



Mid-America (HHS Region 7)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

Using Data to Support the Behavioral Health Workforce

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At the time of this publication, Miriam Delphin-Rittmon served as Assistant Secretary for Mental Health and Substance Use and Administrator of SAMHSA. The opinions expressed herein are the views of the speakers and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED/
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

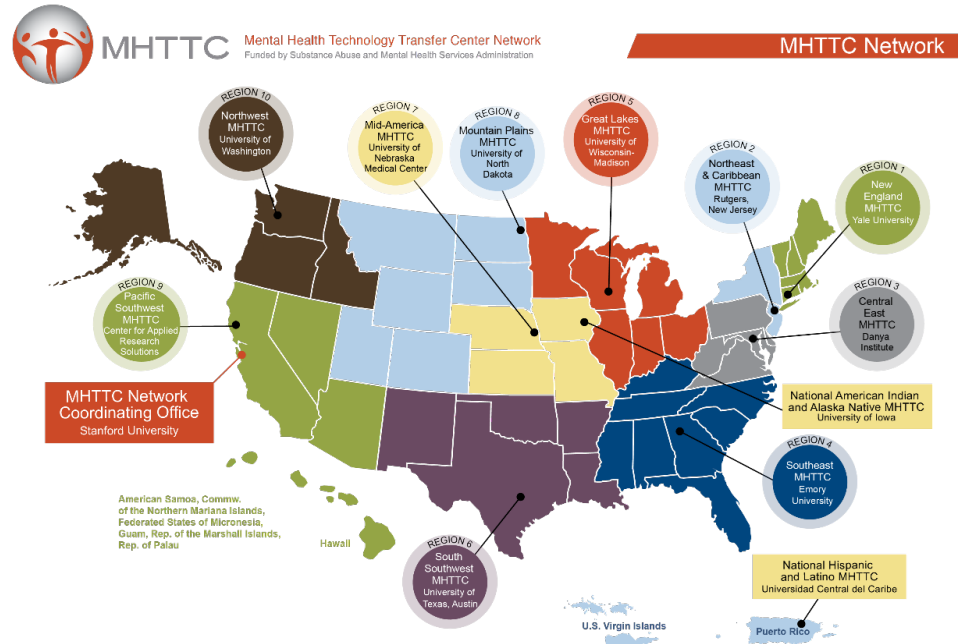
RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

Mid-America Mental Health Technology Transfer Center

Established to increase utilization of evidence-based mental health practices.

- Missouri, Iowa, Nebraska, and Kansas.
- Free training and technical assistance.
- SAMHSA grant awarded to the Behavioral Health Education Center of Nebraska at University of Nebraska Medical Center.
(5 years, \$3.7 million, grant number: H79SM081769)



Announcements

This webinar is being recorded. <https://mhttcnetwork.org/centers/mid-america-mhttc/growing-more-corn-nebraska-behavioral-health-workforce-development>



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Behavioral Health Workforce Analysis

Health Professions Tracking Service (HPTS)



