**Workforce Subpanel Workgroup**

**Final Recommendations**

1. The Advisory Panel recommends that KDADS request funding for four full years of training in the FY 2026 budget to add two psychiatry residency slots for the state hospitals through the University of Kansas School of Medicine-Wichita program in FY 2026.
2. The Advisory Panel recommends that the 2025 Legislature create a series of educational incentives to promote the mental health and behavioral health workforce pipeline. This should include:
   1. KDADS establishes a system of student loan forgiveness for varying levels of community-based behavioral health licensed positions based on working in state hospitals or community mental health centers based on working in those settings for a specified amount of time.
   2. KDADS establishes a system of scholarships for varying levels of behavioral health licensed positions administered by KDADS in FY 2026 for students committing to those academic programs in mental health, psychology, psychiatry, social work, counseling, substance abuse or addiction, nursing, and other supporting licensure types.
   3. Kansas State Board of Education (KSDE) establishes a Behavioral Health or Counseling and Mental Health Services Pathway to add to the Human Services Cluster in 2025.
   4. KDADS establishes a grant program to fund training programs for behavioral health careers through career and technical education institutions and create educational agreements between behavioral health providers and academic training programs in FY 2026.
   5. KDADS establishes a grant program to expand Licensed Mental Health Technician (LMHT) training programs for eligible provider groups and nursing education programs to support scholarships for LMHT students and help fund training sites and nurses to oversee students in FY 2026.
   6. KDADS establishes a grant program to provide financial support for clinical placements to support students, clinical supervisors, and clinical training sites to increase opportunities for training in behavioral and mental health services in FY 2026.

3. KDADS should collaborate with relevant licensing authorities and community partners to explore alternative recruitment options, such as international behavioral health professionals, retired behavioral health professionals, and military families while ensuring appropriate compliance and best practices for patient and staff safety.

4. The Advisory Panel recommends the Governor and 2025 Legislature review changes needed to improve reimbursement mechanisms for telepsychiatry and other supporting services provided in the state hospital to improve clinical gaps in FY 2026.

5. The Advisory Panel recommends that KDADS enter a Memorandum of Understanding with the WSU/KU Biomedical campus to identify clinical, educational, and research opportunities at the South Central Regional Psychiatric Hospital that can benefit training and research programs at the Biomedical Campus. This agreement should be in place before the South Central Hospital opens in 2027.