INDIANA’S BEHAVIORAL HEALTH WORKFORCE

Hannah Maxey, PhD, MPH, RDH
Assistant Professor and Director
Bowen Center for Health Workforce Research & Policy
OBJECTIVES

• Provide overview of the Bowen Center and health workforce activities

• Present key information on the 2018 behavioral health workforce

• Discuss implications of workforce data
BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH & POLICY (BOWEN CENTER)
BACKGROUND

• Located in the Department of Family Medicine at IU School of Medicine

• Affiliated with the IU Bowen Research Center and the Indiana Area Health Education Centers (AHEC)

• Has produced health workforce resources since 1975
OUR GUIDING VALUES

VISION
- Inform Policy
- Align Initiatives
- Advance Health

VALUES
- Integrity
- Stewardship
- Engagement

MISSION
To advance policies which improve human health and well-being through commitment to service and research contributions.

COMMITMENT
- Equity
- Transparency
- Collaboration
WHAT IS HEALTH WORKFORCE DATA?

Information collected from licensees during biennial license renewal

Information domains:
- Counts
- Demographics
- Education/Training
- Practice Characteristics

What licensees provide information?
- All behavioral health professionals licensed by the BHHS Board
- Many more boards/professions

2018 Senate Enrolled Act 223 – Information must be provided during licensee renewal
SUPPORTING THE LIFE CYCLE OF HEALTH WORKFORCE DATA

Data Collection
Surveys structured in alignment with national sources

Data Analysis
Survey, licensure, and other secondary data on workforce and population are analyzed

Data Dissemination
Data/Technical Reports
Briefs (Policy Reports/Fact Sheets)
AVAILABLE RESOURCES: DATA REPORTS

Data reports aim to:
- Define the Health Workforce in Indiana
- Analyze trends in Indiana’s Health Workforce
- Disseminate health workforce data

The format of these data reports has been revamped in order to create a user friendly report that is easily understood.

2018 Behavioral Health and Human Services Licensure Survey Data Report:
https://scholarworks.iupui.edu/bitstream/handle/1805/18657/2018%20BHHS%20Data%20Report%20Final.pdf?sequence=5&isAllowed=y
AVAILABLE RESOURCES: BRIEFS

Briefs aim to:
• Identify key health workforce policy concerns
• Inform a data driven, health workforce policy agenda in Indiana

Policy reports are short 5-8 page documents that highlight and discuss the main policy issues identified from the data.

2018 Behavioral Health Workforce Brief:
https://scholarworks.iupui.edu/bitstream/handle/1805/20334/BehavioralHealthBrief-final.pdf?sequence=4&isAllowed=y
DATA AND POLICY REPORT SUMMARY PRESENTATION

2018 Indiana Behavioral Health Workforce
2018 BEHAVIORAL HEALTH WORKFORCE

Exclusion/Inclusion Criteria

- License renewals in Indiana: 13,031 (1,797)
- Hold an active license: 12,731 (1,786)
- Responded to survey: 11,459 (1,568)
- Reported actively practicing: 9,096 (1,392)
- Have a license address in Indiana: 8,278 (1,030)

In an effort to maximize the number of respondents included in report, the 2018 sample includes licensees with a verified license address in Indiana, as opposed to the 2016 sample that included licensees with a verified practice address in Indiana.

Had a confirmed Indiana license address: 7,878 (966)
### Table 2.1: Combination of Behavioral Health Counselors Licenses held by Individuals with Two Licenses