SAMPLING FRAME:
NEBRASKA LICENSURE
DATABASE



MAILING SURVEY:
PROFESSIONALS AND
FACILITIES



LIVE DATA UPDATES

BH Professionals



Prescribers

Psychiatrist

APRNs self-identified as “psychiatry” focus

PAs self-identified as “psychiatry” focus



Non-prescribers

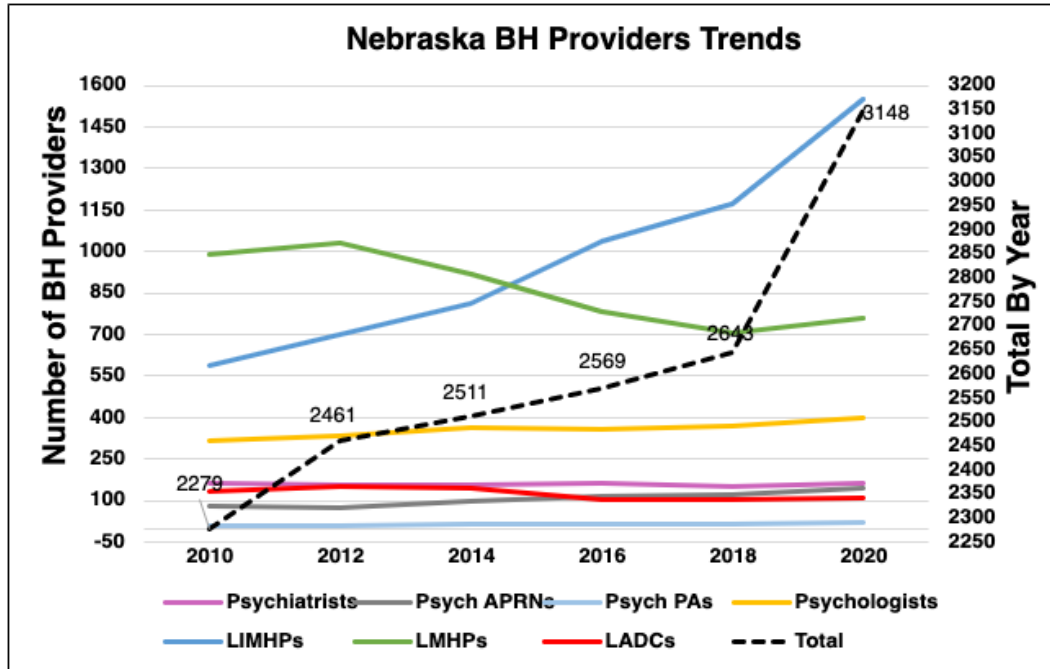
Psychologists

LIMHPs

LMHPs

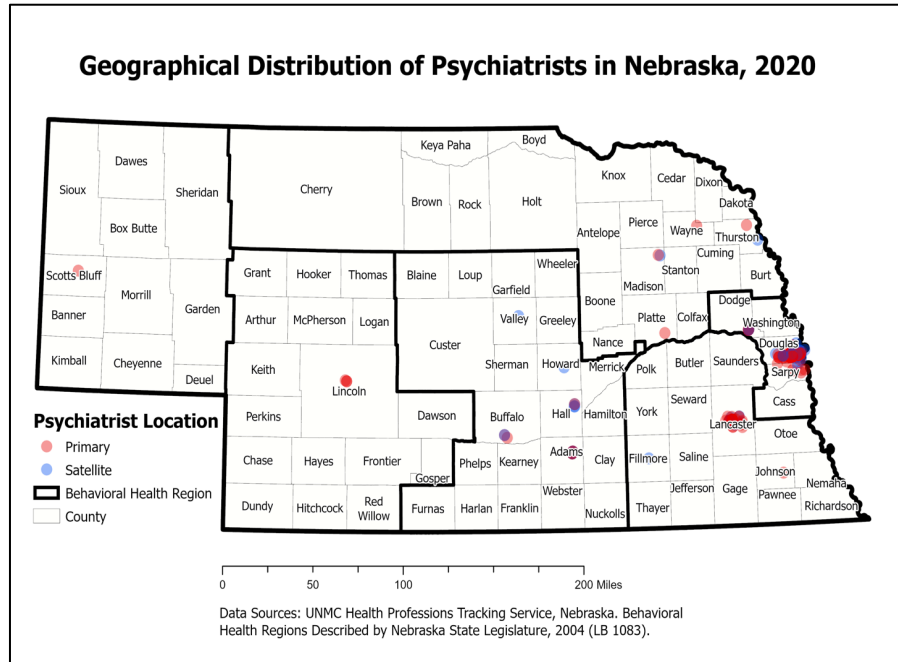
LADCs

Behavioral Health Provider Trends in Nebraska



