

The Future of Our Substance Abuse Workforce in North Carolina

**Increasing the Availability
of Substance Abuse
Counselors**

The Impact of Alcohol and Drug Abuse

- ❑ Cost NC over \$12.4 billion in direct and indirect costs in 2004
- ❑ Accounted for 27% of traffic fatalities in 2005
- ❑ Quality of life adversely affected by alcohol and drug-related crime

The Impact of Alcohol and Drug Abuse

- ❑ Consumes legal and criminal justice resources
 - 63% of the people entering NC prisons need substance abuse treatment
 - Over 70,000 NC DWI arrests adjudicated in 2005

The Need for Substance Abuse Services

- ❑ 614,000 NC residents aged 12+ needed substance abuse services in 2007
- ❑ Only 7% of people needing services received them through NC system of care
- ❑ Only 6% of the Division's 2005 expenditures supported substance abuse services

The Need for Additional Substance Abuse Professionals

- ❑ 2006: 1516 certified and licensed substance abuse counselors in NC
- ❑ Caseload per counselor to meet the current demand: 387 clients
- ❑ Substance abuse counselors not distributed uniformly across the state

Scholarship Incentive Program

- ❑ Program would encourage more professionals to qualify as substance abuse counselors
- ❑ Scholarships could fund
 - Undergraduate education
 - Graduate education
 - Training and supervision

Scholarship Incentive Program

□ Administrative components

- General Assembly responsible for creating and funding the Program
- A Commission develops the proposal, policies and regulations governing the Program
- An administrative group supports the Commission and manages the Program

Scholarship Incentive Program

- Proposed scholarship incentives
 - \$5,000 annual scholarship for up to four years of undergraduate education awarded to 50 NC high school seniors
 - \$5,000 annual scholarship for up to two years of graduate school education awarded to 50 NC college graduates

Scholarship Incentive Program

- Proposed scholarship incentives
 - \$2,000 annual scholarship for up to two years of training and/or supervision awarded to 50 NC residents holding appropriate degrees

Scholarship Incentive Program

□ Applicant requirements

- Must be legal resident of NC and meet the 12-month residency requirement
- Must agree to work in a NC non-profit substance abuse treatment program
 - Undergraduate scholarship: 4 years
 - Graduate scholarship: 2 years
 - Training/supervision scholarship: 2 years

Scholarship Incentive Program

- Applicant requirements
 - In lieu of service, repay scholarship plus 10% interest
 - Undergraduate scholarship: 4 years
 - Graduate scholarship: 2 years
 - Training/supervision scholarship: 2 years

Scholarship Incentive Program

- Education and training
 - Cooperative agreements with select colleges, universities and public or private training resources in NC to ensure availability of instruction, training, supervision, related educational programs

Scholarship Incentive Program

□ Cost

- \$600,000 per year for scholarships and administration
- Compare to \$12.4 billion in alcohol and drug abuse costs to NC documented in 2004

Durham's Workforce Development Project

- ❑ Our concern: a trained, professional workforce must be in place to provide the additional services being funded
- ❑ July 2006: County invests \$176,300 in building the SA infrastructure

Durham's Workforce Development Project

Goal:

- To recruit, support and maintain a qualified SA workforce to meet demand

Four Strategies:

- Workforce Incentive Program
- Group clinical supervision
- Provider training
- Teaching case conferences

Durham's Workforce Development Project

- Workforce Incentive Program
 - 14 counselors participated
 - All received clinical supervision funded by The Durham Center
 - \$3,600 reimbursed for their costs associated with certification/licensure
 - Four received license or certification

September 2006-June 2008

Durham's Workforce Development Project

- ❑ Workforce Incentive Program
 - 13 of 14 still providing substance abuse treatment services in Durham County
- ❑ Staff credentialed to work with SA consumers increased from six in 2006 to 36 in 2008