

# Strengthening Virginia's Health Workforce

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ADDRESSING THE BEHAVIORAL  
HEALTH WORKFORCE SHORTAGE



Claude Moore<sup>®</sup>  
SCHOLARS

A HEALTHCARE EDUCATION PROGRAM



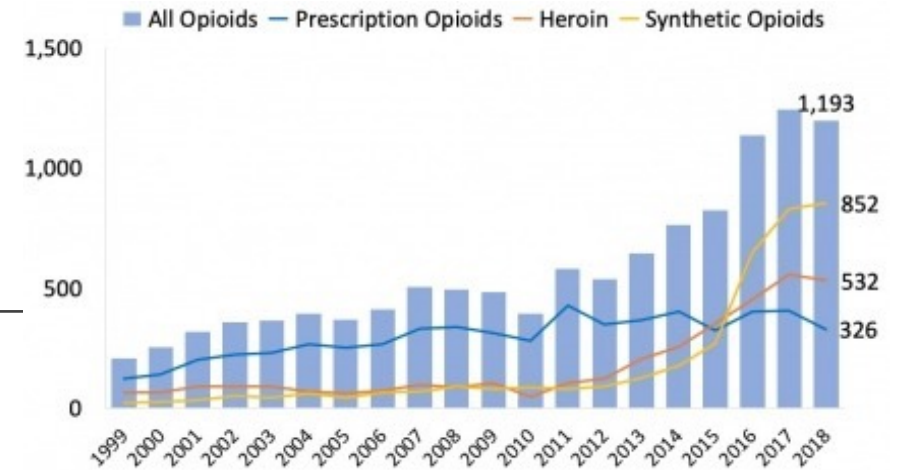
Health Workforce Studies

# Behavioral Health Services

## Factors affecting supply and demand

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- ❑ Shift to **community-based services** as Virginia Training Centers were closed and mental health hospitals closed to new admissions<sup>1</sup>
- ❑ Increased demand due to burden of managing chronic mental and behavioral health conditions and impact of substance abuse (e.g., ongoing **opioid epidemic**)
  - 41.9% increase in overdose deaths in Virginia from 2019 to 2020
  - Call for expansion of addiction recovery programs “with record of success & peer support specialist”<sup>2</sup>



