

INDIANA'S BEHAVIORAL HEALTH WORKFORCE

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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)



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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



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

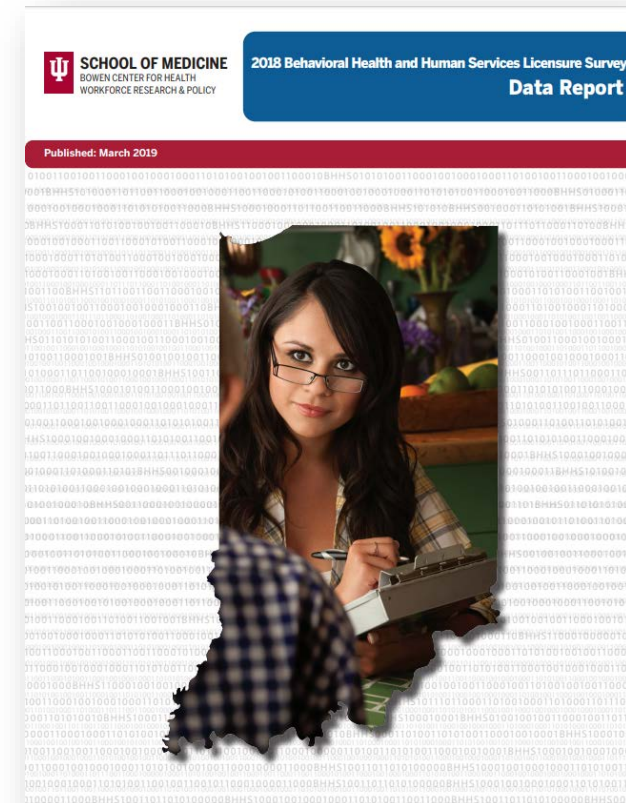
Data reports aim to:

- 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>



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AVAILABLE RESOURCES: BRIEFS

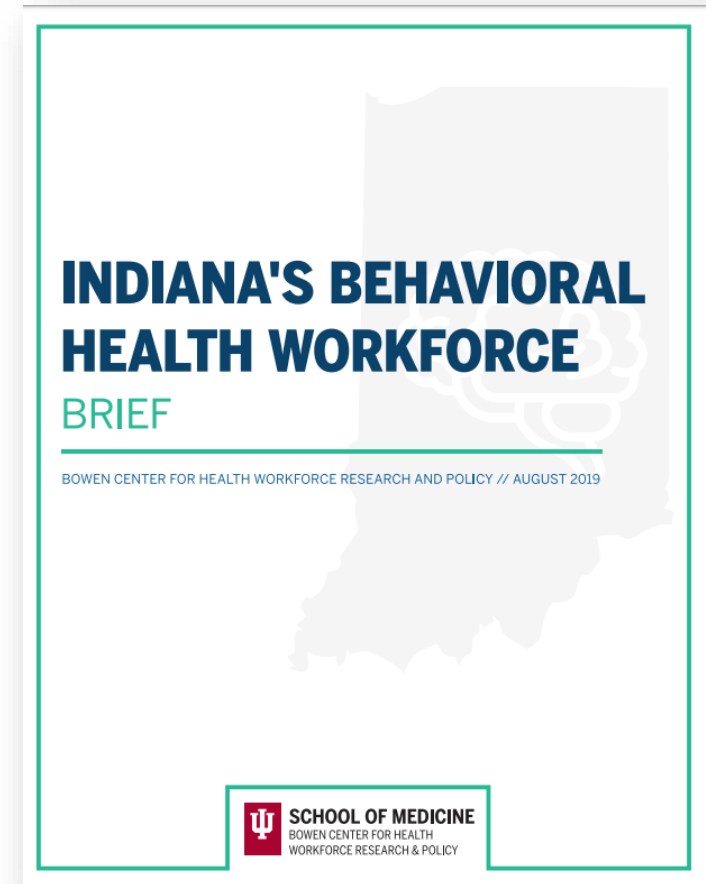
Briefs aim to:

