

# Behavioral Health Training for the Public Health Workforce: A Compendium of Resources

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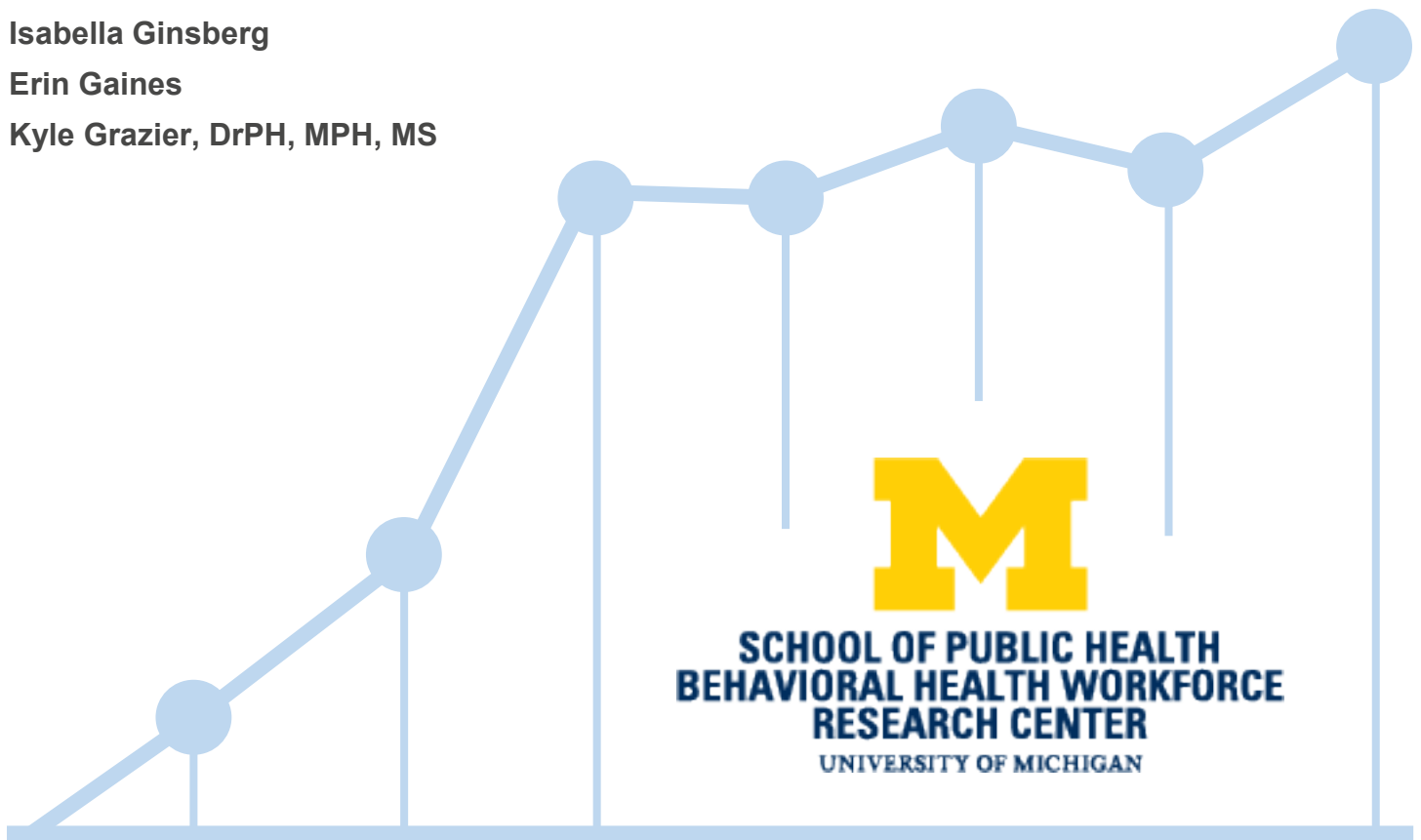
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## Introduction

Behavioral health and public health systems share many commonalities, yet their respective workforces are often siloed in practice. Despite overlapping occupations, missions, and practice settings, research investigating the actual and potential synergies and intersections between the behavioral health and public health workforces is limited.

Occupational shortages are of significant concern across many behavioral health and public health settings. One in five adults in the U.S. experiences a mental health condition each year, and more than half do not receive needed services.<sup>1</sup> Though recent advances in telehealth have broadened access to care, 25.7% of adults with a mental illness report an unmet need for treatment.<sup>1</sup> Maldistribution of the public health workforce and ensuing recruitment and retention challenges are major contributors to unmet need.<sup>2</sup> Chronic barriers to adequate staffing of public health agencies, such as organizational budget restrictions and low salaries, further hinder workforce expansion efforts.<sup>2</sup>

The growing prevalence of behavioral health disorders coupled with these workforce shortages indicates a need for ensuring a competent and responsible public health workforce prepared to meet demand for mental health and substance use disorder care. Evidence exists for the value of incorporating behavioral health education into public health training to supplement and aid in workforce understaffing. Behavioral health training for public health workers creates opportunities to broaden knowledge of signs, symptoms, and risk factors for mental health issues and connect people in need to professional and self-help resources.

