
An Overview of California's Behavioral Health Workforce

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Why Behavioral Health Workforce Development Matters

- Demand for behavioral health services grew during the 2010s and accelerated during the COVID-19 pandemic.
- Many people have unmet need for behavioral health services.
- There are racial/ethnic and socio-economic differences in unmet need for behavioral health services.

Outline

- Defining the behavioral health workforce
- California's workforce in behavioral health occupations
- California's behavioral health workforce pipeline
- Conclusions and policy options

Defining the Behavioral Health Workforce

Who Constitutes the Behavioral Health Workforce?

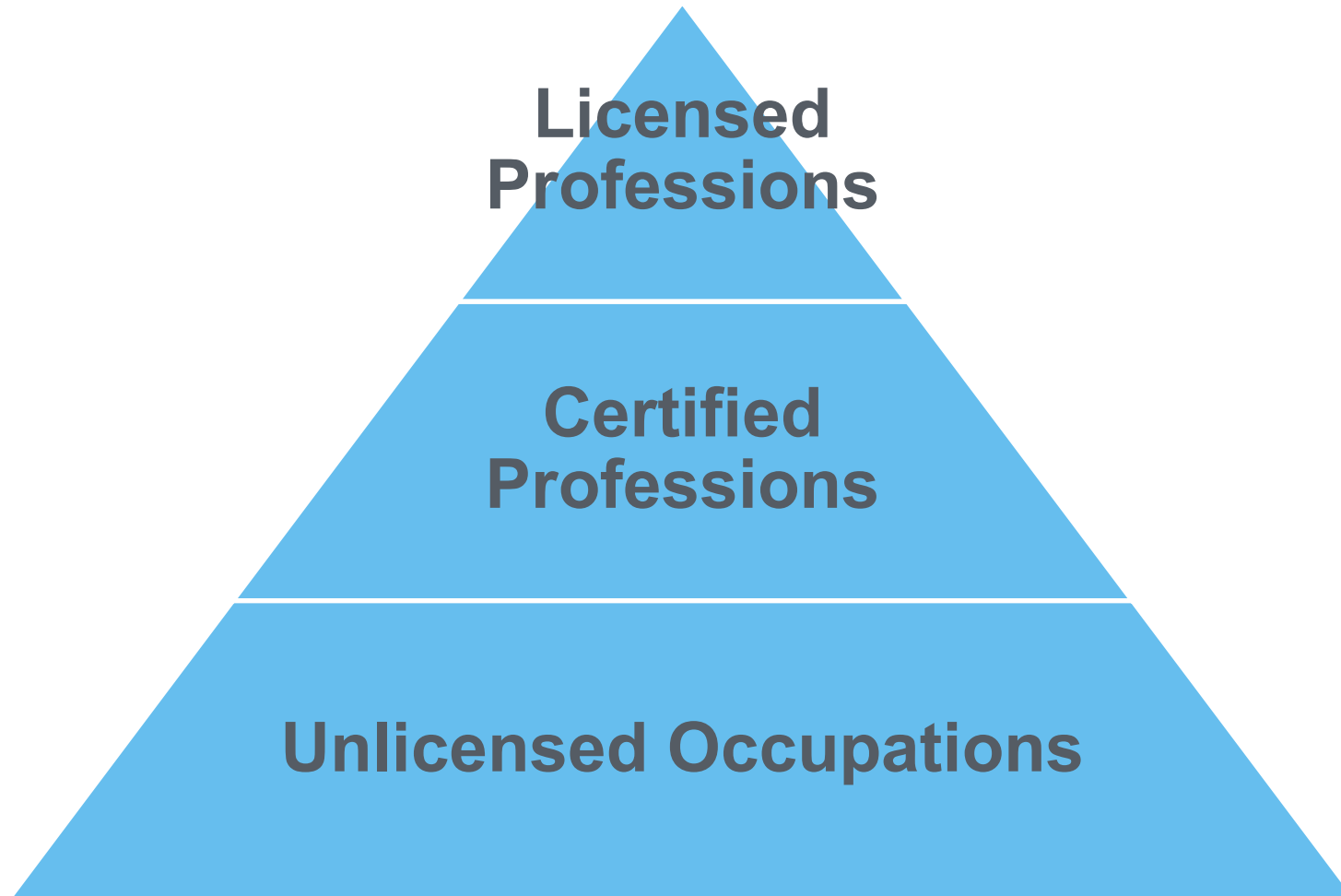


**Primary Care
Clinicians**

**Behavioral Health
Professionals and
Paraprofessionals**

**First
Responders**

Behavioral Health Occupations



Behavioral Health Occupations

