

Workforce Summit EMS and Behavioral Health

Hendrickson Conference Center, South Charleston
September 13, 2022





WEST VIRGINIA
**Higher Education
Policy Commission**



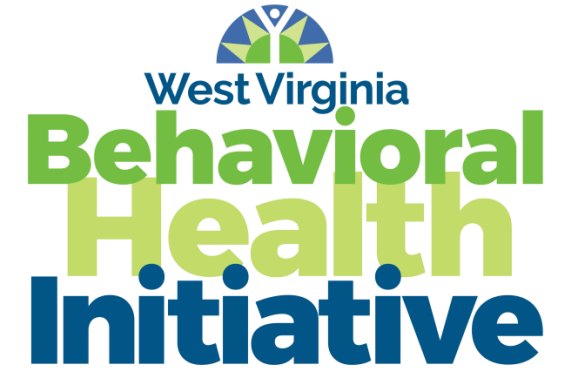
WEST VIRGINIA
**Community & Technical
College System**



West Virginia
**Behavioral
Health
Initiative**

Workforce Summit

- 10:30am Welcome- WVHEPC's Division of Health Sciences Behavioral Health Workforce Data- Kathryn Pirie
- 10:55am Summit Keynote- Jan Rader
- 11:30am Lunch- Café Appalachia
- 12:00pm EMS Workforce Data- Dr. Cynthia Persily
- 12:30pm Panel Discussion
- 1:30pm Feedback Session
- 2:30pm Adjourn



Defining Behavioral Health

Behavioral Health

- The promotion of mental health, resilience and wellbeing; the treatment of mental and substance use disorders; and the support of those who experience and/or are in recovery from these conditions, along with their families and communities.”

(SAMHSA, <https://www.samhsa.gov/sites/default/files/samhsa-behavioral-health-integration.pdf>)

Behavioral Health Workforce

- The trained professionals and paraprofessionals who provide a broad array of prevention, treatment, education and recovery services to address mental health and substance use disorders.
- Those employed in mental health, behavioral health or substance use disorder care, including psychiatrists, psychologists, social workers, mental health counselors, substance use disorder counselors, behavioral analysts, peer support providers, primary care physicians, nurses, nurse practitioners, pharmacists, physician assistants.

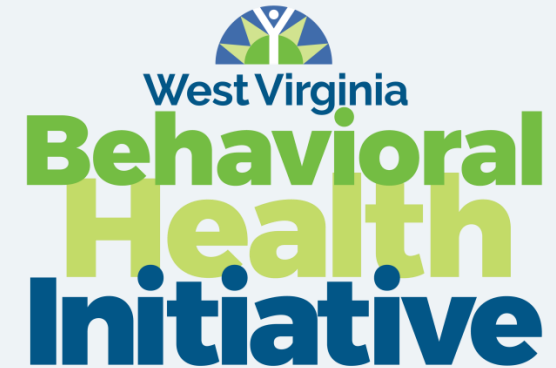
Defining Workforce Pipeline

Pipeline

- Curriculum or programming during primary, secondary or post-secondary education that encourages or emphasizes career and education options or is designed to increase student understanding of career experiences

