

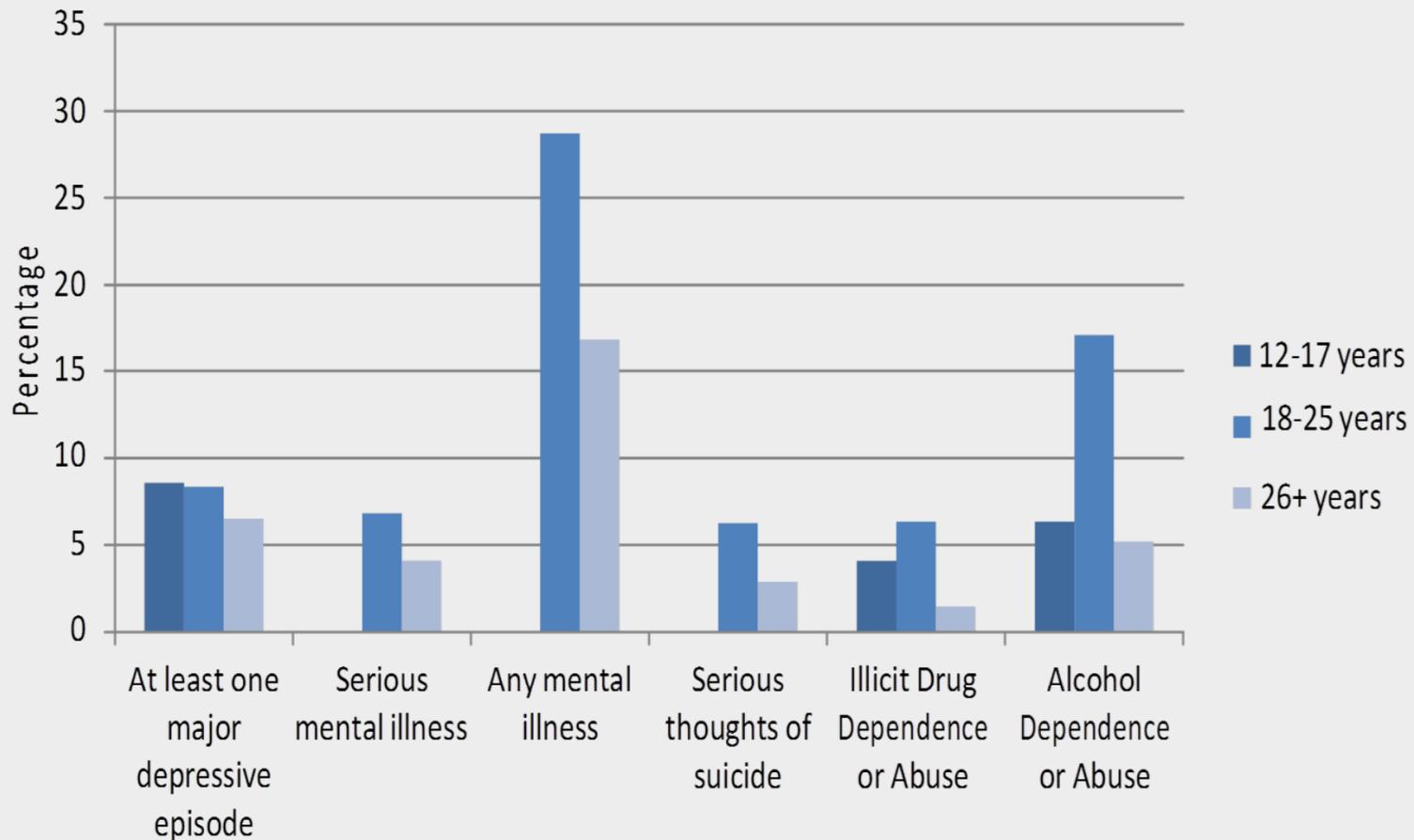
Workforce Shortage in Mental Health Care

William M. McDonald, MD

JB Chair and Professor of Psychiatry

Emory University

Mental and substance use disorders in Georgia, 2010-2011



Substance Abuse and Mental Health Services Administration. 2012-2011 NSDUH states estimates of substance use and mental disorders - Georgia. 2012;
<http://www.samhsa.gov/data/NSDUH/2k11State/NSDUHsae2011/Index.aspx>. Accessed June 19, 2013.

