### 2023 Goals and Plans Form

## **Tompkins County Mental Health Services**

**Goal 1:** Support the implementation of recruitment and retention strategies by mental hygiene service providers in Tompkins County as measured by a reduction in vacancies.

**Goal 2:** Promote activities to increase the availability of affordable, emergency, and supportive housing that best meets the needs of individuals who require intensive, specialized community-based interventions for stabilization and success across the mental hygiene system including housing first solutions.

**Goal 3:** Support the development of comprehensive crisis services that address the mental hygiene needs of Tompkins County and our region.

**Goal 4 (Optional):** Improve access to care across through a cross systems-based approach.

**Goal 5 (Optional):** Recognize the importance of social determinants of health, health equity and the importance of peer supports

# Annual and intermediate plans for addiction services:

Goals identified to meet the priority needs of the ongoing workforce shortage, limited access to affordable, emergency, and supportive housing, need for more crisis services and an emphasis on nonclinical services such as the social determinants of health frequently crossed all three mental hygiene services. Objectives for each goal area are outlined in the attached supporting documentation and include timeline for completion. Specific areas of focus that will only be addressed by the Substance Use subcommittee in 2023 to improve addiction services include:

- Advocating for additional emergency and supportive housing solutions.
- Supporting strategies that improve the integrated treatment of co-occurring disorders and improved service coordination to better meet the complex needs of recipients.
- Supporting greater awareness and utilization of peer support services in the community.
- Improving data integrity/collection related to opioid overdose deaths to guide prevention efforts

## Annual and intermediate plans for <u>developmental disability</u> services:

Goals identified to meet the priority needs of the ongoing workforce shortage, limited access to affordable, emergency, and supportive housing, need for more crisis services and an emphasis on nonclinical services such as the social determinants of health frequently crossed all three mental hygiene services. Objectives for each goal area are outlined in the attached supporting documentation and include timeline for completion.

Specific areas of focus that will only be addressed by the Developmental Disabilities Subcommittee in 2023 to improve intellectual/developmental disabilities services include:

- Prioritize restoration of OPWDD residential beds lost during COVID to better address housing needs.
- Promote new regional CSIDD services now available for individuals' receiving services through OPWDD.
- Learn about the CLMHDs and OPWDDs piloted work with Mobile Crisis Teams lessons learned, strategies to implement locally
- Clarify what services are available to individuals with cross system's needs by creating a side-by-side comparison of services in OASAS, OMH and OPWDD to maximize service provision.
- Advocate for OPWDD Waiver flexibility to better meet cross-system's needs.
- Collaborate with 211 to ensure information is updated, accurate and offers linkages across mental hygiene services to improve access to care.
- Identify ways to reduce potential barriers to post-secondary transition support services for transition age youth receiving OPWDD services.
- Become familiar with the barriers to healthcare access including dental and optical care for Medicaid recipients receiving developmental disabilities services.

# Annual and intermediate plans for mental health services:

Goals identified to meet the priority needs of the ongoing workforce shortage, limited access to affordable, emergency, and supportive housing, need for more crisis services and an emphasis on nonclinical services such as the social determinants of health frequently crossed all three mental hygiene services. Objectives for each goal area are outlined in the attached supporting documentation and include timeline for completion. Specific areas of focus that will only be addressed by the Mental Health subcommittee in 2023 to improve mental health services include:

- Implement at least two activities designed to improve relationships between law enforcement departments and mental health recipients
- Explore options with community stakeholders on ways to address gaps in current crisis services offered that are financially sustainable.
- Establish next steps to promote greater understanding of the impact Adverse Childhood Experiences (ACES) and the importance of early intervention strategies to build resiliency in youth and families.

