

**Robert Lee Sutherland Seminar XV  
Hogg Foundation for Mental Health**

**Concurrent Session II: Workforce Issues  
Summary Notes**

**Sam Shore  
Texas Workforce Shortages**

Projected growth 2007 – 2040 (map)

- Hispanic population will increase from 32% to 50–60 %
- Population over 65 will double
- The current health professions do not represent

Distribution of health care providers in Texas (map)

- Physicians will not keep up with the rate of loss
- Health Profession Shortage Areas (HPSA)
- 1500 psychiatrists in Texas, 178 counties have no psych.
- Mental health HPSAs
- Primary care provider (PCP) supply ratios

Challenges for an adequate practitioner supply for Texas:

**Vince Fonseca  
Workforce Development for Integration**

We do not have the personnel / workforce resources to sustain and support the kind of care we have been talking about at this conference.

To use workforce resources wisely, it makes sense to have all staff operating at the peak of their scope of practice. If someone at a lower level can do the task at hand, then that's who should be doing it. E.g., should not have a primary care provider administering a screening instrument.

**Christine Runyan  
What we didn't (and won't) learn in school: Training providers using a consultative model of integrated care**

[See PowerPoint presentation]

Blending silos . . . we speak different languages, practice differently

May see as many as 16 patients a day . . . “a warm hand-off.”

A behavioral health prescription: hand the patient something to walk out with for them to implement when they get home.

The 30 minute consultation: components

**Jurgen Unutzer**  
**Integrated Care: Workforce Issues**

[See PowerPoint presentation]

Everybody has front door, if we want to have truly integrated care, we need to start training outside of the silos. Like a team of quarterbacks. Nobody knows how to play as a team.

More important to train teams, not individuals.

Registry is critical.

- Measurement is essential.
- Mental health field is NOT accustomed to measurement. If we do not get there, we are going to be more and more marginalized. (evidence-based practice)

Hogg IHC initiative:

- 2500 patients in 5 communities
- Huge challenges finding mental health providers
- Masters level prepared providers to serve as care manager has been so difficult to find
- PCPs are over-extended, so when you bring them a new initiative they can be overwhelmed.
- PCP has to sell the idea of the team to the patients

**Q&A:**

Q: If you only have a little bit of money, who would you hire?

A: Unutzer: You have to work backwards. Look at charts, see where your diagnoses are, start doing some screening and see what / who you need to treat the most common problems in your practice.

Comment: Psychiatric nurse practitioners huge potential workforce to tap.