



**ASSEMBLY STANDING COMMITTEE ON MENTAL HEALTH
ASSEMBLY STANDING COMMITTEE ON ALCOHOLISM AND DRUG ABUSE**

NOTICE OF PUBLIC HEARING

SUBJECT: Behavioral Health Workforce

PURPOSE: To examine the status of the behavioral health workforce

**Wednesday
December 10th, 2025
Assembly Hearing Room, 19th Floor
250 Broadway, New York, NY
11:00 am**

ORAL TESTIMONY WILL BE BY INVITATION ONLY

In New York State, data suggests there is a pressing need to recruit and retain workers in the behavioral health field. The Office of the New York State Comptroller released a report in August 2025 which revealed a labor shortage for healthcare and mental health professionals in 16 rural New York counties. The report also noted that the lack of mental health practitioners in each of these counties may be more severe than the shortage of any other healthcare professionals in these areas. Community-based service providers licensed by the New York State Office of Mental Health (OMH) and the Office of Addiction Supports and Services (OASAS) have also reported challenges in the recruitment of new staff which has resulted in some programs experiencing staffing vacancy rates between 30-40%, with many providers facing turnover rates of over 25%. The result has been a lack of access to services, long waiting lists, and an increase in complications associated with unmet treatment needs for individuals at risk of, or diagnosed with, mental health, substance use or other medical conditions.

The purpose of this hearing is to provide the Committees with an opportunity to examine the status of the behavioral health workforce, including attrition and vacancy rates, and its impact on a person's ability to access behavioral health services. The Committees are also interested in examining the correlation between recruitment and retainment and the day-to-day operation of behavioral health programs, including the well-being of program employees. Testimony should identify existing programs, policies, and other initiatives under OMH and OASAS which may be effective in increasing recruitment and retainment of behavioral health professionals statewide.

Persons invited to present pertinent testimony to the Committees at the above hearing should complete and return the enclosed reply form by **Monday, December 8th**. It is important that the reply form be fully completed and returned so that persons may be notified in the event of an emergency postponement or cancellation.

Oral testimony will be limited to five minutes' duration. In preparing the order of witnesses, the Committees will attempt to accommodate individual requests to speak at particular times in view of special circumstances. These requests should be made on the attached reply form or communicated to Committee staff as soon as possible.

Ten copies of any prepared testimony should be submitted at the hearing registration desk. The Committees would appreciate advance receipt of prepared statements.

Attendees and participants at any legislative public hearing should be aware that these proceedings are video recorded. Their likenesses may be included in any video coverage shown on television or the internet.

In order to further publicize these hearings, please inform interested parties and organizations of the Committees' interest in hearing testimony from all sources.

In order to meet the needs of those who may have a disability, the Assembly, in accordance with its policy of non-discrimination on the basis of disability, as well as the 1990 Americans with Disabilities Act (ADA), has made its facilities and services available to all individuals with disabilities. For individuals with disabilities, accommodations will be provided, upon reasonable request, to afford such individuals access and admission to Assembly facilities and activities.

Jo Anne Simon
Member of Assembly
Chair
Committee on Mental Health

Phil Steck
Member of Assembly
Chair
Committee on Alcoholism and Drug Abuse

PUBLIC HEARING REPLY FORM

Persons invited to present testimony at the public hearing on the Behavioral Health Workforce are requested to complete this reply form by **Monday, December 8th** and mail, email, or fax it to:

Willie Sanchez
Principal Analyst
Assembly Committee on Mental Health
Room 442 – Capitol
Albany, New York 12248
Email: sanchezw@nyassembly.gov
Phone: (518) 455-4371
Fax: (518) 455-4693

- ☐ I plan to attend the following public hearing on examining the status of the behavioral health workforce to be conducted by the Assembly Standing Committee on Mental Health and the Assembly Standing Committee on Alcoholism and Drug Abuse on Wednesday, December 10th.
- ☐ I have been invited to make a public statement at the hearing. My statement will be limited to five minutes, and I will answer any questions which may arise. I will provide 10 copies of my prepared statement.
- ☐ I will address my remarks to the following subjects:

- ☐ I do not plan on attending the above hearing.
- ☐ I would like to be added to the Committee mailing list for notices and reports.
- ☐ I will require assistance and/or handicapped accessibility information. **Please specify the type of assistance required:** _____

NAME: _____

TITLE: _____

ORGANIZATION: _____

ADDRESS: _____

E-MAIL: _____

TELEPHONE: _____