

# Bridging the Gap: Innovative Programs and Policy Changes to Address Healthcare Workforce Needs in the Inland Empire

Kaiser Permanente Southern California- Behavioral Health Workforce Growth and Development

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# Demand for Care



## Prevalence in Adults

- 1 in 5 adults are living with a mental health condition
- 1 in 7 adults will develop a substance use disorder in their lifetime



## Top Reason for Visit Ages 18-22: Behavioral Health

- Most common reason for males
- 2<sup>nd</sup> most common reason for females



## Highest Rates of Mental Illness: Young Adults

- 18-25 years old = 25%
- 26-49 years old = 22%
- 50+ years old = 14%



## COVID-19 Impact

- 4x increase in depression & 3x increase in anxiety
- 12% of U.S. adults considered suicide in the past month since 2020
- More than 13% of adults have started or increased substance use since the pandemic



## Mental Health Crisis Among Adolescents

- Emergency room visits for suicide attempts increased 51% for adolescent girls in early 2021 compared to 2019
- In 2021, more than 4 in 10 (42%) students felt persistently sad or hopeless and nearly one-third (29%) experienced poor mental health.



## Employer Effects

- Mental health conditions are the single greatest cause of worker disability claims
- Mental health conditions attributed to 62% of missed workdays
- Untreated depression costs employers an extra \$15,702 per employee per year

# Increasing Demand for Substance Use Treatment

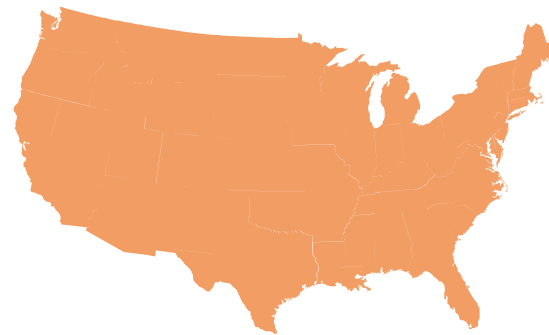


**1 in 5**

people used an illicit drug, which is a continued increase over the previous 15 years<sup>5</sup>.

**\$42.1 billion**

is predicted to be spent on SUD treatment in 2020<sup>2</sup>.



**Over 71,000 people died**  
in 2019 from drug overdoses<sup>4</sup>.

**Nearly 89%**

of people in need of SUD treatment, did not receive it<sup>6</sup>.

**20.3 million**

people had an SUD related to their use of alcohol or illicit drugs<sup>7</sup>.

\* Substance Use Disorder (SUD)

<sup>1,3</sup>Journal of Occupational and Environmental Medicine. <sup>2,5,6,7</sup>Substance Abuse and Mental Health Services Administration. <sup>4</sup>Centers For Disease Control.

# Shortage of Mental Health Clinicians Worsens

**Over 50%**

of Americans in need of mental health treatment are not receiving services.<sup>1</sup>



**45%** of psychiatrists and

**37%** of psychologists are over 60 years old

By 2028, California will have 50% fewer psychiatrists and 28% fewer psychologists, marriage and family therapists, clinical counselors, and social workers than needed to meet growing demand.<sup>2</sup>

# Expanding mental health and addiction medicine access to meet surging demand

**36%↑**

Increase in mental health visits between 2019 and 2022

**>600**

New mental health clinicians hired since 2020

**2x**

Number of appointments provided by external clinicians

## Proactive steps to prevent suicides and overdoses

✓ Regular screenings for substance misuse and suicidal ideation identify risk sooner.

✓ Automated clinician alerts recommend naloxone for opioid users — preventing potentially fatal overdoses.

