

# **Robustness of the Behavioral Health Workforce**



**SCHOOL OF PUBLIC HEALTH  
BEHAVIORAL HEALTH WORKFORCE  
RESEARCH CENTER**

UNIVERSITY OF MICHIGAN

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# Behavioral Health Workforce Projections: 2025

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

## National Projections of Supply and Demand for Selected Behavioral Health Practitioners: 2013-2025

November 2016

U.S. Department of Health and Human Services  
 Health Resources and Services Administration  
 Bureau of Health Workforce  
 National Center for Health Workforce Analysis



# 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
- Community health workers
- Peer providers
- Psychiatric rehabilitation specialists
- Psychiatric aide/technicians
- Case managers

## Primary care providers



# Addiction Counselors

- **Multiple levels of addiction counselors with varying education/training requirements.**
- **Shortage of workers, yet forecasted growth (23% increase by 2026, according to BLS)**
- **Opioid treatment providers are in high demand**
- **Economic indicators: rising salaries; recruitment incentives; signing bonuses**
- **Not much indication that supply is growing yet...competition is high**
- **Certificate programs are hard to track**



# Peer Providers

- **Important component of the workforce, and growing**
- **Peers improve outcomes! System starting to catch up: Medicaid reimbursable in 35 states**
- **Not much data on this group- no systemized tracking; multiple job titles; many certification programs**
- **Sometimes perceived as an entry to the field...career ladder is tough. Stigma, lack of options**
- **Could be a potential way to strengthen robustness of the workforce**



# Workforce Robustness as a Whole?

- **Complex: different stories for each segment...some inter-related**
- **Scopes of practice impact robustness**
- **Varied scopes of practice across states mean worker contribution to service delivery looks different**
- **Reimbursement, reimbursement, reimbursement**
- **Addressing scope of practice and reimbursement concerns would likely be the most impactful way to improve robustness**

