Behavioral Health Workforce:
Challenges, Opportunities & Initiatives

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(CO, MT, ND, SD, UT, and WY)

SAMHSA-NAADAC
Substance Use Disorder Workforce Forum
September 16th, 2016
Aurora, CO
What do we know... the National Behavioral Health Profile

- 1 in 5 (43.6M adults), had a mental illness in the past year (9.8M = SPMI)
- 1 in 12 (20.2M adults), had a SUD in the past year
- 1 in 4 (59.4M adults), engaged in binge drinking
- 1 in 10 (24.6M adults), used illicit drugs
- 7.9M adults had both a MI & SUD
- ~44K committed Suicide
- Access to care: 1 in 3 has access to MH txt and 1 in 9 has access SUD txt!

- ~2.1 : 100K child & adolescent psychiatrists
- ~33 : 100K clinical social workers
- ~25 : 100K SUD professionals
- ~22% of U.S. (62M people) live in rural or frontier counties
- 1 in 2 US counties have NO BH professionals
- Turnover rates in the addiction professionals workforce ranged from 28.5% to more than 50% (2012)
- Aging MH and SUD professionals
- Inconsistent credentialing and licensure requirements between states impeded workforce mobility
We are... the Behavioral Health Workforce

- Primary Care Physicians
- Psychiatrists
- Nurses
- Licensed Practical Nurses
- Registered Nurses
- Advanced Practice Nurses
- Physician Assistants
- Psychologists
- Social Workers
- Pharmacists
- Psychiatric Techs and Aides
- Marriage and Family Therapists
- Licensed Addiction Counselors
- Rehabilitation Counselors
- Licensed Professional Counselors
- Peer Support Specialists
- Prevention Specialists
- Community Health Workers
- Direct Care Workers
- Researchers/Epidemiologists
- Public Policy Analysts
- Financial Accountants/Officers
**What do we do?**

- **Promotion**: Strategies to create environments and conditions that support behavioral health and the ability of individuals to withstand personal and social challenges.

- **Prevention**: Delivered prior to the onset of a disorder, interventions to prevent or reduce the risk of developing a behavioral health problem.

- **Treatment**: Clinical services to treat individuals diagnosed with a substance use or other behavioral health disorder.

- **Recovery**: Services to support individuals’ ability(ies) to live productive lives in the community.
Where do we work?

- Outpatient Clinics (including private practice)
- Hospitals/Rehab Facilities
- Homeless Shelters
- Schools/Education
- Criminal Justice (Jails/Prisons/Parole/Courts)
- EAP programs
- Veterans Hospitals/Clinics
- Workforce Centers
- Nursing Homes/Hospice
- Child Welfare Programs
- Research Centers
- Teaching
- Rape Crisis Programs
- Epidemiology
- Community Prevention
- Community Health Clinics
- Tribal Health Clinics
- University Counseling Centers
- Emergency Rooms and Detoxification Centers
- Advocacy Organizations
- Government
Behavioral Health Workforce: Projected Growth

- The behavioral health workforce is one of the **fastest growing workforce** groups in the country.