# What is Behavioral Health?

*Right Care, Right Place, Right Time*



## **Vision**

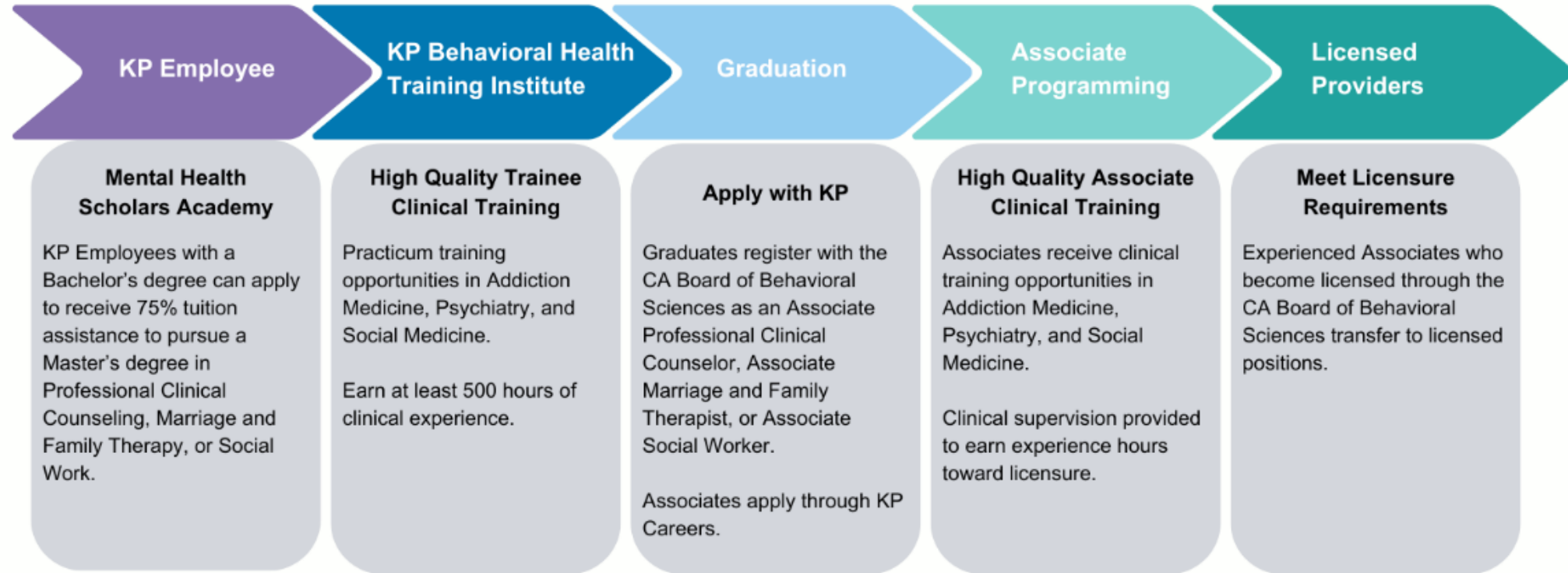
We offer a comprehensive portfolio of prevention and treatment options to ensure high-quality care for our members' behavioral health care needs.



## **Mission**

We exist to provide high quality care, to continue addressing the stigma of mental health and addiction conditions through an integrated and holistic care delivery, and to improve the lives of all Southern California members and their families.

# KP Therapist Workforce Pipeline



# Behavioral Health Training Institute



## Direct Care

- >7,410 Direct Care Appointments completed by BHTI Trainees
- ~30 Direct Care Appointments completed by Associates weekly
- Direct patient care delivered by Regional Clinical Supervisors
- Pediatric Gender Affirming Care

## Quality

- Weekly supervision mentorship
- Routine documentation review
- Clinical care reviews

## Trainings

- 24hr BHTI Foundational
- Targeted Evidence-Based
- Feedback Informed Care
- Standardized Orientation
- Weekly Seminar Clinical
- Quarterly Pre-Licensed

## Pipeline

- 49 Total Trainees
- 32 BHTI Graduates
- 50% of 2022 BHTI Graduates Hired into a KP Associate Position



**Direct Care**



**Trainings**



**Quality**



**Pipeline**



# Associate Programming- San Bernardino County

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Local KP SBC partnership CSUSB

Summer 2022- launched internal KP SBC Associate program

- 44 Associates hired

## Psychiatry Residency Training Program

- Located in San Bernardino County
- 1<sup>st</sup> Kaiser Permanente Psychiatry Residency Program in the Nation
- 6 Psychiatry Residents selected per year
- Rotations in partnership with:
  - San Bernardino County Department of Behavioral Health
  - Loma Linda Behavioral Health Medical Center
  - Arrowhead Regional Medical Center

## Child Psychiatry Fellowship Training Program

- Located in San Bernardino County
- 1<sup>st</sup> Kaiser Permanente CAP Fellowship Training Program in the Nation
- 2 Child & Adolescent Fellows selected per year
- Partnership with:
  - San Bernardino County Department of Behavioral Health
  - Fontana Unified School District
  - Loma Linda Medical Center



• Q&A