder outpatient center (including withdrawal management)

[ ] Crisis outpatient services (stand-alone)

**Inpatient, Residential, or Long-Term Care Facility**

[ ] Psychiatric rehabilitation facility (stand-alone)

[ ] Inpatient psychiatric or addiction treatment hospital

[ ] Academic medical center

[ ] Community hospital

[ ] Residential treatment facility (e.g. group home, supportive housing for individuals with mental illness, transitional housing)

[ ] Long term care facility or nursing home

[ ] Long-term acute care facility (LTAC)

[ ] Crisis residential facility

[ ] Hospice or palliative care facility

[ ] Rehabilitation facility

**Other Setting**

[ ] School (pre-K, elementary, middle, or high school)

[ ] Student health or counseling center at a college or university

[ ] Criminal justice system

[ ] Government agency (e.g. mental health/substance use agency, Medicaid agency, child welfare agency, veterans, etc.)

[ ] Managed care organization

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q3) In which state or U.S. territory is your organization located? If your organization has locations in more than one state, *check all that apply*.

[ ] Alabama

[ ] Alaska

[ ] American Samoa

[ ] Arizona

[ ] Arkansas

[ ] California

[ ] Colorado

[ ] Connecticut

[ ] Delaware

[ ] District of Columbia

[ ] Florida

[ ] Georgia

[ ] Guam

[ ] Hawaii

[ ] Idaho

[ ] Illinois

[ ] Indiana

[ ] Iowa

[ ] Kansas

[ ] Kentucky

[ ] Louisiana

[ ] Maine

[ ] Maryland

[ ] Massachusetts

[ ] Michigan

[ ] Minnesota

[ ] Mississippi

[ ] Missouri

[ ] Montana

[ ] Nebraska

[ ] Nevada

[ ] New Hampshire

[ ] New Jersey

[ ] New Mexico

[ ] New York

[ ] North Carolina

[ ] North Dakota

[ ] Northern Mariana Islands

[ ] Ohio

[ ] Oklahoma

[ ] Oregon

[ ] Pennsylvania

[ ] Puerto Rico

[ ] Rhode Island

[ ] South Carolina

[ ] South Dakota

[ ] Tennessee

[ ] Texas

[ ] Utah

[ ] U.S. Virgin Islands

[ ] Vermont

[ ] Virginia

4) What behavioral health services does your organization provide? Some categories may overlap, but please *check all that apply*.

[ ] Acute care services

[ ] Applied behavioral analysis

[ ] Assertive community treatment (ACT or PACT)

[ ] Assisted outpatient treatment (AOT)

[ ] Care coordination/case management

[ ] Coordinated specialty care

[ ] Crisis stabilization

[ ] Discharge planning services

[ ] Diversion and jail-based services

[ ] Geriatric behavioral health services

[ ] Home health services

[ ] Intensive outpatient treatment (IOT) or intensive outpatient program (IOP)

[ ] Medication assisted treatment (MAT)

[ ] Mental health inpatient services

[ ] Mental health outpatient services

[ ] Opioid Treatment Program (OTP)

[ ] Outpatient day or evening treatment programs

[ ] Partial hospitalization program (PHP)

[ ] Psychiatric hospitalization

[ ] Psychological screening

[ ] Psychological testing and assessment

[ ] Residential mental health treatment services

[ ] Residential substance use disorder treatment services

[ ] Residential detox services

[ ] Substance use inpatient services

[ ] Substance use outpatient services

[ ] Support and recovery services (including peer support)

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

5) What is the typical approximate wait time for new clients and access to crisis services?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Same Day | One week | Two weeks | Three weeks | Four weeks | Five weeks or more | N/A |
| New client intake (non-urgent) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| New client visit with psychiatrist (or other prescriber) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Crisis services | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |

*Logic:* ***IF*** *Question “Does your organization currently offer telehealth services to your clients” #5 is one of the following answers (“No”)* ***THEN*** *Jump to Question “Does your treatment program or model include a Hub and Spokes for Opioid Use Disorder? If yes, please select if you are the Hub or Spoke.” #8*

6) Does your organization currently offer telehealth services to your clients?