<table>
<thead>
<tr>
<th>License 1</th>
<th>License 2</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Addiction Counselor</td>
<td>Clinical Social Worker</td>
<td>316</td>
<td>39.9</td>
</tr>
<tr>
<td>Clinical Addiction Counselor</td>
<td>Mental Health Counselor</td>
<td>190</td>
<td>24</td>
</tr>
<tr>
<td>Clinical Social Worker</td>
<td>Marriage &amp; Family Therapist</td>
<td>95</td>
<td>12</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapist</td>
<td>Mental Health Counselor</td>
<td>31</td>
<td>3.9</td>
</tr>
<tr>
<td>Clinical Addiction Counselor</td>
<td>Marriage &amp; Family Therapist</td>
<td>31</td>
<td>3.9</td>
</tr>
<tr>
<td>Addiction Counselor</td>
<td>Clinical Social Worker</td>
<td>23</td>
<td>2.9</td>
</tr>
<tr>
<td>Addiction Counselor</td>
<td>Mental Health Counselor</td>
<td>19</td>
<td>2.4</td>
</tr>
<tr>
<td>Clinical Social Worker</td>
<td>Mental Health Counselor</td>
<td>18</td>
<td>2.3</td>
</tr>
<tr>
<td>Clinical Addiction Counselor</td>
<td>Social Worker</td>
<td>17</td>
<td>2.1</td>
</tr>
<tr>
<td>Addiction Counselor</td>
<td>Social Worker</td>
<td>9</td>
<td>1.1</td>
</tr>
<tr>
<td>Clinical Social Worker</td>
<td>Social Worker</td>
<td>9</td>
<td>1.1</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapist</td>
<td>Social Worker</td>
<td>9</td>
<td>1.1</td>
</tr>
<tr>
<td>Mental Health Counselor</td>
<td>Social Worker</td>
<td>9</td>
<td>1.1</td>
</tr>
<tr>
<td>Addiction Counselor</td>
<td>Marriage &amp; Family Therapist</td>
<td>6</td>
<td>0.8</td>
</tr>
<tr>
<td>Marriage &amp; Family Associate</td>
<td>Mental Health Associate</td>
<td>3</td>
<td>0.4</td>
</tr>
<tr>
<td>Clinical Addiction Counselor</td>
<td>Mental Health Associate</td>
<td>2</td>
<td>0.3</td>
</tr>
<tr>
<td>Addiction Counselor</td>
<td>Mental Health Associate</td>
<td>1</td>
<td>0.1</td>
</tr>
<tr>
<td>Marriage &amp; Family Associate</td>
<td>Mental Health Counselor</td>
<td>1</td>
<td>0.1</td>
</tr>
<tr>
<td>Marriage &amp; Family Associate</td>
<td>Social Worker</td>
<td>1</td>
<td>0.1</td>
</tr>
<tr>
<td>Addiction Counselor</td>
<td>Clinical Addiction Counselor</td>
<td>1</td>
<td>0.1</td>
</tr>
</tbody>
</table>

**Total**: 791 (100)

**Source**: Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes**: Primary Role was derived from question 10 of the 2018 survey.
PRACTICE CHARACTERISTICS:
WORKFORCE COMPOSITION BY PROFESSION
/LICENSEED & ACTIVELY PRACTICING WITH LICENSE ADDRESS IN INDIANA/

**2018**

- Psychologists, 966, 10%
- Psychiatrist, 433, 5%
- Licensed Addiction Counselors, 137, 1%
- Licensed Clinical Addiction Counselors, 769, 8%
- Licensed Social Workers, 1,500, 16%
- Licensed Mental Health Counselor, 1,450, 16%
- Licensed Mental Health Associate, 244, 3%
- Licensed Marriage & Family Therapist, 565, 6%
- Licensed Marriage & Family Therapist Associate, 58, 1%
- Licensed Mental Health Counselor, 1,450, 16%
- Licensed Clinical Social Workers, 3,155, 34%

**Sources:** Data Report: 2018 Indiana Psychologist Licensure Survey (2019); Data Report: Psychiatrists - 2017 Indiana Physician License Survey (2019); 2018 Behavioral Health and Human Services Data Report Bowen Center for Health Workforce Research and Policy, Indiana University School of Medicine.
PRACTICE CHARACTERISTICS: WORKFORCE COMPOSITION BY PROFESSION

Licensed Behavioral Health Professionals
Practicing Behavioral Health Professionals