- 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



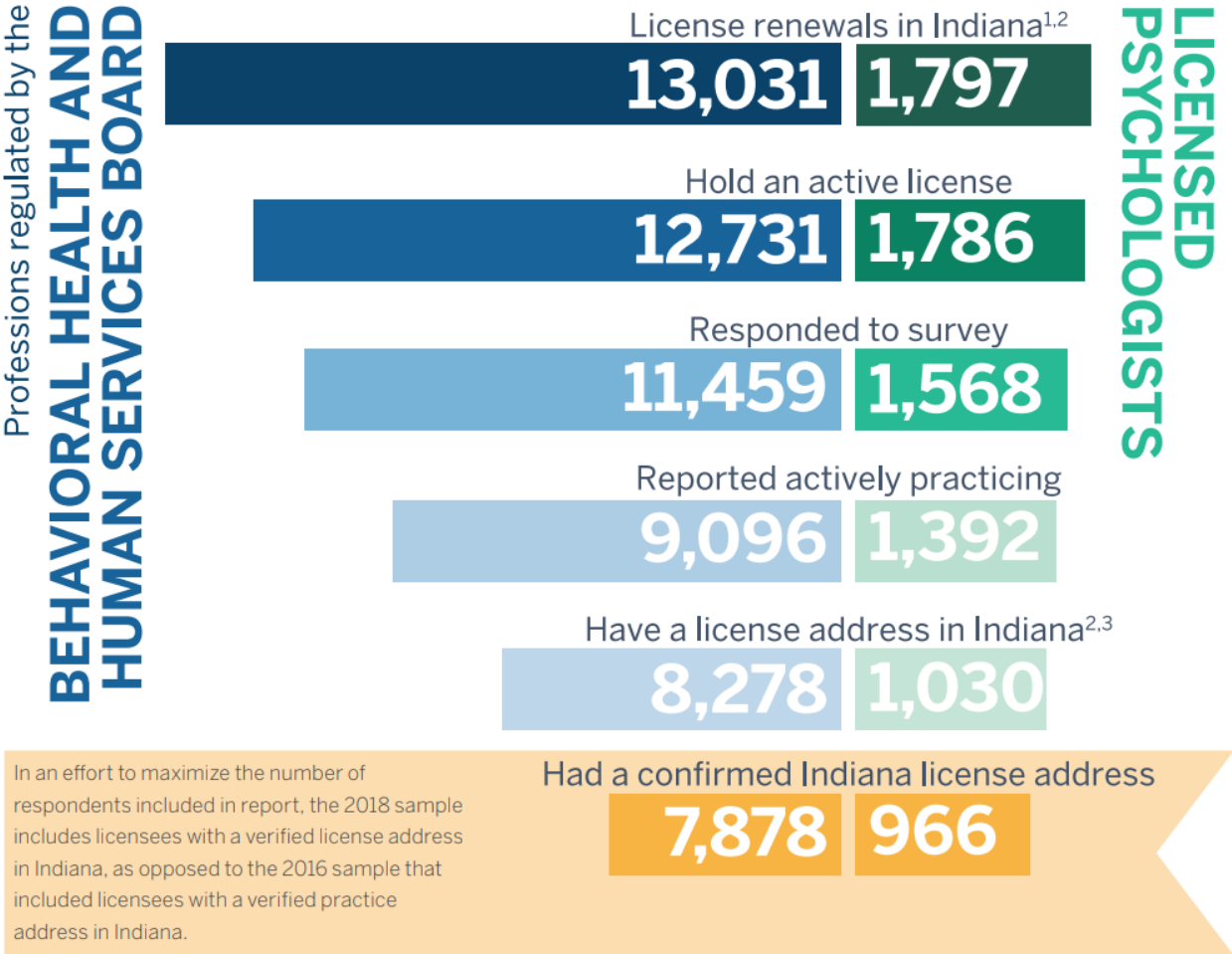
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2018 BEHAVIORAL HEALTH WORKFORCE

Exclusion/Inclusion Criteria

Professions regulated by the
**BEHAVIORAL HEALTH AND
 HUMAN SERVICES BOARD**

**LICENSED
 PSYCHOLOGISTS**



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.



BEHAVIORAL HEALTH WORKFORCE & MULTIPLE LICENSES

Table 2.1: Combination of Behavioral Health Counselors Licenses held by Individuals with Two Licenses

