

The Florida Center for Behavioral Health Workforce

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Florida Center for Behavioral Health Workforce // **FCBHW**



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(6)(a) There is established within the institute the Florida Center for Behavioral Health Workforce. The purpose of the center is to support an adequate, highly skilled, resilient, and innovative workforce that meets the current and future human resources needs of the state's behavioral health system in order to provide high-quality care, services, and supports to Floridians with, or at risk of developing, behavioral health conditions through original research, policy analysis, evaluation, and development and dissemination of best practices. The goals of the center are, at a minimum, to research the state's current behavioral health workforce and future needs; expand the number of clinicians, professionals, and other workers involved in the behavioral health workforce; and enhance the skill level and innovativeness of the workforce. The center shall, at a minimum, do all of the following:

1. Describe and analyze the current workforce and project possible future workforce demand, especially in critical roles, and develop strategies for addressing any gaps. The center's efforts may include, but need not be limited to, producing a statistically valid biennial analysis of the supply and demand of the behavioral health workforce.
2. Expand pathways to behavioral health professions through enhanced educational opportunities and improved faculty development and retention. The center's efforts may include, but need not be limited to:
 - a. Identifying best practices in the academic preparation and continuing education of behavioral health professionals.
 - b. Facilitating and coordinating the development of academic-practice partnerships that support behavioral health faculty employment and advancement.
 - c. Developing and implementing innovative projects to support the recruitment, development, and retention of behavioral health educators, faculty, and clinical preceptors.
 - d. Developing distance learning infrastructure for behavioral health education and the evidence-based use of technology, simulation, and distance learning techniques.
3. Promote behavioral health professions. The center's efforts may include, but need not be limited to:
 - a. Conducting original research on the factors affecting recruitment, retention, and advancement of the behavioral health workforce, such as designing and implementing a longitudinal study of the state's behavioral health workforce.
 - b. Developing and implementing innovative projects to support the recruitment, development, and retention of behavioral health workers.

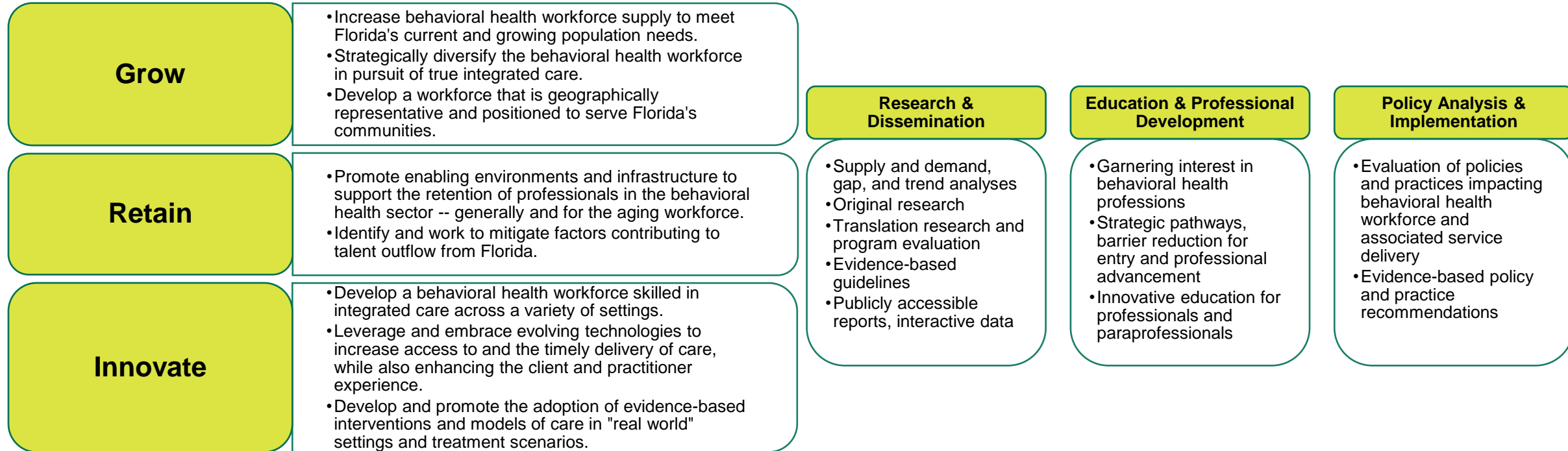
Research

Education

Policy

Collaboration

Initial Strategic Imperatives



Balance

- Infrastructure Development
 - Strategic Plan
 - Org Chart & Key Hires
 - Advisory Councils
 - Website
- Production
 - Stakeholder Engagement
 - Legislative Reports
 - Results!