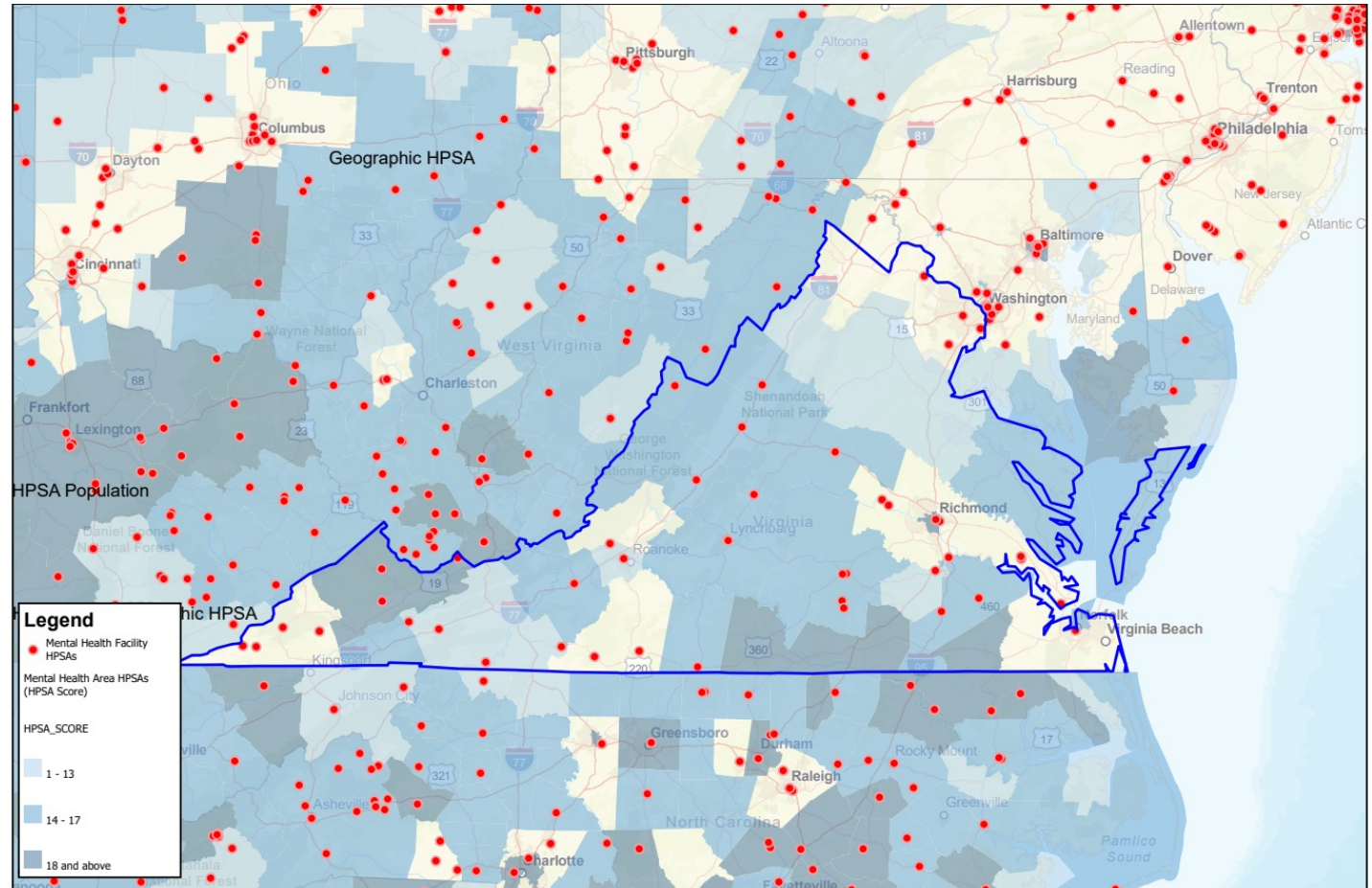
**Figure 1. Number of drug overdose deaths involving opioids in Virginia, by opioid category.** Drug categories presented are not mutually exclusive, and deaths may have involved more than one substance. Source: CDC WONDER.

- ❑ New **CDC funding** to hire and train community health workers for COVID-19 response<sup>3</sup>
- ❑ Call for improved **behavioral health crisis response**<sup>4</sup>
- ❑ Competition for **limited supply** of workers

# Behavioral Health Professional Shortages

Most counties in Virginia are designated Behavioral Health Professional Shortage Areas

- Mental health facility shortages across Virginia



[data.HRSA.gov](https://data.HRSA.gov)

Prepared by:  
Division of Data and Information Services  
Office of Information Technology  
Health Resources and Services Administration  
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# Expected Workforce Supply Shortfalls

## Behavioral Health Occupations

SOC	Occupation Title	Job Ads (#)	
		2019	Last 12 months
21-1093.00	social and human service assistants <sup>1</sup>	19,130	17,669
31-1131.00	nursing assistant (employed as psychiatric technician/assistants) <sup>1</sup>	11,614	8,399
21-1014.00	mental health counselor <sup>1</sup>	4,232	5,222
21-1094.00	community health workers <sup>1, 2</sup>	4,027	5,170
21-1023.00	mental health and substance abuse social worker <sup>1</sup>	2,763	3,281
21-1021.00	child, family, and school social workers <sup>1</sup>	2,128	1,939
29-2053.00	psychiatric technician/specialist <sup>1</sup>	1,316	1,878
19-3032.00	school psychologist	1,312	1,620
29.1233.00	psychiatrist <sup>1</sup>	1,205	802
19-3033.00	clinical and counseling psychologist	497	700
21-1022.00	healthcare social worker <sup>1</sup>	736	638
21-1011.00	substance abuse and behavioral disorder counselor <sup>1</sup>	337	320
21-1015.00	rehabilitation counselor <sup>1</sup>	122	178
29-1141.02	advanced practice psychiatric nurse <sup>1</sup>	134	139
19-3039.00	psychologist, all other	44	61
21-1013.00	marriage and family therapist <sup>1</sup>	39	58
31-1133.00	psychiatric assistant/aide <sup>1</sup>	1	14
	<b>Total</b>	<b>49,637</b>	<b>48,088</b>






