



**The Annapolis Framework
for
Workforce Planning in Behavioral Health**

Broadening the Concept of “Workforce”

Goal 1: Expand the role of individuals in recovery and their families to actively participate in and influence their own care, provide care and supports to others, and educate the workforce.

Goal 2: Expand the role and capacity of communities to effectively identify their needs and promote behavioral health and wellness.

Goal 3: Expand the role and capacity of all health and social service providers, through interprofessional collaboration, to meet the needs of persons with mental and substance use conditions.

Strengthening the Workforce

Goal 4: Implement systematic recruitment and retention strategies at the federal, state, and local levels.

Goal 5: Increase the relevance, effectiveness, and accessibility of training and education.

Goal 6: Foster the development of supervisors and leaders among all segments of the workforce.

Creating Structures to Support the Workforce

Goal 7: Establish financing systems that enable employee compensation commensurate with required education and levels of responsibility.

Goal 8: Build a technical assistance infrastructure that promotes adoption of workforce best practices.

Goal 9: Implement a national research and evaluation program on behavioral health workforce development.

Adapted from Hoge, M. A., Morris, J. A., Daniels, A. S., Stuart, G. W., Huey, L. Y., & Adams, N., 2007. An Action Plan for Behavioral Health Workforce Development. Rockville, MD: Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services.

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