

Behavioral Health Care Workforce Development Initiatives and Policy Considerations

Dr. Sara Hunt, Executive Director, BeHERE Nevada

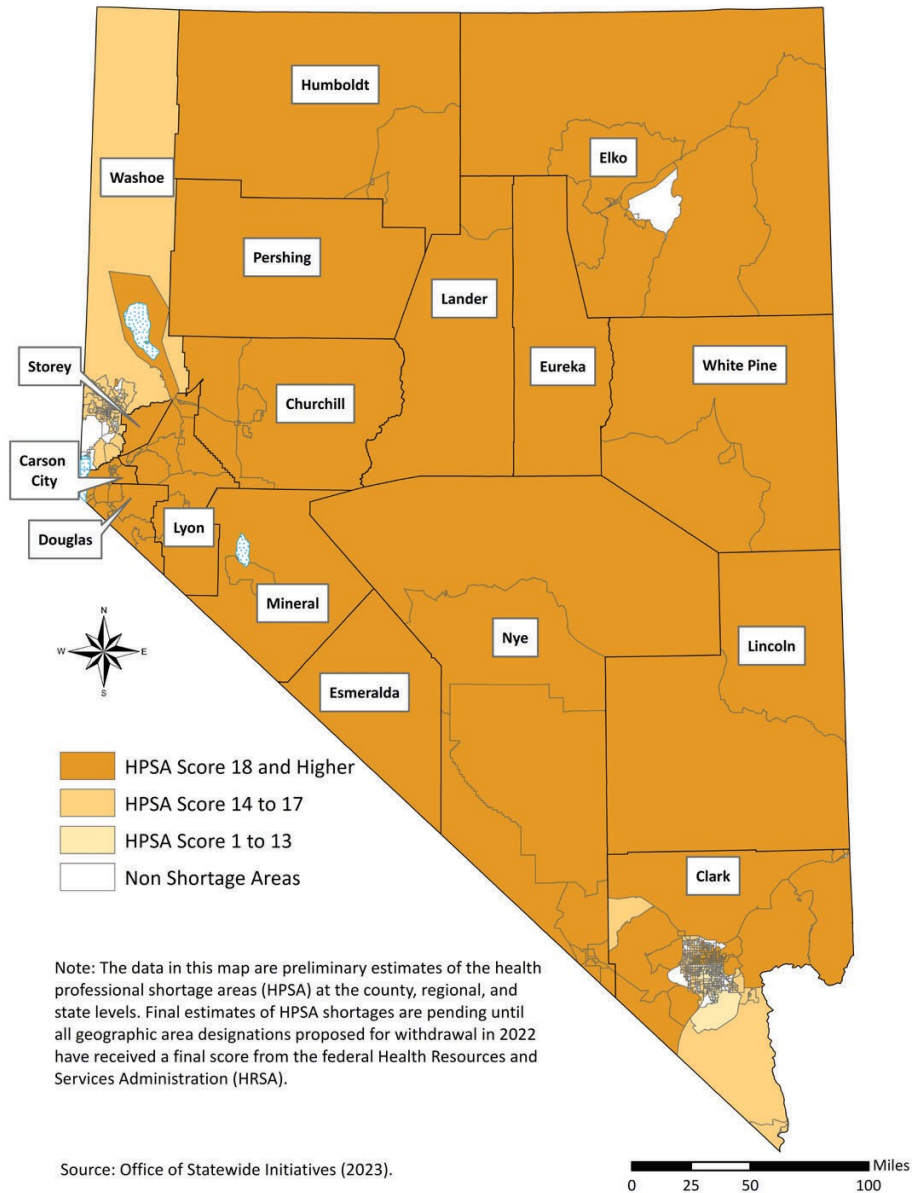
Dr. Michelle Paul, Assistant Vice President of Mental and Behavioral
Health, UNLV & Executive Director, UNLV Practice



UNLV PRACTICE

Mental Health Workforce Shortages

- 2.9 million Nevadans reside in a mental HPSA or 85.6% of the state's population
- 15 single-county mental HPSAs in Nevada, including all 14 rural and frontier counties of Nevada



Assembly Bill 37

82nd (2023) Legislative Session

- AB 37: “Authorizes the establishment of the Behavioral Health Workforce Development Center of Nevada”
- Build out a robust pipeline for behavioral health providers in Nevada
- Based on successful models from Nebraska and Illinois
- Fiscal note from NSHE = \$2 Million for current biennium (FY 23-24 & FY 24-25)



Summary of AB 37

RECRUIT

Outreach and education about behavioral health professions to K-12, adult learners, undergraduates; connect to education pathways

EDUCATE

Expand higher education behavioral health training; clear pathways

RETAIN

Strengthen bridge between graduation and Nevada licensure; supervision support
Provide technical assistance on the “business” of practicing in Nevada

Implementation

- UNLV submitted proposal to the Nevada System of Higher Education (NSHE) Board of Regents to create the center:

Behavioral Health Education, Retention, and Expansion Network of Nevada (BeHERE NV**)**

- Approved at the September 2023 BOR meeting
- Fall/Winter 2023:
 - ✓ Hiring and onboarding personnel
 - ✓ Develop outreach and marketing
 - ✓ Follow-up presentations
 - ✓ Meeting with NSHE institutions

What's next?

