



tcmhcc
Texas Child Mental
Health Care Consortium

Behavioral Health Workforce Development (BHWD) Program Recommendations

TCMHCC Executive Committee Meeting

October 12, 2026

Why Develop Program Recommendations?

ARPA-Funded Activities

- Supported workforce development across multiple behavioral health professions
- Expanded training opportunities and supervisory capacity
- Demonstrated successful workforce pipeline development
- Strengthened partnerships and educational capacity statewide

Transition Point

- When using GR/state funds, increased expectations for accountability, sustainability, efficiency, and demonstrated outcomes
- Workforce shortages remain significant across Texas
- Need for a long-term strategy
- Opportunity to establish clearer governance, investment, and evaluation processes

BHWD Strategic Vision

The BHWD Program would serve as TCMHCC's primary multi-profession workforce development vehicle for pediatric and perinatal behavioral health training.

Goals

- Promote sustainable workforce development models
- Strengthen workforce pipelines for pediatric and perinatal populations
- Expand statewide behavioral health training capacity
- Increase qualified professionals entering the Texas workforce
- Support underserved, rural, remote, and public-serving settings
- Promote coordination across TCMHCC programs where appropriate

Key Program Recommendations

Project Scope

- Training programs must primarily supporting pediatric and/or perinatal populations
- Community-based and public-serving exposure encouraged but not required
- Rotation-only experiences excluded from program scope

Program Readiness & Implementation

- Proposed readiness assessment review process
- Encourages accreditation and quality standards when applicable
- Accreditation considered flexibly based on profession and program maturity

Key Program Recommendations, cont.

Funding

- Allowances made for trainee support, faculty and supervisory effort, protected time, accreditation activities, program infrastructure.
- Encourage diversified funding approaches to promote sustainability
- Pilot funding continues as a pathway for innovation
- Investment evaluation framework to guide future funding decisions

Evaluation

- Development of a standardized but flexible evaluation framework with greater focus on outcomes and impact
- Consistent measures across programs where appropriate; profession-specific metrics when necessary

Key Program Recommendations

Project Scope

- Activities must primarily support pediatric and/or perinatal populations.
- Continue supporting multiple behavioral health professions.
- Result in entry of new behavioral health professionals who are prepared to practice independently and contribute to mental health needs in Texas, as appropriate to the profession and stage of training.
- Promote exposure to community -based and public-serving care settings.
- Program remains voluntary and HRIs may choose whether to participate in each biennial cycle.

Key Program Recommendations

Program Readiness & Implementation

- Establish a readiness review process.
- Encouraged to pursue accreditation and other recognized quality standards when applicable.

Funding

- HRIs will balance BHWD investments with core TCMHCC program commitments.
- Funding will remain focused on workforce development and training capacity.
- Promote a diversified funding approach to support long -term program sustainability.

Key Program Recommendations

Funding, cont.

- Adopt a workforce investment evaluation framework to guide future funding decisions when available funding is insufficient to support all proposed activities.
- Allow pilot investments.
- Prohibit the use of funds for research that is not intrinsic to workforce development objectives.

Governance

- Continue centralized administrative oversight.
- Continue to leverage Medical Director leadership.

Key Program Recommendations

Governance, cont.

- BHWD Medical Director will facilitate statewide collaboration and shared learning.

Data & Evaluation

- TCMHCC Internal Evaluation will develop a standardized but flexible program evaluation framework.

Timeline

