

Oregon CCBHC Provider Needs Assessment Template

Data for the completion of the CCBHC Needs Assessment process will be drawn from the OHA Behavioral Health Mapping Project Draft Report that we expect will be available in a pre-release version by the end of May 2016. Please feel free to use additional Needs Assessment data from your local hospital needs assessments, CCO needs assessments and other key local works.

Step 1: CURRENT SERVICE NEEDS, CAPACITY AND GAPS:

Using Section 3: Behavioral Health Need from the OHA Mapping Project, summarize the general unmet behavioral health need by population and diagnosis for your CCBHC region (counties) below. Note that Children’s mental health unmet need is not broken out by Mild/Moderate – Serious/Severe by the OHA Mapping Project. CCBHCs are asked to estimate the number of Mild to Moderate Mental Health Needs and Serious Mental Illness for the Children in you CCBHC Region.

REVIEW TOTAL UNMET NEED (TREATMENT GAP)

(A) Mild to Moderate Mental Health

Unmet/Partially Met Adult Need

(B) Serious Mental Illness

Unmet/Partially Met Adult Need

(C) Any Mental Health

Unmet/Partially Met Need

(D) Substance Use Disorder

Unmet/Partially Met Need

	Children (0-17)	Transition Aged Youth (18-25)	Adult (26-64)	Older Adult (65+)	Totals
(A) Mild to Moderate Mental Health					
# Unmet/Partially Met Adult Need					
(B) Serious Mental Illness					
# Unmet/Partially Met Adult Need					
(C) Any Mental Health					
# Unmet/Partially Met Need					
(D) Substance Use Disorder					
# Unmet/Partially Met Need					

(A) Briefly summarize how this OHA Mapping data coincides with your local CCO data on unmet need. Identify key differences that could impact the needed CCBHC services in your geographic region.

(B) It may be nearly impossible to address the whole of this unmet need in the first year of the demonstration project; to that end, how much of the unmet need will you address in Year 1? Please identify your target population, by age group, race/ethnicity (See Step 3) and diagnosis.

STEP 2: GETTING TO THE STAFFING PLAN: Determine the average utilization of the “big 9” CCBHC services by type of behavioral health diagnosis listed below (for the percentage of the gap that will be closed in Year 1 or the Demonstration Grant)

(A) Mild to Moderate Mental Health: (1) Describe the basic service package that will be provided to each person in the mild to moderate category of behavioral health need by age group (children, adults, older adults) in this section. (2) Total up the average hours/year of service provision in that package and place the total number of hours/year of additional staff time that will be needed to treat new consumers entering the CCBHC in this category of need (# hours/person x average rate/hour x total unmet need in that category). (3) Convert that total number of hours of staff needed into new full time FTEs needed to provide the service. Put your answers in the box below. *(The attached Case Rate Worksheet will assist in this step in the process. This process will also be discussed again in Step 8 of the Ten Easy Steps CCBHC guidance document).*

(B) Serious Mental Illness/Serious Emotional Distress: (Repeat 1-3 above)

(C) Serious to Severe Substance Use Disorders (Repeat 1-3 above)

Determining Staffing Plan

	Children (0-17)		Transition Age Youth (18-25)		Adults (26-64)		Older Adults (65+)		Totals	
	# Staff Hours Needed	# FTEs	# Staff Hours Needed	# FTEs	# Staff Hours Needed	# FTEs	# Staff Hours Needed	# FTEs	# Staff Hours Needed	# FTEs
A) Mild to Moderate MH										
B) Serious/Severe MH										
C) Substance Use Disorder										
Totals										

(D) Provide a summary description of the volume and type of expanded services and staffing plan needed to meet the demand identified in the table above. Identify what, if any, changes you will make to services to existing consumers.

STEP 3: DISTRIBUTE THAT UNMET/PARTIALLY MET NEED ACROSS RACE AND ETHNICITY PERCENTAGES IN YOUR CCBHC REGION

(A) **Determining Need for Diverse Staff and Service Modification for Cultural Responses:** Estimate the unmet/partially met need from Step 1 by ethnic group. Note that the OHA Behavioral Health Mapping Project Draft Report may have data to support this analysis.

	Children (0-17)	Transition Aged Youth (18-25)	Adult (26-64)	Older Adult (65+)	Totals
White					
Asian					
African American					
Native American					
Pacific Islander					
Hispanic					
Unknown/Other					
total					

(B) Describe any health disparities based in racial and ethnic communities in the population you serve (i.e. diabetes in African American populations).

(C) Provide information on the CCBHCs strategy for achieving a workforce that reflects those served.

(D) Will the diversity described above require any additional interpretation and/or translation services? Describe how those needs will be met.

STEP 4: Apply racial and ethnic percentages to staffing needs identified in Steps 2 and 3 to determine goals for having a workforce that reflects the racial and ethnic diversity of the population served.

(A) Determining Need for Staff to Reflect Those Served: Estimate the new FTEs, by ethnicity, you will attempt to recruit and hire. We are well aware of the barriers to finding and hiring a diverse workforce, so be realistic in what you think you can achieve.

	Children (0-17) New FTEs	Transition Aged Youth (18-25) New FTEs	Adult (26-64) New FTEs	Older Adult (65+) New FTEs	Totals New FTEs
White					
Asian					
African American					
Native American					
Pacific Islander					
Hispanic					
Unknown/Other					
Total					

(B) What strategies will you employ to close any gaps in diversity in your existing workforce?

STEP 5: Please identify any other identified needs service gaps for key populations or services to be addressed by the CCBHC sites including, but not limited to, veterans, persons with developmental disabilities, and/or criminal justice involved individuals.

STEP 6: ADDRESSING ACCESS: Determine the impact on access to services that addressing the gaps defined above will create. Describe how your organization will address the access needs through expanded hours of operation, location of access services and additional access staffing.

STEP 7: TRAINING PLAN: Describe the training plan that the CCBHC will implement to insure that its workforce is culturally competent with specific information on the capacity and competence of the organization to serve veterans.