**LGU Representative Name:** Harmony Ayers-Friedlander

LGU Representative Title: Deputy Commissioner, Director of Community Services

Submitted for: Tompkins County Mental Health Services

| Need Area/<br>Additional Notes   | Goal   | Objectives  | Time Frame for Objective & State Agency                 |
|--|--|---|---|
| Workforce Recruitment and Retention Problem Description: Workforce challenges remain a top priority                          | Support the implementation of recruitment and retention strategies by mental hygiene         | 1. Compile a list of innovative recruitment/retention strategies across mental hygiene services to share with local providers.          | Q1<br>One Time<br>All Mental Hygiene<br>Subcommittees   |
| in 2023. Mental hygiene services have been reduced because of the ongoing staffing shortage in all                           | service providers<br>in Tompkins<br>County as<br>measured by a<br>reduction in<br>vacancies. | 2. Participate in ongoing advocacy efforts to highlight the severity of workforce crisis at the state and local level.                  | Q1-Q4<br>Ongoing<br>All Mental Hygiene<br>Subcommittees |
| positions across<br>service types. For<br>instance, 30<br>residential beds are<br>not currently                              |  | 3. Solicit staff vacancy information from participating provider agencies to better understand local impact                             | Q1-Q4<br>Ongoing<br>All Mental Hygiene<br>Subcommittees |
| operational due to<br>the workforce<br>shortage in OPWDD<br>licensed programs in<br>Tompkins County.<br>Lack of diversity in |  | 4. Quantify loss of services in community due to workforce shortage across service sector based on vacancy information collected above. | Q2-Q4 Ongoing All Mental Hygiene Subcommittees          |
| the workforce also reduces access to care for minoritized members of the community.  |  | 5. Gather point in time data on staff diversity in local mental hygiene system.   | Q2<br>All Mental Hygiene<br>Subcommittees               |
| Objectives 1-4 recommended by Developmental Disabilities Subcommittee  |  |   |   |
| Objective 1 completes partially achieved objective in 2022 plan.   |  |   |   |
| Objective 5 recommended by Substance Use Subcommittee  |  |   |   |

| Housing                | Promote activities | 1. Gather information about     | Q1                 |
|------------------------|--------------------|---------------------------------|--------------------|
| Problem Description:   | to increase the    | local housing including         | All Mental Hygiene |
| Housing has been       | availability of    | residential supports available. | Subcommittees      |
| added as a priority    | affordable,        |                                 |                    |
| goal in 2023 due to    | emergency, and     | 2. Learn about new/proposed     | Q2                 |
| the severe shortage    | supportive         | housing solutions including     | All Mental Hygiene |
| of affordable,         | housing that best  | residential programming, their  | Subcommittees      |
|                        | meets the needs    |                                 | Subcommittees      |
| emergency, and         |                    | challenges, and successes.      |                    |
| supportive housing.    | of individuals who |                                 |                    |
| As a result, the       | require intensive, |                                 |                    |
| shelter has            | specialized        | 3. Prioritize restoration of    | Q1-Q4              |
| experienced need       | community-based    | OPWDD residential beds lost     | Ongoing            |
| above their capacity.  | interventions for  | during COVID.                   | Developmental      |
| There are limited      | stabilization and  | _                               | Disabilities       |
| options for            | success across the |                                 |                    |
| individuals returning  | mental hygiene     | 4. Advocate for additional      | Q1-Q4              |
| to the community       | system including   | emergency and supportive        | Substance Use      |
| <u> </u>               | ,                  |                                 |                    |
| after hospitalization  | housing first      | housing solutions               | Subcommittee       |
| and residential        | solutions.         |                                 |                    |
| treatment who need     |                    |                                 |                    |
| housing with ongoing   |                    |                                 |                    |
| supports for           |                    |                                 |                    |
| stabilization.         |                    |                                 |                    |
| Unhoused people        |                    |                                 |                    |
| often require          |                    |                                 |                    |
| intensive supports in  |                    |                                 |                    |
| the initial stages of  |                    |                                 |                    |
| becoming housed.       |                    |                                 |                    |
| becoming nouseu.       |                    |                                 |                    |
| Tompkins County lost   |                    |                                 |                    |
| Tompkins County lost   |                    |                                 |                    |
| 30 residential beds in |                    |                                 |                    |
| the OPWDD system       |                    |                                 |                    |
| due to the workforce   |                    |                                 |                    |
| shortage.              |                    |                                 |                    |
|                        |                    |                                 |                    |
| Objectives 1-3         |                    |                                 |                    |
| recommended by         |                    |                                 |                    |
| Developmental          |                    |                                 |                    |
| Disabilities           |                    |                                 |                    |
| Subcommittee           |                    |                                 |                    |
|                        |                    |                                 |                    |
| Objective 4            |                    |                                 |                    |
| recommended by         |                    |                                 |                    |
| Substance Use          |                    |                                 |                    |
| Subcommittee           |                    |                                 |                    |
|                        | Support the        | 1 Promoto now regional CCIDD    | 01.04              |
| Crisis Services        | Support the        | 1. Promote new regional CSIDD   | Q1-Q4              |
| Problem Description:   | development of     | services now available for      |                    |
| Crisis services        | comprehensive      |                                 |                    |

