



COMMUNITY SERVICES, HOUSING, AND COMMUNITY  
DEVELOPMENT DEPARTMENT  
Kathleen Torella, Director

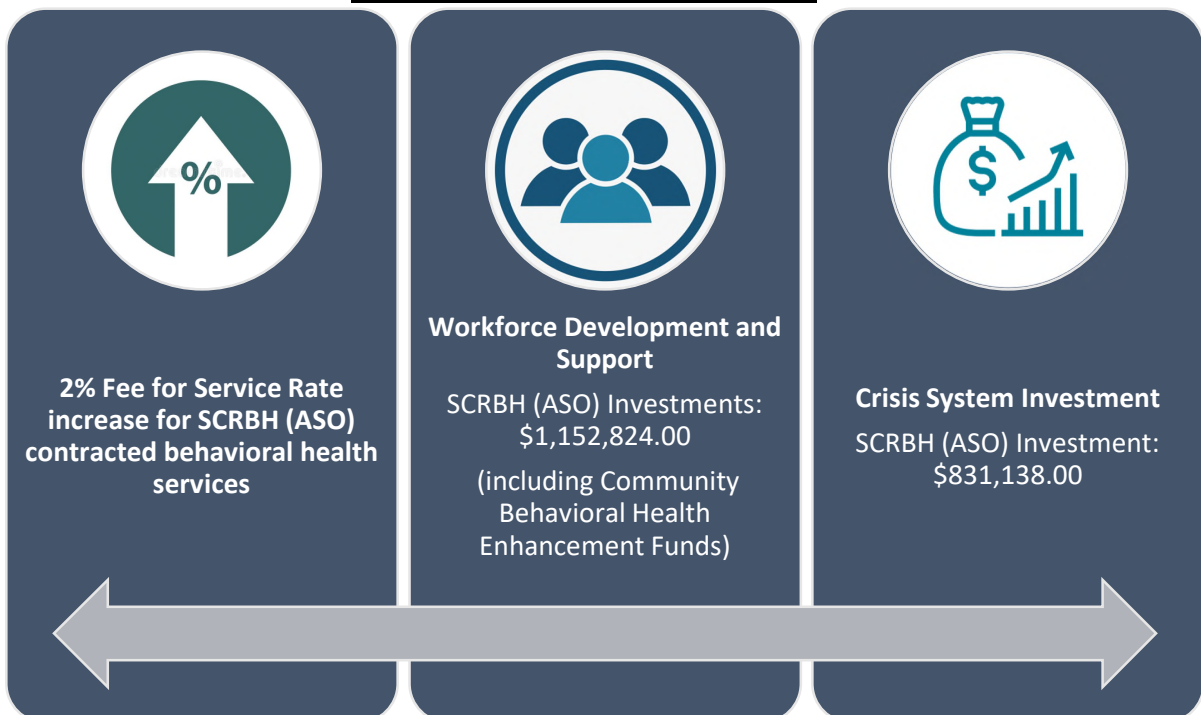
**Spokane County Regional Behavioral Health (SCRBH) Administrative Services Organization (ASO)  
Regional Workforce Development and Behavioral Health Investment Summary**

As behavioral health providers across the State of Washington continue to grapple with one of the most challenging workforce shortages in recent memory, the Spokane County Regional Behavioral Health (Administrative Services Organization) (SCRBH (ASO)) recognizes the significant impact on our behavioral health provider network. In the Spokane Regional Service Area (RSA), these impacts are felt more acutely as the struggle to recruit and maintain staff amidst finite resources, geographical challenges, and reduced workforce of trained individuals compound the effects not seen in other regions.