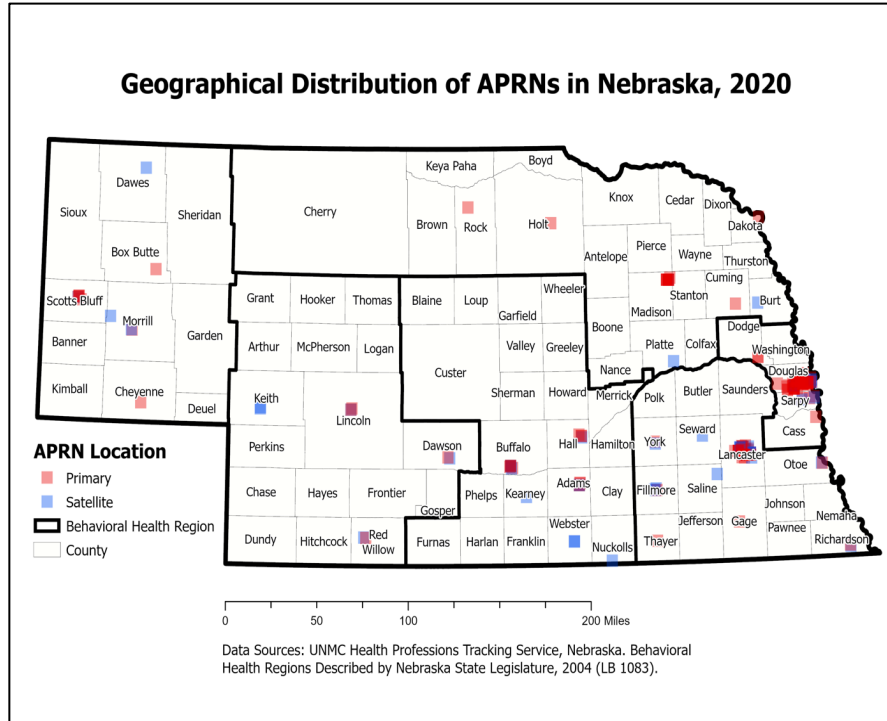
- Since 2010, the total number of BH providers increased by 38% with the largest increase in LIMHPs (163%), PAs (133%), and APRNs (87%)

Psychiatrists Distributions



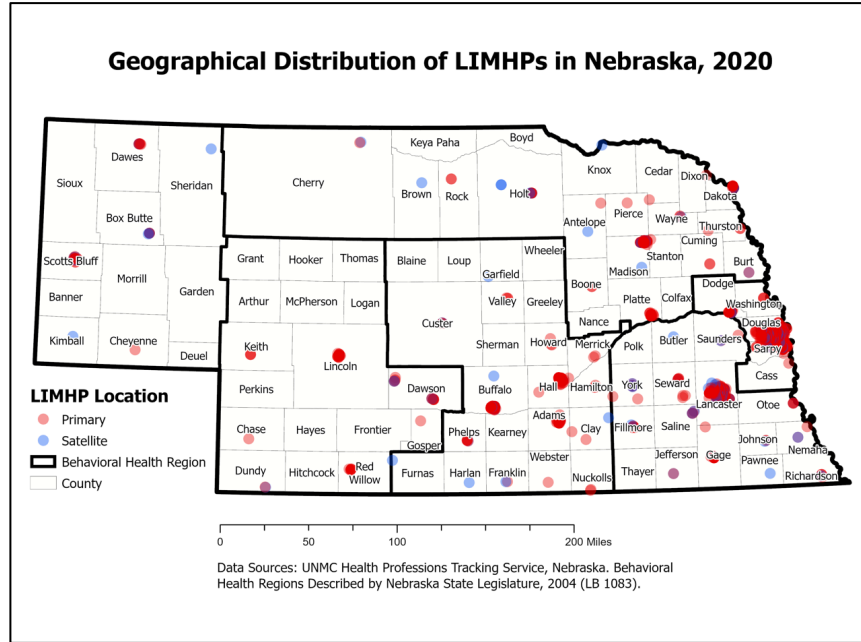
- Nebraska is mostly rural with a large concentration of the state's population in the eastern parts of the state - Omaha and Lincoln
- Consequently, most of psychiatrists are located in the eastern communities