- Employment projections for 2020 based on the U.S. Bureau of Labor Statistics show a **rise in employment for substance abuse and mental health counselors** with a 36.3% increase from 2010 to 2020, greater than the 11% projected average for all occupations.
  - Increases in insurance coverage for mental and substance use disorder services (e.g., PPACA & MHPAEA)
  - Increased patient demand for access to care
  - Expanding specialty care and integrated/team-based care to meet demand
<table>
<thead>
<tr>
<th>State</th>
<th>Pop</th>
<th>Psychiatrist</th>
<th>Psychologist</th>
<th>Licensed Social Worker</th>
<th>Licensed Addiction Counselor</th>
<th>Licensed Professional Counselor</th>
<th>Marriage &amp; Family Therapist</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO</td>
<td>5.6M</td>
<td>460 (8.2)</td>
<td>2240 (40.0)</td>
<td>1860 (33.2)</td>
<td>1420 (25.4)</td>
<td>3480 (62.1)</td>
<td>500 (8.9)</td>
</tr>
<tr>
<td>MT</td>
<td>989,415</td>
<td>120 (12.1)</td>
<td>370 (37.4)</td>
<td>580 (58.6)</td>
<td>480 (48.5)</td>
<td>1000 (101.1)</td>
<td>NA</td>
</tr>
<tr>
<td>ND</td>
<td>672,591</td>
<td>130 (19.3)</td>
<td>200 (29.7)</td>
<td>250 (37.2)</td>
<td>280 (41.6)</td>
<td>80 (11.9)</td>
<td>110 (16.4)</td>
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<tr>
<td>SD</td>
<td>814,180</td>
<td>NA</td>
<td>NA</td>
<td>240 (29.5)</td>
<td>250 (30.7)</td>
<td>560 (68.8)</td>
<td>70 (8.6)</td>
</tr>
<tr>
<td>UT</td>
<td>2.8M</td>
<td>280 (10.0)</td>
<td>1110 (39.6)</td>
<td>1380 (49.3)</td>
<td>310 (11.1)</td>
<td>930 (33.2)</td>
<td>180 (6.4)</td>
</tr>
<tr>
<td>WY</td>
<td>563,626</td>
<td>40 (7.1)</td>
<td>270 (47.9)</td>
<td>190 (33.7)</td>
<td>220 (39.0)</td>
<td>300 (53.2)</td>
<td>40 (7.1)</td>
</tr>
</tbody>
</table>

Numbers in ( ) indicate # of providers per 100,000 (state population)
NA = Data not available from Bureau of Labor Statistics
Source: [http://www.bls.gov/oes/current/oes211013.htm#st](http://www.bls.gov/oes/current/oes211013.htm#st)
SAMHSA Strategic Initiative #6: Workforce Development

1. Develop and disseminate workforce training and education tools and core competencies to address behavioral health issues.

2. Develop and support deployment of peer providers in all public health and health care delivery settings.

3. Develop consistent data collection methods to identify and track behavioral health workforce needs.

4. Influence and support funding for the behavioral health workforce.
Join the Fast-Growing Behavioral Health Workforce

Demand is increasing for behavioral health care professionals including:

- Psychiatrists
- Psychologists
- Social workers
- Nurses
- Marriage and Family Therapists
- Addiction Counselors
- Mental Health Counselors
- Paraprofessionals in Psychiatric Rehabilitation and Addiction Recovery
- Peer Support Specialists and Recovery Coaches

Learn More about Behavioral Health and SAMHSA

The Substance Abuse and Mental Health Services Administration (SAMHSA) works with federal and other partners to increase the supply of trained and culturally aware professionals to address the nation's behavioral health needs. Visit the SAMHSA website: http://www.samhsa.gov/workforce

Behavioral Health is Essential to Health
Prevention Works
Treatment is Effective
People Recover

SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities.

1-877-SAMHSA-7 (1-877-726-4727) • www.samhsa.gov
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Federal Agency Focus

• Pre-Service / Pipeline Programs
  o Health Occupations Students of America (HOSA)
  o Association of Recovery Schools (ARS)

• Continuing Education/ Higher Education
  o Behavioral health training and internship grants (e.g., BHWET)
  o Enhancing educational curriculum/training requirements
  o Enhanced coordination between Federally-funded TA centers (e.g., Tele-Health Education Centers, ATTC, CAPT, AHEC, RPHTA)

• Recruitment and Retention
  o Federal and State Loan Forgiveness Programs
  o License Mobility and Reciprocity
Federal Agency Focus

- Enhance and Support Role of Peer Recovery Support Specialists
  - BH Competencies for Integrated Care (AHRQ, CIHS)
- Enhance and Support BH Workforce Role In Integrated Care Settings.
  - Center for Integrated Health Solutions
  - BH Competencies for Integrated Care (AHRQ, CIHS)
- National Behavioral Health Workforce Research Center (University of Michigan School of Public Health)
- National and Regional Behavioral Workforce Summits/Forums/Meetings
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