

Assessment of Virginia's Licensed Behavioral Health Workforce

Debbie Oswalt
Virginia Health Care Foundation
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Common Themes From Previous Presenters

- There was a shortage of BH professionals in Virginia pre-COVID-19.
- The pandemic created a tsunami of demand for mental health services.
- Virginia's BH professionals are overwhelmed.



Focus on the 5 Licensed BH Professions

- Psychiatrist (*all types*)
- Psychiatric-Mental Health Nurse Practitioner
- Clinical Psychologist
- Licensed Clinical Social Worker
- Licensed Professional Counselor



Virginia Ranks Poorly in Availability of Behavioral Health Services

- **41% of Virginians live in a Mental Health Professional Shortage Area (MHPSA)**, compared to about 30% of all Americans.
- **Virginia ranks 39th in the US for access to mental health care for adults** (*Mental Health America, 2021*).
- **38 states have more BH providers/100,000 people than Virginia** (*America's Health Rankings, 2021*).
- **Access to BH services is the top concern** in Community Health Needs Assessments conducted by Virginia's nonprofit hospitals.



Significant Portions of Virginia's BH Professionals are within 10 Years of Retirement Age

Behavioral Health Professional Type	% of Workforce Age 55+
Psychiatrist	61%*
Psychiatric-Mental Health Nurse Practitioner	39%**
Licensed Clinical Psychologist	36%
Licensed Clinical Social Worker	37%
Licensed Professional Counselor	32%

*Data Source: Association of American Medical Colleges (AAMC) (2019).

**In 2019, 39% of Virginia's Psych NPs were age 61 or older and 60% were age 51 or older. Data Source: Health Care Workforce Data Center, Virginia Department of Health Professions (October 2020).

LPC, LCP and LCSW Source: Department of Health Professions Workforce At-a-Glance reports (2020).



Need for More Racial/Ethnic Diversity Among Virginia's BH Professionals

Race/Ethnicity	Virginia	Licensed Professional Counselor	Licensed Clinical Social Worker	Licensed Clinical Psychologist
	2020 Census	2020 Virginia Department of Health Professions Reports		
White	60.3%	76%	79%	82%
Black	18.6%	16%	14%	7%
Hispanic	10.5%	4%	3%	4%
Asian	7.1%	1%	2%	4%
2+ Races	8.2%	2%	2%	2%
Other	5.8%	1%	1%	1%



Number of Virginia Localities with *NO* or ≤ 1 Licensed BH Professionals

# BH Professionals/ Locality	Psychiatrists	Psych NPs	Clinical Psychologists	LCSWs	LPCs
0	54	51	33	6	3
≤ 1	25	28	15	14	14
<i>TOTAL</i>	79	79	48	20	17