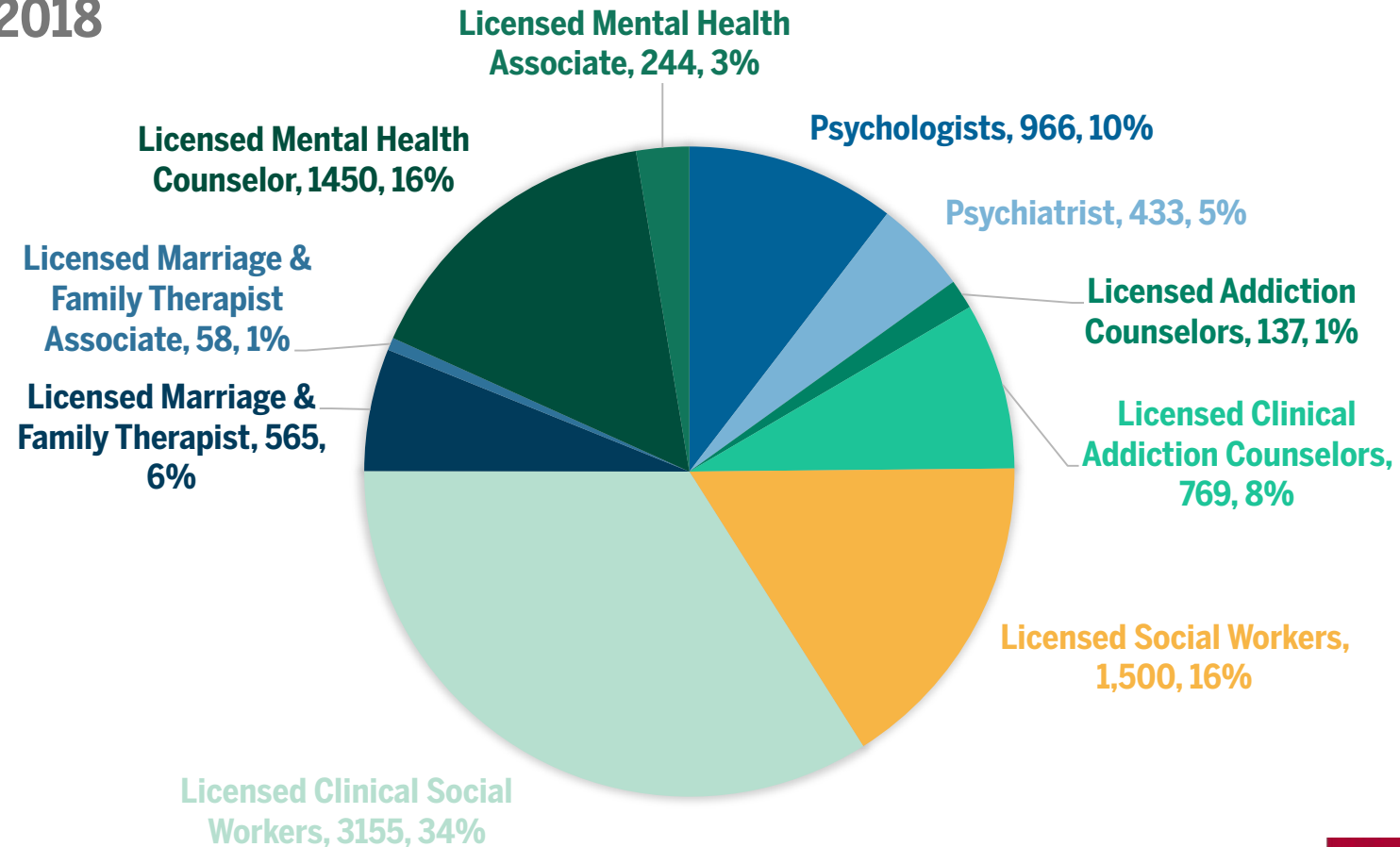
License 1	License 2	N	%
Clinical Addiction Counselor	Clinical Social Worker	316	39.9
Clinical Addiction Counselor	Mental Health Counselor	190	24
Clinical Social Worker	Marriage & Family Therapist	95	12
Marriage & Family Therapist	Mental Health Counselor	31	3.9
Clinical Addiction Counselor	Marriage & Family Therapist	31	3.9
Addiction Counselor	Clinical Social Worker	23	2.9
Addiction Counselor	Mental Health Counselor	19	2.4
Clinical Social Worker	Mental Health Counselor	18	2.3
Clinical Addiction Counselor	Social Worker	17	2.1
Addiction Counselor	Social Worker	9	1.1
Clinical Social Worker	Social Worker	9	1.1
Marriage & Family Therapist	Social Worker	9	1.1
Mental Health Counselor	Social Worker	9	1.1
Addiction Counselor	Marriage & Family Therapist	6	0.8
Marriage & Family Associate	Mental Health Associate	3	0.4
Clinical Addiction Counselor	Mental Health Associate	2	0.3
Addiction Counselor	Mental Health Associate	1	0.1
Marriage & Family Associate	Mental Health Counselor	1	0.1
Marriage & Family Associate	Social Worker	1	0.1
Addiction Counselor	Clinical Addiction Counselor	1	0.1
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 (LICENSED & ACTIVELY PRACTICING WITH LICENSE ADDRESS IN INDIANA)