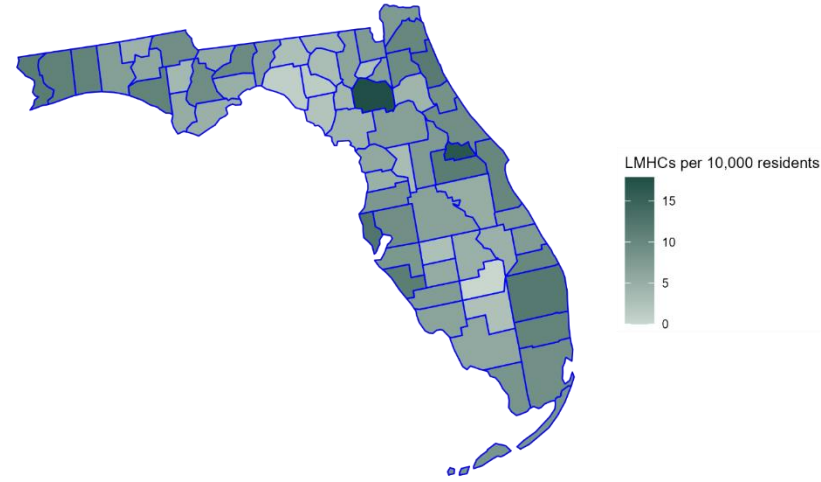
Our Approach

- “Low hanging fruit”
- Community – grounded
- Needs/data – driven
- “Real world” solutions
- Innovation, evolution
- Collaboration
 - Incl. DCF Regional Collaboratives [2024-01 Rec3]

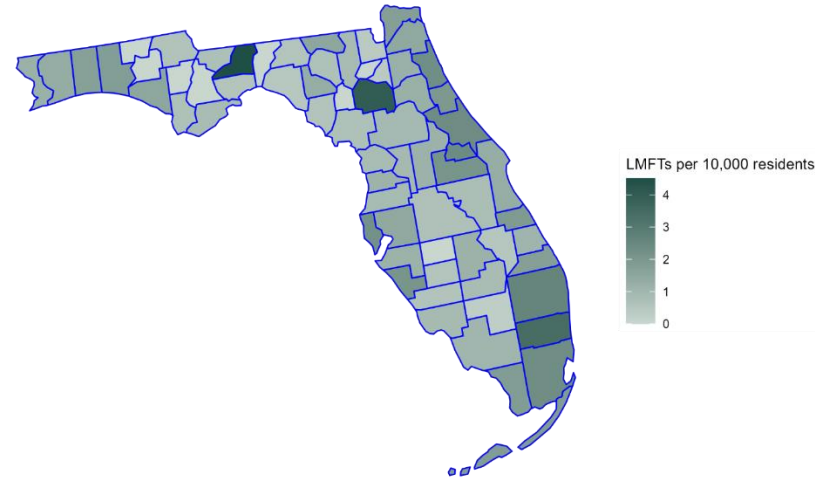
Research [Data Analyses]

- ❖ Alignment: Commission 2024-01 Rec1 [gap analysis], Rec11 [data repository]; 2025-01 Rec1 [data repository]
- ❖ Implications: Capacity to achieve aims across legislation, entities
- Mapping
 - By license
 - By graduate, post-graduate training
- Growth/Loss
 - ❖ Implications: Validates legislative establishment of BHTHs
- Preliminary/basic compensation analyses
 - ❖ Alignment: Commission 2025-01 Rec26
- Projections *
- Expanding capture *
 - Professions
 - ❖ Alignment: Commission 2024-01 Rec7 [peer specialists]
 - Setting/Continuum of Care
 - ❖ Alignment: Commission 2024-01 Rec4 [coordination of care with schools], Rec6 [multi-agency care collaboratives, incl. 988, mobile response], Rec10 [HIE]; 2025-01 [school-based, DOC/DJJ, etc.], Rec6 [collaboration/coordination], Rec11 [critical care coordination teams], Rec12 [FACT, FMT], Rec13 [crisis response teams], Rec14 [988], Rec17 [school-based]

