



Department of Mental Health
Department of Alcohol and Drug Addiction Services



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Workforce Challenges in Behavioral Health

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Defining the problem

- Neuropsychiatric disorders account for nearly 30% of time lost to disabilities in the U.S. and Canada. (National Institute for Mental Health)
- Such disorders are also a leading cause of premature death:
 - Physical health problems that accompany mental health issues
 - Addictions
 - Suicide

Supply and demand

- Demand already outstrips supply, and the problem is getting worse:
 - Fewer than five percent of medical school graduates select psychiatry residency
 - Between 2000-2008, residency programs decreased from 186 to 181, and slots decreased from 1,142 to 985 per year
 - Among all physicians, 36.7 percent are older than 55
 - Among active psychiatrists, more than 55 percent are 55 or older

Supply and demand, cont.

- Face problems replenishing current losses, let alone expanding the workforce
- During a 12-year period in previous study, found a decrease in the number of psychiatrists by 27 percent, and increase of demand of 66 percent

Future shortages

- Overall shortages in behavioral health are evident
- Concerns particularly in geriatric and child and adolescent areas
 - Only 20 percent of children and adolescents who need help are receiving it
 - Currently 8,000 child and adolescent psychiatrists in the U.S.
 - Estimated need: 16,000
- 70 percent of primary care doctors report difficulty finding high quality mental health services

Defining the problem

- Average debt after medical school is more than \$200,000 for public medical colleges and \$278,000 for private schools. (Association of American Medical Colleges)
- Difficult to enter lower paying fields such as primary care or psychiatry.

Addressing the challenge: State hospitals

- State hospitals have had significant issues in maintaining physician staffing, particularly in already underserved areas of the state (Appalachia)
- Use of contract physicians is not ideal
 - Patients need continuity of care
 - Costly to taxpayers
- How is ODMH addressing workforce shortages?
 - New physician recruitment program

Addressing the challenge: State hospitals, cont.

- State hospitals are in continuous state of recruitment: <http://mentalhealth.ohio.gov/who-we-are/continuous-recruitment-page.shtml>
- Collaborating with the Ohio Department of Health for physician loan repayment program, and identifying regions and facilities as Health Professions Shortage Area

Addressing the challenge: Medicaid Health Homes

- Health Homes for serious and persistent mental illness (SPMI) – care management approach emphasizing quality in the Medicaid program
 - Improve care coordination, integration of physical and behavioral health care, health outcomes
 - Reduce hospital admissions, lower rates of hospital emergency department use
- Team approach to care: for this model to work, all practitioners must be able to practice at the top of their license

Addressing the challenge: Increasing expertise

- Primary care physicians are the leading prescribers of psychiatric medications
 - 70 percent of antidepressants are prescribed by primary care physicians
- Need to work collaboratively to increase psychiatry expertise in primary care and increase primary care expertise in psychiatry
 - Pediatric Psychiatry Network – approx. 30-35 calls/mo.
 - Minds Matter: Ohio Psychotropic Quality Improvement Collaborative
 - Telehealth Services

Future challenges

- Recruitment into public health arena
- Problem Gambling – not in scope of practice for chemical dependency counselors
- Lack of Medicaid expansion – leads to recruitment challenges
- With Medicaid expansion – a positive problem with more people needing coverage, need to meet workforce needs

Questions?

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