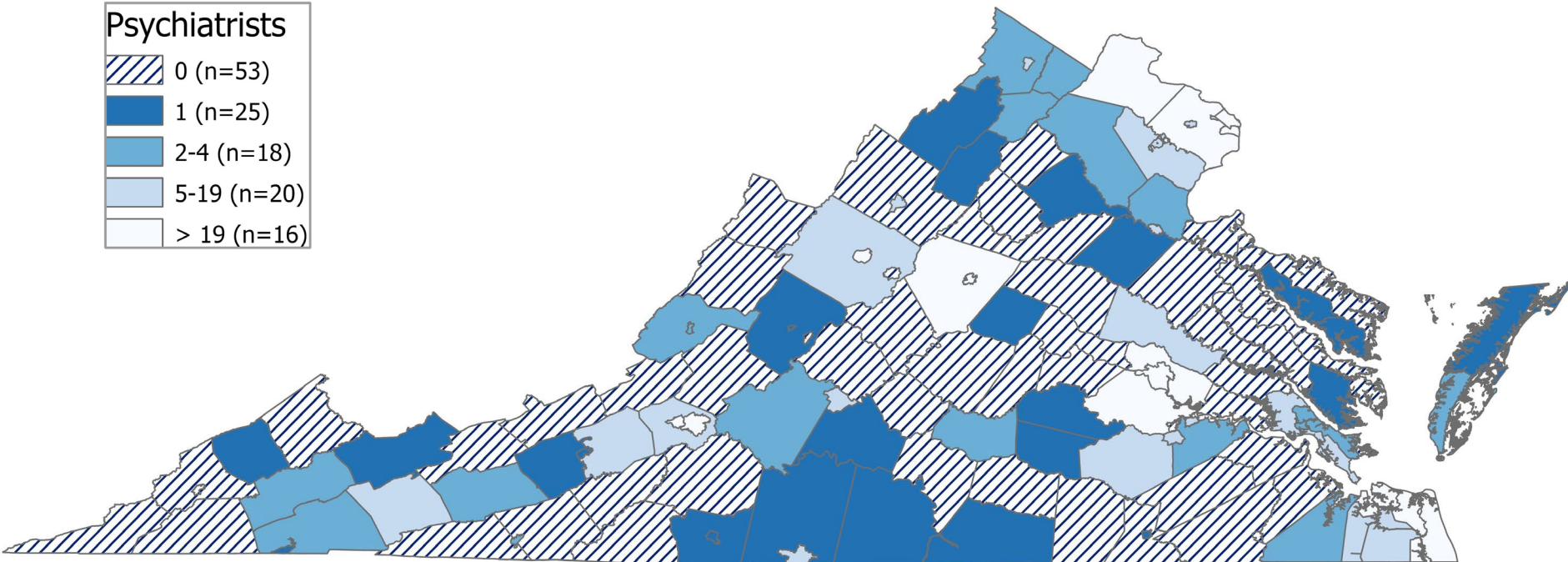
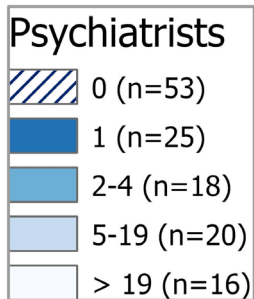
Data for Clinical Psychologists, LCSWs and LPCs practicing in Virginia in 2020: Healthcare Workforce Data Center, Virginia Department of Health Professions

Data for Psychiatrists & Psych NPs practicing in Virginia in 2021: Healthcare Workforce Data Center, Virginia Department of Health Professions and National Provider Identifier (*NPI*)

Note: 35 localities have no BH prescriber (*Psychiatrist, Psych NP*).



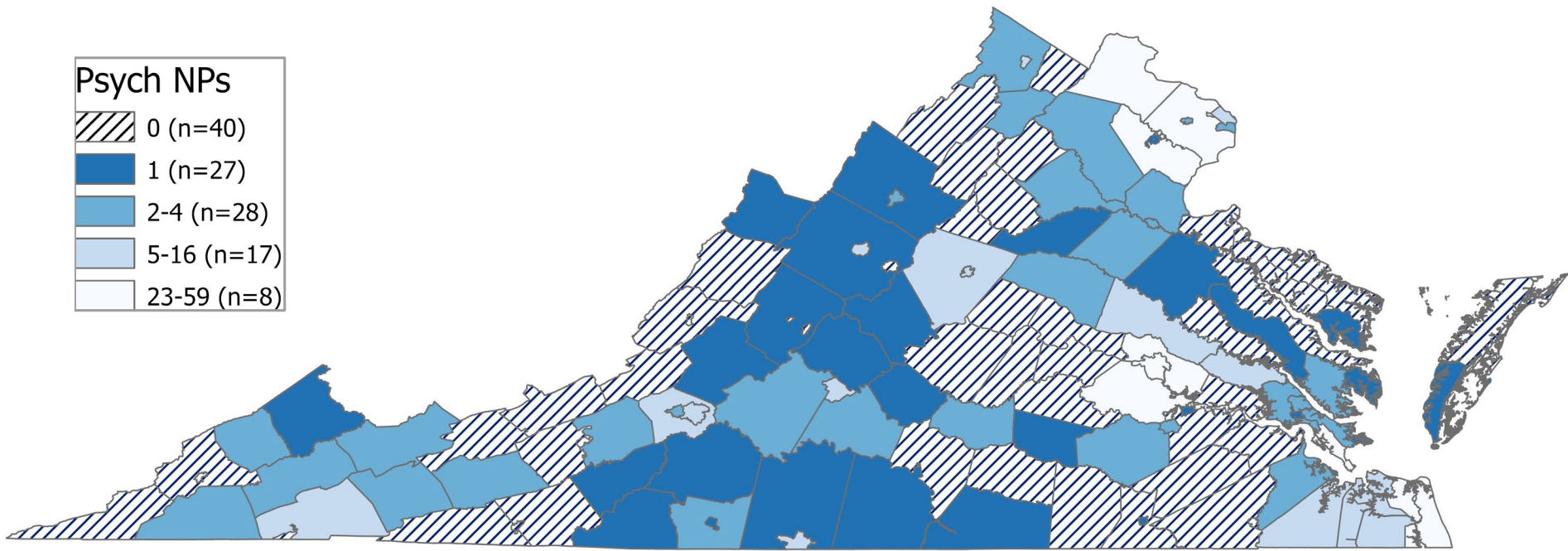
Distribution of Psychiatrists in Virginia