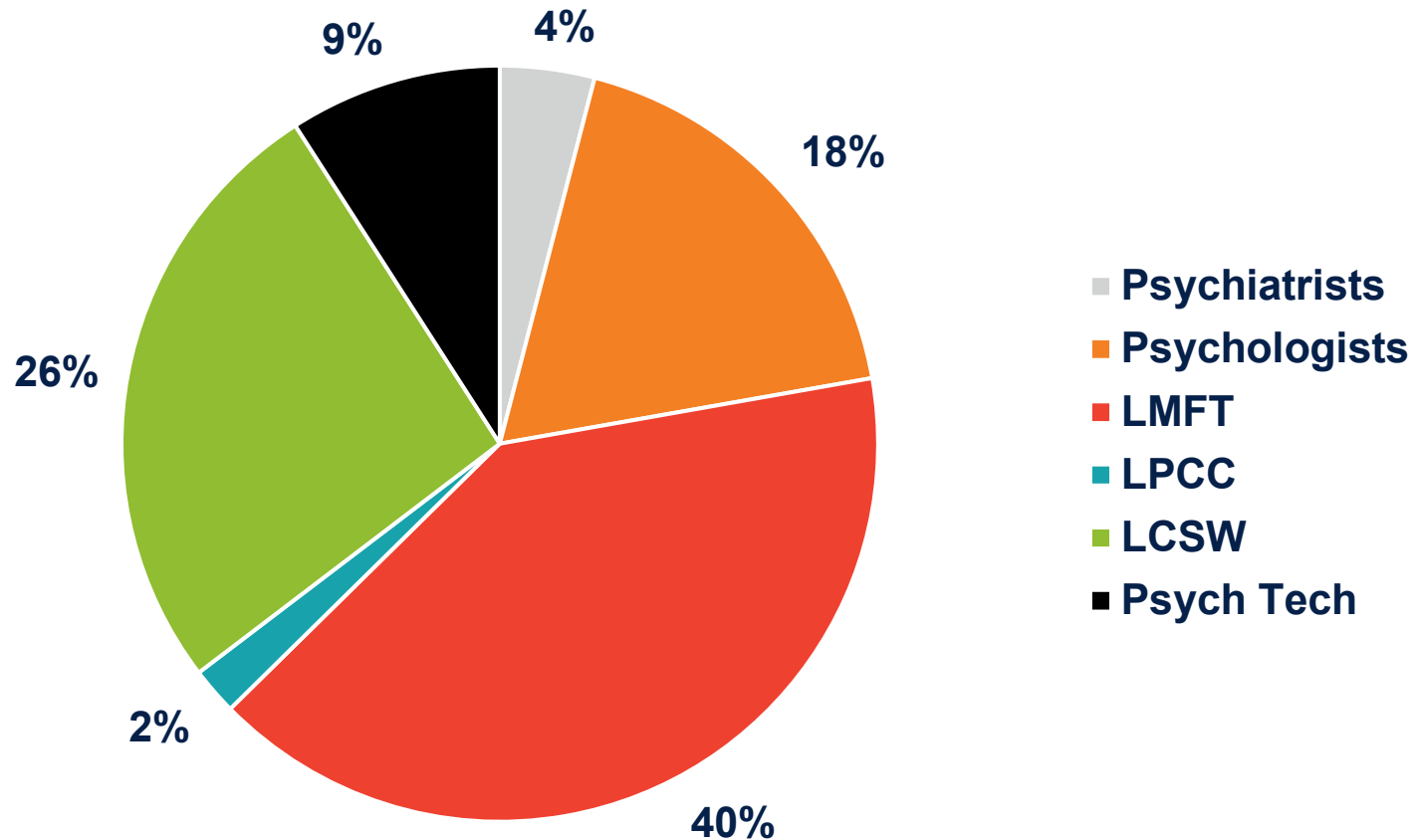
Licensed Professions	Certified Professions	Unlicensed Occupations
Psychiatrists	Substance Use Disorder Counselors	Community mental health workers
Psychiatric Mental Health Nurse Practitioners	Peer Providers (Medi-Cal, county-based)	Case managers
Psychologists		Service coordinators
Marriage and Family Therapists		Social services/social work assistants
Professional Clinical Counselors		
Social Workers		
Psychiatric Technicians		

California's Workforce in Behavioral Health Occupations

Availability of Quantitative Data

- Substantial amount of data available about psychiatrists
- Limited data on other licensed behavioral health professions
- Very limited data on certified and unlicensed behavioral health personnel

Licensed Behavioral Health Professionals, California, 2020 (n = 98,485)



Actively Licensed Behavioral Health Professionals per 100K Population by Region, 2020