The Challenge in Mental Health

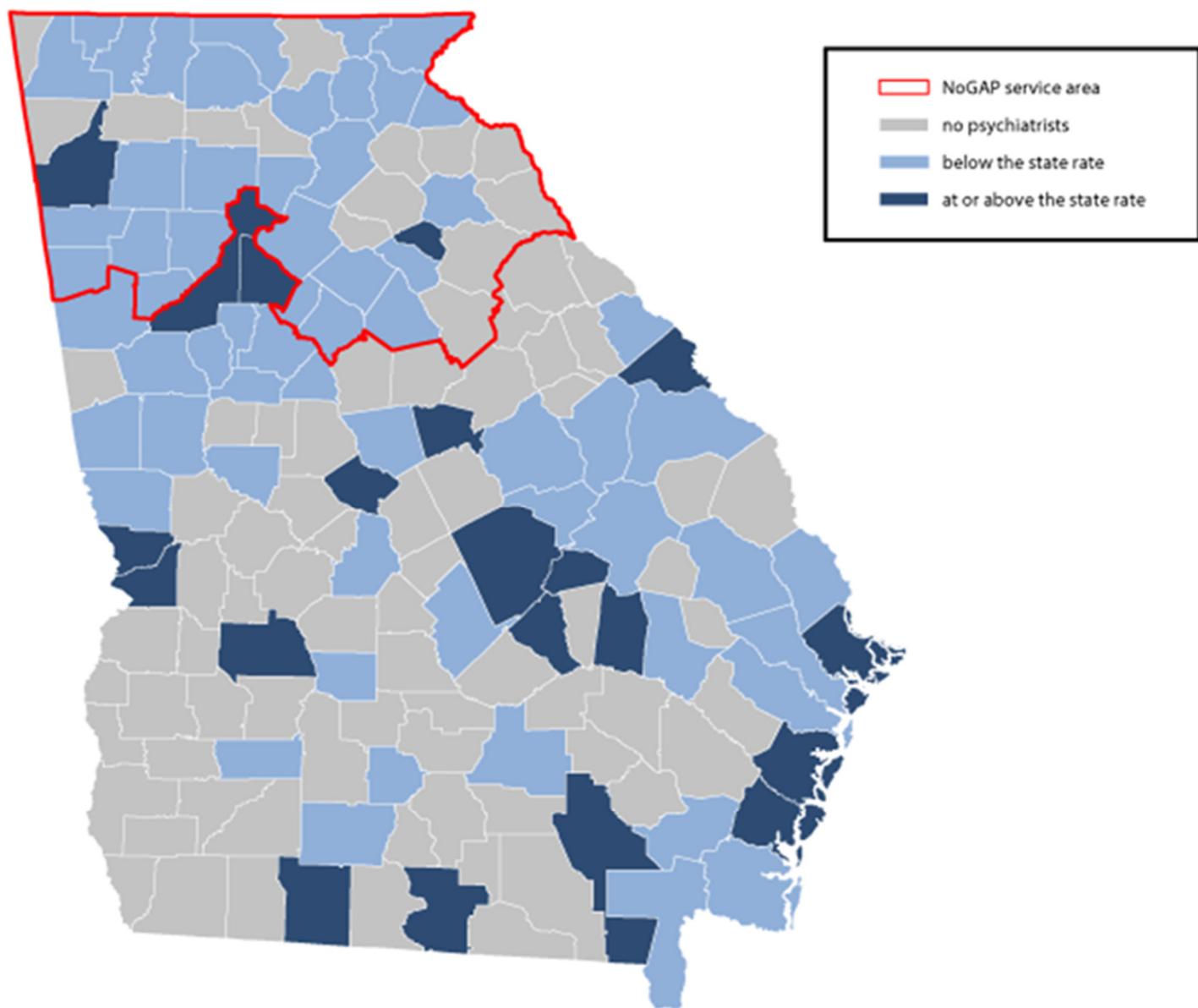
- In the US in 2011, ~62% of individuals with any mental illness and 40% of individuals with severe mental illness did not receive any mental health services¹