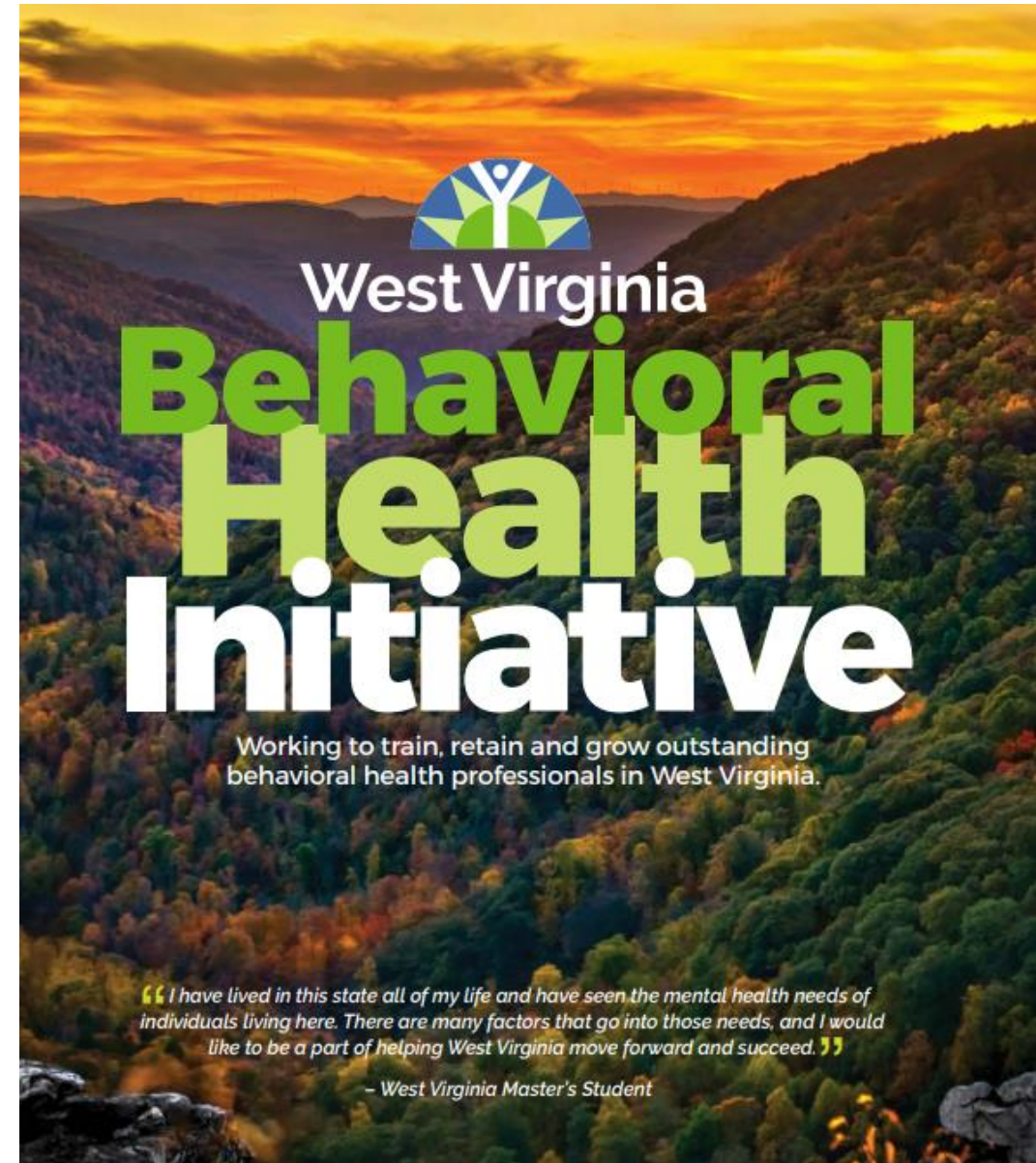
Pipeline Program Examples

- Information on potential educational pathways
- Job shadowing opportunities
- Career fair and exploration events
- Availability of dual credit psychology courses in secondary schools
- Career-focused camp or summer internship experiences



WV's Behavioral Health Initiative

- Collect, study, and share data on education and workforce supply and demand to enable sound future policy decisions
- Expand behavioral health career pipeline programming for K-12 and undergrad students
- Create incentives and promote behavioral health education and practice in WV
- Increase support for specialized credentials (ex. AADC) and telehealth proficiency
- Connect stakeholders for continuous innovation, collaboration and growth



Current Licensed Supply in WV- 2021^[1-7]

Masters Social Workers:

Level B-Graduate: 764

Level C-Certified: 231

Level D-Independent Clinical: 488

Total: 1483

Counselors:

Professional Counselors: 1114

Marriage and Family Therapists: 1

Total: 1115

Psychologists

Masters level: 255

Doctorate level: 271

Total: 526

Physicians

Psychiatrists: 197

Child and Adolescent Psychiatrists: 17

Addiction Psychiatrists: 2

Addiction Medicine: 12

Total: 237

Advanced Practice Registered Nurses

Total: 153

Physician Assistants

Psychiatry: 46

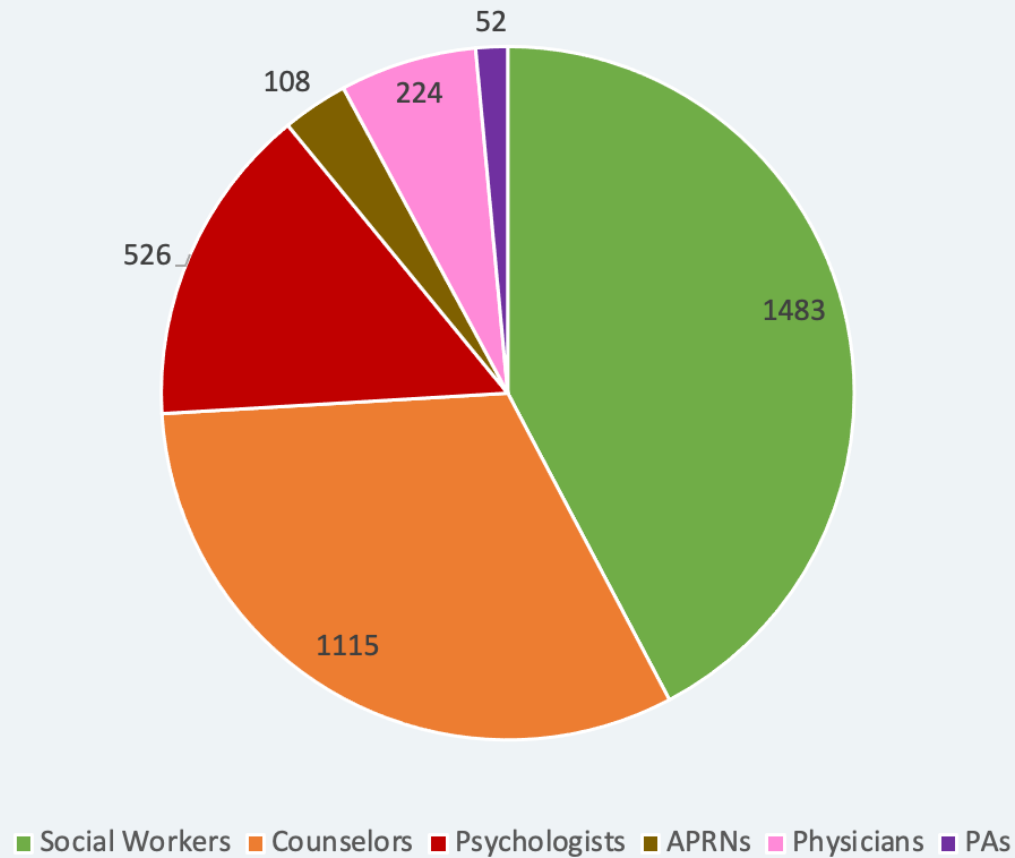
Addiction Medicine: 6

Total: 52

2021 workforce: 3566 clinicians

One clinician to 500 West Virginians

WV Workforce Professional Composition^[1-6]



Supply Inadequacy^[1-7]

Behavioral Health Clinicians in WV

- Social Workers- 1: 1,200
- Counselors- 1: 1,600
- Psychologists- 1: 3,390
- Physicians- 1: 7,520
- APRNs: 1: 11,650
- PAs: 1: 34,280

Behavioral Health Clinicians in the US

- Social Workers- 1: 980
- Counselors- 1: 910
- Psychologists- 1: 2,560
- Physicians- 1: 11,570
- APRNs:- 1: 9,260
- PAs: 1:113,500

Number of Behavioral Health Clinicians needed to meet current national average

- Social Workers- 336
- Counselors- 844
- Psychologists- 170
- Physicians- 0
- APRNs- 40
- PAs-0

Current workforce: 3,566 people

Workforce needed: 4,956 people

WV average: 1: 500

National average: 1: 370

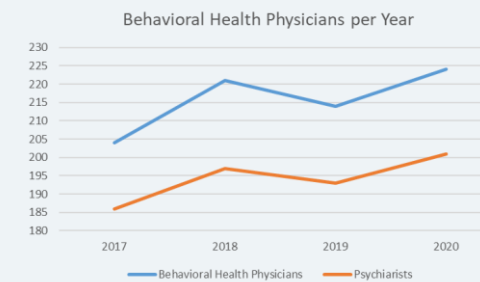
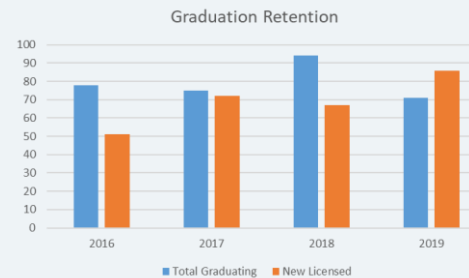
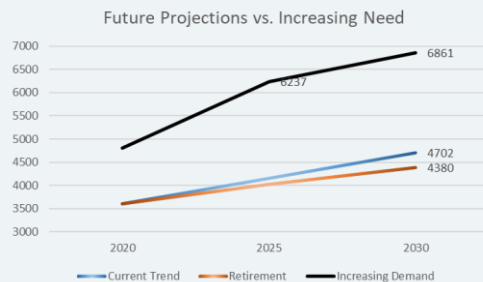
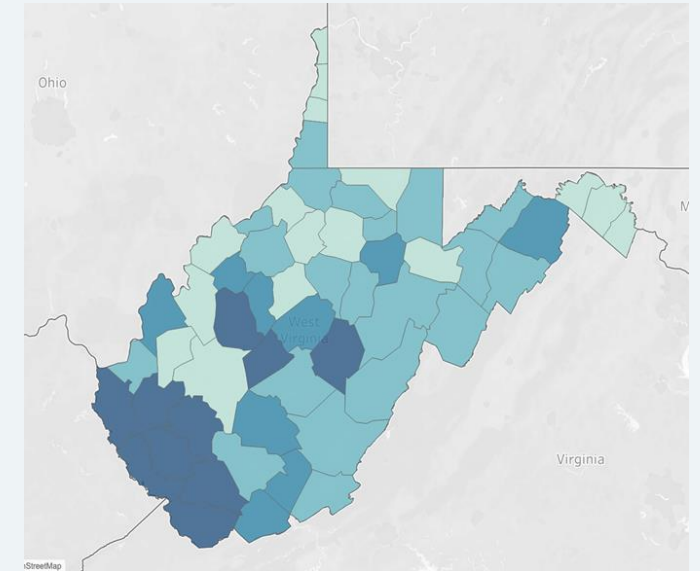
Wage Comparison to Bordering States and Nation ^[3]