APRNs Distributions



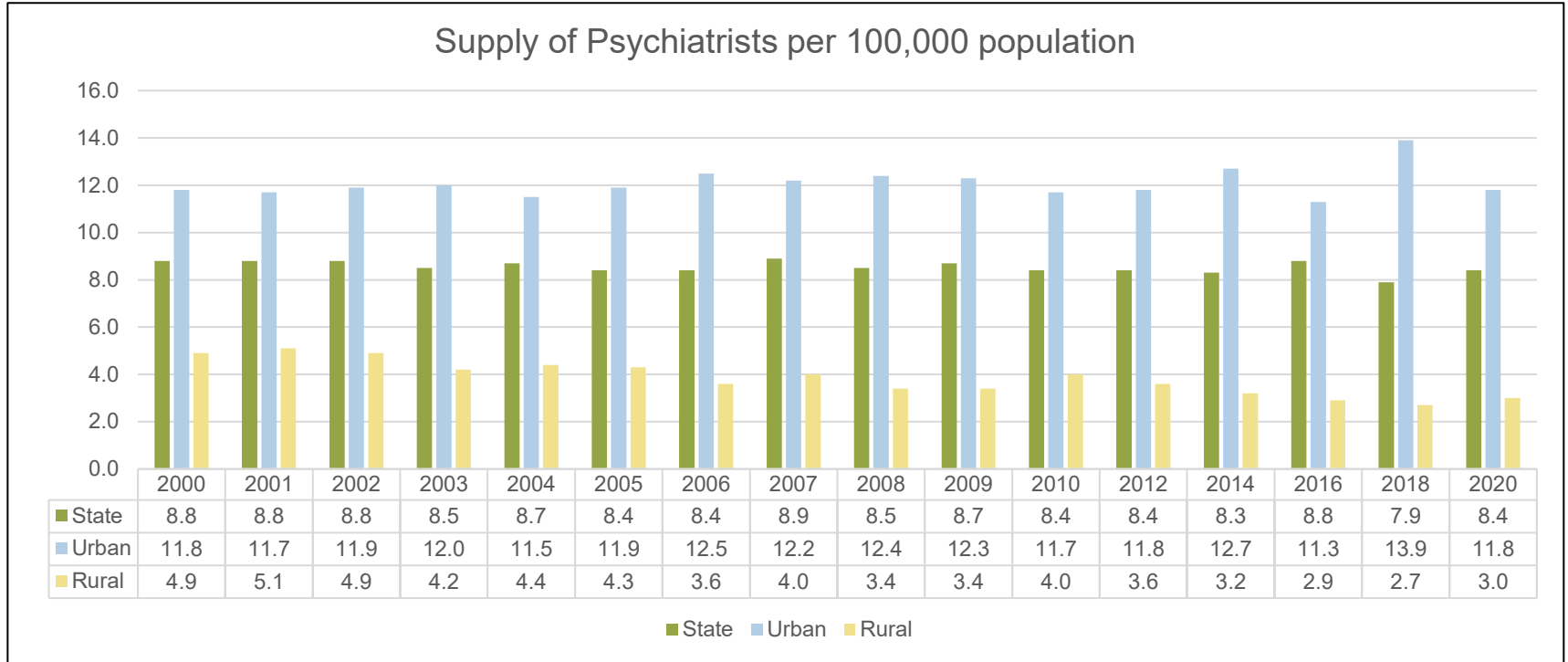
- Compared to psychiatrists, more APRNs are practicing in rural Nebraska communities

APRNs Distributions



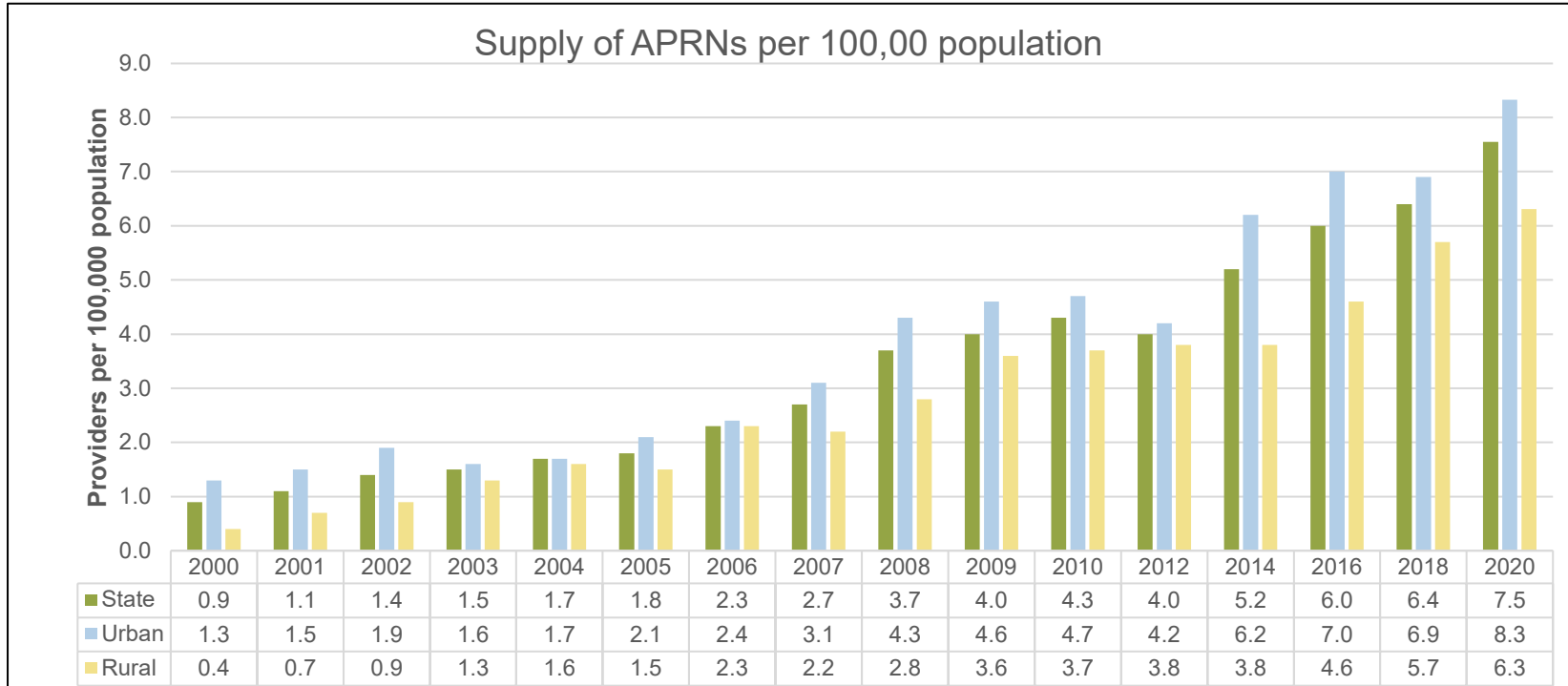
- Many more LIMHPs are practicing in rural Nebraska communities compared to other behavioral provider types