Fairfax County has 3 times as many psychiatrists as all other localities.



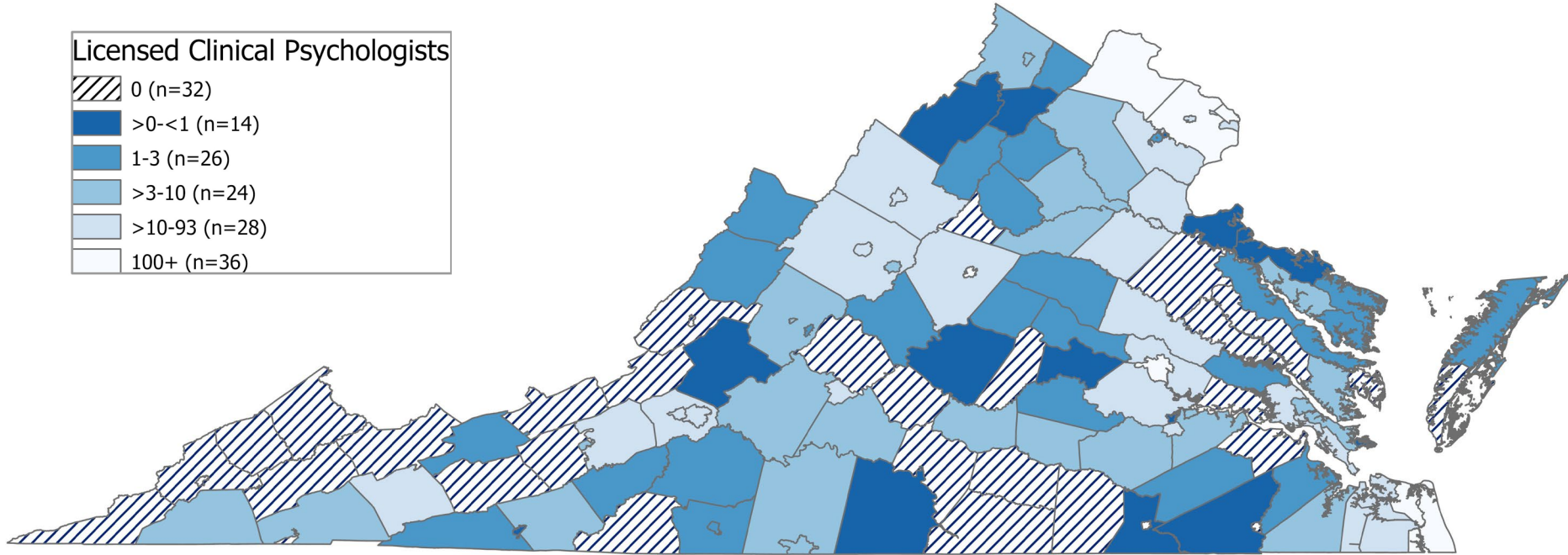
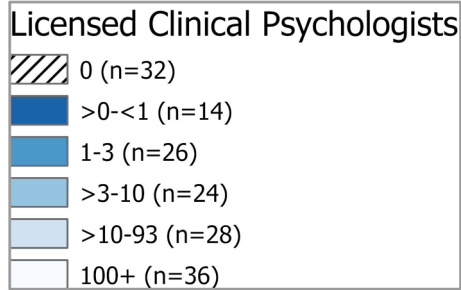
Distribution of Psychiatric-Mental Health Nurse Practitioners in Virginia



Fairfax County has more Psych NPs than all other localities.