## Objectives

This compendium of resources is intended to provide information on behavioral health training opportunities available to the public health workforce, including:

- Definitions of the behavioral health and public health workforces;
- Examples of professions that span the behavioral health workforce and public health workforce; and
- Summarized descriptions of behavioral health training opportunities.

## Defining the Workforces

The behavioral health and public health workforces function in a wide range of social services, preventive care, and health service settings. As the behavioral health field expands in response to increased demand for and insurance coverage of services, identifying public health workforce capacity to meet service needs is of increasing importance. Defining the occupations that comprise each workforce population can assist with discovery of areas in which public health workers can provide supplemental behavioral health care.

## Defining the Behavioral Health Workforce

The behavioral health workforce can be defined as all workers involved in treatment or prevention of mental health conditions, substance use disorders, or both.<sup>3</sup> This definition includes licensed and non-licensed workers, peer support workers, and volunteers, as well as primary care workers who may be providing behavioral health services.<sup>3,4</sup> A summary of behavioral health professionals is listed in Figure 1.

Not included under this definition are workers in behavioral health service organizations who are not contributing directly to the provision of mental health or substance use disorder treatment or prevention services, such as clerical staff, business and human resources personnel, or maintenance staff. It also does not capture other professionals who are often not considered part of the behavioral health workforce formally but may provide relevant services, such as teachers and law enforcement professionals.<sup>3</sup>

**Figure 1: Licensed and Certified Behavioral Health Occupations**

## Behavioral Health Occupations

### Licensed professionals

- Psychiatrists
- Psychologists
- Marriage and family therapists
- Social workers
- Mental health counselors
- Psychiatric nurse practitioners
- Physician assistants
- Addiction counselors

### Certified professionals

- Addiction counselors
- Peer providers
- Psychiatric rehabilitation specialists
- Psychiatric aide/technicians
- Case managers
- Community health workers

Primary care providers

## Defining the Public Health Workforce

The public health workforce can be defined as those workers who are engaged in activities related to the protection, promotion, and restoration of the collective health of populations (Rotem et al., 2005).<sup>5</sup>

Essential services of public health provided by this workforce include:

1. Monitoring and identification of population health problems;
2. Diagnosis and investigation of population health issues and hazards;
3. Population education and empowerment around public health issues;
4. Mobilization of community partnerships to identify and solve population health issues;
5. Development of policies that support individual and population health efforts;
6. Enforcement of laws and regulations that protect health and ensure population safety;
7. Referral of community members to needed personal health services;
8. Ensuring a competent public health and personal healthcare workforce;
9. Evaluating the effectiveness, accessibility, and quality of personal and population-based health services; and
10. Conducting research to gain new insights and develop innovative solutions to population health problems.<sup>6</sup>

A summary of behavioral health professionals is listed in Figure 2.

Of consideration is including the following professionals as members of the public workforce: physicians, nurse practitioners, physician assistants, and pharmacists. Literature specifically focusing on the public health workforce largely does not mention these occupations, though substance use disorder treatment is lumped into public health and these provider types deliver substance use disorder treatment and recovery services, including medication-assisted treatment. It could be argued that siloing these providers as behavioral health workforce members excludes their critical role in population-level care, given the rise of integrated care.

**Figure 2: Licensed, Certified, and Other Public Health Occupations**

## Public Health Occupations

### Licensed and certified professionals

- Community health worker
- Community nutrition
- Epidemiologists
- Oral health professional
- Peer counselors
- Public health nurse
- Public health physician

### Other professionals

- Health communicator/educator
- Laboratory worker
- Occupational safety and health specialist
- Program evaluator
- Psychiatric rehabilitation specialists
- Statistician

## Intersecting Workforces

Mental health and substance use disorders are leading causes of years lived with disability on a global scale.<sup>7</sup> Without prioritization of behavioral health concerns as a public health issue, improvements in population health are likely to stagnate or decline.<sup>7</sup> Organizations such as the National Network of Public Health Institutes (NNPHI) have prioritized behavioral health and its intersection with public health as a key focus.<sup>8</sup> Collaboration across behavioral and public health systems holds promise for enhancing the capacity of the public health workforce to better address provider shortages.

### Workforce Estimates

Understanding the supply of public health workers currently in practice is critical for identifying, recruiting, and growing potential behavioral healthcare providers. Occupation count estimates are useful for understanding how much of the public health workforce already utilizes behavioral health skills. Counts can help illustrate the number of workers that could benefit from behavioral health training resources, as well as illuminate the frequency of crossover between public health and behavioral health workforce skill sets.

Counts of public health occupations are listed in Tables 1–4. Workforce estimate data are included from the following sources: Bureau of Labor Statistics (BLS), Office of Personnel Management (OPM), Association of State and Territorial Health Officials (ASTHO), National Association of County and City Health Officials (NACCHO), and National Sample Survey of Registered Nurses (NSSRN).