Psychiatrists: Urban vs. Rural Trends



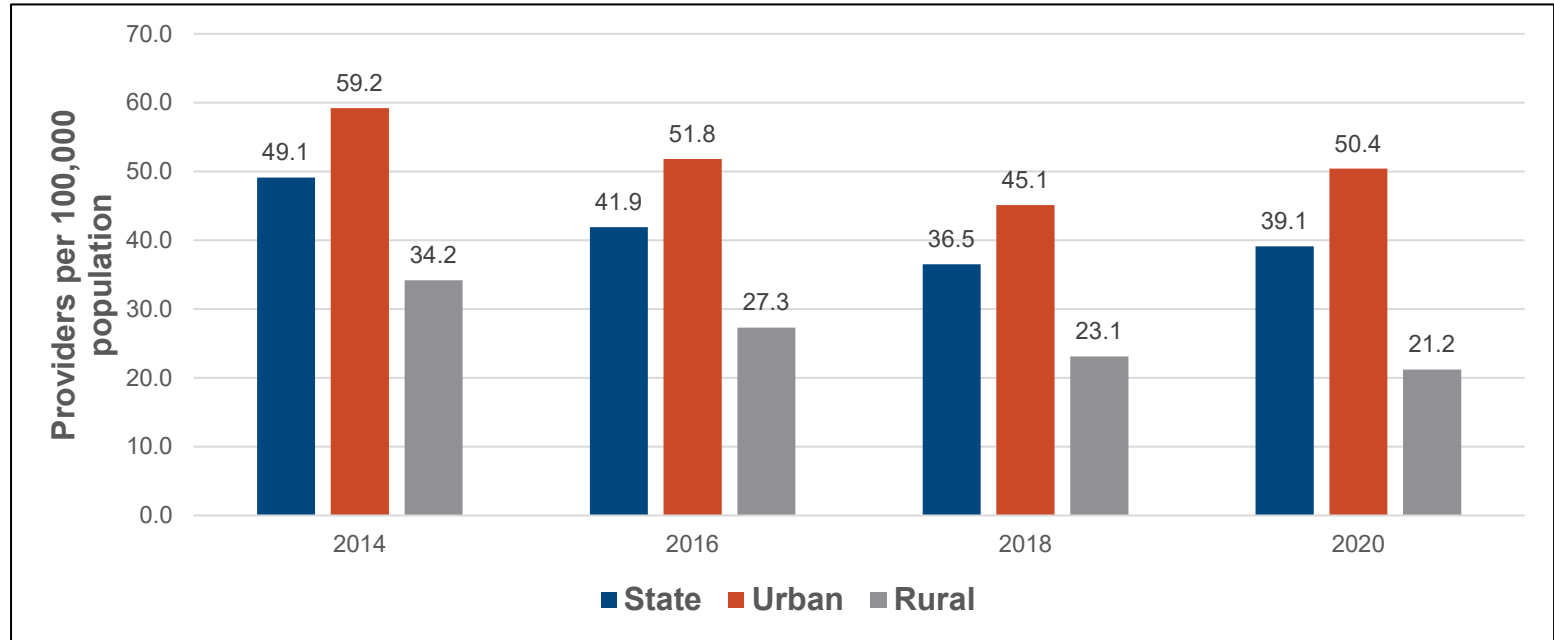
The psychiatrist rate in rural areas was stable between 2000 and 2020