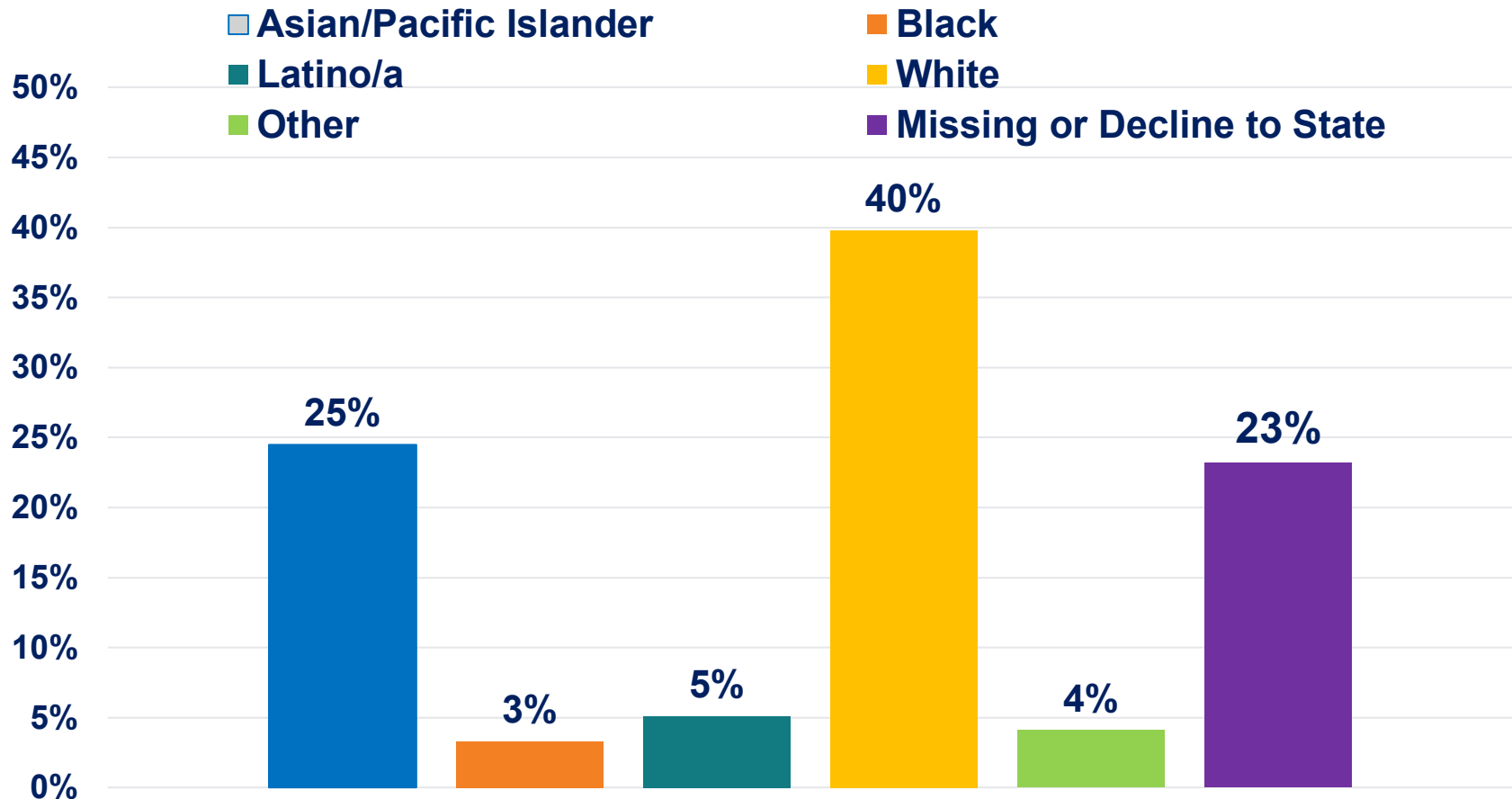
green = highest ratio per 100K pop.; red = lowest ratio per 100K pop.

Region	Psychiatrist	Psychologist	LMFT	LPCC	LCSW	Psych Tech
Central Coast	10.3	47.1	144.4	5.2	61.8	52.6
Greater Bay Area	16.7	72.6	135.3	6.8	82.8	17.9
Inland Empire	7.1	15.9	60.8	3.7	39.0	40.9
Los Angeles	11.3	48.7	106.2	4.0	81.1	8.8
Northern & Sierra	5.4	21.8	100.3	5.5	65.4	12.8
Orange	7.7	40.1	106.3	5.6	56.8	15.2
Sacramento Area	10.5	37.6	98.4	5.7	72.8	11.2
San Diego Area	11.8	55.0	94.1	7.3	64.8	3.1
San Joaquin Valley	5.2	16.2	48.2	2.5	35.5	58.3
California	11.0	44.2	100.8	5.0	65.9	22.7