1. SAMHSA. Results from the 2011 National Survey on Drug Use and Health: Mental Health Findings. Rockville, MD: SAMHSA 2012

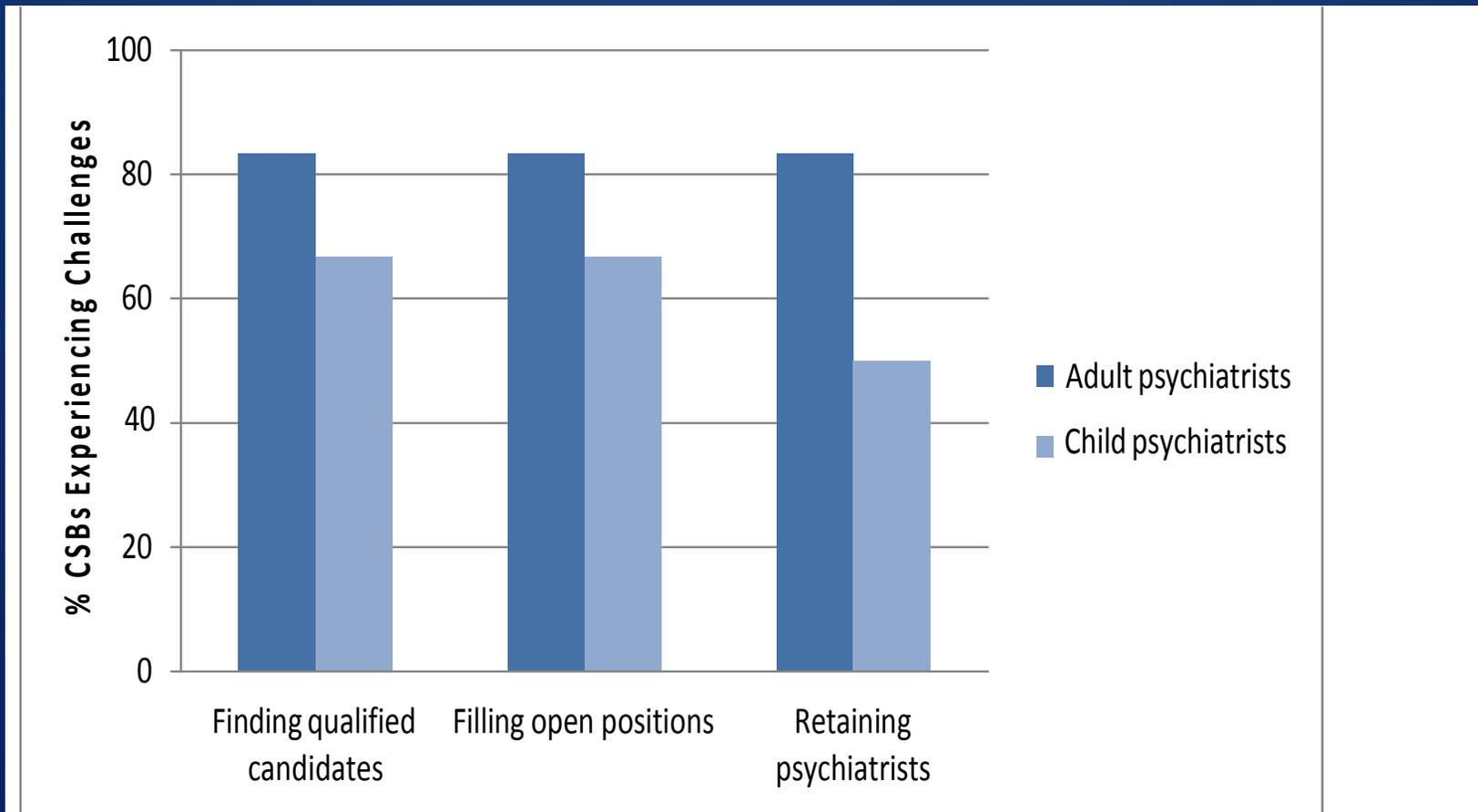
Psychiatrists in Georgia

- 1,054 psychiatrists in the state (10.9 psychiatrists per 100,000 people)
- Almost half of all psychiatrists in Georgia are 55 years of age or older and are reaching the age of retirement
- Almost half of Georgia's 159 counties do not have any psychiatrists