**Table 1: Occupation: Paraprofessionals, including health educators, community health workers, and peer support specialists.<sup>9</sup>**

BLS	OPM	ASTHO	NACCHO
2,750 health educators reported in the federal government, 3,340 in state government, and 6,820 in local government (2010)	OPM has a Public Health Educator occupational series and reported 56 federal workers in selected agencies	2,440 health educators in 43 state health departments (2010)	4,900 health educators in local health departments (2010)

**Table 2: Occupation: Public health nurses.**<sup>9-10</sup>

BLS	OPM	ASTHO	NACCHO	NSSRN
3,080,100 (includes all nursing designations) (2020)	60,708 nurses working in selected federal agencies (2011)	11,071 public health nurses employed in 44 responding state and territorial health departments (2010)	27,900 public health nurses reported to be working in local public health (2010)	97,210 registered nurses employed in a community or public health setting, 16,467 of which were estimated to be in state public health or mental health agencies, and 34,637 of which were estimated to be in county and city health departments

**Table 3: Occupation: Social Workers.**<sup>9,11</sup>

BLS	OPM	ASTHO	NACCHO
715,600 (includes all social worker designations) (2017); 112,040 mental health and substance abuse social workers, excluding those who are self-employed (2017)	16,027 workers within DHHS and other selected federal agencies (2011)	2,974 social workers were employed in the 30 state and territorial health departments (2010)	Approximately 5,600 local public health workers classified as behavioral health professionals, representing approximately 3.5% of the local health department workforce (2010)

**Table 4: Occupation: Substance abuse counselors.**

BLS	OPM	ASTHO	NACCHO
327,500 (includes all Substance Abuse, Behavioral Disorder, and Mental Health Counselor estimates) (2020)	16,027 workers within DHHS and other selected federal agencies (2011)	2,974 social workers were employed in the 30 state and territorial health departments (2010)	Approximately 5,600 local public health workers were classified as behavioral health professionals (2010)

## Overlapping Workforces

Considerable overlap exists across the behavioral health and public health workforces. Comparison of studies investigating the composition of these respective workforces reveal similar occupations in both worker populations.

Examples of overlapping occupations include: paraprofessional workers, public health nurses, social workers, and substance abuse counselors. Tables 5–9 summarize the occupational titles, services, employment settings, and licensure/certification requirements of these professionals.

**Table 5:** Occupation: “Paraprofessional,” including health educators, community health workers, and peer support specialists.

	<b>Behavioral Health Workforce Studies</b> <sup>13,14</sup>	<b>Public Health Workforce Studies</b> <sup>2,15,16</sup>
<b>Occupational Titles Used</b>	Health educator, health education specialists, community health worker, peer support specialist	Health educator, health education specialist, community health worker
<b>Services Provided</b>	<ul style="list-style-type: none"> <li>• Discuss health concerns with community members</li> <li>• Educate people about the importance and availability of healthcare services, such as cancer screenings</li> <li>• Provide basic health services such as first aid, diabetic foot checks, and height and weight measurements</li> <li>• Collect data to help identify community needs</li> <li>• Report findings to health education specialists, healthcare workers, or social service providers</li> <li>• Provide informal counseling and social support</li> <li>• Conduct outreach programs</li> <li>• Make referrals, provide transportation, and address other barriers to healthcare access</li> <li>• Advocate for individual and community needs</li> </ul>	<ul style="list-style-type: none"> <li>• Works with community members, coalitions and other stakeholders to design, implement, and evaluate health education and health promotion programs</li> </ul>
<b>Practice Settings</b>	<ul style="list-style-type: none"> <li>• Hospitals (state, local, private)</li> <li>• Individual and family services</li> <li>• Religious, grantmaking, civic, professional, and similar organizations</li> <li>• Nonprofit organizations</li> <li>• Government agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Hospitals (state, local, private)</li> <li>• Individual and family services</li> <li>• Religious, grantmaking, civic, professional, and similar organizations</li> <li>• Nonprofit organizations</li> <li>• Government agencies</li> </ul>
<b>Licensure/Certification Opportunities and Requirements</b>	Some states offer certification for community health workers and/or peer support providers, which may include completing an approved training program.	Health education specialists typically need at least a bachelor’s degree. Community health workers typically need at least a high school diploma and a brief period of on-the-job training. Certification may be required or preferred for some health education specialists and community health workers.



**Table 6: Occupation: Public Health Nurses**

	<b>Behavioral Health Workforce Studies</b>	<b>Public Health Workforce Studies<sup>9,17</sup></b>
<b>Occupational Titles Used</b>	Public health nurse	Public Health nurse
<b>Services Provided</b>	Not specified in behavioral health—specific studies.	<ul style="list-style-type: none"> <li>• Administering immunizations to children and adults</li> <li>• Investigating a communicable disease outbreak</li> <li>• Educating about prenatal care in the community or at a clinic</li> <li>• Advocacy</li> <li>• Policy development</li> <li>• Planning including issues of social justice</li> <li>• Community collaboration</li> <li>• Health teaching</li> </ul>
<b>Practice Settings</b>	Not specified in behavioral health—specific studies.	<ul style="list-style-type: none"> <li>• All levels of government</li> <li>• Community-based and other nongovernmental service organizations</li> <li>• Foundations</li> <li>• Policy think tanks</li> <li>• Academic institutions and other research settings</li> </ul>
<b>Licensure/Certification Opportunities and Requirements</b>	BSN	BSN; DNP; PhD