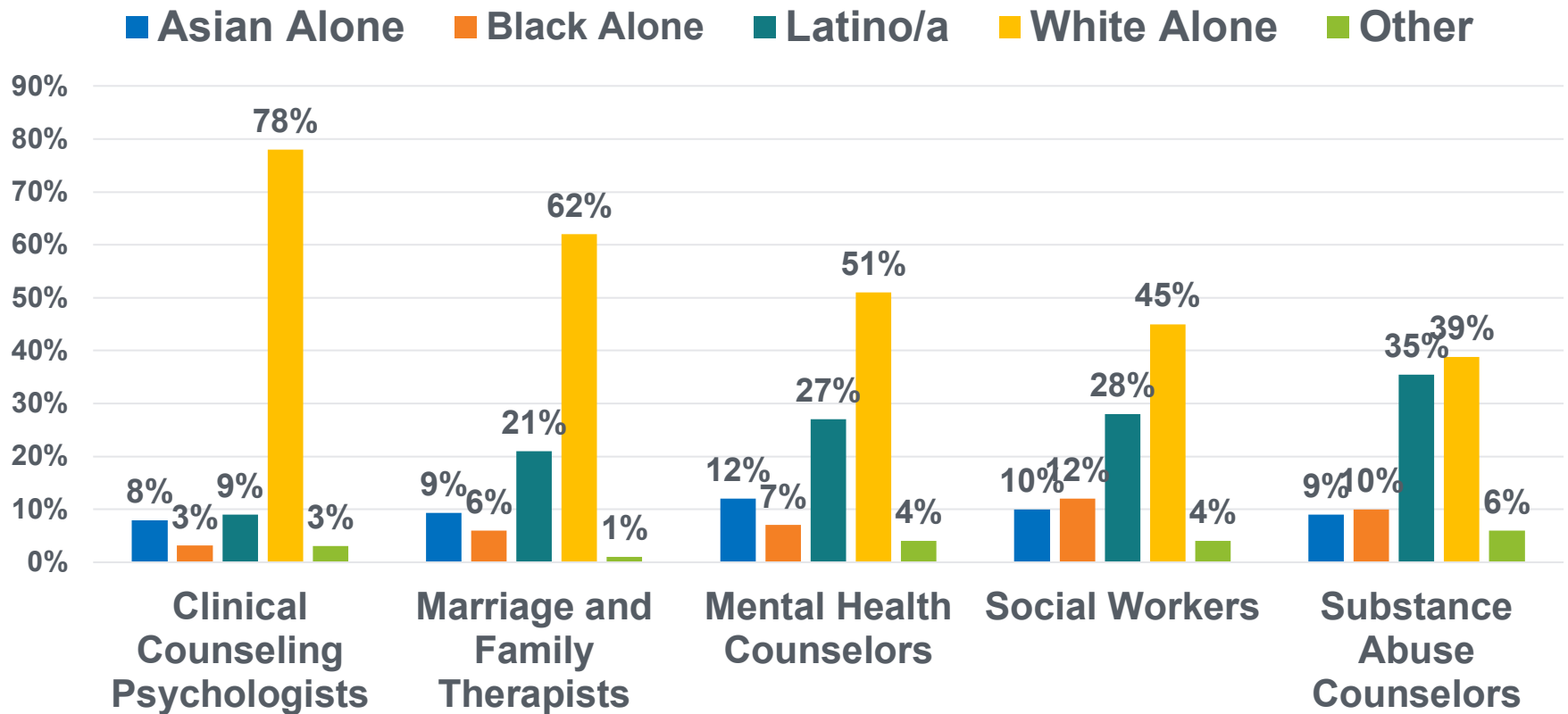
Age Distribution of Behavioral Health Professionals, 2105-2020

- In three behavioral health professions, over 20% of the workforce is 60 years old or older
 - Psychiatrists
 - Clinical and Counseling Psychologists
 - Marriage and Family Therapists
- In one profession, 35% of the workforce is under age 30 years
 - Substance Use Disorder Counselors

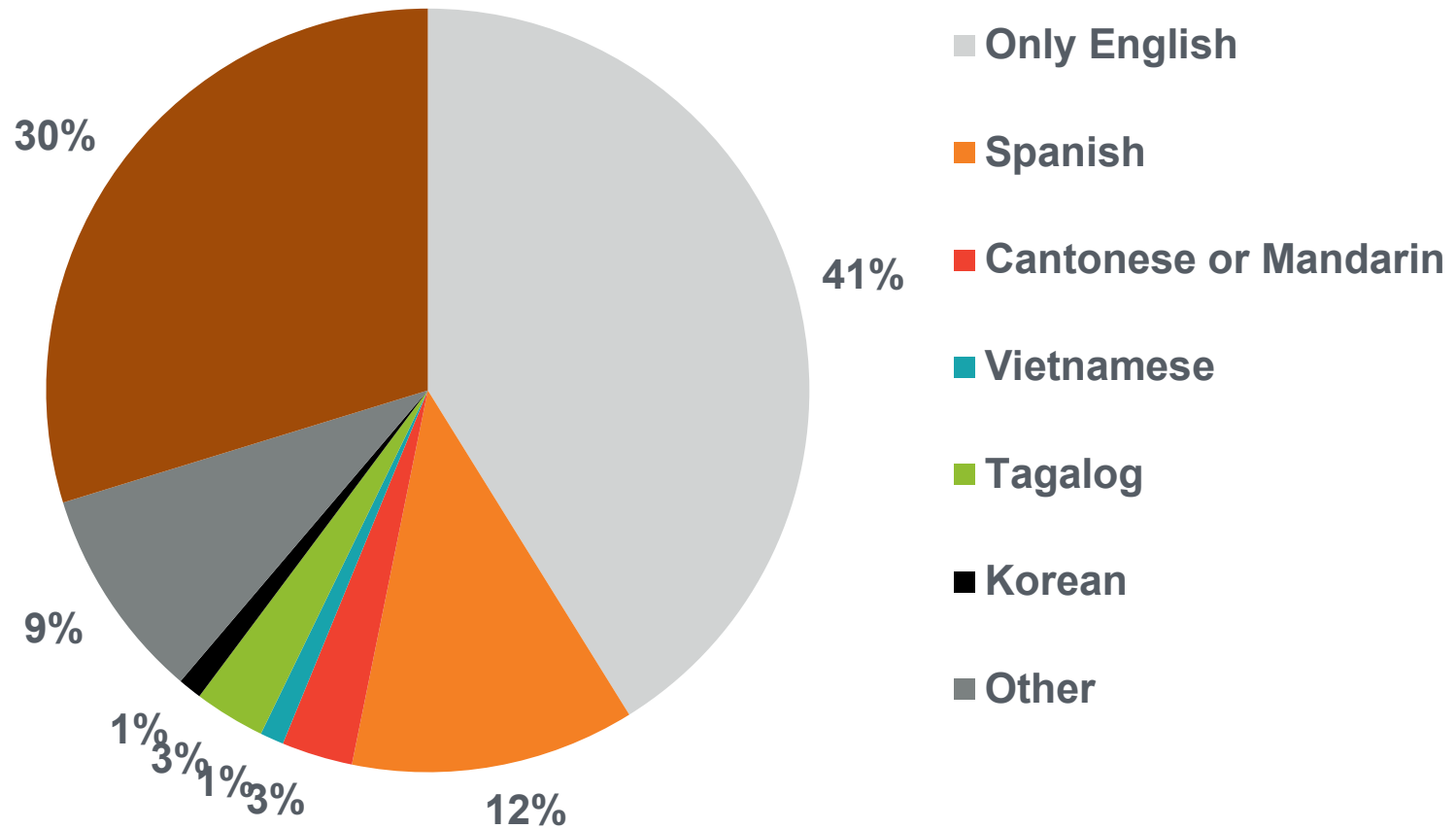
Race/Ethnicity of Active Patient Care Psychiatrists, 2020