2018



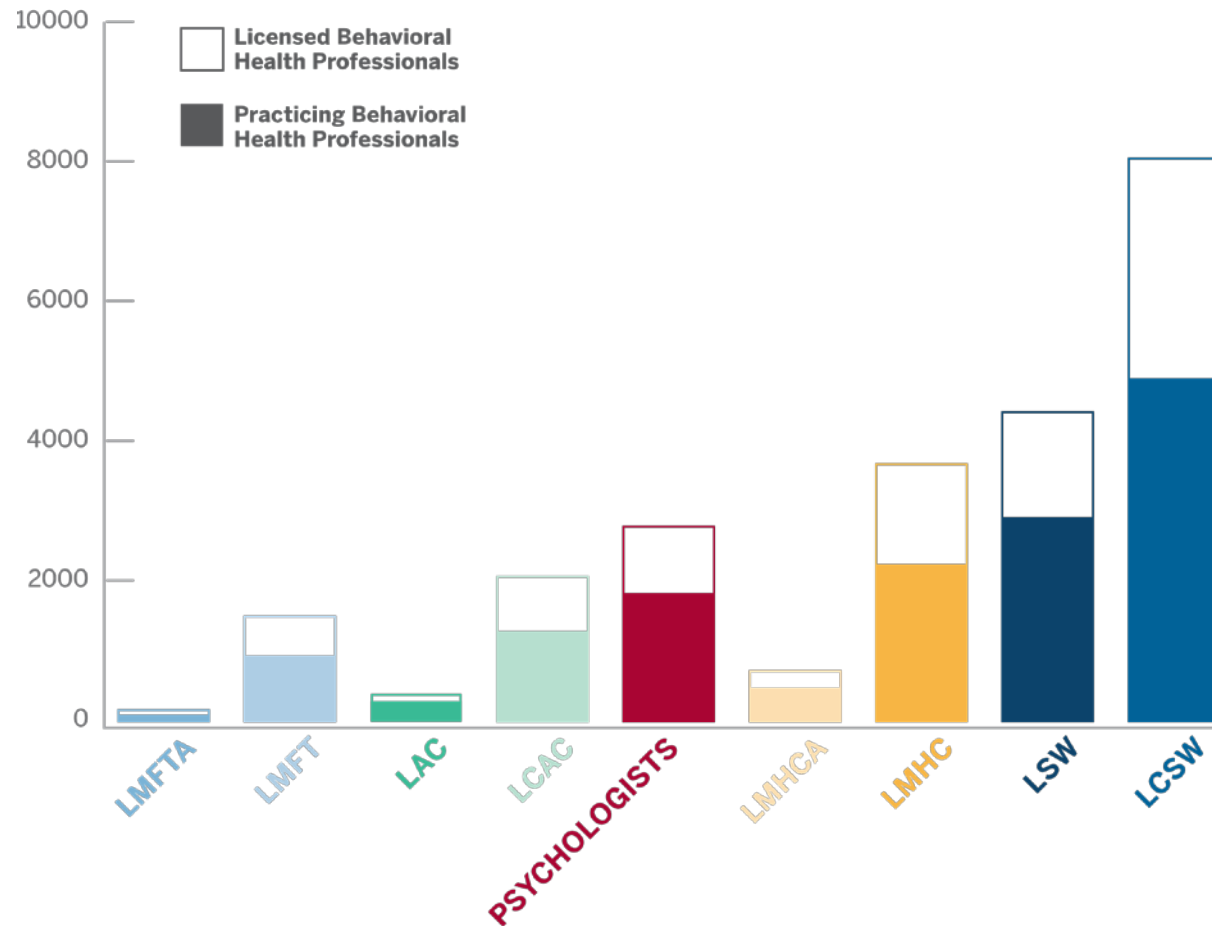
Sources: Data Report: 2018 Indiana Psychologist Licensure Survey (2019), Data Report: Psychiatrists - 2017 Indiana Physician License Survey. (2019); 2018 Behavioral Health and Human Services Data Report

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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