( ) Yes

( ) No

7) Approximately what percent (%) of your visits are currently delivered via telehealth?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

8) Approximately what percent (%) of your visits were delivered via telehealth in 2019 (i.e. the year before the COVID-19 pandemic)? (indicate “0” if none)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

9) Does your treatment program or model include a Hub and Spokes for Opioid Use Disorder?

( ) Yes, as a Hub (specialty opioid treatment program clinic that dispenses medication and provides daily dosing and therapeutic services)

( ) Yes, as a Spoke (general medical settings providing office-based opioid treatment in which medications are prescribed and patients are seen weekly or monthly)

( ) No

( ) Don’t know

**Staffing**

10) Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)

Clinical Staff

[ ] Addiction Medicine Specialists

[ ] Addiction Psychiatrists

[ ] Licensed Clinical Social Workers or Licensed Certified Social Workers

[ ] Licensed Marriage and Family Therapists (LMFT)

[ ] Licensed Practical/Vocational Nurses

[ ] Licensed Professional Counselors (LPC; or LMHC, LCPC, LPCC, LCMHC, and LMHP)

[ ] Occupational therapist/physical therapists

[ ] PAs providing psychiatric care

[ ] Pharmacists

[ ] Primary Care Providers (MD, DO, NP, PA)

[ ] Psychiatric NPs

[ ] Psychiatric Clinical Nurse Specialists

[ ] Psychiatrists-Adult

[ ] Psychiatrists-Child & Adolescent

[ ] Psychologists

[ ] Registered Nurses

[ ] Speech and language therapists

[ ] Substance Use / Addiction Counselors

Support Staff

[ ] Care coordinators/case managers

[ ] Community Health Workers

[ ] Dietitians

[ ] Employment and Education Specialists

[ ] Health Education Specialists

[ ] Home Health and Personal Aides

[ ] Housing Specialists

[ ] Nursing Assistants

[ ] Patient Navigators

[ ] Peer Support Specialists/Recovery Specialists (lived experience providing services to peers)

[ ] Psychiatric Aides

[ ] Psychiatric Technicians

[ ] Social Workers (non-clinical)

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Logic: Hidden unless: Question “What behavioral health services does your organization provide? Some categories may overlap, but please check all that apply.” #3 is one of the following answers (“Assertive community treatment (ACT or PACT)”)*

11) Approximately how many assertive community treatment (ACT) care teams does your organization currently have?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Logic: Hidden unless: Question “What behavioral health services does your organization provide? Some categories may overlap, but please check all that apply.” #3 is one of the following answers (“Assertive community treatment (ACT or PACT)”)*

12) What is the staff composition of a typical assertive community treatment (ACT) team at your organization? Please list full time equivalents (FTEs).

|  |  |
| --- | --- |
|  | FTEs |
| Psychiatrist | \_\_\_\_\_\_\_\_ |
| Psychiatric Nurse Practitioner | \_\_\_\_\_\_\_\_ |
| Psychiatric Clinical Nurse Specialist | \_\_\_\_\_\_\_\_ |
| Psychologist | \_\_\_\_\_\_\_\_ |
| Licensed Professional Counselor/Therapist (e.g. LCSW, LPC, LMFT) | \_\_\_\_\_\_\_\_ |
| Case manager | \_\_\_\_\_\_\_\_ |
| Registered Nurse | \_\_\_\_\_\_\_\_ |
| Licensed Practical/Vocational Nurses | \_\_\_\_\_\_\_\_ |
| Social Worker (non-clinical) | \_\_\_\_\_\_\_\_ |
| Peer Support Specialist/Recovery Coach | \_\_\_\_\_\_\_\_ |
| Employment or education specialist | \_\_\_\_\_\_\_\_ |
| Community Health Workers | \_\_\_\_\_\_\_\_ |
| Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_ |
| Don’t know (indicate “0”) | \_\_\_\_\_\_\_\_ |

*Logic: Hidden unless: Question “What behavioral health services does your organization provide? Some categories may overlap, but please check all that apply.” #3 is one of the following answers (“Assertive community treatment (ACT or PACT)”)*

13) Which profession(s) typically fill the supervisor role in ACT teams at your organization? (Check all that apply)

[ ] Psychiatrist

[ ] Psychiatric Nurse Practitioner

[ ] Psychiatric Clinical Nurse Specialist

[ ] Psychologist

[ ] Licensed Professional Counselor/Therapist (e.g. LCSW, LPC, LMFT)

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Logic: Hidden unless: Question “What behavioral health services does your organization provide? Some categories may overlap, but please check all that apply.” #3 is one of the following answers (“Assertive community treatment (ACT or PACT)”)*

14) What is the typical caseload of your ACT teams?