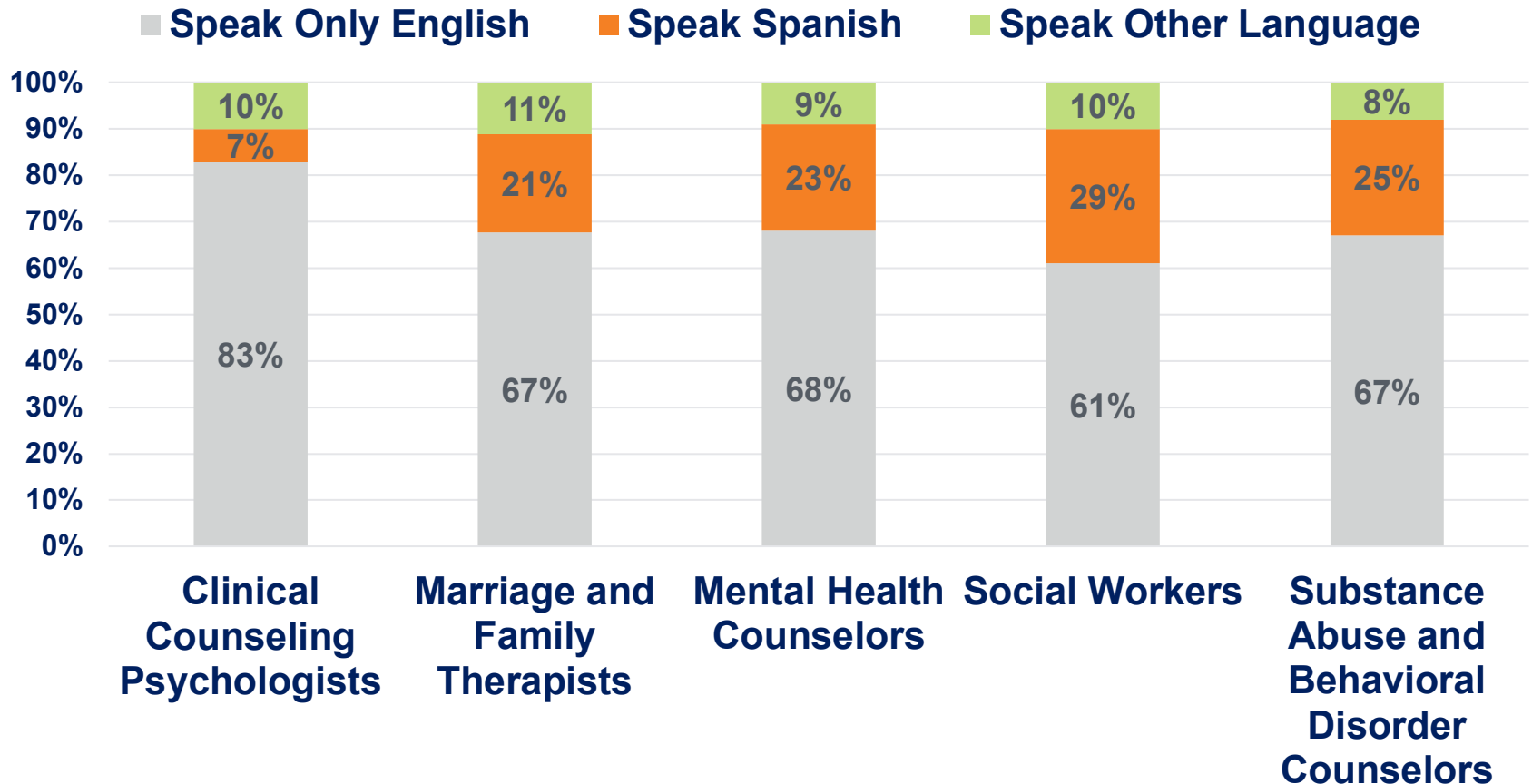
Race/Ethnicity, Non-Prescribing Behavioral Health Professionals, California, 2015-2019