MOST COMMON FINDINGS FOR RESPONDENTS

DEMOGRAPHICS



DEMOGRAPHICS

Predominantly white and female

EDUCATION



HIGHEST EDUCATION EARNED

Master's Degree in counseling or a related field

PRACTICE



PRACTICE SETTING

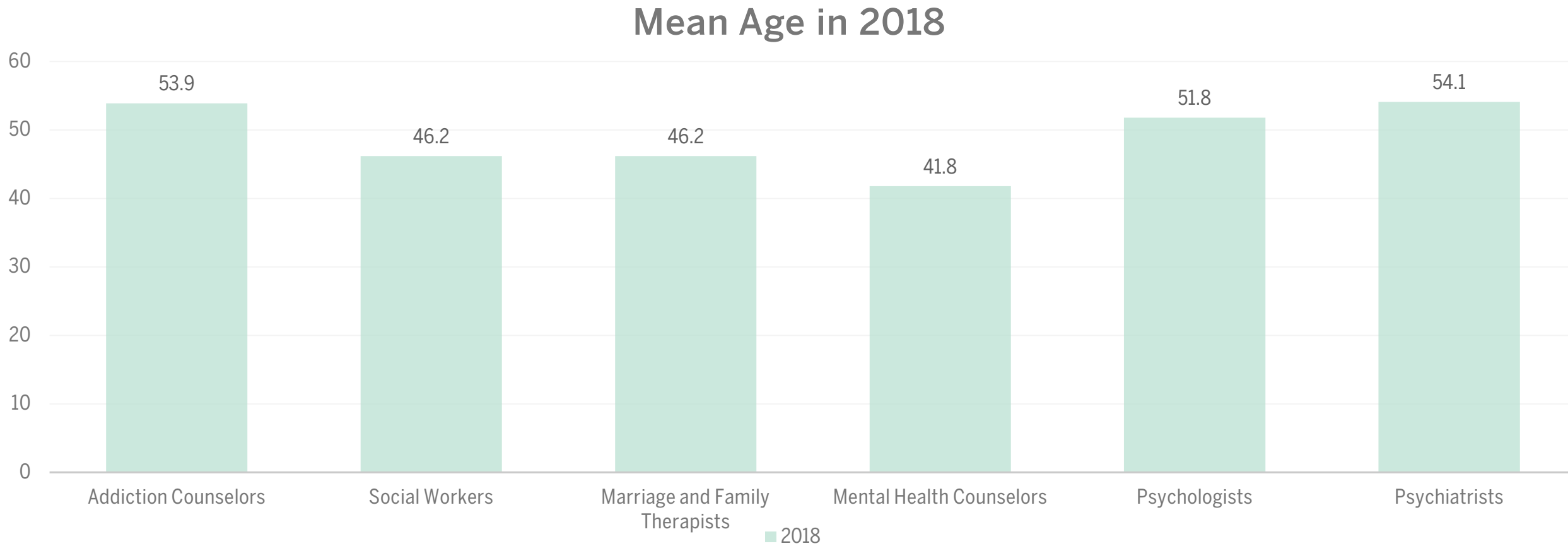
Private practice and community mental health center