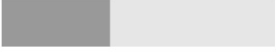
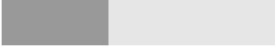
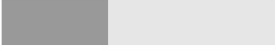
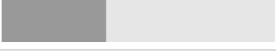
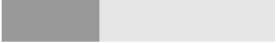
<sup>1</sup> Projected to grow faster than the average growth rate for all occupations (4%) between 2019-2029

<sup>2</sup> The count of community health worker job ads for 2019 and 2020 found by search of SOC 21-1094 and key words. See notes.

A distribution of ads for Counselors, Social Workers, and Other Community and Social Service Specialists.

# Employer Demand

A mix of federal, state, and private employers

Employer Name	Total Ads	
Dept of Social Services - Local	696	
Intercept	617	
BetterHelp	616	
Mount Rogers Community Services	383	
Fairfax County	338	
Department of the Navy	276	
Hampton-Newport News Community Services Board	272	
Fairfax County Government	271	
Rappahannock Area Community Services Board	266	
Family Preservation Services, LLC. of Virginia	249	

# Top Certification Gaps

Counselors, Social Workers, and Other Community and Social Service Specialists

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<b>Name</b>	<b>Candidates</b>	<b>Openings</b>	<b>Gap</b>
Licensed Professional Counselor (LPC)	379	570	-192
Board Certified Behavior Analyst (BCBA)	88	124	-37
Licensed Master Social Worker (LMSW)	16	49	-33
Registered Behavior Technician (RBT)	19	43	-24
Board Certified Assistant Behavior Analyst (BCaBA)	25	48	-22
Certified Case Manager (CCM)	7	27	-20
Basic Life Support (BLS)	97	112	-15
Advanced Cardiac Life Support Certification (ACLS)	8	19	-11
Licensing for Applied Behavior Analysts (LABA)	0	10	-10
Accredited Case Manager (ACM)	9	19	-10

# Multiple Initiatives & State Agencies Addressing Virginia's Health Workforce

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## ❑ Multiple state and private initiatives

- G3 <sup>1</sup>
- FastForward <sup>2</sup>
- Claude Moore Scholars <sup>3</sup>