( ) Clients per team: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

( ) Don’t know

*Logic: Hidden unless: Question “What behavioral health services does your organization provide? Some categories may overlap, but please check all that apply.” #3 is one of the following answers (“Assisted outpatient treatment (AOT)”)*

15) What is the staffing composition of a typical assisted outpatient treatment (AOT) team at your organization? Please list full time equivalents (FTEs).

|  |  |
| --- | --- |
|  | FTEs |
| Psychiatrist | \_\_\_\_\_\_\_\_ |
| Psychiatric Nurse Practitioner | \_\_\_\_\_\_\_\_ |
| Psychiatric Clinical Nurse Specialist | \_\_\_\_\_\_\_\_ |
| Psychologist | \_\_\_\_\_\_\_\_ |
| Licensed Professional Counselor/Therapist (e.g. LCSW, LPC, LMFT) | \_\_\_\_\_\_\_\_ |
| Case manager | \_\_\_\_\_\_\_\_ |
| Registered Nurse | \_\_\_\_\_\_\_\_ |
| Licensed Practical/Vocational Nurses | \_\_\_\_\_\_\_\_ |
| Social Worker (non-clinical) | \_\_\_\_\_\_\_\_ |
| Peer Support Specialist/Recovery Coach | \_\_\_\_\_\_\_\_ |
| Employment or education specialist | \_\_\_\_\_\_\_\_ |
| Community Health Workers | \_\_\_\_\_\_\_\_ |
| Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_ |
| Don’t know (indicate “0”) | \_\_\_\_\_\_\_\_ |

*Logic: Hidden unless: Question “What behavioral health services does your organization provide? Some categories may overlap, but please check all that apply.” #3 is one of the following answers (“Assisted outpatient treatment (AOT)”)*

16) Approximately how many clients received AOT services from your organization in the past 30 days?

( ) Clients per team: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

( ) Don’t know

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Peer support specialists/Recovery specialists (lived experience providing services to peers)”)*

17) You indicated your organization offers peer support services. Are your peer support specialists (also referred to as recovery support specialists) certified?

( ) Yes, all are certified

( ) Yes, some are certified but not all

( ) No

( ) Don’t know

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Peer support specialists/Recovery specialists (lived experience providing services to peers)”)*

18) Are your peer support specialists pursuing certification while working at your organization?

( ) Yes

( ) No

( ) Don’t know

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Peer support specialists/Recovery specialists (lived experience providing services to peers)”)*

19) How are peer support specialists compensated?

( ) All are paid

( ) All are volunteers

( ) Some are paid and others volunteer

( ) Don’t know

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Peer support specialists/Recovery specialists (lived experience providing services to peers)”)*

20) Does your organization receive any financial support for peer support specialist services? (Check all that apply)

[ ] Medicaid reimbursement

[ ] Private payer reimbursement

[ ] Other payers (e.g. TRICARE)

[ ] Federal grant funding

[ ] State grant funding

[ ] Other grant funding (e.g. private philanthropy, foundations)

[ ] We do not receive any reimbursement for peer support specialists

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Peer support specialists/Recovery specialists (lived experience providing services to peers)”)*

21) In your setting, are peer support specialists used for patients with: (Check all that apply)

[ ] Serious mental illness

[ ] Substance use disorder

[ ] Homelessness

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Care coordinators/case managers)”)*

22) You indicated your organization has case managers and/or care coordinators. What professions do you typically recruit/hire for this role? (Check all that apply)

[ ] Licensed Clinical Social Worker

[ ] Licensed Practical Nurse or Vocational Nurse (LPN or LVN)

[ ] Medical Assistant

[ ] Registered Nurse

[ ] Social Worker (non-clinical)

[ ] Community Health Worker

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Pharmacists)”)*

23) You indicated your organization has pharmacists. Are any of your pharmacists board certified psychiatric pharmacists?

