



BEHAVIORAL HEALTH SYSTEM FOR FUTURE GENERATIONS RECOMMENDATION #19: INCENTIVIZE PROVIDERS TO JOIN THE BH AND DD WORKFORCE

	FY 2026 Difference	FY 2027 Difference	FY 2028 Difference	FY 2029 Difference	FY 2030 Difference	FY 2031 Difference
Expenditures:						
General Fund						
State Special Revenue	\$7,715,000	\$565,000	\$250,000	\$250,000	\$253,750	\$257,556
Federal Special Revenue						
Other						
Revenue:						
General Fund						
State Special Revenue						
Federal Special Revenue		\$0	\$0	\$0	\$0	\$0
Other						
Net Impact - General Fund Balance:	\$0	\$0	\$0	\$0	\$0	\$0

Description of fiscal impact:

This recommendation includes two strategies to enhance the behavioral health (BH) and developmentally disabled (DD) workforce through (1) the establishment of a new tuition reimbursement program for the BH and DD workforce, including positions such as case management staff and direct care workers, and (2) the creation of a dual enrollment program, enabling Montana high school students to earn tuition-free college-level credits in BH and DD professions. There will be costs associated with the administration and oversight of the tuition reimbursement program, and implementing the dual enrollment program.

FISCAL ANALYSIS

Assumptions:

1. The department will contract with the Montana Office of Public Instruction (OPI) and Montana State University to support the dual enrollment program's development, administration, and oversight. The department assumes one modified PB with salary and fringe benefits in the amount of \$130,000 over FY 2026 and FY 2027.



2. The department also includes costs for the tuition reimbursement for BH and DD workers. Examples of eligible positions for standard tuition reimbursement awards include case managers and substance use professionals (\$10,000) and rural public health nurses and social workers (\$12,500). These costs are estimated to total \$7,000,000 and will be obligated in FY 2026, supporting tuition reimbursement for up to 270 eligible individuals as defined by Montana's eligibility requirements.
3. The department will contract with the Montana Office of Public Instruction (OPI) to oversee and manage the dual enrollment program. Estimated start-up costs are \$650,000 in FY 2026, \$500,000 in FY 2027, and \$250,000 in recurring annual costs starting in FY 2028. Dual enrollment is estimated to support approximately up to 250 students in dual enrollment programs, based on projections from the Office of the Commissioner of Higher Education (OCHE). Funding will cover 9-12 dual enrollment credits within established BH or DD micro-pathways for high school students.
4. All costs associated with this recommendation will be 100% state funded.

Technical Notes:

1. The department assumes that all state funds required for implementation and recurring costs will be allocated from the Behavioral Health System for Future Generations (BHSFG) state special revenue fund.
2. Projected expenditures for FY 2030 and FY 2031 assume a 1.5% inflationary factor for state and federal funds.