APRNs: Urban vs. Rural Trends



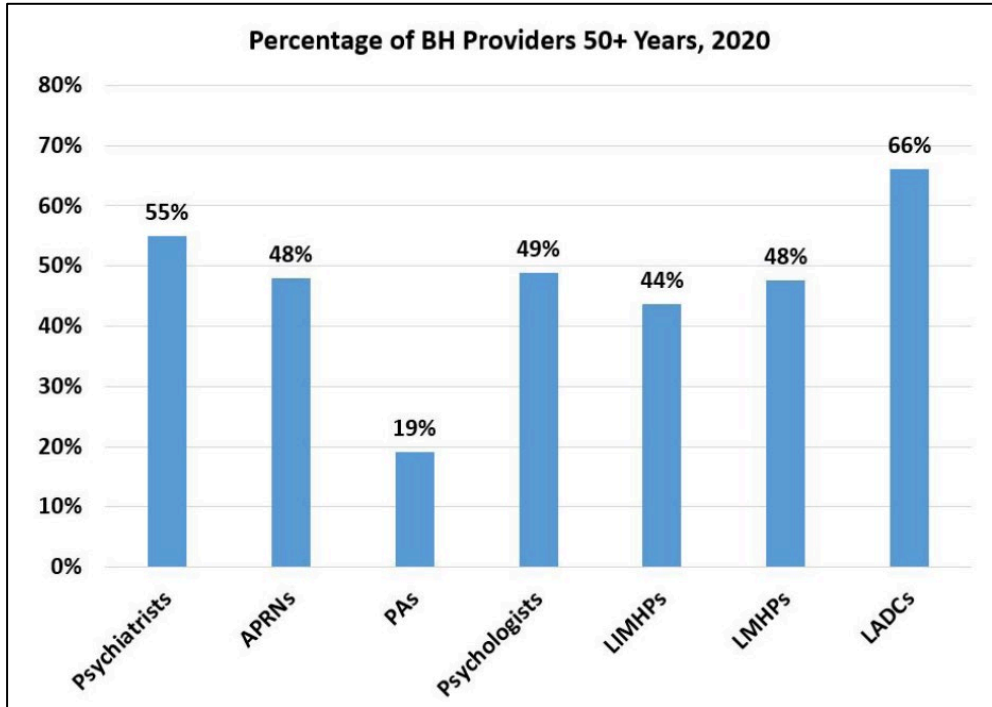
The APRN rate in rural areas grew between 2000 and 2020

LIMHPs: Urban vs. Rural Trends



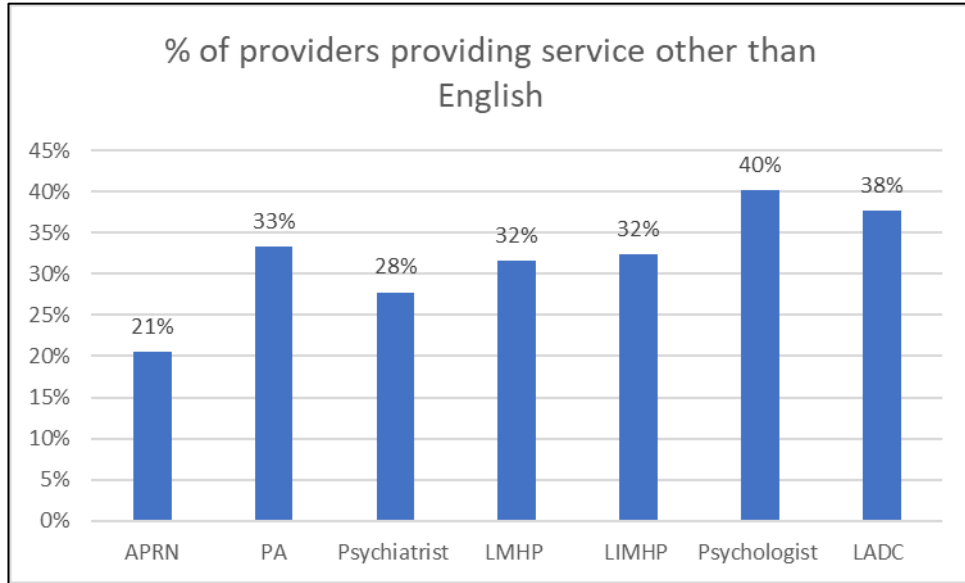
The LIMHP rate in rural areas decreased between 2014 and 2020