( ) Yes

( ) No

( ) Don’t know

*Logic: Hidden unless: Question “Which of the following occupations are employed or contracted by your organization to provide mental health, substance use disorder, or addiction services? (Check all that apply)” #9 is one of the following answers (“Pharmacists)”)*

24) Do pharmacists at your site perform any of the following activities? (Check all that apply)

[ ] Medication management or medication review/reconciliation

[ ] Monitor/track medication adherence

[ ] Patient education

[ ] Dispense Naloxone using standing orders

[ ] Prescribe medications

[ ] None of the above

**Recruitment and Retention**

25) Does your organization have difficulty recruiting or retaining the following staff members?  (Check all that apply)

|  |  |
| --- | --- |
| **CLINICAL STAFF** |  |
| Addiction Medicine Specialists  | [ ] |
| Addiction Psychiatrist  | [ ] |
| Licensed Clinical Social Workers or Licensed Certified Social Workers | [ ] |
| Licensed Marriage and Family Therapists |  |
| Licensed Practical/Vocational Nurses | [ ] |
| Licensed Professional Counselors (LPC; or LMHC, LCPC, LPCC, LCMHC, and LMHP) | [ ] |
| Occupational therapist/physical therapist | [ ] |
| PAs providing psychiatric care | [ ] |
| Pharmacists | [ ] |
| Primary Care Providers (MD, DO, NP, PA) | [ ] |
| Psychiatric Nurse Practitioners | [ ] |
| Psychiatric Clinical Nurse Specialists | [ ] |
| Psychiatrists-Adult | [ ] |
| Psychiatrists-Child & Adolescent | [ ] |
| Psychologists | [ ] |
| Registered Nurses | [ ] |
| Speech and language therapist | [ ] |
| Substance Use / Addiction Counselors  | [ ] |
| **SUPPORT STAFF** |  |
| Care coordinators/case managers | [ ] |
| Community Health Workers | [ ] |
| Dietitians | [ ] |
| Employment and education specialists | [ ] |
| Health education specialists | [ ] |
| Home Health and personal Aides | [ ] |
| Housing specialists | [ ] |
| Nursing Assistants | [ ] |
| Patient navigators | [ ] |
| Peer support specialists/recovery specialists (lived experience providing services to peers) | [ ] |
| Psychiatric aides | [ ] |
| Psychiatric technicians | [ ] |
| Social Workers (non-clinical) | [ ] |
| Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | [ ] |

26a) What are some of the likely reasons behind your **clinical staff** recruitment and retention challenges? (Check all that apply)

 [ ] General shortage of occupation(s) in area

[ ] Insufficient educational pipeline in the area

[ ] Wages not competitive

[ ] Limited benefits

[ ] Limited job security due to grant funding or other issue

[ ] Lack of peers/professional network

[ ] Geographic location

[ ] Office conditions (e.g. space limitations, outdated facilities)

[ ] Lack of support personnel

[ ] High case load requirements

[ ] Challenging patient/client population

[ ] Other (please explain): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

b) What are some of the likely reasons behind your **support staff** recruitment and retention challenges? (Check all that apply)

[ ] General shortage of occupation(s) in area

[ ] Insufficient educational pipeline in the area

[ ] Wages not competitive

[ ] Limited benefits

[ ] Limited job security due to grant funding or other issue

[ ] Lack of peers/professional network

[ ] Geographic location

[ ] Office conditions (e.g. space limitations, outdated facilities)

[ ] Lack of support personnel

[ ] High case load requirements

[ ] Challenging patient/client population

[ ] Other (please explain): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

27) Are there any occupations where recruitment or retention challenges led you to do any of the following in the last 6 months? (Check all that apply)

