Welcome

Community Health Center, Inc.'s

CLINICAL WORKFORCE DEVELOPMENT

NATIONAL COOPERATIVE AGREEMENT

A Program of the Weitzman Institute

We will begin shortly…

CLINICAL WORKFORCE DEVELOPMENT | Transforming Teams, Training the Next Generation

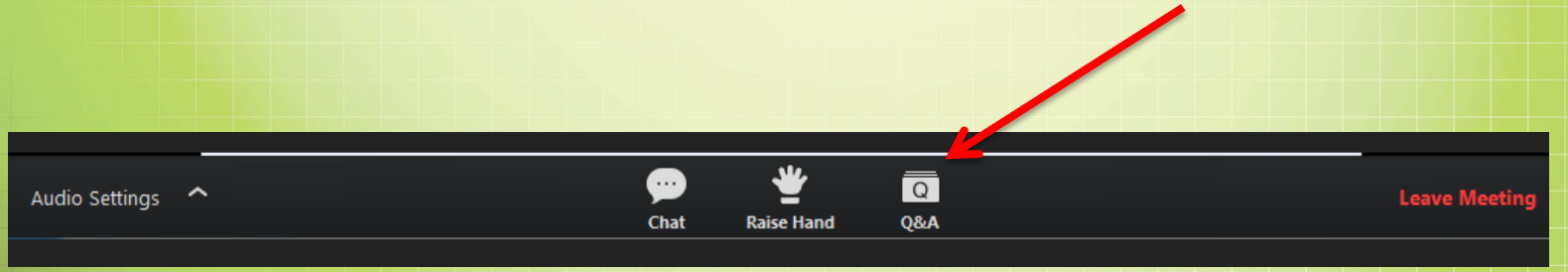
Behavioral Health Workforce Development Training Across the Various Behavioral Health Disciplines

December 13th, 2018

Presented by Community Health Center, Inc. and its weitzman institute
inspiring primary care innovation

Get the Most Out of Your Zoom Experience

- Use the Q&A Button to submit questions!
- Live tweet us at @CHCworkforceNCA
- Recording and slides are available after the presentation on our website within one week
- View past webinars at www.chc1.com/nca



The Community Health Center, Inc. and its Weitzman Institute provides education, information, and training to interested health centers on:

Transforming Teams

- National Webinars on the team based care model
- Invited participation in Learning Collaboratives to launch team based care at your health center

Training the Next Generation

- National Webinar series on developing Nurse Practitioner and Clinical Psychology residency programs and successfully hosting health profession students in health centers
- Invited participation in Learning Collaborative to implement these programs at health center

Where health care is a right, not a privilege, since 1972.

Community Health Center, Inc.

CHC Profile:

- Founding year: 1972
- Locations: 14
- Patients/year: 100,000

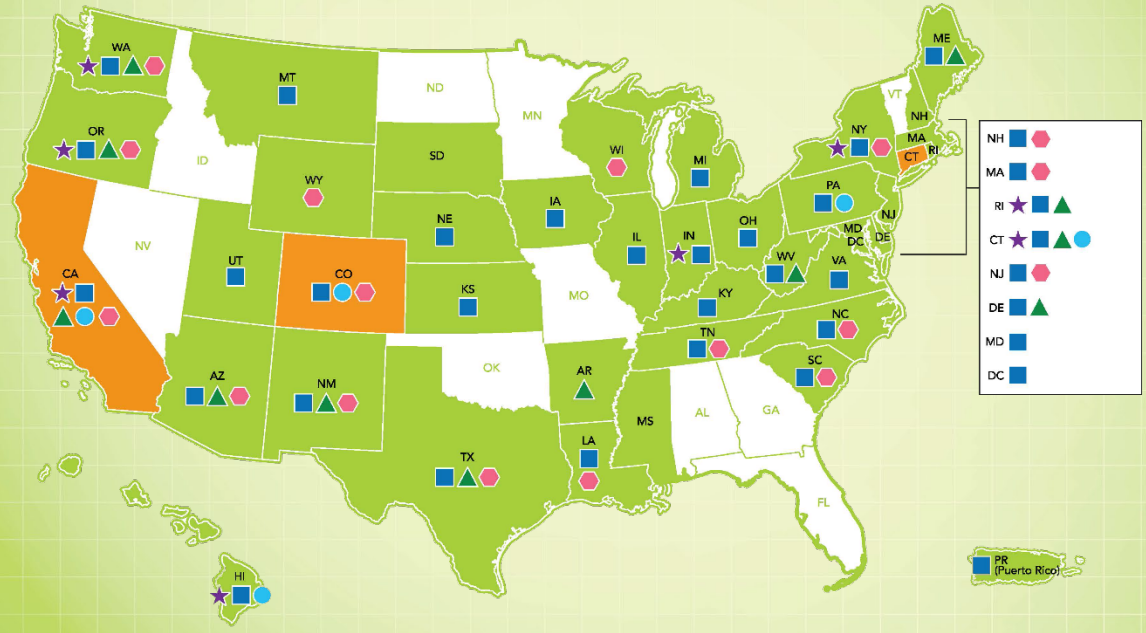
THREE FOUNDATIONAL PILLARS

1	2	3
Clinical Excellence	Research and Development	Training the Next Generation

CHC Locations in Connecticut

Weitzman Institute

The Weitzman Institute works to improve primary care and its delivery to medically underserved and special populations through **research**, **innovation**, and the **education** and **training** of health professionals.



Today's Objectives

- Participants will better understand why training the behavioral health workforce is important
- Experts will share an overview of the components of effectively training students across many behavioral health disciplines
- Experts will share their strategies for effectively supporting, and mentoring behavioral health students to prepare them for the rigor of caring for patients as part of interdisciplinary and intradisciplinary team in the integrated care primary care setting

Introduction to the Behavioral Health World

Multiple Specializations (Disciplines)

Masters Level	Doctoral Level	Medically Trained Providers
Social Work	Psychologist (Ph.D. and Psy.D.)	Psychiatrist
Marriage and Family Therapy	Doctoral Level Psychiatric APRN*	Psychiatric APRN*
Psychiatric Advanced Practice Registered Nurse*		
Professional Counselor		
Alcohol and Drug Counselor		

Health Center Behavioral Health Performance Measure Accomplishments

According to 2017 Uniform Data System (UDS) data, health centers achieved the following:

- Over 9.8 million mental health visits
- More than 10,600 behavioral health FTEs to include psychiatrists, psychologists, social workers and substance use disorder specialists:
  - Psychiatrists: 753.7 FTEs
  - Licensed Clinical Psychologists: 869.2 FTEs
  - Licensed Clinical Social Workers: 3,713.1 FTEs
  - Other Licensed Mental Health Providers: 2,808.4 FTEs
  - Other Mental Health Staff: 2,503.2 FTEs
- Mental health patients increased by 14.6% from 2016 (1,788,577) to 2017 (2,049,194)
- Depression screenings and follow-up measure for patients increased by nearly 7% from 2016 (60.3%) to 2017 (66%)
- Nearly 90% of HRSA health centers provide mental health services

https://bphc.hrsa.gov/qualityimprovement/clinicalquality/behavioralhealth/index.html

Behavioral health licensing, certification, and regulation across the country

Table 3. Number of states authorizing service provision in the Scope of Practice by occupation (n=51)

	Assessment	Diagnosis	Psychotherapy	Crisis Intervention	Telehealth
Psychiatrist	47	47	47	45	31
Psychologist	51	46	51	51	21
Advanced Practice Psychiatric Nurse	48	40	49	48	17
Social Worker	51	45	50	15	21
Licensed Professional Counselor	51	32	51	51	14
Marriage and Family Therapist	50	34	51	51	13

The Behavioral Health Workforce Research Center (BHWRC) at the University of Michigan School of Public Health gathered and comprehensively analyzed state statutes and administrative rules for ten behavioral health occupations from all 50 states and the District of Columbia (D.C.).

2017 Uniform Data System (UDS) Data

Table 5: Staffing and Utilization

Personnel by Major Service Category		FTEs	
		% Group	% Total
20a.	Psychiatrists	7.08%	0.34%
20a1.	Licensed Clinical Psychologists	8.16%	0.39%
20a2.	Licensed Clinical Social Workers	34.87%	1.66%
20b.	Other Licensed Mental Health Providers	26.38%	1.25%
20c.	Other Mental Health Staff	23.51%	1.12%
20.	Mental Health (Lines 20a-c)	**100.00%**	**4.76%**
21.	Substance Abuse Services	**100.00%**	**0.63%**

https://bphc.hrsa.gov/uds/datacenter.aspx?q=t5&year=2017&state=

Why is behavioral health training at your health center important?

