



# ***Community Behavioral Health Provider Update on Workforce***

Commission on Mental Health and Substance Use Disorder  
Finance and Workforce Subcommittee

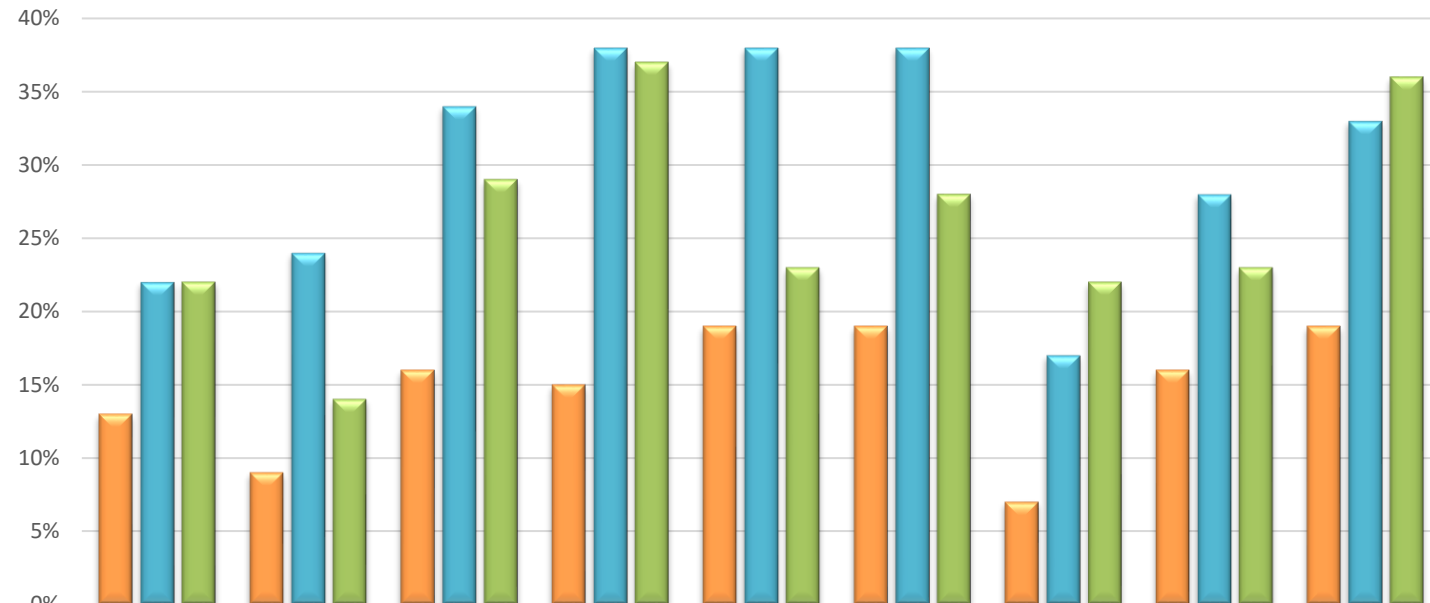
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# Vacancy Rates By Position