## ❑ Multiple state-level agencies/departments

- VDH, DBHDS
- VDoE, SCHEV, VCCS
- DOLI, VEDP

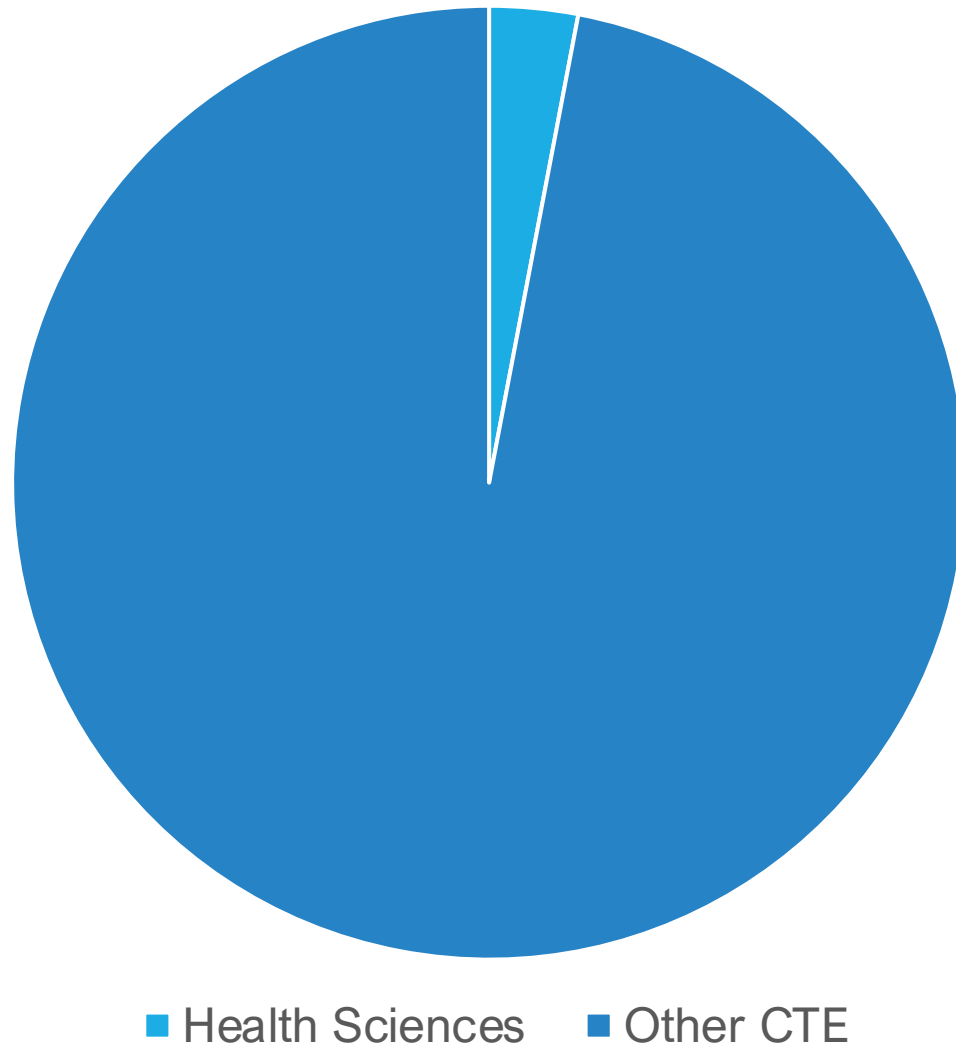


## ❑ A long-term strategy and leadership needed for sustained progress

## Enrollment in Career & Technical Education programs in **health sciences** lags employment

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*Only 3% of high school students enrolled in health sciences <sup>1</sup> while 11.35% of employment is in healthcare and social assistance occupations <sup>2</sup>*



Source: Virginia Longitudinal Data System and Virginia Department of Health

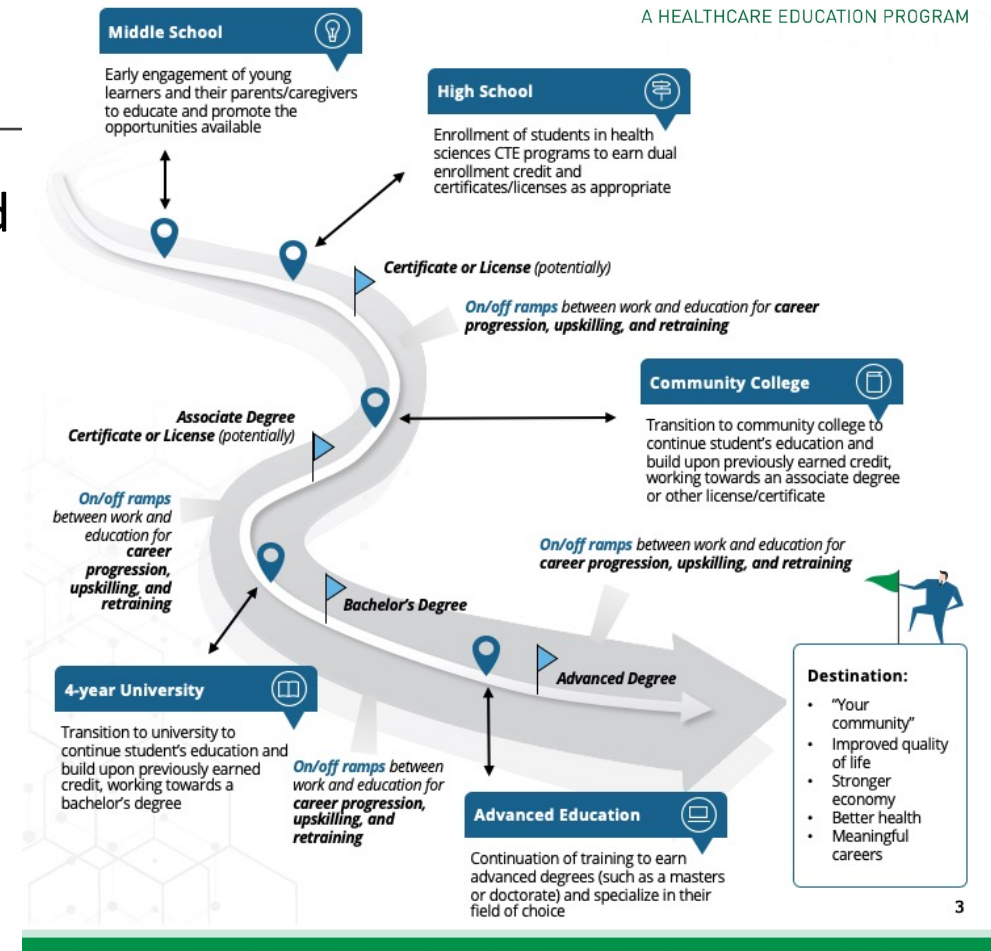
# Health Sciences Highway to Support Local Economic Development and Develop Education and Training Strategies that Address Health Workforce Supply