Licensed Marriage and Family Therapist Associate- LMFTA: 87, 58
Licensed Marriage and Family Therapist- LMFT: 924, 565
Licensed Addiction Counselors- LAC: 249, 137
Licensed Clinical Addiction Counselor- LCAC: 1,284, 769
Psychologist: 1,797, 966
Licensed Mental Health Counselor Associate- LMHCA: 461, 244
Licensed Mental Health Counselor- LMHC: 2,223, 1,450
Licensed Social Worker- LSW: 2,908, 1,500
Licensed Clinical Social Worker- LCSW: 4,895, 3,155

(Practicing Professionals include those that have an active license, responded to the survey, report actively practicing in their field, and have a license address in Indiana)
**FINDINGS**

### DEMOGRAPHICS
- **Most Common Findings for Respondents:**
  - Demographics: Predominantly white and female

### EDUCATION
- **Highest Education Earned:**
  - Master's Degree in counseling or a related field

### PRACTICE
- **Practice Setting:**
  - Private practice and community mental health center
DEMOGRAPHIC CHARACTERISTICS:
AGE DISTRIBUTION BY PROFESSION

Mean Age in 2018

<table>
<thead>
<tr>
<th>Profession</th>
<th>Mean Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction Counselors</td>
<td>53.9</td>
</tr>
<tr>
<td>Social Workers</td>
<td>46.2</td>
</tr>
<tr>
<td>Marriage and Family Therapists</td>
<td>46.2</td>
</tr>
<tr>
<td>Mental Health Counselors</td>
<td>41.8</td>
</tr>
<tr>
<td>Psychologists</td>
<td>51.8</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>54.1</td>
</tr>
</tbody>
</table>

### Demographic Characteristics: Gender Distribution by Profession

<table>
<thead>
<tr>
<th>Profession</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction Counselors (LACS, LCACS)</td>
<td>33.1</td>
<td>66.9</td>
</tr>
<tr>
<td>Social Workers (LSW, LCSW)</td>
<td>14.1</td>
<td>85.9</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapist (LMFTAS, LMFTS)</td>
<td>27.6</td>
<td>72.3</td>
</tr>
<tr>
<td>Mental Health Counselors (LMHCAS, LMHCS)</td>
<td>22.6</td>
<td>77.4</td>
</tr>
<tr>
<td>Psychologists</td>
<td>39.6</td>
<td>60.4</td>
</tr>
<tr>
<td>Psychiatrist</td>
<td>60</td>
<td>40</td>
</tr>
</tbody>
</table>

Source: School of Medicine Bowen Center for Health Workforce Research & Policy
DEMOGRAPHIC CHARACTERISTICS: WORKFORCE DIVERSITY

Greater levels of diversity are linked to:

- advancing cultural competency
- increasing access to high-quality health care services
- optimal management of the health care system
PRACTICE CHARACTERISTICS: GEOGRAPHIC DISTRIBUTION

• Mental Health Professional Shortage Area (MHPSA) Designation Criteria

• GIS Map plotting current MHPSA and counties currently qualifying as MHPSA based on population to psychiatrist ratio.
MENTAL HEALTH PROFESSIONAL SHORTAGE AREAS: A MISSED OPPORTUNITY

Mental Health Professional Shortage Areas Criteria

A geographic region, often a county, can be designated as a MHPSA if it meets one of the following criteria:

1. Population to core mental health provider ratio greater than 9,000:1;
2. Population to psychiatrist ratio greater than 30,000:1; or
3. Population to core mental health provider ratio greater than 6,000:1 and a population to psychiatrist ratio greater than 20,000:1.
MENTAL HEALTH PROFESSIONAL SHORTAGE AREAS: A MISSED OPPORTUNITY

- 52 MHPSA designations

- The Indiana Counties highlighted in red and not currently designated represent geographic areas that Indiana can obtain federal MHPSA designation and missed opportunity for the State of Indiana.

- They do not account for the shortages of mental health professionals that exist for specific populations, such as low-income and Medicaid eligible Hoosiers.
Of the 92 counties in Indiana:

- 56 reported no practicing psychiatrist
- 13 of the 36 counties with a practicing psychiatrist have less than sufficient population-to-provider ratios (<30,000:1)
SUMMARY

Data coordination and management of health workforce data can identify gaps in workforce policy through a comprehensive understanding of:

• Supply
• Demographics
• Distribution