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Interviews with CSB administrators



North Georgia Partnership of CSB's (NoGAP) comprises six CSBs that serve 43 counties in north Georgia. In an analysis funded by DBHDD, Druss and Walker conducted a series of surveys and interviews conducted with NoGAP administrators to determine the gap in psychiatric coverage (personal communication)

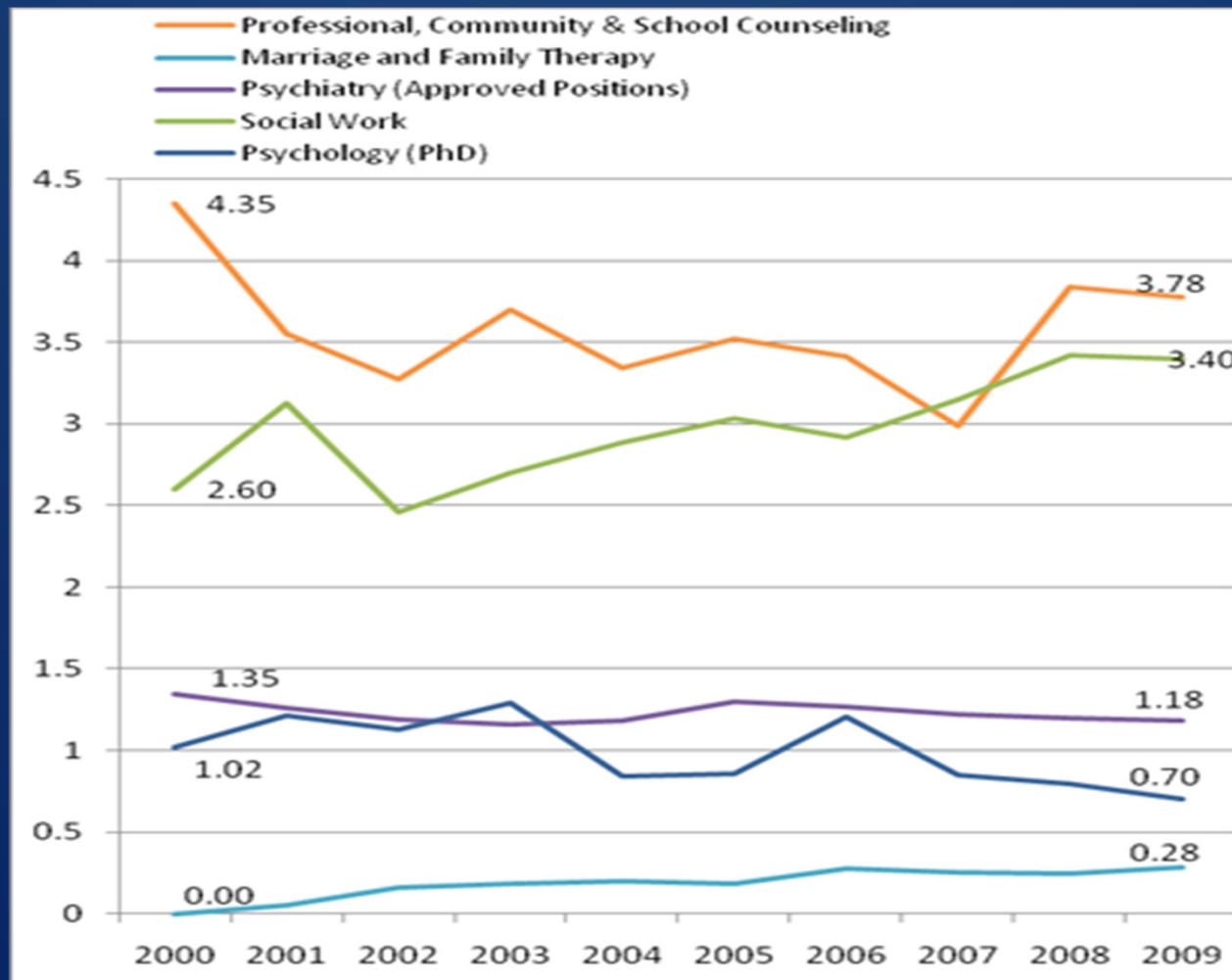
Privileges by Specialty

Profession	Degree	Prescribe	1013?
Psychiatrist	MD or DO	Yes	Yes
Advanced Practice Nurse (CNS/ NP)	RN plus masters level in psychiatric care	Yes (under MD with psychiatric experience supervision)	Yes (if specialized in mental health)
Psychologist	PhD or PsyD	No	Yes
Social Worker	Masters	No	Yes
Licensed Professional Counselor	Masters level or above	No	No
Marriage and Family Therapists	Masters level or above	No	No

Ranking of Behavioral Health Professionals per 100,000 in Georgia	Rankings per 100,000
Counselors	28th
Marriage & Family Therapists	31st
Psychiatric Advance Practice RNs	28th
Psychiatrists	30th
Psychologists	42nd
Registered Nurses (RNs)	40th
Physicians	40th
Social Workers	41st

^[1] Source: Center for Mental Health Services. *Mental Health, United States, 2004*. Manderscheid, R.W., and Berry, J.T., eds. DHHS Pub no. (SMA)-06-4195. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2006; U.S. Department of Health and Human Services, National Center for Health Workforce Analysis (2007). *The Registered Nurse Population: Findings from the 2004 National Sample Survey of Registered Nurses*, Raw data file, March, Washington, DC; Data