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DEMOGRAPHIC CHARACTERISTICS: AGE DISTRIBUTION BY PROFESSION



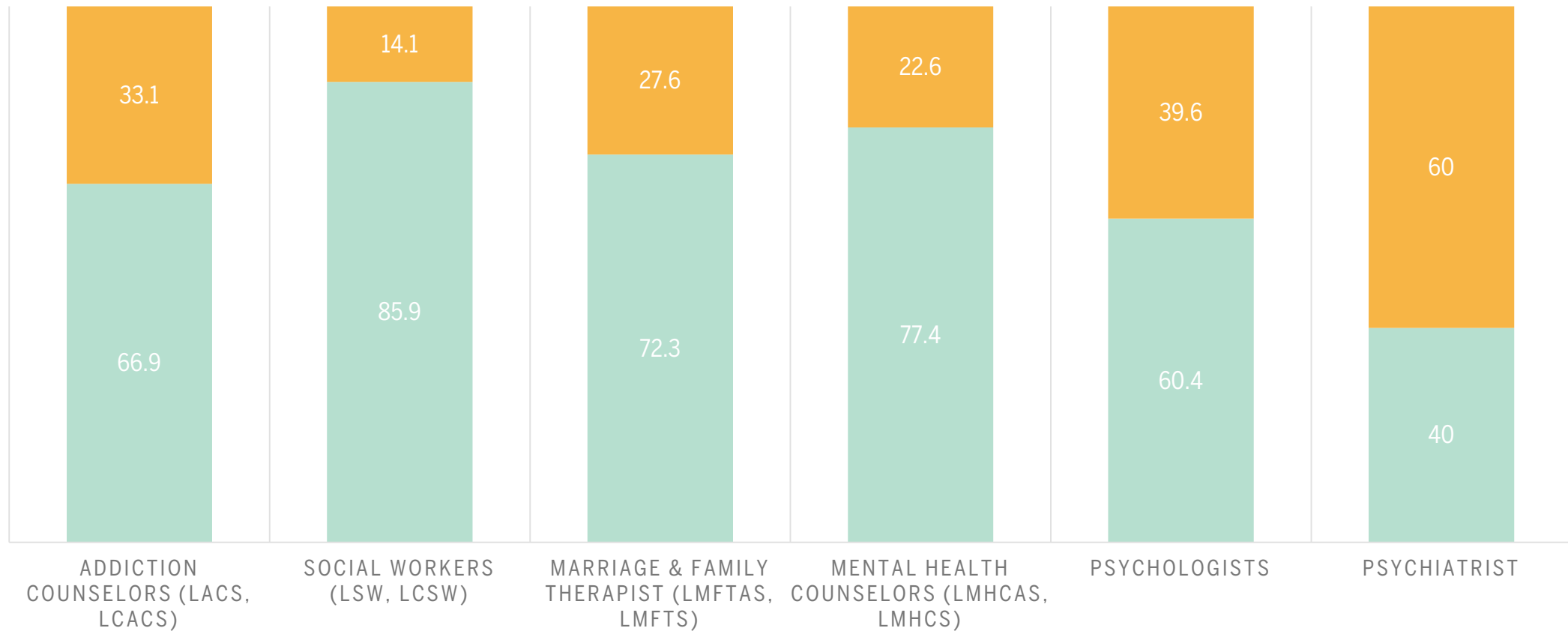
Sources: [Data Report: 2018 Indiana Psychologist Licensure Survey \(2019\)](#), [Data Report: Psychiatrists - 2017 Indiana Physician License Survey \(2019\)](#)
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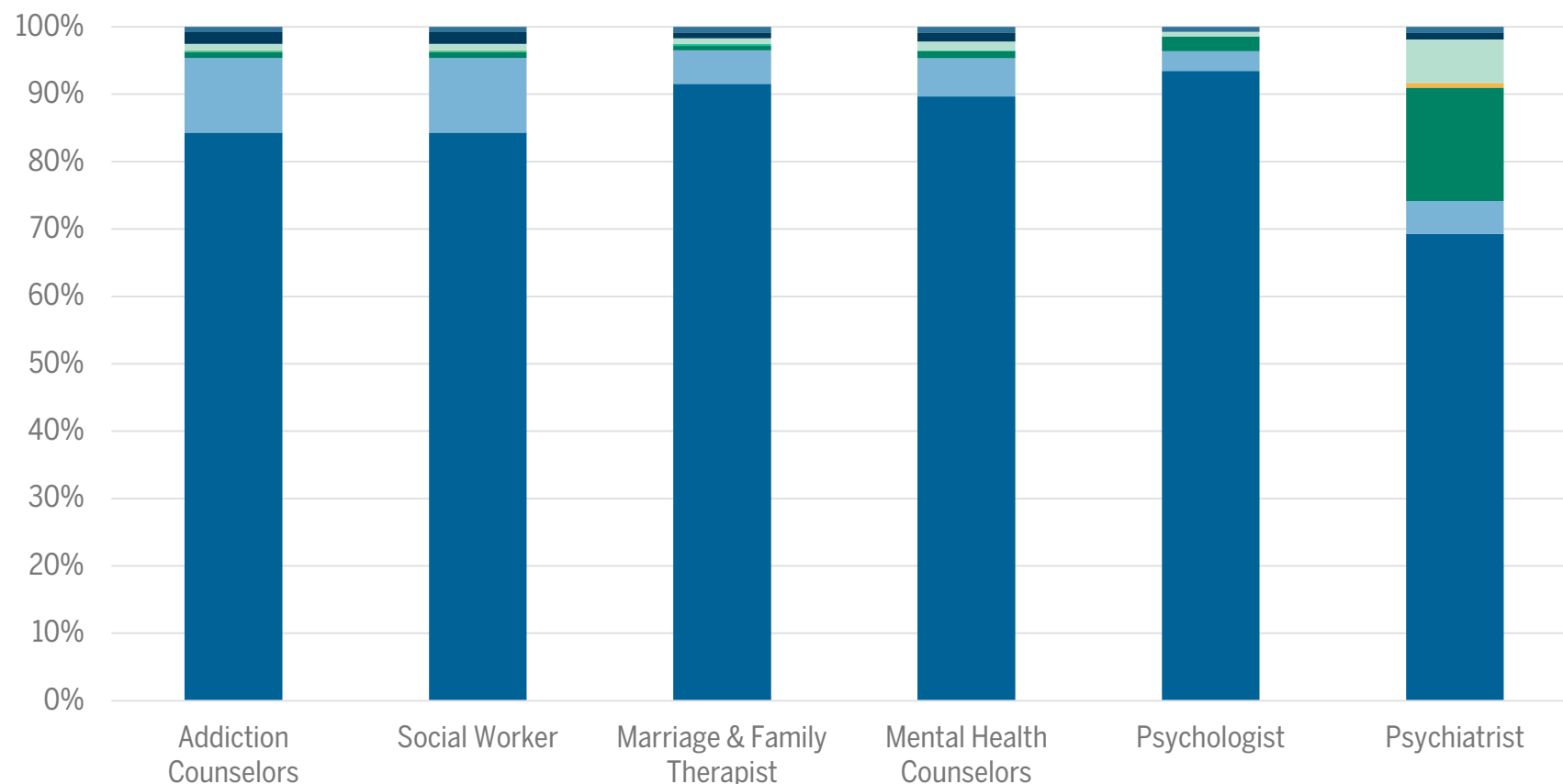
DEMOGRAPHIC CHARACTERISTICS: GENDER DISTRIBUTION BY PROFESSION