**Table 7: Occupation: Social Workers**

	<b>Behavioral Health Workforce Studies</b> <sup>11,14,18,19</sup>	<b>Public Health Workforce Studies</b> <sup>9,11,15</sup>
<b>Occupational Titles Used</b>	Social worker, clinical social worker, healthcare social worker, mental health and substance abuse social workers	Social worker, social services professional, licensed clinical social worker (LCSW), licensed master social worker (LMSW)
<b>Services Provided</b>	<ul style="list-style-type: none"> <li>• Help people identify and deal with problems in their day-to-day lives</li> <li>• Individual or group counseling</li> <li>• Crisis management/intervention</li> <li>• Case management</li> <li>• Client advocacy</li> <li>• Preventative service</li> <li>• Work directly with clients or as part of a healthcare team</li> <li>• Diagnose mental health disorders</li> <li>• Provide psychosocial treatment/psychotherapy for individuals, families, and groups</li> <li>• Assessment</li> <li>• Diagnosis</li> </ul>	Not specified in public health–specific studies.
<b>Practice Settings</b>	<ul style="list-style-type: none"> <li>• Mental health and substance use treatment centers</li> <li>• Physicians’ offices</li> <li>• Clinics</li> <li>• Hospitals</li> <li>• Colleges</li> <li>• Private practice</li> <li>• Research</li> <li>• Academia/teaching</li> </ul>	Not specified in public health–specific studies.
<b>Licensure/Certification Opportunities and Requirements</b>	<ul style="list-style-type: none"> <li>• Bachelor’s degree.</li> <li>• Clinical social workers must obtain a master’s degree (MSW), licensure, and meet certain additional requirements, including a supervised field practicum/ internship.</li> </ul>	Not specified in public health–specific studies.

**Table 8: Occupation: Substance Abuse Counselors**

	<b>Behavioral Health Workforce Studies</b> <sup>12,14</sup>	<b>Public Health Workforce Studies</b> <sup>9</sup>
<b>Occupational Titles Used</b>	Addiction counselor	Substance abuse and behavioral health disorders counselor, behavioral health
<b>Services Provided</b>	<ul style="list-style-type: none"> <li>• Provide treatment and support to people who suffer from addiction to alcohol and other drugs, or other behavioral health problems</li> <li>• Evaluate clients' mental and physical health, addiction, or problematic behavior and assess their readiness for treatment</li> <li>• Develop, recommend, and review treatment goals and plans with clients and their families</li> <li>• Assist clients in developing skills and behaviors necessary to recover from their addiction or modify their behavior</li> <li>• Work with clients to identify behaviors or situations that interfere with their recovery</li> <li>• Teach clients' family members about addiction or behavior disorders and help them develop strategies to cope with those problems</li> <li>• Refer clients to other resources and services, such as job placement services and support groups</li> <li>• Conduct outreach programs to help people identify the signs of addiction and other destructive behavior, as well as steps to take to avoid such behavior</li> </ul>	Not specified in public health-specific studies.
<b>Practice Settings</b>	<ul style="list-style-type: none"> <li>• Mental health centers</li> <li>• Community health centers</li> <li>• Prisons</li> <li>• Private practice</li> <li>• Outpatient mental health and substance abuse centers</li> <li>• Individual and family services</li> <li>• Hospitals: state, local, and private</li> <li>• Residential mental health and substance abuse facilities</li> <li>• Government</li> </ul>	<ul style="list-style-type: none"> <li>• Mental health centers</li> <li>• Community health centers</li> <li>• Prisons</li> <li>• Private practice</li> <li>• Outpatient mental health and substance abuse centers</li> <li>• Individual and family services</li> <li>• Hospitals: state, local, and private</li> <li>• Residential mental health and substance abuse facilities</li> <li>• Government</li> </ul>
<b>Licensure/Certification Opportunities and Requirements</b>	Most positions require at least a bachelor's degree. Although educational requirements can vary from a high school diploma and certification to a master's degree for substance abuse and behavioral disorder counselors, a master's degree and an internship are typically required to become a mental health counselor.	Not specified in public health-specific studies.

**Table 9: Occupation: Additional public health occupations.<sup>2</sup>**

Occupation	Services Provided	Practice Locations	Workforce Composition
Epidemiologist	Track disease outbreaks, ranging from influenza to foodborne illness, and develop ways to prevent and control the continued	Health departments, labs, private companies	Approximately 2,580 working in state and territorial health departments. States have reported needing approximately 47% more epidemiologists to
Occupational safety and health specialist	Designs programs to prevent and control risks and injuries to workers, ranging from environmental to ergonomic.	Public health laboratories	Approximately 20,000 (3.1% of total PH workforce)
Sanitarian	Controls and eliminates environmental health hazards in the water supply.	N/A	Approximately 4.5% of the public health workforce; governmental public health agencies employ more than 20,000 as of 1999. The Bureau of Labor Statistics estimated 158,859 workers in occupations related to environmental engineering and science in 2002.
Community nutritionist	Educates individuals, families and communities about nutrition and provides one-on-one counseling to individuals, including pregnant women, on proper nutrition habits.	N/A	N/A
Public health physician	Plans, provides, and administers public health services in a community clinic.	N/A	N/A

## Online Training Programs

Research indicates the public health workforce is receiving behavioral health training across the country. This compendium provides a listing of Internet-based training programs in specialized behavioral health learning areas, including: behavioral health, health workforce training, mental health training, social determinants of health, substance use disorder, and suicide prevention.

