

Presentation to the Select Committee on Health Education and Training

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September 16, 2014

Mental Health Workforce in Texas

The large size of Texas poses great difficulties for rural residents seeking access to mental health care services.

- As of September 2014, 206 of Texas' 254 counties had whole or partial county Mental Health HPSAs.
- Over ten percent of the state's population live in a county with no psychiatrist.

The recent significant investments in mental health services and infrastructure have placed increasing demands on the existing workforce.

- Reducing the Community Mental Health Waiting List
- Health Community Collaboratives
- YES Waiver Expansion
- DSRIP Projects through the 1115 Transformation Waiver - Approximately 400 behavioral health-related projects.
- Senate Bill 58 – Carve in of behavioral services into Medicaid managed care

Implications of Mental Health Workforce Shortage

- **Continuity of Care** - Changes in clinical team impact patient compliance and consistency in treatment.
- **Patient Progress and Satisfaction**
- **Economic Burden** - Increased use of more expensive care settings i.e. emergency departments, inpatient facilities and jails.
- **Staff Morale** - Increased demand and workload places pressure on existing workforce that can negatively impact recruitment.
- **Performance Outcomes**

Potential Strategies for Improving and Expanding the Mental Health Workforce

- Effective Marketing and Targeted Recruitment
- Expand the use of efficient service practices
 - Encourage the utilization of team-based care, collaborative care organizations, and medical homes.
 - Responsibly and appropriately expand the use of non-mental health partners like community health workers, peers, teachers, and counselors.
- Expanded Use of Telehealth
- Improve cross-agency training, and early prevention and intervention
 - Mental Health First Aid

Mental Health Workforce and DSRIP

- Established in December 2011 through a five-year Medicaid 1115 Demonstration Waiver, the Delivery System Reform Incentive Payment Program (DSRIP) is an incentive program to transform delivery systems through infrastructure development and testing innovative care models.
- There are currently 1,491 approved and active DSRIP projects across 20 Regional Health Partnerships throughout the state, with almost one third of those having a behavioral healthcare focus.

Summary Across All 20 RHPs	Number of Projects	Projected People Served FFY 2013-14
Totals Across Category 1/2 Projects²	397	209,134
Projects Using Telehealth	78	27,461
Projects Focused on Enhanced Crisis	109	43,041
Projects Focused on Integrated PH/BH	137	107,003
Projects Focused on Mental Health	227	98,396
Projects Focused on Substance Abuse	58	20,829
Projects Focused on Comorbid MH/SA	83	42,690
Projects Focused on IDD	61	7,546
Projects Focused on Technology Enhancement	58	37,947
Projects Focused on Other Behavioral Health	76	44,460
Totals: Projects Serving Children	146	62,300
Totals: Projects Serving Adults	390	200,554

Mental Health Workforce and DSRIP

A number of active DSRIP projects underway across the state are developing and utilizing strategies for expanding the mental health workforce in their communities and regions.

RHP	Provider	Project Description
2 (Galveston and Southeast Texas)	Spindletop Center	Increase training of the behavioral health workforce including professionals, paraprofessionals, peer-to-peer specialists, and peer-to-peer volunteers in Cognitive Adaptation Training (“CAT”), Wellness Recovery Action Plan™ (“WRAP®”) facilitator and patient training, and Cognitive Enhancement Therapy (“CET”).
5 (South Texas)	UT Health Science Center – San Antonio	Create a new residency program in adult and child psychiatry in South Texas.
7 (Austin and Surrounding)	UMC Brackenridge	Expand the General Psychiatry Residency Program by two residents per year; the Psychosomatic Fellowship Program by two fellows per year; and the Psychopharmacology Residency Program by an additional two residents per year.
14 (Midland/Odessa and surrounding)	Permian Basin Community Centers	Increase the behavioral health services capacity to provide specialty care services, primarily psychiatric, counseling, and case management services, through either on-site providers or through telemedicine.