| remains a top priority goal in 2023. Greater community awareness is needed to ensure utilization of newly established regional crisis supports through OPWDD. 988 services have just begun and will need support | crisis services that address the mental hygiene needs of Tompkins County and our region. | individuals' receiving services through OPWDD.  2. Learn about the CLMHDs and OPWDDs piloted work with Mobile Crisis Teams – lessons learned, strategies to implement locally  3. Explore solutions to expand access to crisis supports across | Ongoing Developmental Disabilities  Q2 Developmental Disabilities Subcommittee  Q1 All Mental Hygiene |
|--|--|--|---|
| during the initial phases. There are efforts to establish a Supported Crisis   |  | the mental hygiene system including improved community awareness of service offerings.   | Subcommittees   |
| Stabilization Center locally that will require coordination across numerous community-based partners.  |  | 4. Implement at least two activities designed to improve relationships between law enforcement departments and mental health recipients.   | Q2 Mental Health<br>Subcommittee  |
| Objective 1 -2 Recommended by the Developmental Disabilities Subcommittee  |  | 5. Explore options with community stakeholders on ways to address gaps in current crisis services offered that are financially sustainable.  | Q1 Mental Health<br>Subcommittee  |
| Objective 3 Recommended by the Substance Use Subcommittee  |  |  |   |
| Cross System   | Improve access to  | 1. Clarify what services are   | Q1  |
| Services Problem Description:  | care across<br>through a cross   | available to individuals with cross system's needs by  | Developmental Disabilities  |
| This is a new  | systems-based  | creating a side-by-side  | Subcommittee  |
| category for 2023  | approach.  | comparison of services in  | 23200   |
| and reflects the   |  | OASAS, OMH and OPWDD to  |   |
| importance of  |  | maximize service provision.  |   |
| integrated and   |  |  |   |
| coordinated work   |  | 2. Advocate for OPWDD Waiver   | Q1-Q4   |
| across the mental  |  | flexibility to better meet cross-  | Ongoing   |
| hygiene system and   |  | system's needs.  | Developmental   |
| with agencies that   |  |  | Disabilities  |
| provide supportive   |  |  | Subcommittee  |
| services. Advocacy is  |  |  |   |
| necessary for greater waiver flexibility in  |  |  |   |

| _                      |                 | 1                                 | ,                                       |
|------------------------|-----------------|-----------------------------------|---|
| OPWDD programs.        |                 | 3. Collaborate with 211 to        | Q3                                      |
| There are several      |                 | ensure information is updated,    | Developmental                           |
| piloted projects in NY |                 | accurate and offers linkages      | Disabilities                            |
| State to monitor       |                 | across mental hygiene services    | Subcommittee                            |
| between mental         |                 | to improve access to care.        |   |
| hygiene agencies       |                 |                                   | Q1-Q4                                   |
| that we can learn      |                 | 4. Identify ways to reduce        | Ongoing                                 |
| from for potential     |                 | potential barriers to post-       | Developmental                           |
| local                  |                 | secondary transition support      | Disabilities                            |
| implementation. It is  |                 | services for transition age youth | Subcommittee                            |
| also imperative that   |                 | receiving OPWDD services.         |   |
| we understand how      |                 |                                   | Q1-Q4                                   |
| best to leverage the   |                 | 5. Support strategies that        | Ongoing                                 |
| resources of each of   |                 | improve the integrated            | Substance Use                           |
| all three mental       |                 | treatment of co-occurring         | Subcommittee                            |
| hygiene systems to     |                 | disorders and improved service    |   |
| meet the complex       |                 | coordination to better meet the   |   |
| needs of individuals   |                 | complex needs of recipients.      |   |
| who require supports   |                 | complex fleeds of recipients.     |   |
| across systems.        |                 |                                   |   |
| ,                      |                 |                                   |   |
| Objectives 1-4         |                 |                                   |   |
| recommended by         |                 |                                   |   |
| Developmental          |                 |                                   |   |
| Disabilities           |                 |                                   |   |
| Subcommittee.          |                 |                                   |   |
|                        |                 |                                   |   |
| Objective 5            |                 |                                   |   |
| recommended by         |                 |                                   |   |
| Substance Use          |                 |                                   |   |
| Subcommittee           |                 |                                   |   |
| Non-Clinical           | Recognize the   | 1. Become familiar with the       | Q2                                      |
| Supports               | importance of   | barriers to healthcare access     | Developmental                           |
| Problem Description:   | social          | including dental and optical      | Disabilities                            |
| Treatment services     | determinants of | care for Medicaid recipients      | Subcommittee                            |
| alone are often not    | health, health  | receiving developmental           |   |
| sufficient for change. | equity and the  | disabilities services.            |   |
| Social determinants    | importance of   |                                   |   |
| of health like access  | peer supports   | 2. Identify gaps in community     | Q1-Q4                                   |
| to medical, dental,    | 1               | supports for mental hygiene       | Ongoing                                 |
| and optical care,      |                 | recipients.                       | All Mental Hygiene                      |
| health equity for      |                 |                                   | Subcommittees                           |
| minoritized            |                 |                                   | 2 22 22 22 22 22 22 22 22 22 22 22 22 2 |
| communities, and       |                 | 3. Collect benchmark data on      | Q1-Q2                                   |
| ensuring needed non-   |                 | health equity to improve access   | All Mental Hygiene                      |
| clinical supports are  |                 | to quality services for           | Subcommittees                           |
| available along with   |                 | minoritized communities.          | Sabcommittees                           |
| the invaluable work    |                 | mmoritized communities.           | Q3-Q4                                   |
| the invaluable work    |                 |                                   | QJ-Q <del>1</del>                       |