compiled from the American Psychological Association, Center for Workforce Studies (2007). [Clinically Trained Doctoral-level Psychologists Licensed by Each State Reported from Several Sources, 2007]. Unpublished raw data, and The Center for Workforce Studies of the the Association of American Medical Colleges, "State data: 2011 state physician workforce data book, November 2011.

Selected Professions (graduates per 100,000)



Source: Accreditation Council for Graduate Medical Education. (2009). "Sponsoring Institution Search by State," [Data file]. Accessed October 7, 2009 from: <http://www.acgme.org/adspublic/>; American Medical Association (2000-2009). Graduate Medical Education Directory. Chicago, IL; Emory University; Georgia State University; the Integrated Postsecondary Education Data System; Medical College of Georgia; South University; the University System of Georgia; the U.S. Census Bureau Population Estimates; and Valdosta State University.

Field	Georgia Department of Labor	National Data Sources			Georgia Licensure Boards
	Number Practicing	Number Practicing	Number per 100,000	Ranking per 100,000	Number of Licensees
Counselors	3,704 ^a	3,018 ^b	35 ^b	28 ^{th b}	4,034 ^c
Marriage & Family Therapists	249 ^a	557 ^b	6.5 ^b	31 ^{st b}	655 ^c
Psychiatric/Mental Health Advance Practice Registered Nurses	N/A	221 ^b	2.5 ^b	28 ^{th b}	294 ^d
Psychiatrists	1,074 ^a	852 ^b	10 ^b	30 ^{th b}	1,016 ^e
Psychologists	3,233 ^a	1,783 ^b	19 ^b	42 ^{nd b}	2,110 ^f
Registered Nurses	61,761 ^a	66,512 ^g	753 ^g	40 ^{th g}	99,980 ^d
Social Workers	1,257 ^a	1,655 ^b	19 ^b	41 ^{st b}	1,803/2,713 ^c