- Our patients need behavioral health care
- Growing workforce demand for behavioral health providers, particularly treating patients with OUD/SUD
- Creates clinical workforce pipeline
- Provides clinical staff with the opportunity to teach
- Minimal focus on the role of the primary care mental health providers in academic curriculum
- Train students to the needs of underserved populations and to integrated care models
- Each discipline brings unique skills and perspectives to the interdisciplinary/intradisciplinary team

HRSA's Commitment

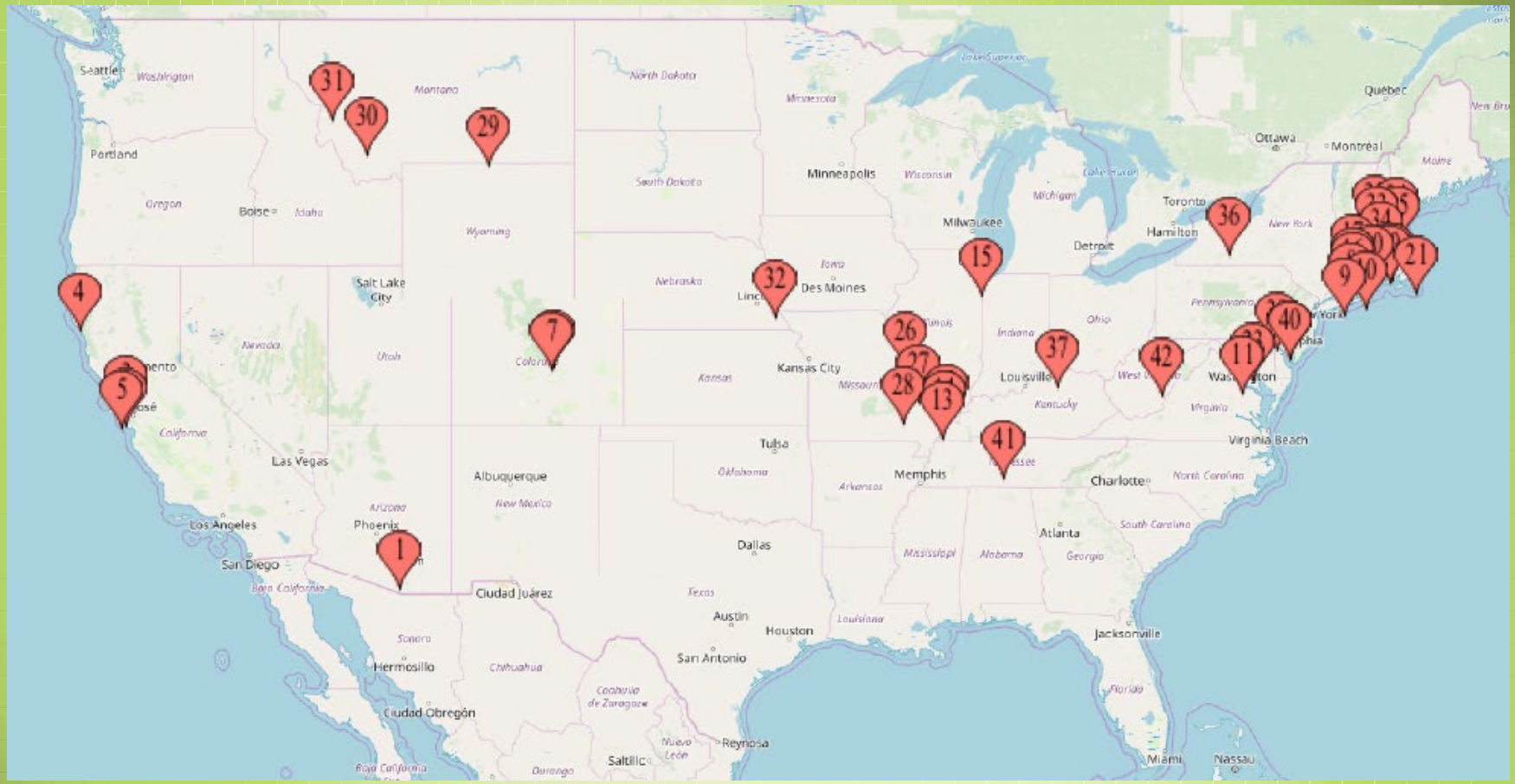
Behavioral Health Workforce Education and Training (BHWET) and Enhancing Behavioral Health Workforce (EBHW) for Health Centers FY 2018