| of peers with lived  | 4. Identify strategies to improve | All Mental Hygiene |
|----------------------|-----------------------------------|--------------------|
| experience must be   | health equity across Tompkins     | Subcommittees      |
| supported to ensure  | County.                           |                    |
| recovery and quality | County.                           | Q4 Substance Use   |
| of life.             | 5. Support greater awareness      | Subcommittee       |
| oj nje.              | and utilization of peer support   | Subcommittee       |
|                      | services in the community         |                    |
|                      | services in the community         | Q1-Q4              |
|                      | 6. Improve data                   | Ongoing            |
|                      | · ·                               | Substance Use      |
|                      | integrity/collection related to   |                    |
|                      | opioid overdose deaths to guide   | Subcommittee       |
|                      | prevention efforts                |                    |
|                      | 7.6                               | 04.04              |
|                      | 7. Support implementation         | Q1-Q4              |
|                      | efforts of the Action Plan        | Ongoing            |
|                      | approved by the Collaborative     | Mental Health      |
|                      | Solutions Network, the System     | Subcommittee       |
|                      | of Care (SOC) for children's      |                    |
|                      | services in Tompkins County, to   |                    |
|                      | improve access to care through    |                    |
|                      | program expansion and             |                    |
|                      | improved                          |                    |
|                      | communication/coordination of     |                    |
|                      | service offerings.                |                    |
|                      |                                   |                    |
|                      | 8. Establish next steps to        | Q1-Q2              |
|                      | promote greater understanding     | Mental Health      |
|                      | of the impact Adverse             | Subcommittee       |
|                      | Childhood Experiences (ACES)      |                    |
|                      | and the importance of early       |                    |
|                      | intervention strategies to build  |                    |
|                      | resiliency in youth and families. |                    |
|                      | i zamenoj mi jedan dna idrimica   |                    |



## 2023 Needs Assessment Form

# **Tompkins County Mental Health Services**

Crisis Services Yes

Applies to OASAS? Yes Applies to OMH? Yes Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Need description (Optional): Crisis services remains a top priority goal in 2023. Greater community awareness is needed to ensure utilization of newly established regional crisis supports through OPWDD. 988 services have just begun and will need support during the initial phases. There are efforts to establish a Supported Crisis Stabilization Center locally that will require coordination across numerous community-based partners.

### Cross System Services Yes

Applies to OASAS? Yes Applies to OMH? Yes Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Need description (Optional): This is a new category for 2023 reflecting the importance of integrated and coordinated work across the mental hygiene system and with non licensed agencies that provide supportive services. Advocacy is necessary for greater waiver flexibility in OPWDD programs. There are several piloted projects in NY State to monitor between mental hygiene agencies that we can learn from for potential local implementation. It is also imperative that we understand how best to leverage the resources of each of all three mental hygiene systems to meet the complex needs of individuals who require supports across systems.

### Housing Yes

Applies to OASAS? Yes Applies to OMH? Yes Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Need description (Optional): Housing has been added as a priority goal in 2023 due to the severe shortage of affordable, emergency, and supportive housing. As a result, the shelter has experienced need above their capacity. There are limited options for individuals returning to the community after hospitalization and residential treatment who need housing with ongoing supports for stabilization. Unhoused people often require intensive supports in the initial stages of becoming housed. Tompkins County lost 30 residential beds in the OPWDD system due to the workforce shortage.

#### Non-Clinical Supports Yes

Applies to OASAS? Yes Applies to OMH? Yes Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Need description (Optional): Treatment services alone are often not sufficient for change. Social determinants of health like access to medical, dental, and optical care, health equity for minoritized communities, and ensuring needed non-clinical supports are available along with the invaluable work of peers with lived experience must be supported to ensure recovery and quality of life.

#### Workforce Yes

Applies to OASAS? Yes Applies to OMH? Yes Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Need description (Optional): Workforce challenges remain a top priority in 2023. Mental hygiene services have been reduced because of the ongoing staffing shortage in all positions across service types. For instance, 30 residential beds are not currently operational due to the workforce shortage in OPWDD licensed programs in Tompkins County. Lack of diversity in the workforce also reduces access to care for minoritized members of the community.

**LGU Representative**: Harmony Ayers-Friedlander

**Submitted for:** Tompkins County Mental Health Services