### Training Programs: Behavioral Health

Behavioral health training for the public health workforce is critical for promoting the health of communities. Individuals employed in public health positions increasingly may be likely to encounter individuals experiencing behavioral health needs as mental health and substance use disorder prevalence grows. It is possible that greater overlap exists between the behavioral health and public health workforces beyond what is documented in research. Consequently, behavioral health training is an increasingly important method of preparing public health professionals to become proficient in identifying signs and symptoms of mental health and substance use disorders.

**Table 10: Behavioral Health Training Programs**

**Program Name:** Behavioral Health 101: What do we need to do together as public and behavioral health professionals?

**Organization or Sponsor:** Michigan Public Health Training Center

**Target Audience:** Allied Health Professionals, Educators/Trainers, Mental Health Professionals, Physicians and Other Clinicians, Public Health

**Format:** Recorded Webcast

**Duration:** 1 hour

**Cost:** Free

**Link:** <https://www.train.org/main/course/1087482/?activeTab=about>

**Program Name:** Facing Fear: Crisis Communication and Disaster Behavioral Health

**Organization or Sponsor:** Region VI South Central Public Health Training Center – Tulane University

**Target Audience:** Emergency Responders/Receivers, General Public Health Staff, Public Health, Emergency Management, Emergency Medical Services

**Format:** Web-Based Training –Self Study

**Duration:** 2 hours

**Cost:** Free

**Link:** <https://www.train.org/main/course/1058942/>

**Program Name:** Improving Cultural Competency for Behavioral Health Professionals

**Organization or Sponsor:** U.S. Department of Health and Human Services Office of Minority Health

**Target Audience:** Mental Health Professionals, Physicians and Other Clinicians

**Format:** Web-Based Training – Self Study

**Duration:** 5 hours

**Cost:** Free

**Link:** <https://www.train.org/main/course/1085899/?activeTab=about>

**Program Name:** Public Health and Mental, Emotional, and Behavioral Health Webinar Series, Part II: Family Engagement Tools to Help Support Individuals with Behavioral Health Needs

**Organization or Sponsor:** Region II Public Health Training Center

**Target Audience:** Mental Health Professionals, Nurses, Physicians and Other Clinicians, Social Workers, Substance Abuse Professionals, Case Manager

**Format:** Archived Webcast

**Duration:** 1 hour

**Cost:** Free

**Link:** <https://www.train.org/main/course/1064965/>

## **Training Programs: Training for Health Workforce Members**

Health professionals such as healthcare providers, community health workers, and first responders may encounter behavioral health concerns in the populations they serve. Training that helps the health workforce understand mental health and substance use disorders can prepare these professionals to better assess risk and apply safe, positive approaches to assisting people in need.<sup>20</sup> Behavioral health training can also provide health workers with skills and strategies to recognize signs and symptoms of their own occupational stress.

**Table 11: Behavioral Health Training Programs for Public Health Workforce Members**

<p><b>Program Name:</b> Reducing Stress: A Toolkit for 9-1-1 Call Center Managers <b>Organization or Sponsor:</b> Northwest Center for Public Health Practice <b>Target Audience:</b> 9-1-1 call center managers, telecommunicators, first responders, and other managers and workers in high-stress professions. <b>Format:</b> Toolkits and guides <b>Duration:</b> 1 hour <b>Cost:</b> Free <b>Link:</b> <a href="https://www.nwcp.org/training/reducing-stress-a-toolkit-for-9-1-1-call-center-managers">https://www.nwcp.org/training/reducing-stress-a-toolkit-for-9-1-1-call-center-managers</a></p>
<p><b>Program Name:</b> Community Health Workers and Integration <b>Organization or Sponsor:</b> North Dakota Public Health Training Network <b>Target Audience:</b> Policy/Planner, Public Health, Healthcare, Human Services, Community Health Workers – <i>Community health</i> <b>Format:</b> Web-Based Training – Self Study <b>Duration:</b> 32 minutes <b>Cost:</b> Free <b>Link:</b> <a href="https://www.train.org/ND/course/1101051">https://www.train.org/ND/course/1101051</a></p>
<p><b>Program Name:</b> Public Health and Mental, Emotional, and Behavioral Health Webinar Series, Part I: Public Health Approaches to Mental Health Literacy <b>Organization or Sponsor:</b> Region II Public Health Training Center <b>Target Audience:</b> Educators/Trainers, Mental Health Professionals, Social Workers, General Public Health Staff, Healthcare Case Managers <b>Format:</b> Archived Webcast <b>Duration:</b> 1 hour <b>Cost:</b> Free <b>Link:</b> <a href="https://www.train.org/mi-train/course/1065297/">https://www.train.org/mi-train/course/1065297/</a></p>
<p><b>Program Name:</b> Creating Safe Scenes <b>Organization or Sponsor:</b> Substance Abuse and Mental Health Services Administration (SAMHSA) <b>Target Audience:</b> First responders <b>Format:</b> Online course; Commission on Accreditation for Pre-Hospital Continuing Education (CAPCE)-accredited <b>Duration:</b> Self-paced <b>Cost:</b> Free <b>Link:</b> <a href="https://www.samhsa.gov/dtac/creating-safe-scenes-training-course">https://www.samhsa.gov/dtac/creating-safe-scenes-training-course</a></p>
<p><b>Program Name:</b> Shield of Resilience <b>Organization or Sponsor:</b> Substance Abuse and Mental Health Services Administration (SAMHSA) <b>Target Audience:</b> Law enforcement officers <b>Format:</b> Online course <b>Duration:</b> Self-paced <b>Cost:</b> Free <b>Link:</b> <a href="https://www.samhsa.gov/dtac/shield-resilience-training-course">https://www.samhsa.gov/dtac/shield-resilience-training-course</a></p>
<p><b>Program Name:</b> Train Your CCP Staff – Virtual <b>Organization or Sponsor:</b> Substance Abuse and Mental Health Services Administration (SAMHSA) <b>Target Audience:</b> Crisis Counseling Assistance and Training Program (CCP) staff <b>Format:</b> Online course <b>Duration:</b> Self-paced <b>Cost:</b> Free <b>Link:</b> <a href="https://www.samhsa.gov/dtac/ccp-toolkit/train-your-ccp-staff">https://www.samhsa.gov/dtac/ccp-toolkit/train-your-ccp-staff</a></p>