Nebraska's workforce is aging



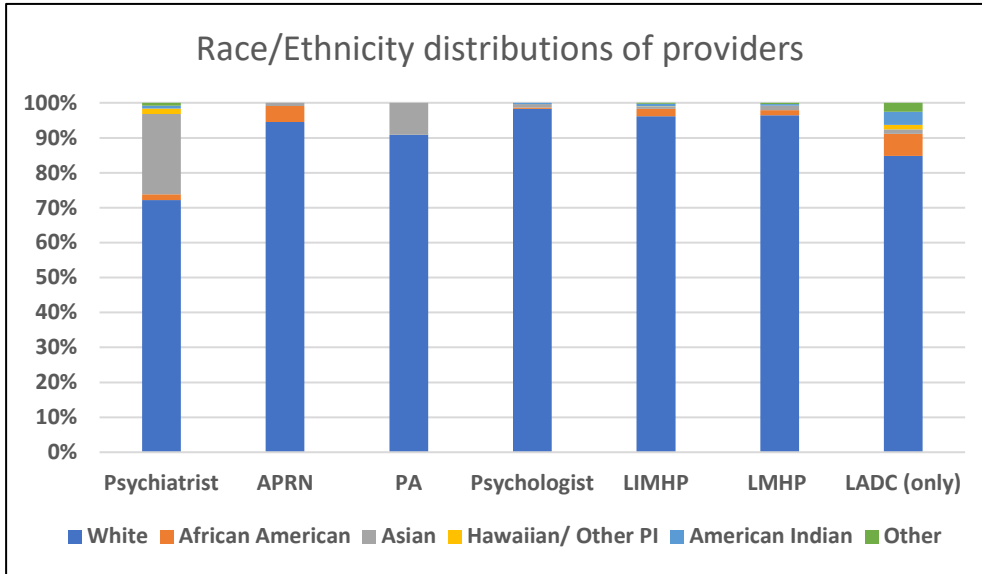
- LADCs and psychiatrists are the largest groups of professionals nearing retirement age, followed closely by psychologists, APRNs, and LMHPs.
- Close to half of Nebraska's BH providers are over age 50. With a rapidly aging workforce, recruiting and retaining a younger workforce is vital.

Need for diversity



- 21% to 40% of behavioral health providers reported that they provide services in languages other than English
- Of those, 43% to 100% of providers reported using Spanish and 14% to 20% reported using sign language

Lack of diversity



- Because the survey is voluntary, the information about race/ethnicity is sometimes lacking but the available data suggest that the majority of providers are non-Hispanic whites



Behavioral Health Workforce Analysis

- Career counselling/Mentoring
- Introduction to behavioral health professions
- Adequate training
- Stigma sensitivity

- Training availability
- State level conversion requirements
- Financial support

