

Update on Kentucky's Workforce Shortages

Medicaid Advisory Council

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We Know We Have Shortages...

We know we have workforce shortages in Kentucky across healthcare provider groups...

And we are apparently pretty good at estimating what the need is for a given type of provider...

But we have lousy data on what our current workforce capacity actually is!

The best we have is from 2013 and it's flawed because the data sources – licensure boards – are flawed and some provider groups were omitted.

Deloitte's KY Workforce Capacity Report

<https://www.chfs.ky.gov/agencies/os/oig/dcn/Documents/WorkforceReport.pdf>

- Commissioned by the state and published in May, 2013, following the implementation of Medicaid Managed Care.
- Data was gathered from the licensure boards of these health care professions:
 - Physicians, including PAs;
 - Nurses, including APRNs, RNs and LPNs;
 - Dentists;
 - Optometrists; and
 - Mental Health Providers (MHPs)
- A number of health care professionals were not included, such as Therapy providers – OT, PT & Speech, chiropractors & others

Deloitte on Mental Health Providers

Defines **Mental Health Providers (MHPs)** to include:

- Psychiatrists
- Licensed Psychologists (LPs)
- Licensed Clinical Social Workers (LCSWs)
- Licensed Professional Counselors (LPCs)
- Marriage and Family Therapists (MFTs)
- Alcohol and Drug Counselors (ADCs)

Did not include Psych/MH APRNs, nor licensed MH professionals working under supervision.

When defining “Need for Mental Health” for each county, the study put ALL MH professionals together, as if they all provide the same mental health services...which they do not! Some prescribe & others do not; some are able to diagnose & others not; some treat certain conditions only.

Deloitte's KY Workforce Capacity Report

The Deloitte report consistently noted the short-comings of licensure board data which included the absence of questions:

- locations of practice sites;
- whether the individual was practicing full- or part-time or not;
- graduation date with professional degree (estimate retirement).

Other problems with the data included duplicative or missing data and failure to be able to note individuals with multiple licenses (not uncommon among MHPs). The most common missing data point was the county of the individual's practice.

The KY Board of Nursing was noted to have the most accurate data & it consistently included the county of practice.

Current Licensure Board Data in KY

- While KBN comes the closest, no licensure board currently requires these data responses from its licensees at application or renewal:
 - Addresses of all practice locations and %age of practice in each
 - Percentage of FTE in actual practice
 - Specialty areas of practice
 - Race/Ethnicity of the licensee
 - Meeting patient needs – ESL, LGBTQ, Disability, Age, Culture
 - Do they take commercial insurance? Medicaid? Medicare?
 - Do they offer telehealth in addition to in-person services?
- Current license board data overestimates the number of practicing professionals and gives little to no information about where services are actually being delivered, as the majority have only one address for the licensee – usually, the home address.

Recommendation

Require all health care licensure boards to collect the following information with application and with each license renewal so we can accurately assess capacity:

- Addresses of all practice locations
- Percentage of FTE in clinical practice & in each location
- Specialty area(s) of practice
- Race/Ethnicity
- Ability to meet patient needs - ESL, LGBTQ, Disability, Age, Culture
- Whether telehealth services are provided
- If insurance is accepted & what kinds

Questions?

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