## Training Programs: Mental Health

Mental health training prepares and trains individuals to safely and appropriately respond to individuals experiencing symptoms of a mental health disorder. Given the increasing prevalence of behavioral health disorders, mental health identification and treatment skills are becoming even more relevant in today's world and can help reduce the stigma surrounding discussing and seeking mental health care. Mental health training programs are available to public health professionals and the general public alike. Mental Health First Aid (MHFA), a prominent example of mental health training, teaches participants how to identify and understand signs of mental illness and substance use disorders and to provide safe, responsible help and support to someone experiencing a mental health problem or crisis.<sup>21</sup> Training is available to all individuals and organizations who wish to make their community healthier and safer by supporting others in the initial moments of a mental health crisis until professional assistance is available. Specialized training is available for certain populations, including adult, youth, veteran, and first responder MHFA.<sup>22</sup>

**Table 12: Mental Health Training Programs**

<p><b>Program Name:</b> COVID-19 and Mental Health: Caring for the Public and Ourselves  <b>Organization or Sponsor:</b> American Psychological Association (APA)  <b>Target Audience:</b> Psychiatrists, Residents/Fellows  <b>Format:</b> COVID-19 and Mental Health: Caring for the Public and Ourselves  <b>Duration:</b> 1 hour  <b>Cost:</b> Free  <b>Link:</b> <a href="https://www.train.org/main/course/1090921/">https://www.train.org/main/course/1090921/</a>  <b>Other:</b> Credits – ACCME: AMA PRA Category 1 Credit(s)™</p>
<p><b>Program Name:</b> Considering the Children of Parents with Mental Illness: Impact on Behavioral and Social Functioning  <b>Organization or Sponsor:</b> Bradley Hospital  <b>Target Audience:</b> Mental Health Professionals, Physicians and Other Clinicians, Social Workers, Healthcare Workers  <b>Format:</b> Web-Based Training – Self Study  <b>Duration:</b> 1 hour  <b>Cost:</b> Free  <b>Link:</b> <a href="https://www.train.org/main/course/1089026/">https://www.train.org/main/course/1089026/</a></p>
<p><b>Program Name:</b> <a href="#">Managing Mental Health During COVID-19 for Frontline Workers</a>  <b>Organization or Sponsor:</b> Centre for Addiction and Mental Health (CAMH)  <b>Target Audience:</b> Emergency Responders/Receivers, Emergency Medical Services, Healthcare Workers  <b>Format:</b> Web-Based Training – Self Study  <b>Duration:</b> 3 hours  <b>Cost:</b> Free  <b>Link:</b> <a href="https://www.train.org/main/course/1095057/">https://www.train.org/main/course/1095057/</a></p>
<p><b>Program Name:</b> Mental Health Treatment Planning: Best Practices &amp; Requirements  <b>Organization or Sponsor:</b> Veterans Health Administration – Employee Education System  <b>Target Audience:</b> Mental Health Professionals, Nurses, Physicians and Other Clinicians, Social Workers, Healthcare Workers  <b>Format:</b> Recorded Webcast  <b>Duration:</b> 1 hour  <b>Cost:</b> Free  <b>Link:</b> <a href="https://www.train.org/main/course/1095057/">https://www.train.org/main/course/1095057/</a></p>