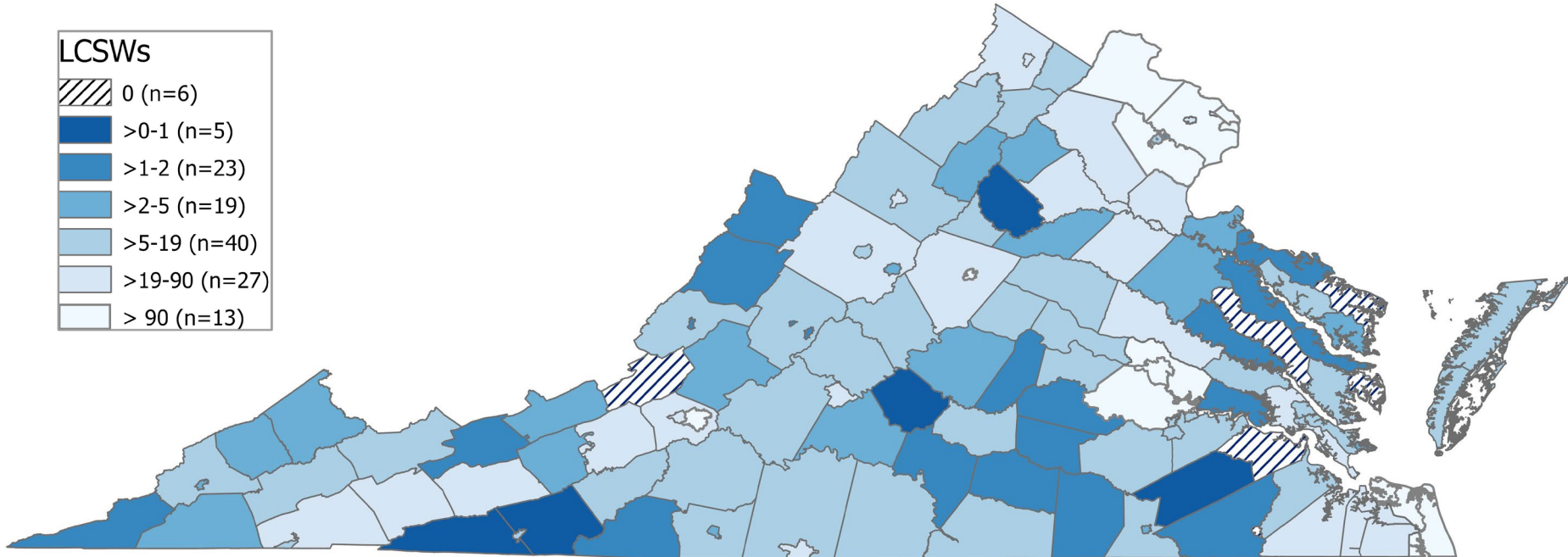
Distribution of Licensed Clinical Psychologists (*LCPs*) in Virginia



Fairfax County has twice as many LCPs than all other localities.