Languages Spoken, Active Patient Care Psychiatrists, California, 2020

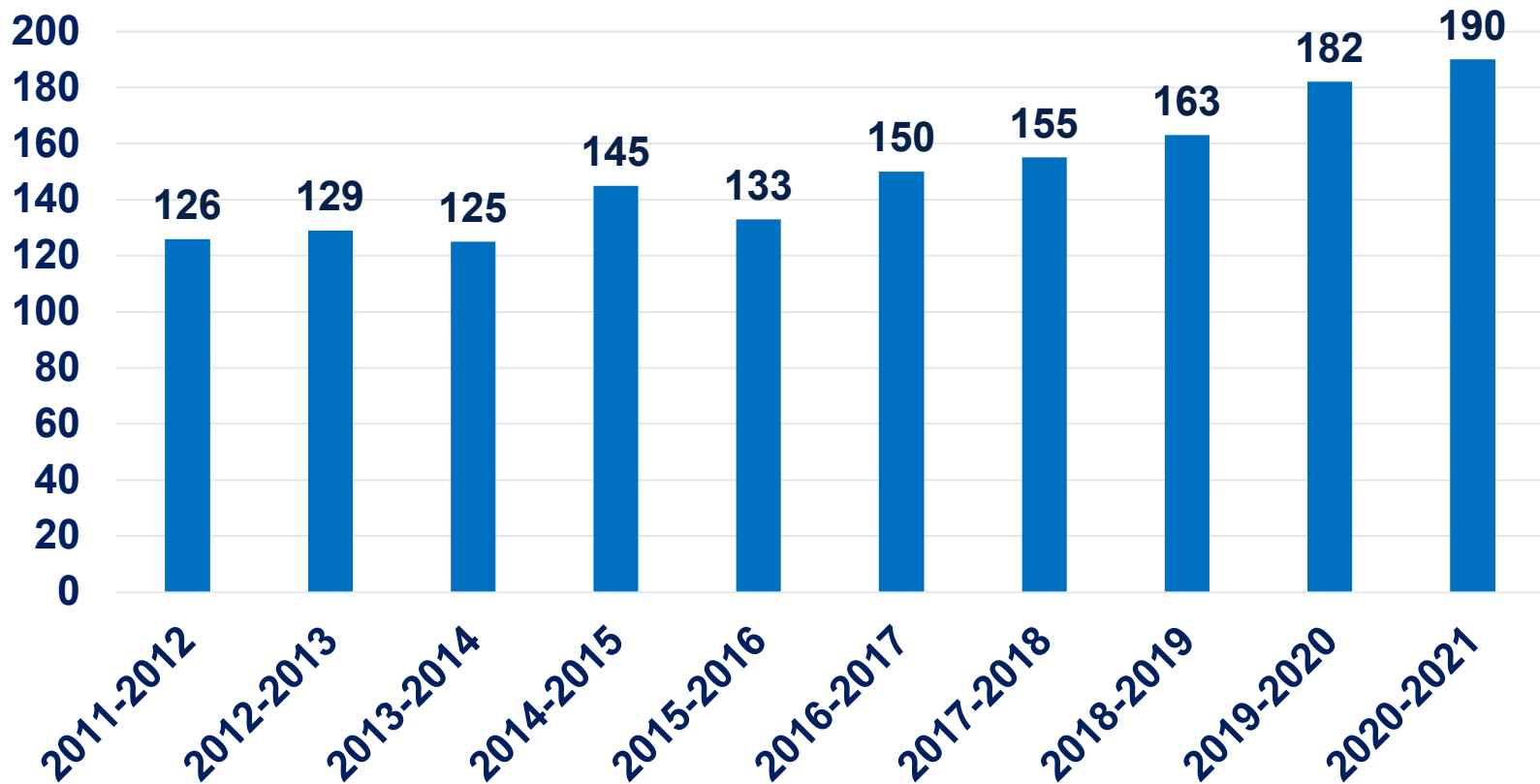


Languages Spoken by Non-Prescribing Behavioral Health Professionals, California, 2015-2019