	West Virginia	Pennsylvania	Maryland	Virginia	Kentucky	Ohio	Nation
Social Workers	38,430	39,380 (-950)	48,090 (-9,660)	48,350 (-9,920)	38,530 (-100)	46,910 (-8,480)	49,130 (-10,700)
Marriage and Family Therapists	38,830	47,380 (-8,550)	49,630 (-10,800)	49,130 (-10,300)	49,720 (-10,890)	50,530 (-11,700)	49,880 (-11,050)
Counselors	38,100	46,790 (-8,690)	55,480 (-17,380)	48,820 (-10,720)	44,250 (-6,150)	47,510 (-9,410)	48,520 (-10,420)
Psychologists	50,350	69,930 (-19,580)	82,710 (-32,360)	83,080 (-32,730)	77,190 (-26,840)	98,030 (-47,680)	82,510 (-32,160)
Psychiatrists	312,560	247,900 (+64,660)	262,380 (+50,180)	246,600 (+65,960)	260,870 (+51,690)	248,270 (+64,290)	249,760 (+62,800)
Nurse Practitioners	100,020	106,700 (-6,680)	104,550 (-4,530)	102,860 (-2,840)	100,260 (-240)	103,310 (-3290)	120,680 (-20,660)
Physician Assistants	103,570	103,500 (+70)	99,880 (+3,690)	120,990 (-17,420)	99,510 (+4,060)	102,510 (+1,060)	121,530 (-17,960)

Website Launched Spring 2022

BehavioralHealthWorkforceWV.com

- Workforce data sources for administrators, decision makers, grant writers, educators
- Workforce Demand Dashboard
- Workforce Supply Dashboard
- Workforce Pipeline Dashboard
- Navigating the Dashboards- Tutorial Videos



Questions for Discussion

1. Introductions
2. What were your take-aways from the panel discussion?
3. QRTs have been leading the way in many communities for BH and EMS systems in working together. What benefits from QRTs have you seen in your community or other communities? What challenges have you seen?
4. The new 988 system for mental health crisis presents another opportunity for EMS and BH systems to work together to better serve the community. What challenges and opportunities do you see in EMS and BH working together to meet the anticipated rising needs expressed through calls to 988?
5. When it comes to training, what additional ways could EMS and BH work together to prepare the future workforce and increase capacity among the existing workforce?
6. In terms of recruitment, are there additional ways EMS and BH could work together? What about retention efforts?

Summit Evaluation

We need your feedback!

Scan the QR code or visit

<https://www.surveymonkey.com/r/summit913>



References

- 1) WV employment numbers from 2021 State agency Reports: WV Board of Social Work Examiners, WV Counseling Board of Examiners, WV Board of Examiners of Psychology, WV Board of Medicine, WV Board of Osteopathic Medicine. State agency boards reports retrieved from: https://www.wvlegislature.gov/Reports/Agency_Reports/agencylist_all.cfm.
- 2) Current supply for Nurses from WV Center for Nursing. Retrieved from: <https://wvcenterfornursing.org>.
- 3) National employment numbers of Psychiatric Nurses from American Nursing Credentialing Center. Retrieved from: <https://www.nursingworld.org/ancc>.
- 4) National Addiction Specialist numbers form Association of American Medical Colleges. Retrieved from: <https://www.aamc.org/news-insights/21-million-americans-suffer-addiction-just-3000-physicians-are-specially-trained-treat-them>.
- 5) Percentage for the national employment of PAs in the BH workforce from the National Commission on Certification of Physician Assistants is from their 2020 statistical profile, psychiatry and addiction medicine PAs. Retrieved from: <https://www.nccpa.net/wp-content/uploads/2021/07/Statistical-Profile-of-Certified-PAs-2020.pdf>.
- 6) Population Data from United States Census. Retrieved from: <https://www.census.gov/data.html>.
- 7) Wage Data and national employment numbers, unless otherwise stated, from Bureau of Labor and Statistics Data Tool. Retrieved from: <https://beta.bls.gov/dataQuery/search>.



Carolyn Canini, MSW, LCSW
Director of Behavioral Health Programs
Division of Health Sciences
West Virginia Higher Education Policy
Commission
BehavioralHealth@wvhepc.edu
(o) 304-558-0530