A HEALTHCARE EDUCATION PROGRAM

- ✓ Statewide coordinating and governance body needed *to organize initiatives between education, employers, and other organizations that don't normally collaborate*
- ✓ Data analysis to inform decision making
- ✓ Educational pathways to advance from entry to advanced levels

Claude Moore Foundation providing leadership to catalyze regional and state health workforce solutions

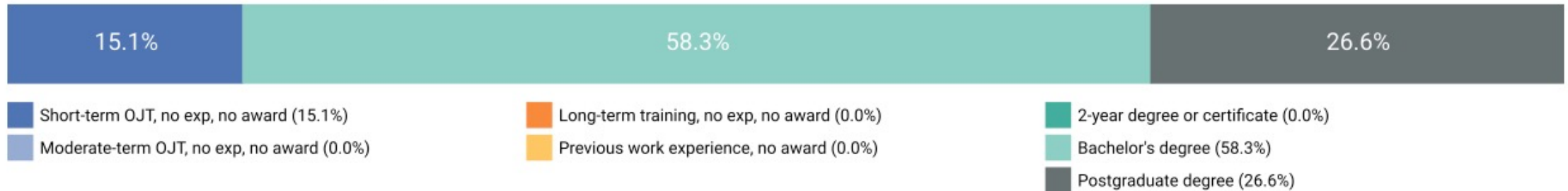


# Education & Training

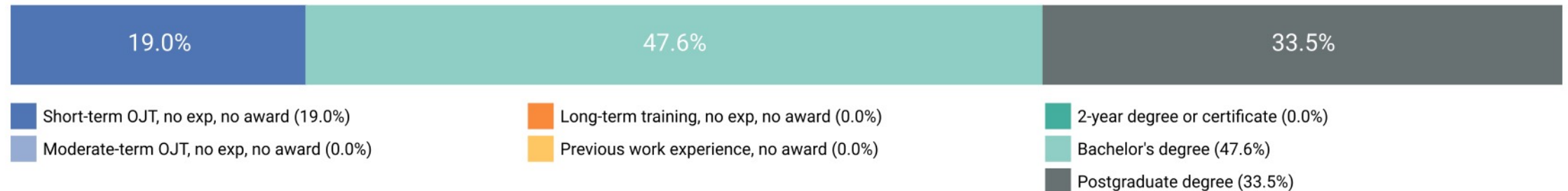
Building the workforce from entry level to advanced education

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## Community and Social Service Occupations



## Counselors, Social Workers, and Other Community and Social Services Specialists



# Questions

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Health workforce analyses included in this presentation was developed by  
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