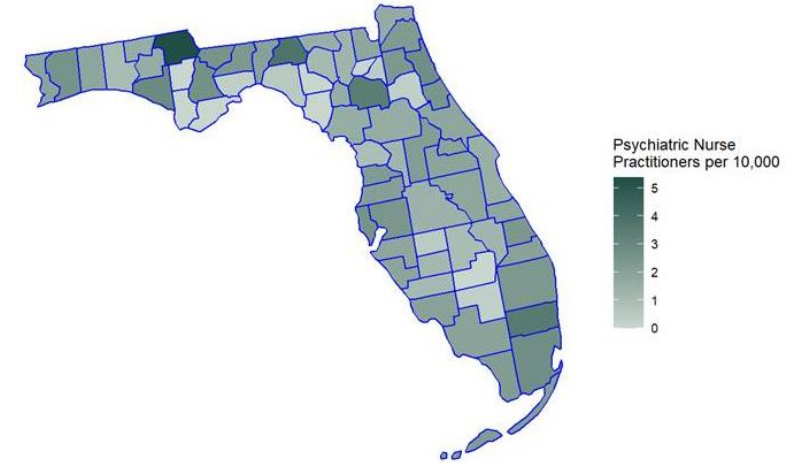
LMHC



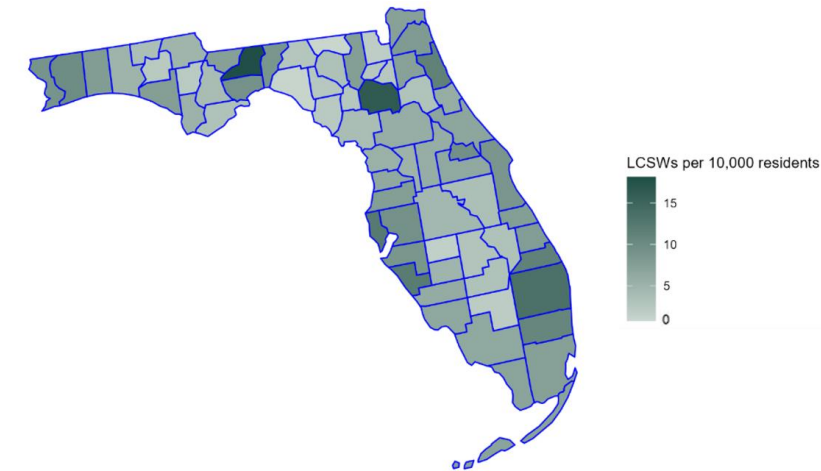
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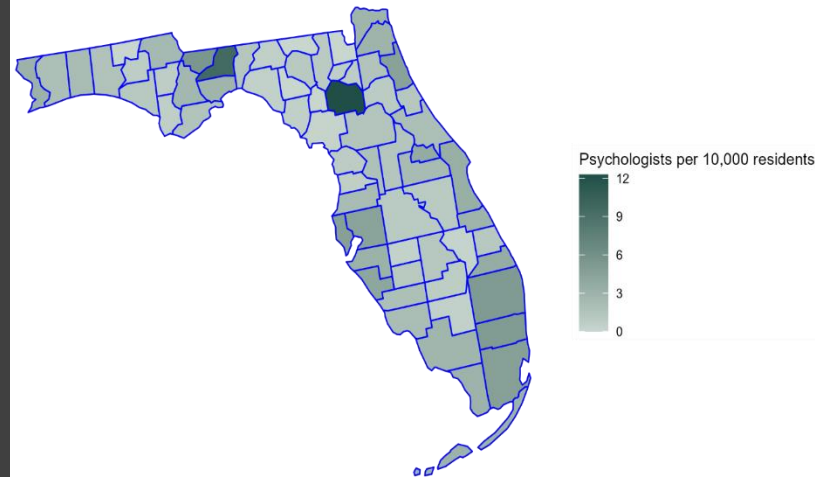
PMHNP



