Behavioral Health: Focus on Skills for Frontline Healthcare Workers

UNIVERSITY OF MICHIGAN
H-CAP Conference
October 24, 2017

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About the BHWRC

• Established September 2015 at the University of Michigan School of Public Health
• Part of HRSA’s Health Workforce Research Center Network
• Jointly supported by SAMHSA and HRSA
• Interdisciplinary core research team with expertise in: public health systems, health services, social work, qualitative methods, law, medicine
• Work through a Consortium model with key advisors: Peter Buerhaus, PhD; Ron Manderscheid, PhD
“A Workforce Crisis”

- Increased demand for behavioral health services
- Too few workers
- Poorly distributed workforce
- Need for additional training
- Increased emphasis on integrated care and treatment of co-occurring disorders
- Lack of systematic workforce data collection
BHWRC Focus Areas

Minimum Data Set
- Individual Data
- Discipline-specific Data Collection
- Organizational Data

Characteristics and Practice Settings
- Workforce Diversity
- Service Provision to Special Populations
- Team-based and Integrated Care
- School-based Behavioral Health
- Telemedicine
- ACA Changes

Scopes of Practice
- Legal SOPs
- Professional SOPs
- Studies on Specific Disciplines and Services
- Billing Restrictions

SCHOOL OF PUBLIC HEALTH
BEHAVIORAL HEALTH WORKFORCE RESEARCH CENTER
UNIVERSITY OF MICHIGAN
Behavioral Health Occupations

Licensed professionals
- Psychiatrists
- Psychologists
- Marriage and family therapists
- Social workers
- Licensed professional counselors
- Psychiatric mental health nurses
- Addiction counselors

Certified professionals
- Addiction counselors
- Peer providers
- Psychiatric rehabilitation specialists
- Psychiatric aide/technicians
- Case managers

Primary care providers
Maldistribution of Workforce Limits Access

- 4,000 mental health Health Professional Shortage Areas (HPSAs); approximately 2,800 psychiatrists are needed to address the shortage
- Increase from 2012: 3,669 mental health HPSAs, 1,846 psychiatrists needed
- 55% of U.S. counties (rural) have no practicing psychiatrists, psychologists, or social workers

Sources: HRSA Data Warehouse, 2016; SAMHSA, 2013
# Behavioral Health Workforce Projections: 2025

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Supply</th>
<th>Demand</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Counselors</td>
<td>243,450</td>
<td>321,500</td>
<td>-78,050</td>
</tr>
<tr>
<td>Clinical, Counseling, School Psych</td>
<td>188,930</td>
<td>246,420</td>
<td>-57,490</td>
</tr>
<tr>
<td>MH/SA Social Workers</td>
<td>109,220</td>
<td>157,760</td>
<td>-48,540</td>
</tr>
<tr>
<td>MH Counselors</td>
<td>145,700</td>
<td>172,630</td>
<td>-26,930</td>
</tr>
<tr>
<td>SA/BD Counselors</td>
<td>105,970</td>
<td>122,510</td>
<td>-16,540</td>
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<tr>
<td>Psychiatrists</td>
<td>45,210</td>
<td>60,610</td>
<td>-15,400</td>
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<tr>
<td>MFTs</td>
<td>29,780</td>
<td>40,250</td>
<td>-10,470</td>
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<tr>
<td>BH NPs</td>
<td>12,960</td>
<td>10,160</td>
<td>2,800</td>
</tr>
<tr>
<td>BH PAs</td>
<td>1,800</td>
<td>1,690</td>
<td>110</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>883,020</strong></td>
<td><strong>1,133,530</strong></td>
<td><strong>-250,510</strong></td>
</tr>
</tbody>
</table>
Changing Focus: From Shortage to Skill-building

- Working in integrated care settings
- Cultural competency
- Working to full scope of practice in varied modalities
Thank You

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This Center is jointly supported by SAMHSA and HRSA; funded through HRSA Cooperative Agreement U81HP29300: Health Workforce Research Centers Program.