Source: a Georgia Department of Labor (2008). "Long Term Occupational Employment Projections," Atlanta, GA; b Center for Mental Health Services. Mental Health, United States, 2004. Manderscheid, R.W., and Berry, J.T., eds. DHHS Pub no. (SMA)-06-4195. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2006; c Georgia Composite Board of Professional Counselors, Social Workers, and Marriage and Family Therapists (2010). "Number of Active Licensees as of 2/9/2010," Atlanta, GA; d Georgia Board of Nursing (2010). "Number of Active Licensees as of 2/9/2010," Atlanta, GA; e Georgia Board for Physicians Workforce (2009). "Trends in Psychiatry Physicians 1996-2006," Atlanta, GA; f Georgia State Board of Examiners of Psychologists (2010). "Number of Active Licensees as of 2/9/2010," Atlanta, GA; and g U.S. Department of Health and Human Services, National Center for Health Workforce Analysis (2007). The Registered Nurse Population: Findings from the 2004 National Sample Survey of Registered Nurses, Raw data file, March, Washington, DC.

N/A, Data not available

Other mental health professionals

- Certified Peer Specialists
- Pastoral Counselors
- Masters level psychologists
- Unlicensed social workers
- Registered Nurses
- Mental Health Technicians

Not just the CSBs...

- Department of Corrections
 - In 2009, 17.4 percent of inmates were known to have a diagnosable mental illness, a 100 percent increase over the previous decade¹
 - The psychiatrist to inmate ratio has increased from 165 to 409 inmates per psychiatrist over the past decade, a 147.9 percent increase.
 - The number of mental health inmates per psychologist in 1999 averaged 165 and in 2007 the average had risen to 387, an increase of 134.5 percent.

1. DeGroot, J. and McClain, S. (2009). "The State of GDC's Mental Health Delivery System," Georgia Department of Corrections presentation slides, May 2009, Atlanta, GA; University System of Georgia Board of Regents — Center for Health Workforce Planning & Analysis, R. Harrison, Director of the Office of Behavioral Health at the Georgia Department of Juvenile Justice, personal communication, February 11, 2010.

And not just adults

- Georgia Department of Juvenile Justice (DJJ)
 - 30 percent of the youth in its custody have a diagnosable disorder and receive ongoing mental health services¹
- Georgia Network for Educational and Therapeutic Support consists of 24 programs which coordinate with the local school systems to provide support for students with disabilities, ages 3 through 21
 - In NoGAP survey 12% of the patients are <18 yo

1. The workforce as a contributor to the problems in Georgia's behavioral health systems. Atlanta: University System of Georgia Board of Regents - Center for Health Workforce Planning & Analysis;2010

And not just young adults...

- Community Mental Health Services
 - Under-serve older persons
 - Lack staff trained to address medical needs
 - Often lack age-appropriate services
 - In NoGAP 3-4% are over age 65 yrs but 1/3 are 46- 64 yo

Settlement

- Moves treatment out of hospitals into community settings
- Community crisis centers
- Assertive Community Treatment
- Mobile crisis
- Intensive Case Management (ICM) services
- Community Support Team (CST)
- Supported Employment and Housing

Recommendations

- **Develop a community psychiatry fellowship program**
- Increase exposure to community psychiatry training in psychiatric residency programs and medical school rotations
- Expand training opportunities for midlevel providers
- Use psychiatrists effectively as part of mental health teams
- Use information technology to expand the reach of psychiatrists and support measured care
- Explore opportunities for greater standardization across CSBs

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Community Psychiatry Fellowships

Public Private Partnerships with Universities

Program	# fellows	Funding	Clinic time	Retention
NY Columbia	12/ yr 1981	2/3 service agency 1/3 NY Off Men Hlth	50%	>1/2 at placement site 95% in public health career
Pennsylvania U of P, WPI, LECM	14 since 2008	Penn Office of Mental Health		13 in public health 12 in state
California UCSF, UCSD	2004	“millionaire’s tax”	>50%	
Connecticut Yale	6 since 2007	CT Department of Mental Health	50%	6 in public sector and 3 as medical directors
NY NYU	2008	Bellevue Hospital		
Texas UTSW	2009	A nonprofit private agency		

Acknowledgements

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Sources

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- Le Melle S, Mangurian C, Ali OM, et al. Public psychiatry fellowships: a developing network of public-academic collaborations. *Psychiatr Serv.* Sep 1 2012;63(9):851-854
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