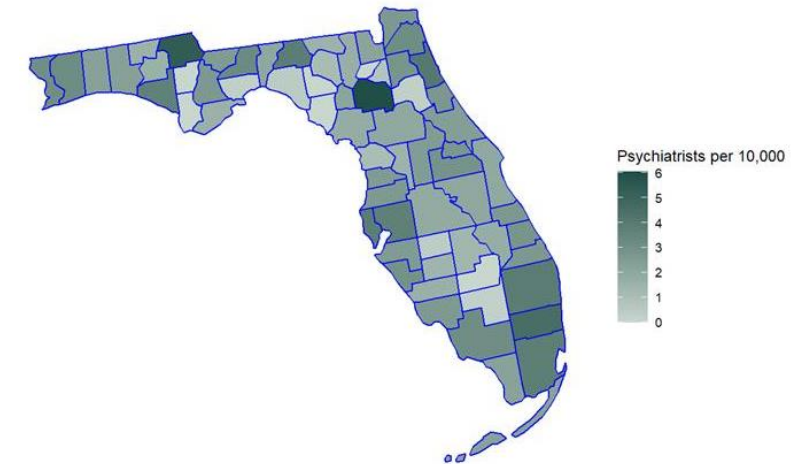
LCSW

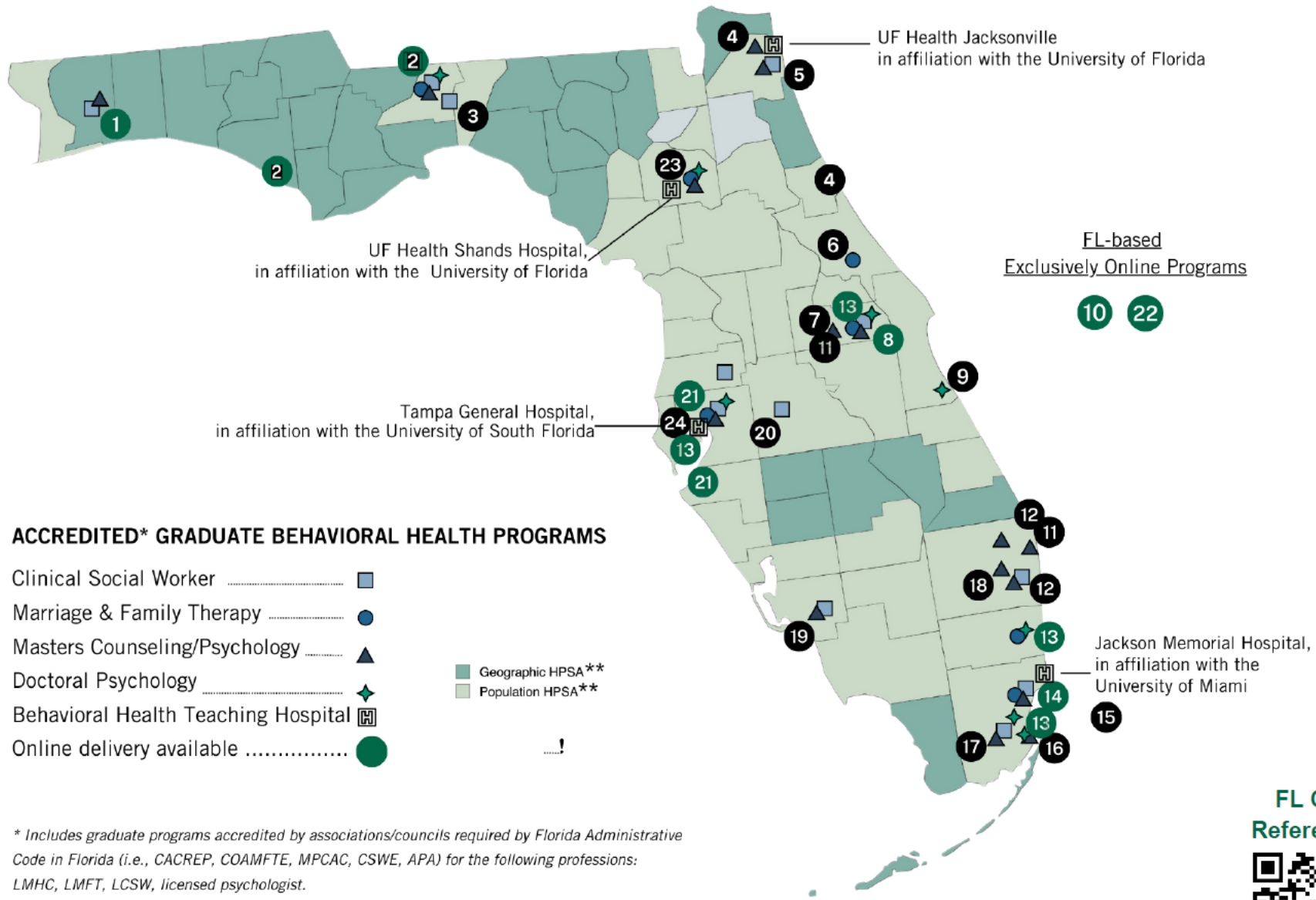


Psychologist