BHWET	EBHW
HRSA awarded 21 academic institutions $7,744,234	HRSA awarded 54 health centers $10,800,000

Two aligned fiscal year (FY) 2018 HRSA supplemental awards will increase access to quality opioid use disorder (OUD) and other substance use disorder (SUD) treatment by increasing the number of professionals and paraprofessionals trained to deliver behavioral health and primary care services as part of integrated, interprofessional teams in HRSA-supported health centers.

CLINICAL WORKFORCE DEVELOPMENT

Transforming Teams, Training the Next Generation



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Primary Care Team

- Medical Follow-up
- Integrated Meetings
- Huddles

- Therapist
- Psychiatry
- Individual Appointments
- Consultation
- Curb-sides
- Groups
- WHOs

- Transitional Care
- Education
- Monitoring
- MI/Coaching
- Panel Management

Assessment And Therapy

Therapists can help someone better understand and cope with thoughts, feelings and behaviors. They can also offer guidance and help improve a person's ability to achieve life goals. These mental health professionals may also help assess and diagnosis mental health conditions.

- Licensed Clinical Psychologists
- Licensed Clinical Social Workers
- Marriage and Family Therapists
- Licensed Professional Counselors
- Licensed Alcohol and Drug Counselors

Prescribe And Monitor Medication

The following health care professionals can prescribe medication. They may also offer assessments, diagnoses and therapy.

- Psychiatrists
- Psychiatric Nurse Practitioners

Training Preparation

- Establish relationships with universities and their training programs
- Interview Students
  - Student knowledge and training preparation vary
    - CHCI: Requires students to be in year two of clinical masters program
- On-Site Structure
- Room Blocking
- Resources- Books/Professional Journals
- Dedicated Supervision Time

Training at your Health Center

- Students in training will build their own patient panel
- Exposure to many different populations
- Develop cultural awareness and sensitivity
- Need for an appreciation for the system of care through which a patient must pass
- A distinct appreciation for their unique role in team-based care
- Need to empower the student to be assertive, pro-active and to ask questions!

Clinical Aspects

- Assessment and accurate diagnosis of clients with mental health and substance abuse issues
  - Types of therapy for specific diagnoses
- Suicide assessment
- Case presentation
- Participate in clinical meetings
- Observe then do warm handoffs, intakes, groups and 1-1 sessions
- Psychopharmacology
  - OUD/SUD treatments

Student Experience

- Reinforce academic programming concurrently with rotation
- Learn how to deliver care to underserved patients in the primary care setting
- Receive didactic to support their understanding of the role of the mental health provider in primary care
- Learn the need for critical thinking skills in the primary care setting
- Reinforce learning of the primary care competencies in the clinical setting

Measuring Impact

The Social Work Experience

- Maureen Pickup has been at CHC for 14 years
- MSW student placement while enrolled at UConn
- Primary Care BH Provider
- Social Work Student Supervisor

The Psychiatric Advanced Practice Registered Nurse Experience

- APRN student 2017-2018 while enrolled at Fairfield University
- Psychiatric Nurse Practitioner Post Graduate Resident 2018-2019

Doris Dakpui, PMHNP-BC, DNP

"Caring for the most vulnerable in our communities has always been an integral desire for my professional career. I was fortunate to have completed an educational experience at a CHCI so I had a bird's eye view of the challenge I faced... I feel I could sustain a practice that is high paced while still focused on quality."

-Doris Dakpui, PMHNP-BC, DNP

Questions?

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Chief Behavioral Health Officer

Tichianaa Armah, MD
Medical Director, Psychiatry

Dariush Fathi, Psy.D.
On-Site Behavioral Health Director

Maureen Pickup, LCSW
Licensed Clinical Social Worker

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Visit our National Learning Library

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Contact us at nca@chc1.com

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