Career
Outcome
s

Psychologic
al well-being

High School

Undergrad
school
entry

Undergrad
school
completion

Graduate
school
entry

Graduate
school
completion

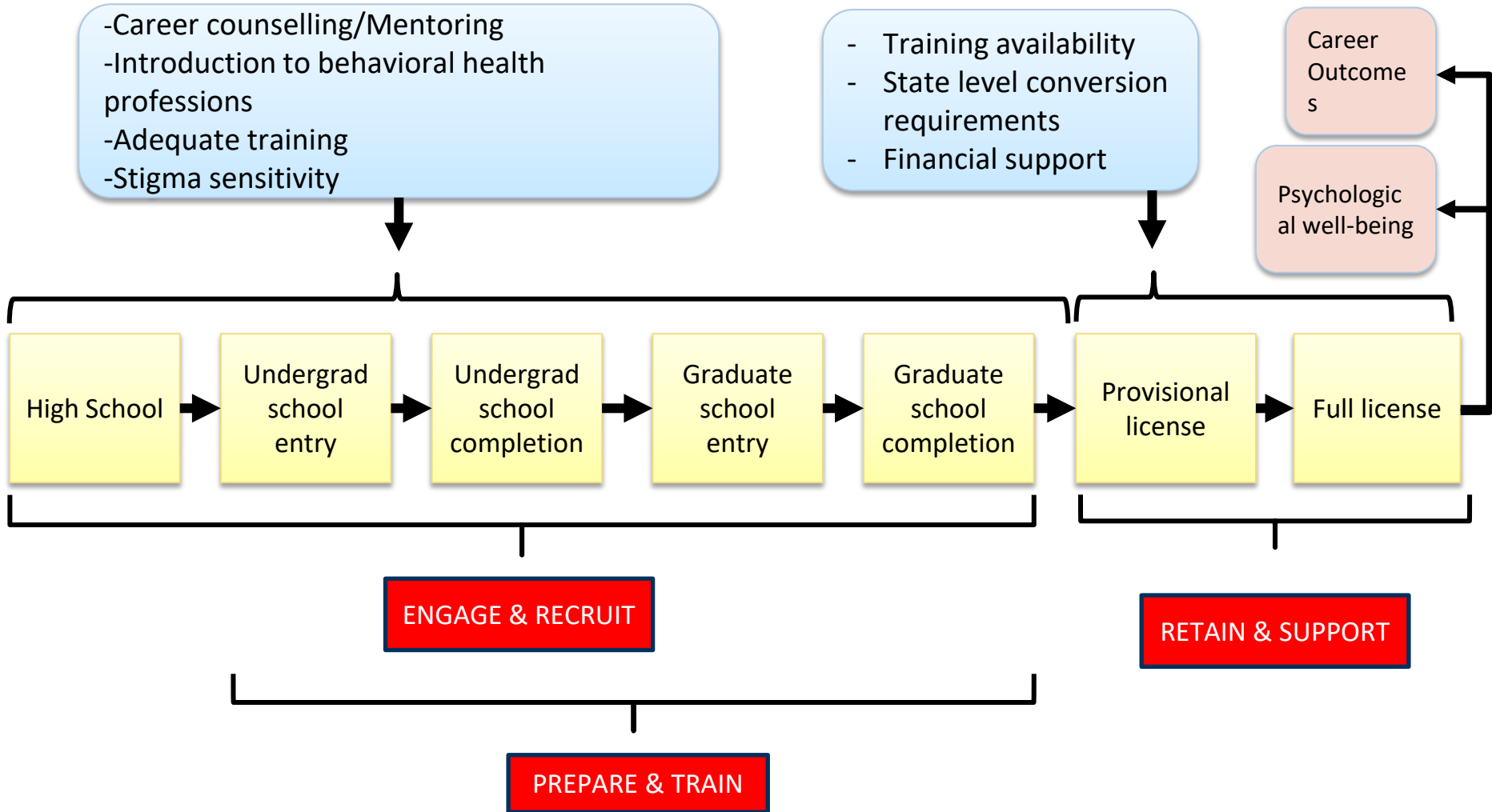
Provisional
license

Full license

ENGAGE & RECRUIT

RETAIN & SUPPORT

PREPARE & TRAIN





Provisional to Full Licensure

- According to Nebraska behavioral health workforce data, the conversation rate ranges from 44% (LADC) to 75% (CMSWs) between 2009 and 2017
- These low conversation rates prompted BHECN to conduct focus group study

Focus Group Study



ADMINISTRATORS



PROVISIONALLY LICENSED
PROFESSIONALS

Preliminary Findings ...

- Supervisor related issues
 - Payment to supervisors
 - Availability of supervisors
 - Mentoring capacity
 - Interpersonal issues
- Financial issues - Need to work another job
- Need clarity about the process
- Moving on to something else
- Looking into other states to get license



Psychiatric Nursing Project

High Turn Over Rate

High turn over rate of inpatient / emergency room psychiatric nurses have been observed across Nebraska

Even before COVID-19 pandemic

Focus Group Study



ADMINISTRATORS



PROVISIONALLY
LICENSED
PROFESSIONALS



Preliminary Findings ...

- Stress
- Difficult population to serve
- Lack of support from workplace
- Lack of policies / guidelines at workplace
- Violence
- Changed the setting to get into less stressful environment
- Pride and passion working as a psych nurse
- Feel really appreciated



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