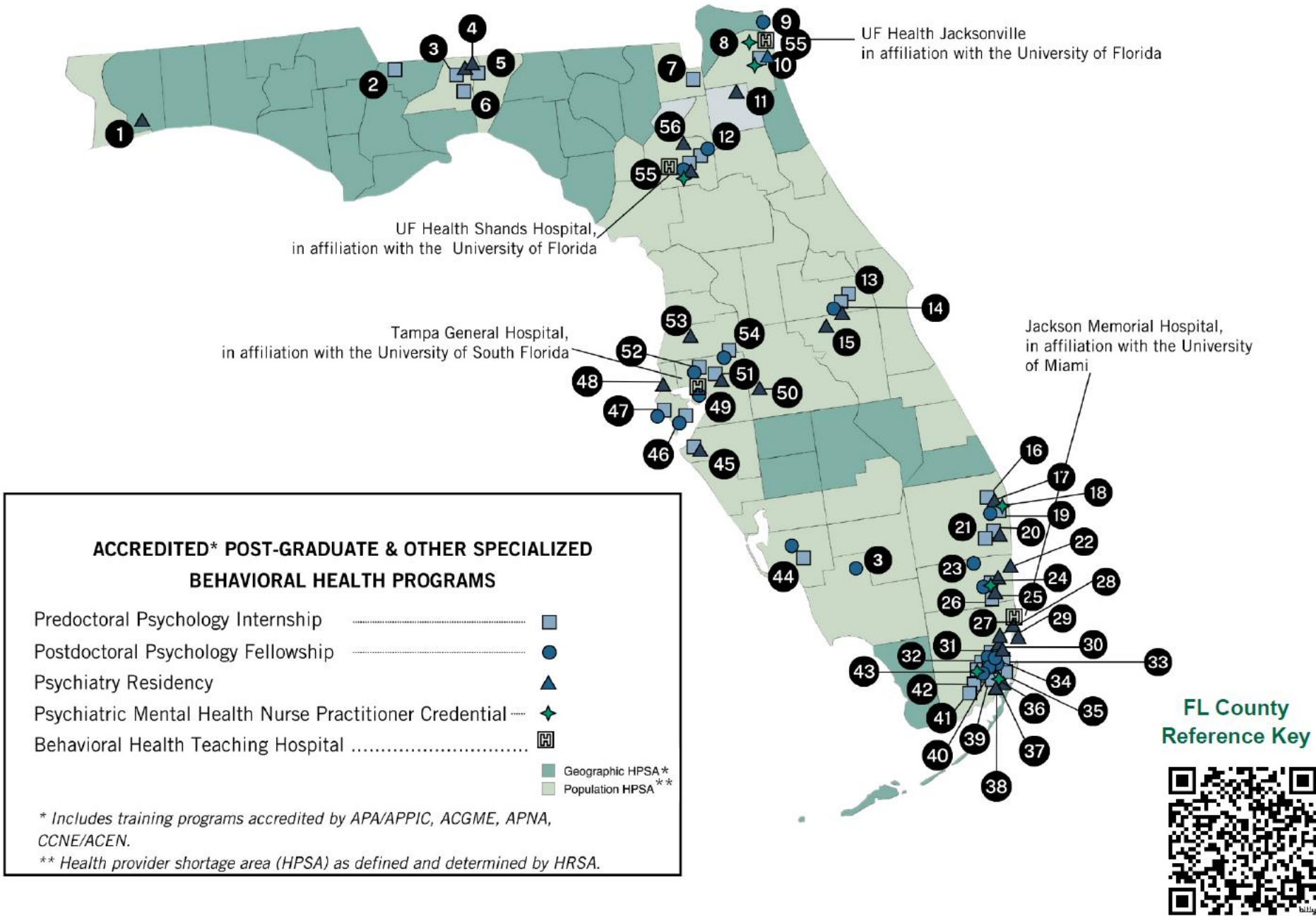
Psychiatrist





FL County Reference Key