[ ] Use locum tenens

[ ] Contract with providers outside the organization

[ ] Substitute other professions

[ ] Use psychologists/counselors-in-training

[ ] Use service extenders

[ ] Use volunteers

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ ] None of the above

**STAFFING NEEDS**

28) How would you rate the adequacy of your organization’s current level of staffing to meet patient/client needs in the following areas?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Overstaffed | Adequately Staffed | Somewhat Understaffed | Severely Understaffed | N/A |
| Services for serious mental illness | ( ) | ( ) | ( ) | ( ) | ( ) |
| Services for substance use disorder |  | ( ) | ( ) | ( ) | ( ) |
| Mental health services for mild/moderate mental illness | ( ) | ( ) | ( ) | ( ) | ( ) |
| Prevention and recovery Services | ( ) | ( ) | ( ) | ( ) | ( ) |
| Support services (e.g. housing, vocational, food, transportation) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Bilingual services (language/translation) | ( ) | ( ) | ( ) | ( ) | ( ) |

29) If funding were not an issue, approximately how many FTEs of each profession listed below would you hire immediately to address staffing gaps identified above?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 or fewer FTEs | 2-4 FTEs | 5-10 FTEs | >10 FTEs | N/A |
| Addiction Psychiatrist | ( ) | ( ) | ( ) | ( ) | ( ) |
| Addiction Medicine Specialists | ( ) | ( ) | ( ) | ( ) | ( ) |
| Psychiatrists-Adult | ( ) | ( ) | ( ) | ( ) | ( ) |
| Psychiatrists-Child & Adolescent | ( ) | ( ) | ( ) | ( ) | ( ) |
| Psychiatric Nurse Practitioners | ( ) | ( ) | ( ) | ( ) | ( ) |
| Psychiatric Clinical Nurse Specialists | ( ) | ( ) | ( ) | ( ) | ( ) |
| Primary Care Providers (MD, DO, NP, PA) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Pharmacists | ( ) | ( ) | ( ) | ( ) | ( ) |
| Nurses | ( ) | ( ) | ( ) | ( ) | ( ) |
| Psychologists (PhD, PsyD) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Clinical behavioral health specialists (e.g. LCSWs, LPCs, MFT) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Care coordinators/case managers and/or housing specialists, vocational specialists | ( ) | ( ) | ( ) | ( ) | ( ) |
| Peer Support Specialists/recovery specialists | ( ) | ( ) | ( ) | ( ) | ( ) |
| Technicians | ( ) | ( ) | ( ) | ( ) | ( ) |
| Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_ | ( ) | ( ) | ( ) | ( ) | ( ) |

30) What are the barriers to addressing these staffing needs?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

31) What policy, regulatory, and/or payment changes (if any) are needed to further optimize use of your behavioral health workforce?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

32) Did your organization have to furlough any employees as a result of COVID-19?

( ) Yes, but we have since rehired all (or nearly all) positions

( ) Yes, and staffing remains significantly reduced

( ) Yes, and staffing remains moderately reduced

( ) No, but it was financially challenging to keep people on

( ) No, this was not an issue for us

33) What populations are served by your organization? (Check all that apply)

[ ] Adolescents (ages 12-17)

[ ] Adults (ages 18-64)

[ ] American Indian or Alaska Native

[ ] Asian or Asian American

[ ] Black or African American

[ ] Children (ages 5-11)

[ ] Hispanic, Latino/a, or Spanish origin

[ ] Immigrants

[ ] Individuals experiencing homelessness

[ ] Individuals for whom English is a second language

[ ] Individuals with developmental disabilities

[ ] Individuals with justice-involvement (currently or formerly)

[ ] Individuals with low socioeconomic status

[ ] LGBTQ

[ ] Military service members and dependents

[ ] Native Hawaiian or other Pacific Islander

[ ] Pregnant/postpartum women

[ ] Rural/agricultural

[ ] Seniors (older adults aged 65+)

[ ] Veterans

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

34) Which form(s) of payment does your organization accept? (Check all that apply)

[ ] Medicaid

[ ] Medicare

[ ] Commercial insurance

[ ] TRICARE (Military/DOD)

[ ] Other federal insurance (VA, CHAMPVA)

[ ] Self-pay

[ ] Sliding scale

[ ] Grants/contracts/private fundraising

[ ] Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

35) Approximately how many unique clients does your organization serve annually?

( ) Fewer than 1,000

( ) 1,000-4,999

( ) 5,000-9,999

( ) 10,000-24,999

( ) 25,000-49,999

( ) 50,000 or more

( ) Don’t know

Thank you for participating in this important survey. Your responses will provide critical insight into the workforce caring for individuals with mental health and substance use disorders.