Distribution of Licensed Clinical Social Workers (LCSWs) in Virginia

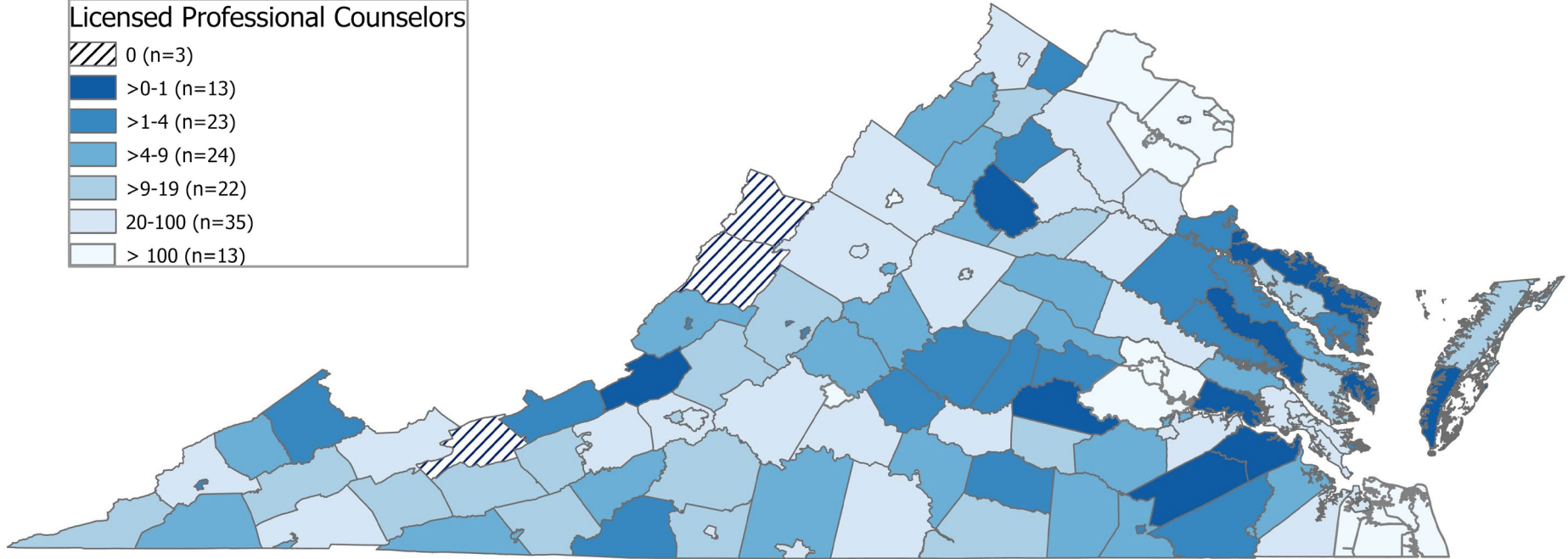
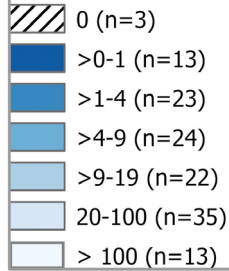


Fairfax County has almost 2 times more LCSWs than all other localities.