**Table 12 (continued): Mental Health Training Programs**

**Program Name:** Mental Wellness: Mental Health Screening Tools and Solutions

**Organization or Sponsor:** University of Arizona

**Target Audience:** Mental Health Professionals, Public Health, Healthcare

**Format:** Web-Based Training – Self Study

**Duration:** 1.5 hours

**Cost:** Free

**Link:** <https://www.train.org/main/course/1080075/?activeTab=contacts>

**Program Name:** Virtual Mental Health First Aid Training (Adult)

**Organization or Sponsor:** Wellness Council of Indiana

**Target Audience:** Mental Health Professionals, Public Health, Health Care, General Population

**Format:** Virtual

**Duration:** 9 hours

**Cost:** \$180–\$275

**Link:** <https://www.wellnessindiana.org/event/virtual-mental-health-first-aid-indiana/>

## **Training Programs: Social Determinants of Health**

Social determinants of health (SDOH) are non-medical factors in an environment that affect a wide range of health and quality-of-life outcomes and risks.<sup>23,24</sup> These elements include the conditions of daily life as well as economic, social, and political forces and systems (WHO).<sup>24</sup> Examples of SDOH include: racism, discrimination, and violence; safe housing, neighborhoods, and transportation; education, income, and job security; access to nutritious foods and safe opportunities for physical activity; polluted air and water; early childhood development; access to affordable health services; and literacy and language skills (ODPHP; WHO).<sup>23,24</sup> Understanding how SDOH influence health disparities and inequities is critical for improving population health. Developing a public health workforce devoted to improving daily living conditions and inequitable distribution of money, power, and resources can reduce impediments to well-being.

**Table 13: Social Determinants of Health Training Programs**

**Program Name:** Social Determinants on the Local Level: Housing and Health

**Organization or Sponsor:** National Association of County and City Health Officials (NACCHO)

**Target Audience:** Local city and county officials

**Format:** Recorded webinar

**Duration:** 1 hour

**Cost:** Free

**Link:** <https://www.pathlms.com/naccho/courses/12136#>

**Program Name:** Working Upstream: Addressing the Social Determinants of Health in Rural Communities

**Organization or Sponsor:** National Association of County and City Health Officials (NACCHO)

**Target Audience:** Local officials in rural communities

**Format:** Recorded webinar

**Duration:** 80 minutes

**Cost:** Free

**Link:** <https://www.pathlms.com/naccho/courses/12640#>



**Table 13 (continued): Social Determinants of Health Training Programs**

**Program Name:** From Concepts to Practice: Health Equity, Health Inequities, Health Disparities, and Social Determinants of Health

**Organization or Sponsor:** Region II Public Health Training Center

**Target Audience:** General Public Health Staff, Public Health, Students

**Format:** Web-Based Training – Self Study

**Duration:** 30 minutes

**Cost:** Free

**Link:** <https://www.train.org/main/course/1061047/?activeTab=about>

**Program Name:** The Impact of Health Inequities on Patients with OUD

**Organization or Sponsor:** Michigan Public Health Training Center

**Target Audience:** Mental Health Professionals, Substance Abuse Professionals, General Public Health Staff, Law Enforcement, Public Health, Emergency Medical Services

**Format:** Recorded webinar

**Duration:** 1 hour

**Cost:** Free

**Link:** <https://www.train.org/main/course/1097136>

## **Training Programs: Substance Use Disorder**

Public health professionals who work in integrated care, medical, or health-focused settings may interact with individuals experiencing a substance use disorder or medication misuse. Bolstering public health workers' ability to recognize symptoms and signs of maladaptive substance use behaviors can improve the speed and frequency of referral to needed treatment services. Substance use disorder training for public health professionals can also assist with perceptions of stigma toward people experiencing substance- and addiction-related health concerns, increasing the likelihood of individuals in need seeking care.

**Table 14: Substance Use Disorder Training Programs**

**Program Name:** Assessing and Screening for Addiction in Chronic Pain Patients

**Organization or Sponsor:** American Academy of Addiction Psychiatry (AAAP)

**Target Audience:** Allied Health Professionals, Nurses, Physicians and Other Clinicians, Substance Abuse Professionals, Pharmacy Professionals, Public Health professionals

**Format:** Web-Based Training – Self Study

**Duration:** 1 hour

**Cost:** Free

**Link:** <https://www.train.org/main/course/1047562/?activeTab=contacts>

**Program Name:** Pain Assessment Across the Lifespan

**Organization or Sponsor:** American Academy of Addiction Psychiatry (AAAP)

**Target Audience:** Mental Health Professionals, Substance Abuse Professionals, Other

**Format:** Web-Based Training – Self Study

**Duration:** 1 hour

**Cost:** Free

**Link:** <https://www.train.org/main/course/1047557/>

**Table 14 (continued): Substance Use Disorder Training Programs**

**Program Name:** Prescription Drug and Pain Management Training System  
**Organization or Sponsor:** SIMmersion  
**Target Audience:** Educators/Trainers, Nurses, Physicians and Other Clinicians, Occupational Health and Safety Professionals, Substance Abuse Professionals, Pharmacy Professionals  
**Format:** Web-Based Training – Self Study  
**Duration:** 3–10 hours  
**Cost:** \$249  
**Link:** <https://www.train.org/main/course/1054795/>

**Program Name:** Revive.Survive.Overdose Prevention for Prescribers  
**Organization or Sponsor:** Region VI South Central Public Health Training Center – Tulane University  
**Target Audience:** Allied Health Professionals, Physicians and Other Clinicians, Substance Abuse Professionals, Emergency Responders/Receivers, General Public Health Staff  
**Format:** Web-Based Training – Self Study  
**Duration:** 1.5 hours  
**Cost:** Free  
**Link:** <https://www.train.org/main/course/1099188/>