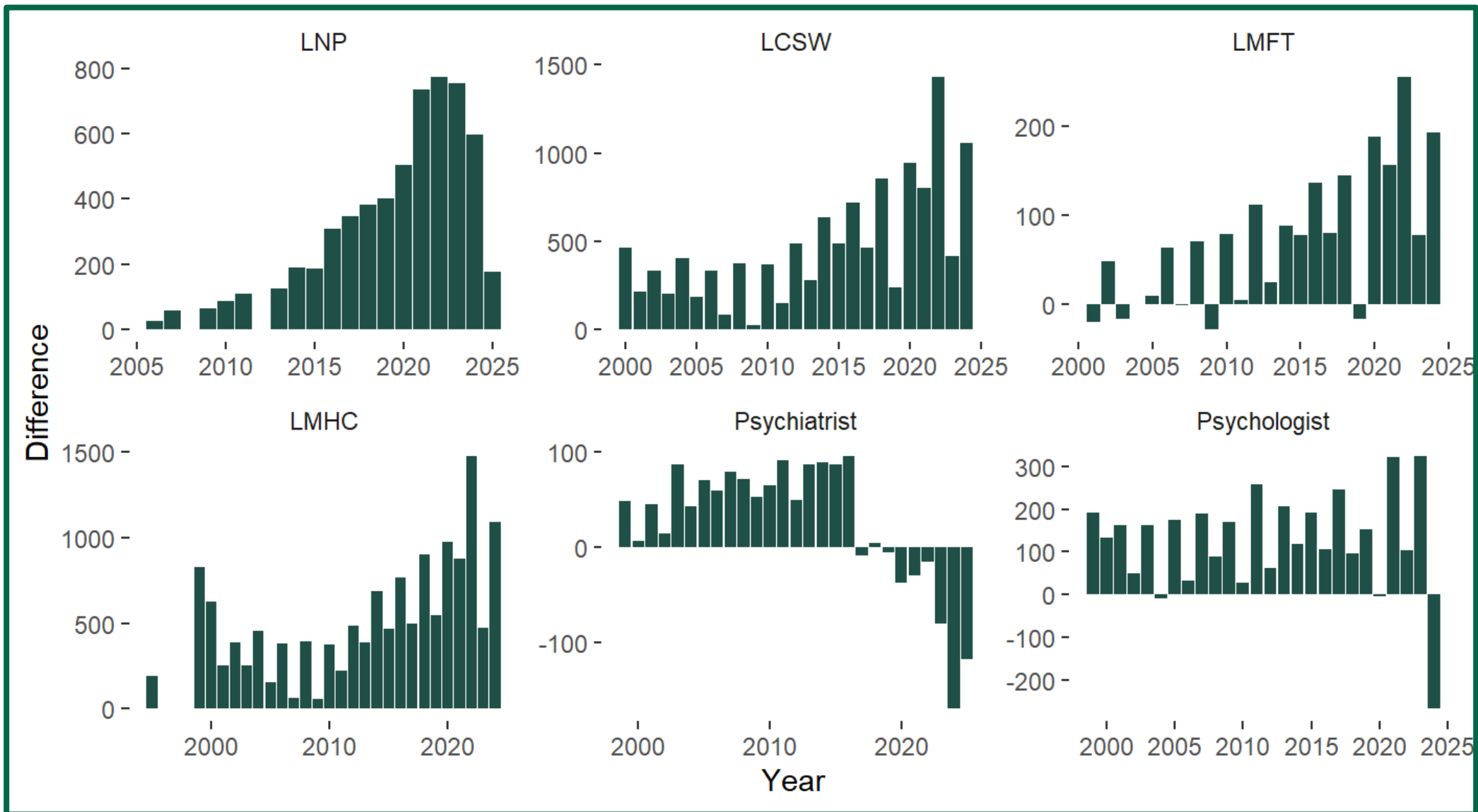
UF Health Jacksonville
in affiliation with the University of Florida