Female Male



DEMOGRAPHIC CHARACTERISTICS: WORKFORCE DIVERSITY

Demographic Characteristics



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

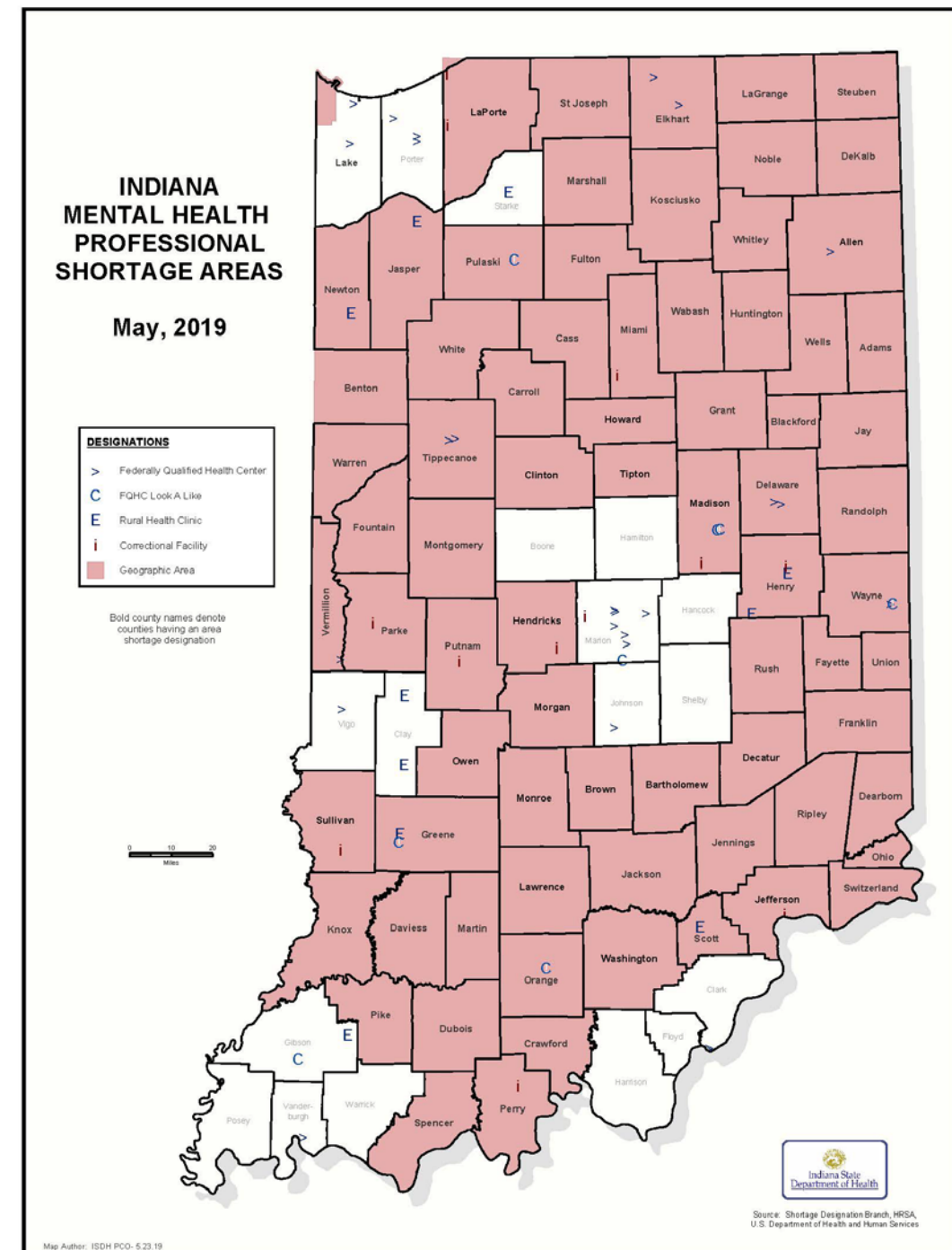
A geographic region, often a county, can be designated as a MHPSA if it meets one of the following criteria:

- 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

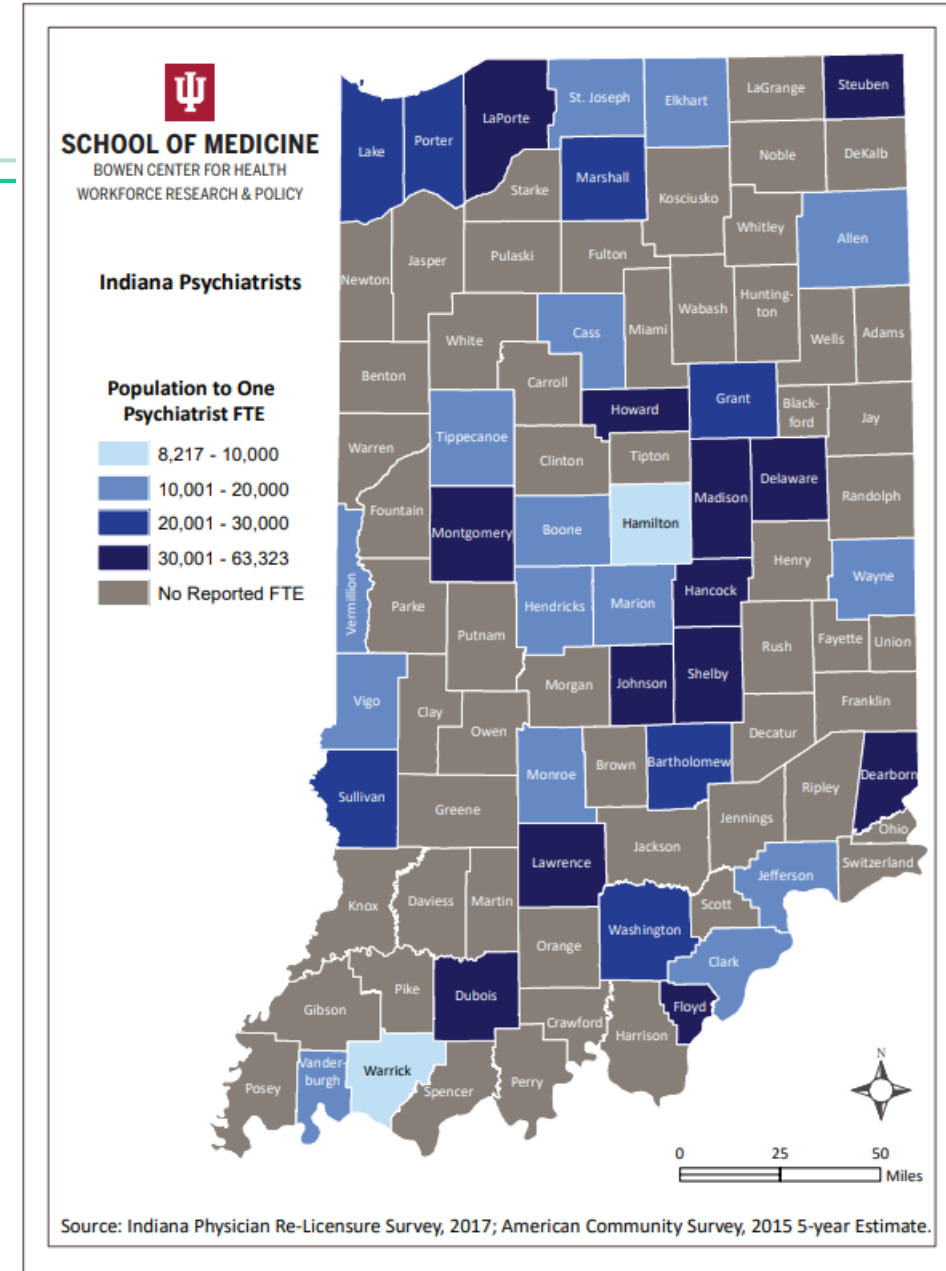
- 52 MHPSA designations
- The Indiana Counties highlighted in red and not currently designated represent geographic areas that Indiana can obtain federal MHPSA designation and missed opportunity for the State of Indiana.
- They do not account for the shortages of mental health professionals that exist for specific populations, such as low-income and Medicaid eligible Hoosiers.



DISTRIBUTION: FACTS

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



DISCUSSION/QUESTIONS/COMMENT S?

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