**Program Name:** Ending Opioid Epidemic Overview & Importance of Overcoming Stigma  
**Organization or Sponsor:** Virginia Commonwealth University  
**Target Audience:** Educators/Trainers, Physicians and Other Clinicians, Substance Abuse Professionals, General Public Health Staff, Public Health, Case Managers  
**Format:** Archived Webcast  
**Duration:** 1 hour  
**Cost:** Free  
**Link:** <https://www.train.org/main/course/1092842/?activeTab=contacts>

## Training Focus: Crisis Management

Mental health crises can be defined as non-life-threatening situations in which individuals experience an intense psychiatric, emotional, or behavioral response to a triggering event that puts them at risk of harming themselves or others.<sup>25</sup> Mental health crisis management refers to methods that offer immediate, short-term assistance to individuals who are experiencing an event that is producing mental, physical, and behavioral distress. Crisis management training provides guidance on recognizing evidence of an impending or occurring mental health crisis or emergency, including abusive behavior to self or others, isolation, and suicidal ideation or threat.<sup>25,26</sup>

**Table 15: Crisis Management Training Programs**

**Program Name:** Suicide Prevention 2.0 Clinical Telehealth  
**Organization or Sponsor:** Veterans Health Administration – Employee Education System  
**Target Audience:** Mental Health Professionals, Nurses, Physicians and Other Clinicians, Social Workers, Pharmacy Professionals, Healthcare Workers  
**Format:** Live Webcast  
**Duration:** 1 hour  
**Cost:** Free  
**Link:** [https://www.train.org/mi-train/course/1102629/live\\_event?activeTab=about](https://www.train.org/mi-train/course/1102629/live_event?activeTab=about)

**Table 15 (continued): Crisis Management Training Programs**

<p><b>Program Name:</b> Empowerment Safety Planning  <b>Organization or Sponsor:</b> Veterans Health Administration – Employee Education System  <b>Target Audience:</b> Nurses Physicians and Other Clinicians, Social Workers, Pharmacy Professionals, Healthcare Workers  <b>Format:</b> Recorded Webcast  <b>Duration:</b> 1 hour  <b>Cost:</b> Free  <b>Link:</b> <a href="https://www.train.org/mi-train/course/1100647/?activeTab=about">https://www.train.org/mi-train/course/1100647/?activeTab=about</a></p>
<p><b>Program Name:</b> LivingWorks Start  <b>Organization or Sponsor:</b> LivingWorks Education, Inc.  <b>Target Audience:</b> Individuals aged ≥13 years.  <b>Format:</b> Self-paced online simulation program.  <b>Duration:</b> 90 minutes  <b>Cost:</b> \$39.95  <b>Link:</b> <a href="https://www.livingworks.net/start">https://www.livingworks.net/start</a></p>
<p><b>Program Name:</b> Mental Health Crisis Intervention and Support for Patients  <b>Organization or Sponsor:</b> Wild Iris Medical Education  <b>Target Audience:</b> Nursing and other health professions  <b>Format:</b> Online course  <b>Duration:</b> 5 hours  <b>Cost:</b> \$35  <b>Link:</b> <a href="https://wildirismedicaleducation.com/courses/mental-health-crisis-ceu">https://wildirismedicaleducation.com/courses/mental-health-crisis-ceu</a></p>

## Additional Resources

Numerous local-, state-, and national-level behavioral health training opportunities and resources for the public health workforce are available online and in person across the U.S. A brief summary of additional recommended training course resources is provided in Table 16.

**Table 16: Other Behavioral Health Training Resources**

Learning Network or Resource Name	Link to Resource
American Academy of Addiction Psychiatry (AAAP)	<a href="https://smiadviser.org/about/aaap">https://smiadviser.org/about/aaap</a>
National Coordinating Center for Public Health Training (NCCPHT) Public Health Learning Network	<a href="https://nnphi.org/phln/">https://nnphi.org/phln/</a>
Region II – Region 2 Public Health Training Center	<a href="https://region2phtc.org/">https://region2phtc.org/</a>
Region V – Region V Public Health Training Center	<a href="https://www.rvphtc.org/">https://www.rvphtc.org/</a>
Region VI – South Central Public Health Training Center	<a href="https://r6phtc.sph.tulane.edu/">https://r6phtc.sph.tulane.edu/</a>
Region IX – Western Region Public Health Training Center	<a href="https://wrphtc.arizona.edu/">https://wrphtc.arizona.edu/</a>

## Conclusion

Behavioral health training is increasingly important for the public health workforce, and numerous virtual training opportunities exist. Given the high incidence of mental health disorders in the general population, ensuring a capable and well-trained public health workforce is vital for meeting behavioral

health needs.

Training opportunities tend to be heavily centered on substance use disorder, a timely focus in the U.S. Continued growth of offered behavioral health training opportunities is recommended. Areas in which future training opportunities might cover an expanded focus include severe mental illness (SMI), co-occurring disorders, crisis management and suicide prevention, and mental health.

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