California's Behavioral Health Professions Education Pipeline

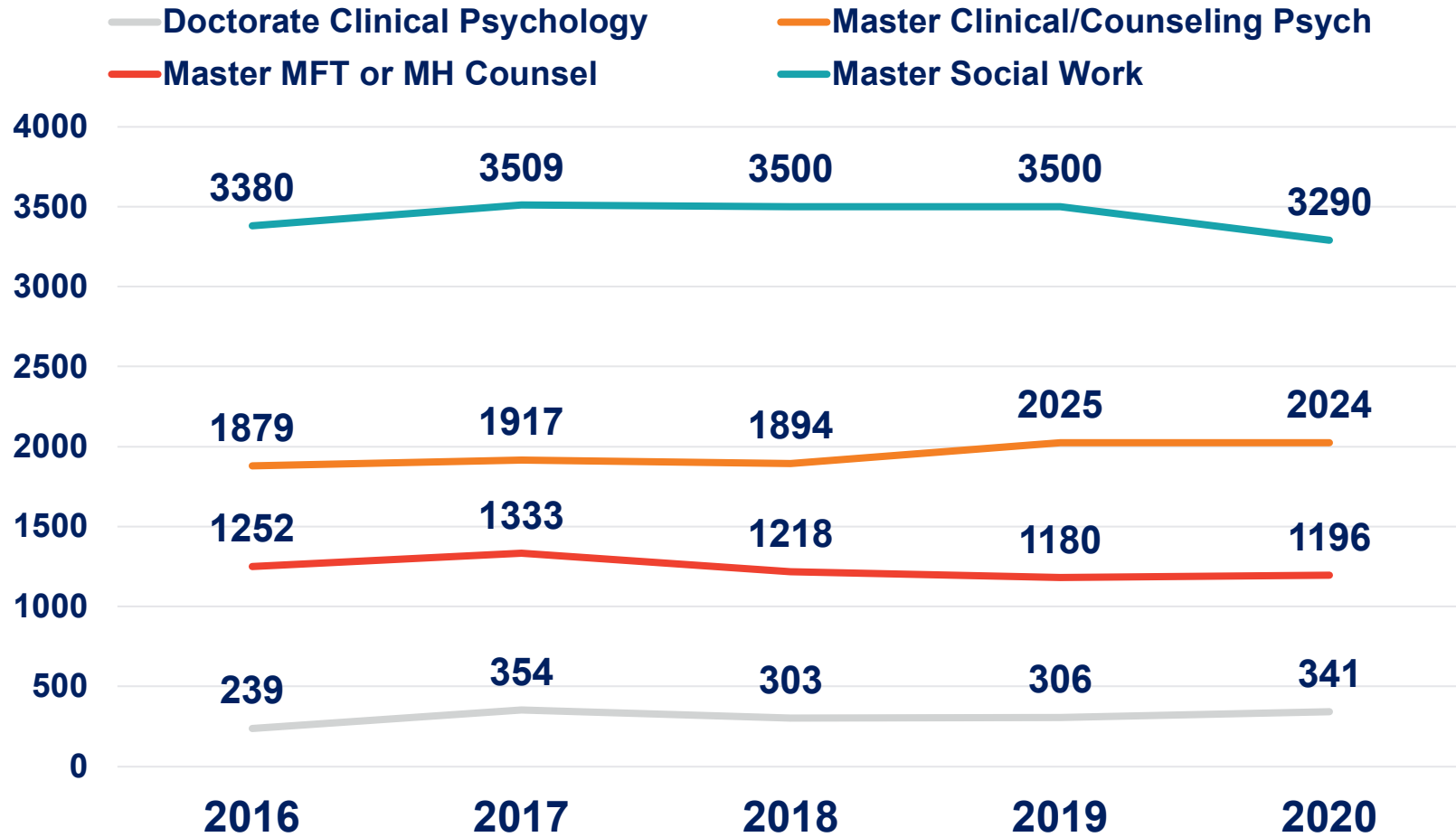
Number of 1st Year Psychiatry Residents in California, 2011-2012 to 2020-2021