UF Health Shands Hospital,
in affiliation with the University of Florida

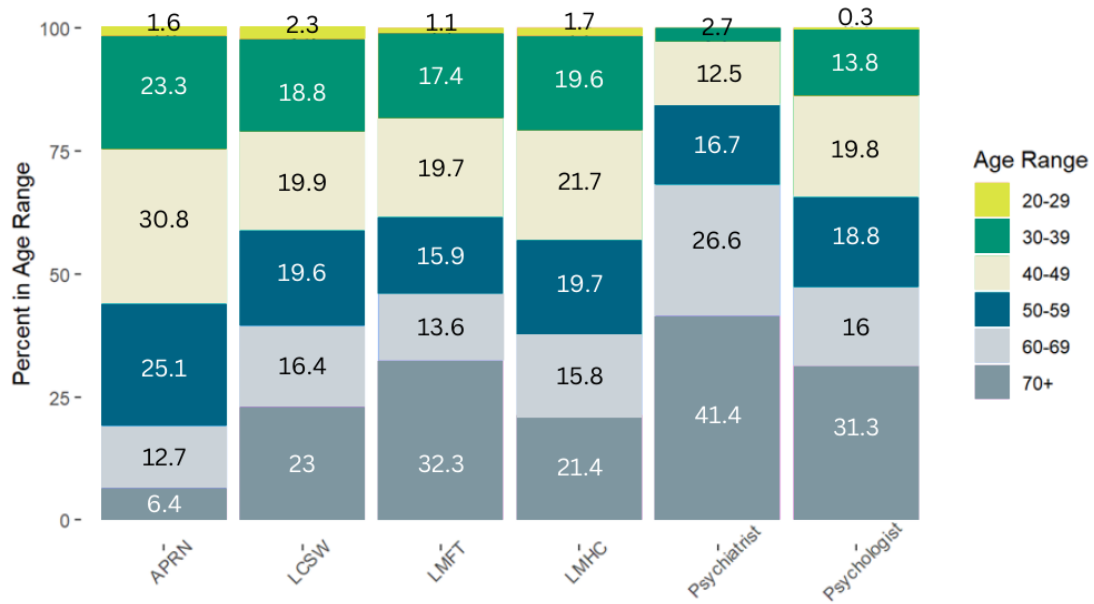
Tampa General Hospital,
in affiliation with the University of South Florida

Jackson Memorial Hospital,
in affiliation with the University of Miami

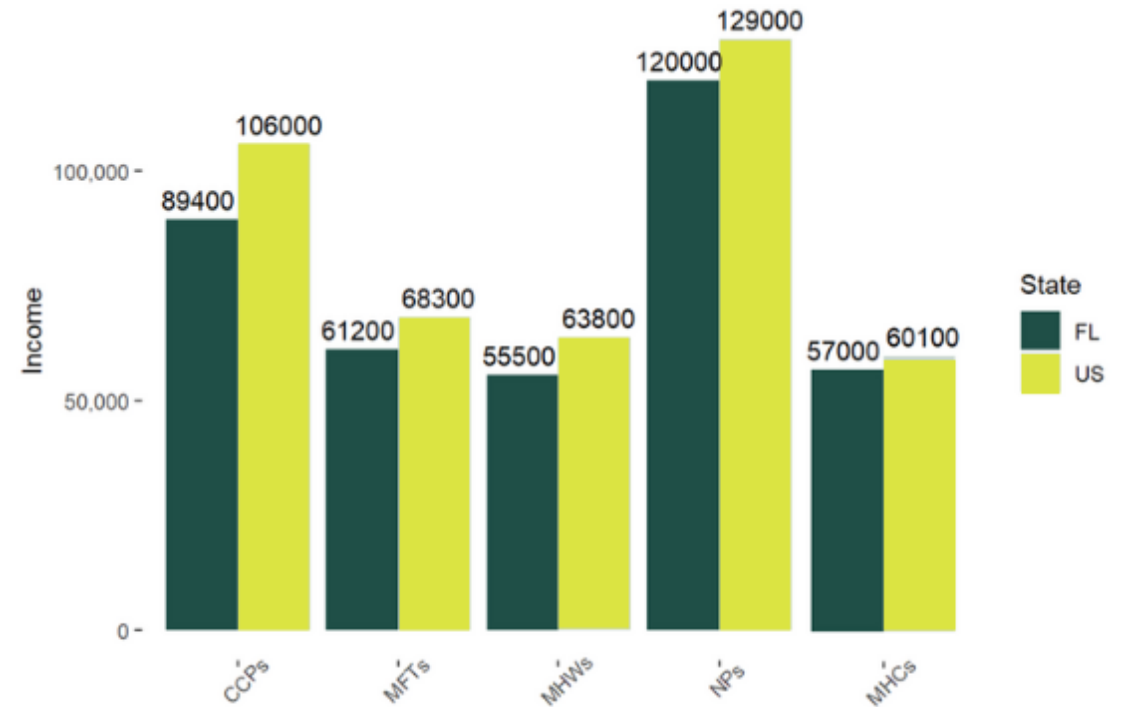
New Active vs. Inactive Florida Behavioral Health Provider Licenses