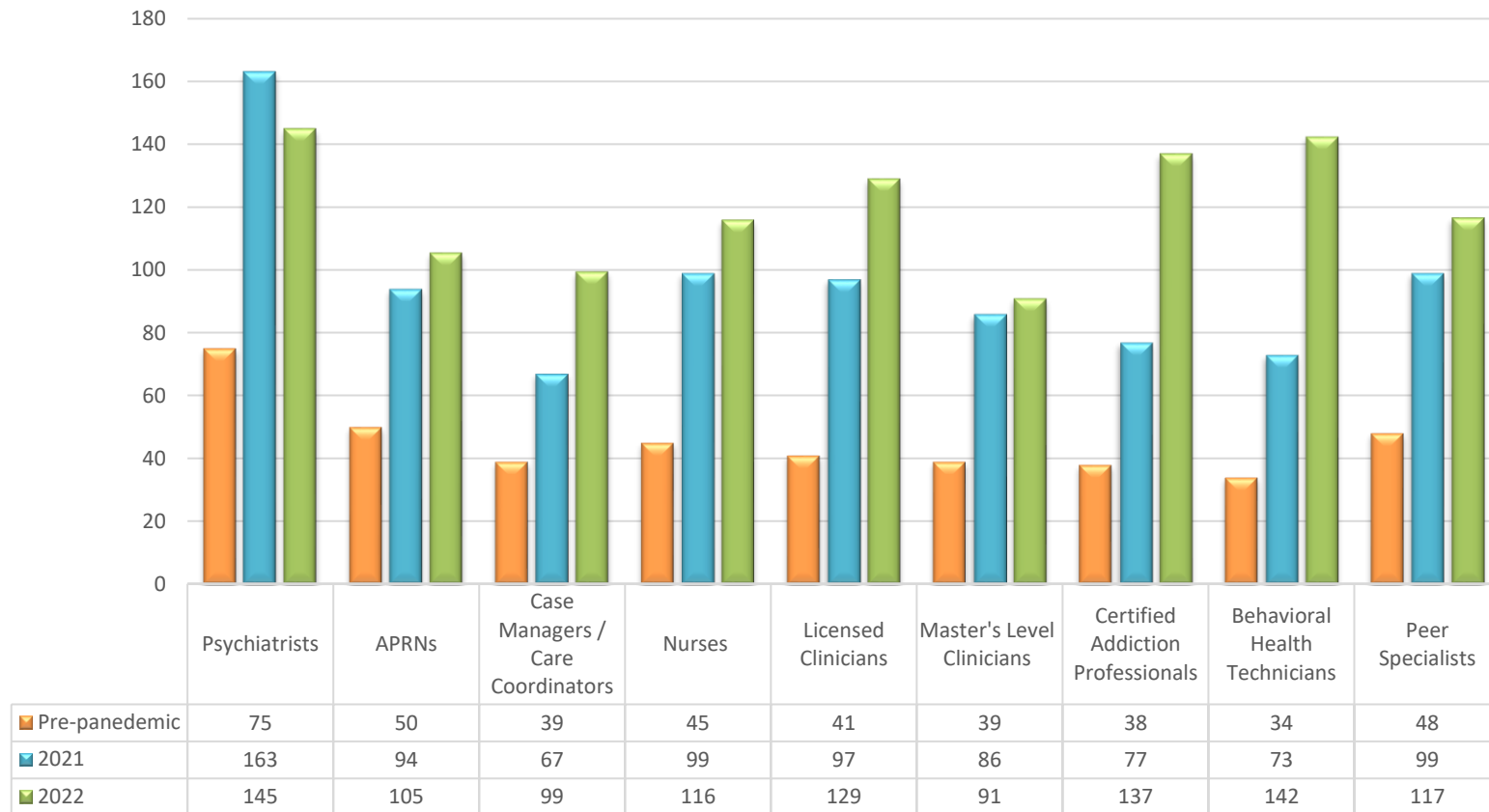
## *Pre- and post-pandemic*



	Psychiatrists	APRNs	Case Managers / Care Coordinators	Nurses	Licensed Clinicians	Master's Level Clinicians	Certified Addiction Professionals	Behavioral Health Technicians	Peer Specialists
Pre-pandemic	13%	9%	16%	15%	19%	19%	7%	16%	19%
2021	22%	24%	34%	38%	38%	38%	17%	28%	33%
2022	22%	14%	29%	37%	23%	28%	22%	23%	36%

# Average # of Days Positions are Vacant

## *Pre- and post-pandemic*



# Mean Salary Changes

## *Fiscal Year 2011-12 and Fiscal Year 2021-22*

Position	% Increase
Psychiatrist	32%
APRN	38%
Case Manager/Care Coordinator	16%
Registered Nurse	14%
Licensed Practical Nurse	33%
Licensed Clinician	13%
Master's Level Clinician	19%
Behavioral Health Technician	51%
Peer Specialist	36%

# 2023 Turnover Rates

Position	% Change
Psychiatrist	4%
APRN	24%
Care Coordinator	26%
Registered Nurse	42%
Licensed Practical Nurse	30%
Licensed Clinician Social Worker	14%
Master's Level Clinician	37%
Behavioral Health Technician/CNA	48%
Peer Specialist	31%

# Alleviating Workforce Shortages

- Partnerships w/clinician training programs
- Registered apprenticeships
- Serving as NHSC-eligible site
- Participating in another kind of loan repayment
- Allowing team to practice at top of license
- Wellbeing and benefits to improve satisfaction

# Alleviating Workforce Shortages

## *Certified Community Behavioral Health Clinic (CCBHC)*

- On average, CCBHCs hired 27 new staff
  - State-certified CCBHCs hired an average of 44 positions
  - SAMHSA-funded grantees hired an average of 20 positions
- 92% were able to raise salaries and offer bonuses and reported increased recruitment and retention



# Community Behavioral Health Workforce

## *Certified Community Behavioral Health Clinic (CCBHC)*

Type of Staff Hired (Number of CCBHCs reporting N=23)	# of Organizations Reported Hiring	% of Total
Psychiatrists	8	38%
Psychologists	2	10%
Peer Support/Recovery	16	76%
SUD Counselors	9	43%
Buprenorphine Prescribers	9	43%
Primary Care Providers	10	48%
Community Health Workers	10	48%
Data Analysts/Reporting	19	90%
Other	16	76%



# Thank you

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