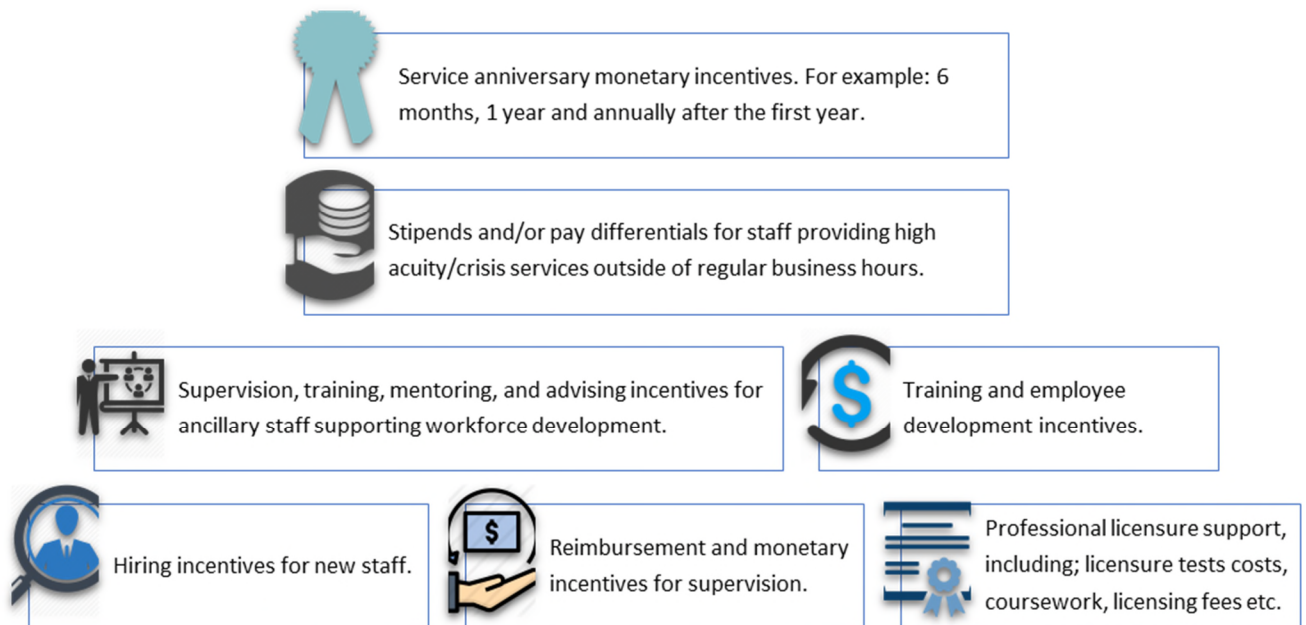
Behavioral health providers, especially those in frontier rural communities, and those programs that serve high-acuity individuals, have found it to be particularly difficult to hire new staff and retain experienced professionals. On a state level, efforts are in the works to address workforce challenges; however, the SCRBH (ASO) acknowledges that there is an immediate need to address this workforce crisis now. To meet the heightened demand for behavioral health services throughout the Spokane RSA and address workforce shortages, the SCRBH (ASO) recognizes a more proactive and responsive regional approach needs to be pursued.

In response to the emergent need facing the Spokane RSA, the SCRBH (ASO) has moved to immediately invest funding and resources into the system of care through targeted intervention points. These investments target the immediate workforce need, while allowing for additional work force support and resources to meet the ongoing workforce crisis faced by SCRBH (ASO) contracted providers in all six (6) counties of the Spokane RSA.

**SCRBH (ASO) Regional Investments**



### **Behavioral Health Workforce Development and Retention Targeted Interventions**



Through these efforts the SCR BH (ASO) seeks to provide contracted providers with another tool to address workforce challenges, while allowing agency flexibility in determining the best methods to implement and support the unique needs of their workforce. With these immediate regional behavioral health workforce investments, and the planned integration into upcoming efforts with the State’s behavioral health workforce investments, the Spokane RSA is uniquely positioned to address this workforce crisis moving forward.

The SCR BH (ASO) believes strongly that in order to have a healthy and responsive behavioral health system, we must first have a sustainable and sufficient workforce. The SCR BH (ASO) remains committed to this goal, and will continue to listen, support, and invest in our communities, working tirelessly within our available resources to address the workforce crisis, while continuing to proudly face these challenges together.