Age (%) x BH Profession



Median Annual Income



* NPs not specific to PMHNP. ** Psychiatrists not represented.

*** Median Household Income in FL (2023): \$73,300.

Research [Studies]

- Original

- Retention Survey
- Behavioral Health Provider Workforce Survey

- Funded

- “Addressing Barriers to the LCSW Licensure Exam Pathway in Florida” **
- “Non-traditional behavioral health workforce needs assessment in the Tampa Bay region” **
- “Innovative Supervisory Practices for Improving Retention & Engagement (INSPIRE)”*
- “Enhancing Addiction Training for Florida’s Behavioral Health Workforce”*

Education & Professional Development

- Education/Career Pipelines
 - Outreach
 - Mentorship – NextGen (undergraduate), NextUp (high school)
 - ❖ Alignment: Commission 2025-01 Rec19 [mentors]
 - ❖ Implications: FRAME (volunteer hours), retention
 - “Real world” – Scope x Payment Mechanism
 - ❖ Alignment: Commission 2024-01 Rec12 [fiscal]; Commission 2025-01 Rec21 [school practicums], Rec24 [stipends/compensation]
 - “Learn where you live” – Strategic Partnerships + Distance Learning
 - ❖ Commission 2025-01 Rec21 [school practicums], Rec24 [stipends/compensation]
- Behavioral Health Teaching Hospitals
- Enhance training, professional competencies
 - Learning Management System – CEs, Certificates/Micro-credentials
 - ❖ 2025-01 Rec2 [training resources]
 - e.g., registered interns, couples and family intervention, expanding competency for addressing developmental concerns, working with older adults
 - ❖ Alignment: Commission 2024-01 Rec 12 [fiscal]; 2025-01[quality, measurement-based care], Rec3 [DLA-20]; Rec13 [older adults]

Policy

- Center-enabling Policy
 - Behavioral Health Workforce Survey (Mandatory -- @ licensure, renewal)
 - Graduate education program reporting – capacity
 - ❖ 2025-01 Rec20 [faculty, increase admissions]
- Workforce-enhancing Policy
 - Support/Educate: FRAME, TEACH, DOH Title V Florida Pediatric Mental Health Collaborative
 - ❖ 2025-01 Rec16 [telepsychiatry collaboratives]
 - Recommendations: behavioral health teaching hospital designations, geographic reach
- Data – informed Recommendations
- Evaluation of enacted policy impact
 - e.g., interstate compacts
- Policy-enabling workforce development
 - e.g., CORE and related

Next Steps

- Continued infrastructure development
- Information at your fingertips – data, best practice guidelines, research publications, policy briefs
- Trusted resource for all things behavioral health workforce
- Data-driven solutions
- Programming, collaboration (public, private)

Commission-Recommended Opportunities

- ❖ Workforce Compensation Study [2025-01 Rec26]
 - Implications: Growth, Retention
- ❖ Community & Statewide Incentives [2025-01 Rec25]
 - Implications: Growth [Within FL – HPSAs, To FL]
- ❖ Behavioral Health Leadership & Management Certification, Leadership Academy [2025-01 Rec22, Rec23]
 - Implications: Career Pathways, Retention

Questions?!

Recommendations?!



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