- Continued outreach to K-12
- Collaborating with NSHE mental and behavioral health programs
- Data! Data! Data!
- Explore grant opportunities
- First legislative report in June 2024
- FY 24-25:
 - ✓ Focus on retention
 - ✓ Business technical assistance
 - ✓ Continued funding

UNLV PRACTICE

From Challenges to Solutions

- **Fragmented Nature of Mental Health Disciplines**
- **Siloed Training Models**
- **Limited Funding & Resources**
- **Connection, Integration & Cohesion**
- **Collaborative & Intentionally Interdisciplinary**
- **Innovating & Advocating for Sustainability**

Michelle Paul, PhD

Assistant Vice President of Mental & Behavioral Health

The Workday Endowed Executive Director, UNLV PRACTICE

UNLV PRACTICE

2012 Doors Open
Counseling, Clinical
Psychology &
School Psychology

*Satellite Location in Medical
District, Coordinated Specialty
Care Programs ESMI*

2023
Development
Grant &
Strategic
Planning

*In-Person & Telehealth Therapy
Psychological Assessment
5000 people served
250 + graduates*

2021-2022
Expanded Reach &
Faculty Survey

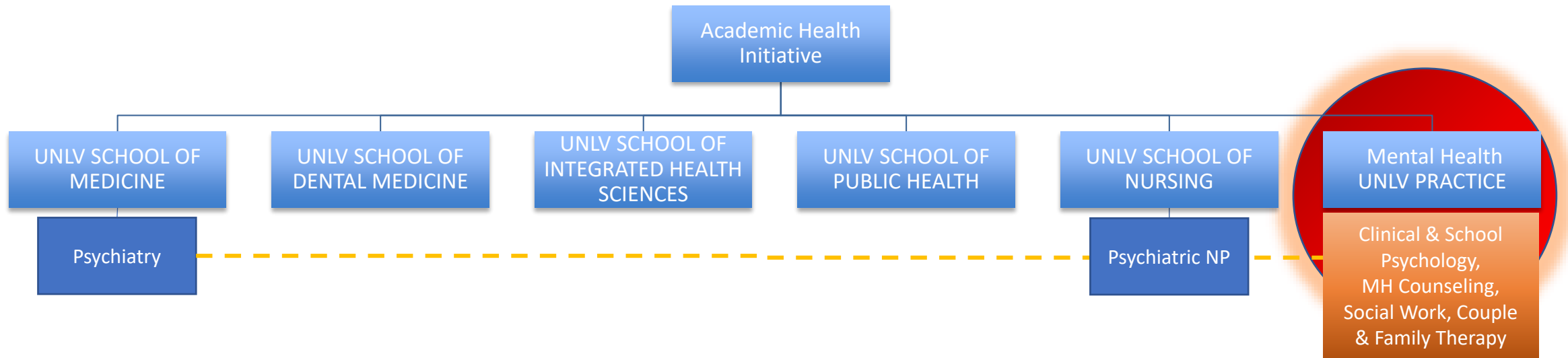
2024-2028

**A Community Mental
Health Training Clinic**

**Uniquely Interdisciplinary
Mental Health Institute**

Project Mission – Expand UNLV PRACTICE

To strategically unite UNLV’s mental and behavioral training programs for the greatest impact in addressing Nevada’s mental health crisis, providing accessible effective, and research informed community mental and behavioral health care today while preparing the next-generation workforce.



This planning process resulted in a 5-year plan with clear, actionable steps and critical stakeholder buy-in.

Goals

- 1. Center of Excellence: Establish UNLV PRACTICE as a center of excellence through optimal & comprehensive internal coordination, collaboration & partnership
- 2. Community Care Excellence: Deliver unmatched community care outcomes through a fully integrated mental and behavioral health model.

Training students to think in terms of value-based care utilizing Evidence-Based Practices & Routine Outcome Monitoring

UNLV PRACTICE (2018-present)

- Adult Individual Therapy
 - 65% improvement rate
- Youth Individual therapy
 - 70% improvement rate

Routine Care Settings

- 20.9% improvement rate

Goals

- 3. Research Growth: Champion a robust research agenda and infrastructure prioritizing the science of best-practice clinical training and interdisciplinary projects that promise to address pressing community needs.
- 4. Trainee Workforce Expansion: Grow the PRACTICE's clinical training capacity by 50% with a broad spectrum of applied training opportunities across all UNLV mental health disciplines.

Goals

- 5. Policy Advocacy & Government Relations: Position UNLV PRACTICE as a principal advocate for mental health policy and resource for local and state governments.
- 6. Financial Sustainability: Diversify and solidify revenue streams, moving beyond traditional models to ensure UNLV PRACTICE's mission and service continuity.

Policy Considerations – Center Mental Health

- Sustainable funding that aligns with mental health training models – work with insurances
 - Commercial + Medicaid for services provided by properly supervised trainees (SB267, 2023)
 - Reimburse services provided by university-based training clinics (across mental health disciplines)
 - Expand any willing provider to mental health clinical faculty (not exclusive to medical schools; SB146, 2023)
- Appropriations to support & expand mental health training – We’re only limited by our resources
 - Training programs (particularly with child and neurodevelopmental foci)
 - Training clinics (e.g., UNLV PRACTICE)
 - Psychology residencies (aka internships) (SB300, 2023)
 - By 2030 HRSA 2018 report predicted shortages of 600 (psychologists) and 630 (MHC) in Nevada
 - <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/state-level-estimates-report-2018.pdf>

Questions?

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BeHERENV

Behavioral Health Education, Retention,
& Expansion Network of Nevada

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