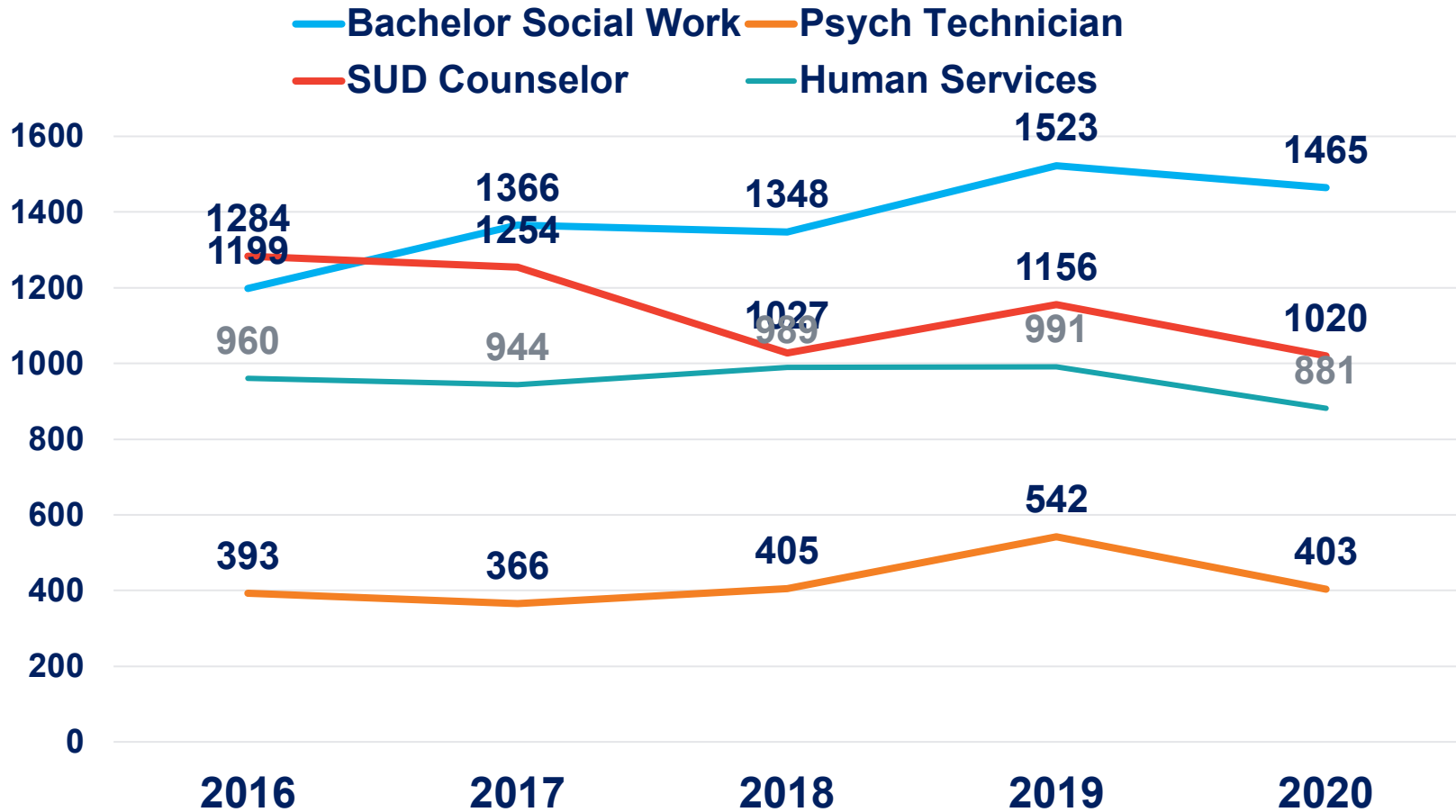
Trend in Match Rates for Psychiatry Residency Programs in California, 2012 to 2022

Year	# Positions Offered in the Match	% of Positions Filled	% of Positions Filled by U.S. MD Seniors
2012	119	99.2%	75.6%
2013	127	97.6%	78.0%
2014	137	97.8%	72.3%
2015	141	100.0%	81.6%
2016	139	100.0%	84.2%
2017	144	99.3%	81.3%
2018	152	100.0%	82.9%
2019	178	100.0%	82.6%
2020	190	99.4%	81.1%
2021	190	100.0%	80.0%
2022	198	100.0%	79.8%

Graduates of Educational Programs for Licensed Behavioral Health Occupations, 2016 to 2020



Graduates of Educational Programs for Unlicensed Behavioral Health Occupations, 2016 to 2020



Graduates of Behavioral Health Professions Educational Programs by Race/Ethnicity, 2020

	Asian	Black	Latino/a	Native Am/Hawaii	White	Two or More	Unknown
Doctorate – Psych	10%	9%	13%	0%	54%	7%	6%
Master – Psych	8%	8%	23%	1%	47%	5%	8%
Master – MFT/Couns	7%	12%	24%	1%	42%	5%	9%
Master – Social Work	7%	13%	45%	1%	26%	3%	6%
Bach – Social Work	11%	8%	55%	2%	19%	3%	3%
Psych Tech	15%	22%	45%	1%	14%	2%	1%
SUD Counselor	2%	13%	38%	2%	38%	4%	3%

Conclusions and Policy Options

Conclusions

- Some regions of California have small numbers of behavioral health professionals per capita relative to the state overall.
- Many behavioral health professionals are at or near retirement age.
- The behavioral workforce does not reflect the racial/ethnic and linguistic diversity of the state's population, especially in professions that require a doctoral degree.
- Numbers of graduates of educational programs will not be sufficient to replace retirees or meet growing demand for behavioral health services.
- Existing sources of data are not sufficient to fully assess California's behavioral health workforce needs.

Recommendations specific to behavioral health

- Pilot the Cal-HOSA Prevention and Early Intervention Mental Health and Workforce Development Model in middle and high schools
- Promote careers in behavioral health among college students
- Increase funding for stipends and scholarships for behavioral health professions students
- Increase psychiatry residency positions
- Establish a new psychiatric mental health nurse practitioner education program
- Expand train-the-trainer model for increase primary care providers' ability to meet behavioral health workforce needs
- Scale engagement of peer providers through certification, training, and reimbursement

Other recommendations pertinent to the behavioral health workforce

- Expand pipeline programs for low-income and underrepresented students
- Increase funding for post-bac programs for medical school reapplicants from underserved communities
- Recruit and train students from underserved areas to practice in community health centers in their home regions
- Expand the PRIME program at UC medical schools

Questions and Answers