Mental and Behavioral Health Workforce Task Force

Monday, July 18, 2016
WELCOME
APPROVAL OF MINUTES FROM LAST MEETING
REVIEW NEW WORKFORCE DATA
Mental Health Licensure Data

• Professions:
  • Licensed Professional Counselors Survey (included in packet):
    • Social Worker
    • Clinical Social Worker
    • Marriage & Family Therapist
    • Marriage & Family Associate
    • Mental Health Counselor
    • Mental Health Associate
  • Addiction Counselor Survey (included in packet):
    • Addiction Counselor
    • Clinical Addiction Counselor

• Survey period:
  • 12/31/15 – 3/20/15
## Age and Gender

<table>
<thead>
<tr>
<th>License Type</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction Counselor</td>
<td>53.5</td>
<td>53.1</td>
</tr>
<tr>
<td>Clinical Addiction Counselor</td>
<td>55.8</td>
<td>53.3</td>
</tr>
<tr>
<td>Marriage &amp; Family Associate</td>
<td>39.1</td>
<td>37.1</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapist</td>
<td>58.0</td>
<td>51.2</td>
</tr>
<tr>
<td>Mental Health Associate</td>
<td>29.9</td>
<td>31.5</td>
</tr>
<tr>
<td>Mental Health Counselor</td>
<td>50.1</td>
<td>46.9</td>
</tr>
<tr>
<td>Social Worker</td>
<td>46.2</td>
<td>40.5</td>
</tr>
<tr>
<td>Clinical Social Worker</td>
<td>55.6</td>
<td>48.0</td>
</tr>
<tr>
<td><strong>All Mental Health Specialties</strong></td>
<td><strong>53.6</strong></td>
<td><strong>47.0</strong></td>
</tr>
</tbody>
</table>
Race and Ethnicity*

Race
- White: 4,784, 93%
- Black or African American: 31, 1%
- Asian: 3, 0%
- American Indian or Alaska Native: 15, 0%
- Native Hawaiian/Pacific Islander: 314, 6%

Ethnicity
- Not Hispanic/Latino: 203, 4%
- Hispanic/Latino: 4,917, 96%

Note: Race and ethnicity calculated based on survey respondents for the professions listed on previous slide.
Practice Settings

• See handout
# Headcount vs. Full Time Equivalency

<table>
<thead>
<tr>
<th>License Type</th>
<th>N*</th>
<th>Average FTE</th>
<th>Sum FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction Counselor</td>
<td>105</td>
<td>0.69</td>
<td>72.4</td>
</tr>
<tr>
<td>Clinical Addiction Counselor</td>
<td>126</td>
<td>0.2</td>
<td>25.8</td>
</tr>
<tr>
<td>Marriage &amp; Family Associate</td>
<td>54</td>
<td>0.56</td>
<td>30.1</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapist</td>
<td>405</td>
<td>0.55</td>
<td>224.1</td>
</tr>
<tr>
<td>Mental Health Associate</td>
<td>66</td>
<td>0.69</td>
<td>45.7</td>
</tr>
<tr>
<td>Mental Health Counselor</td>
<td>1050</td>
<td>0.58</td>
<td>608.5</td>
</tr>
<tr>
<td>Social Worker</td>
<td>691</td>
<td>0.7</td>
<td>485.8</td>
</tr>
<tr>
<td>Clinical Social Worker</td>
<td>2283</td>
<td>0.62</td>
<td>1406.4</td>
</tr>
<tr>
<td><strong>Total Sample</strong></td>
<td>4780</td>
<td><strong>0.61</strong></td>
<td><strong>2898.8</strong></td>
</tr>
</tbody>
</table>

* Note: N= Number of professionals self-reporting an Indiana Practice Address
REVIEW ISSUES PRIORITIZED AT SUMMIT
Identified Issues

• List of priorities from last task force meeting presented in focus group session at Indiana Health Workforce Summit on June 29, 2016
• See handout
Access

- Telemedicine
- Integration/Interprofessional Collaborative Practice
- Cross training in mental health/addictions
- Supply/pipeline
- Loan Repayment
- Linking Mental Health and Developmental Disorder Services
- Focus on non-licensed addiction service providers
Reimbursements

• Align reimbursements with services provided by professionals

• Align reimbursements and statutes

• Address reimbursement barriers to training
  • i.e. students now bill under supervisor instead of billing directly
Needs Assessment

• Future pipeline perspective
• Consumer perspective
Licensing

- Reciprocity
- Scope of Practice
- Supervision
- Length of Training
- Licensing Issues Associated with Healthcare Professionals Needing Mental Health/Addiction Treatment
DISCUSS NEXT STEPS
Next Steps

• Access
• Reimbursements
• Needs Assessment
• Licensing
CLOSING
ADJOURN
Next Task Force Meeting

• **Date:** Monday, August 15, 2016
• **Time:** 10:00-12:00am
• **Location:** IUPUI Campus Center, Room #CE305

Next Council Meeting

• **Date:** Thursday, September 1, 2016
• **Location:** 302 W. Washington St. Indianapolis, IN 46204 Government Center South, Conference Room A