Distribution of Licensed Professional Counselors (LPCs) in Virginia

Licensed Professional Counselors



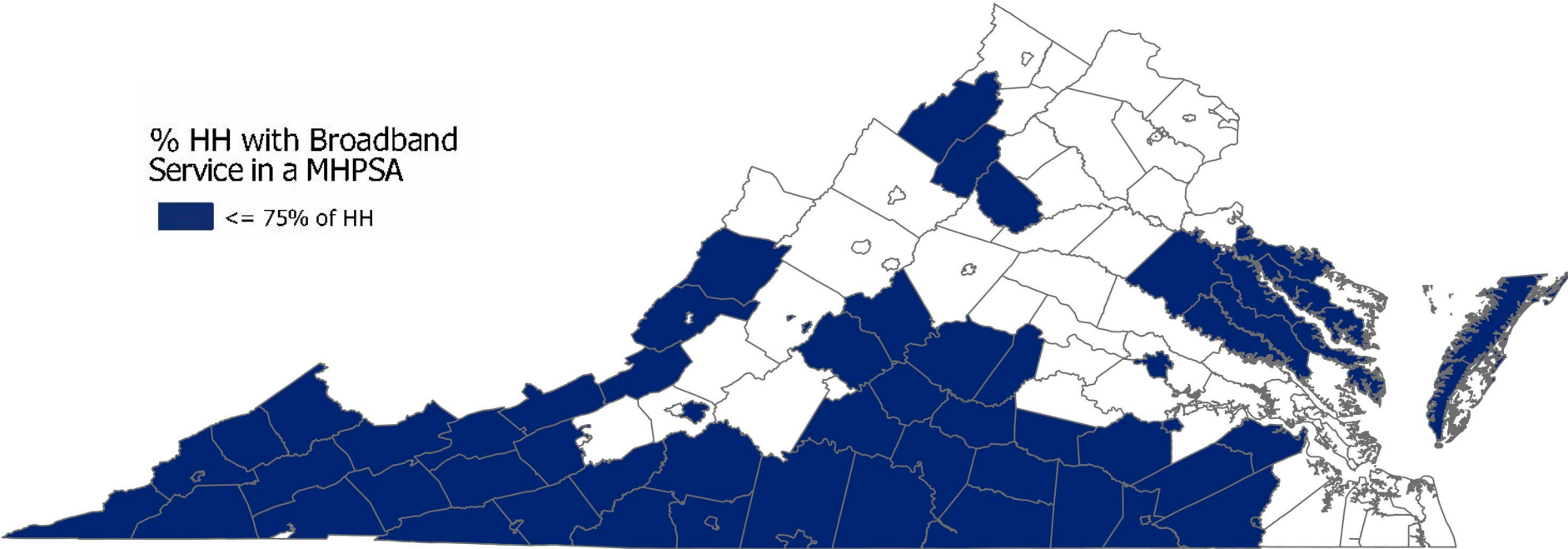
Fairfax County has almost 2 times more LPCs than all other localities.



≤75% of Households in the Majority of MHPsAs Report Having Broadband Service

% HH with Broadband Service in a MHPSA

■ ≤ 75% of HH



BH Professional Job Postings in Virginia

BH Professional Type	# Job Postings
Psychiatrist	175
Psychiatric-Mental Health Nurse Practitioner	172
Licensed Clinical Psychologist	950
Licensed Clinical Social Worker	683
Licensed Professional Counselor	1,702
<i>TOTAL</i>	3,682

Data Source: Indeed.com, September 2021



Virginia BH Professional Programs and Graduates

BH Professional Program	# Virginia Schools with BH Program	# Graduates from Virginia BH Programs (2019)
Psychiatry (<i>residency</i>)	5	~40*
Psychiatric Mental-Health Nurse Practitioner	7	33**
Clinical Psychology	10	58
Master's of Social Work	4	351
Master's of Professional Counseling	14	295
TOTAL	40	777

* Historical graduate data was not available. These data are based on program capacity and anticipated graduations from 2021-2024.

** Only includes in-state graduates.



Virginia's Schools Need to Produce More BH Professionals to Fill the Void of Coming Retirements

BH Professional Type	Current Virginia Workforce	Current Virginia Workforce Age 55+	<i>ESTIMATED</i> # Graduates* Becoming Licensed/Yr in Virginia
Psychiatry	1109	677 (61%)	40
Psychiatric-Mental Health Nurse Practitioner	544	212 (39%)	39
Clinical Psychology	2860	1030 (36%)	63
LCSW	6304	2333 (37%)	193
LPC	5812	1860 (32%)	202

*Estimated # graduates becoming licensed uses 5 year averages + licensure exam pass rates at Virginia schools for LCPs, LCSWs and LPCs.



Several Opportunities Exist to Expand Virginia's BH Workforce

- Accelerate licensure of more LCSWs and LPCs by paying for required supervisory fees (*\$10,000 and \$20,000, respectively*).
- Approve Virginia's participation in Interstate Compacts for each BH profession. These authorize Virginia licensure for tele-mental health and/or reciprocity with other states participating in the Compact.
- Create more psychiatric residencies for both general psychiatry and child and adolescent psychiatrists and incentivize graduating residents to practice in Virginia.
- Make recruitment, production and retention of more BH professionals in Virginia a state policy priority.





Debbie Oswalt
Executive Director
Virginia Health Care Foundation
doswalt@vhcf.org ▪ www.vhcf.org

