



CELEBRATING  
30 YEARS

# Healthforce Center at UCSF

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Behavioral Health Workforce Development in California:  
Challenges and Opportunities

February 26, 2024

# Why Behavioral Health Workforce Development Matters

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- Demand for behavioral health services grew during the 2010s and accelerated during the COVID-19 pandemic.
- Many Californians have unmet need for behavioral health services.
- Some areas of California have shortages of behavioral health professionals.
- The race/ethnicity and languages spoken by behavioral health professionals does not match California's population.

# Who Constitutes the Behavioral Health Workforce?

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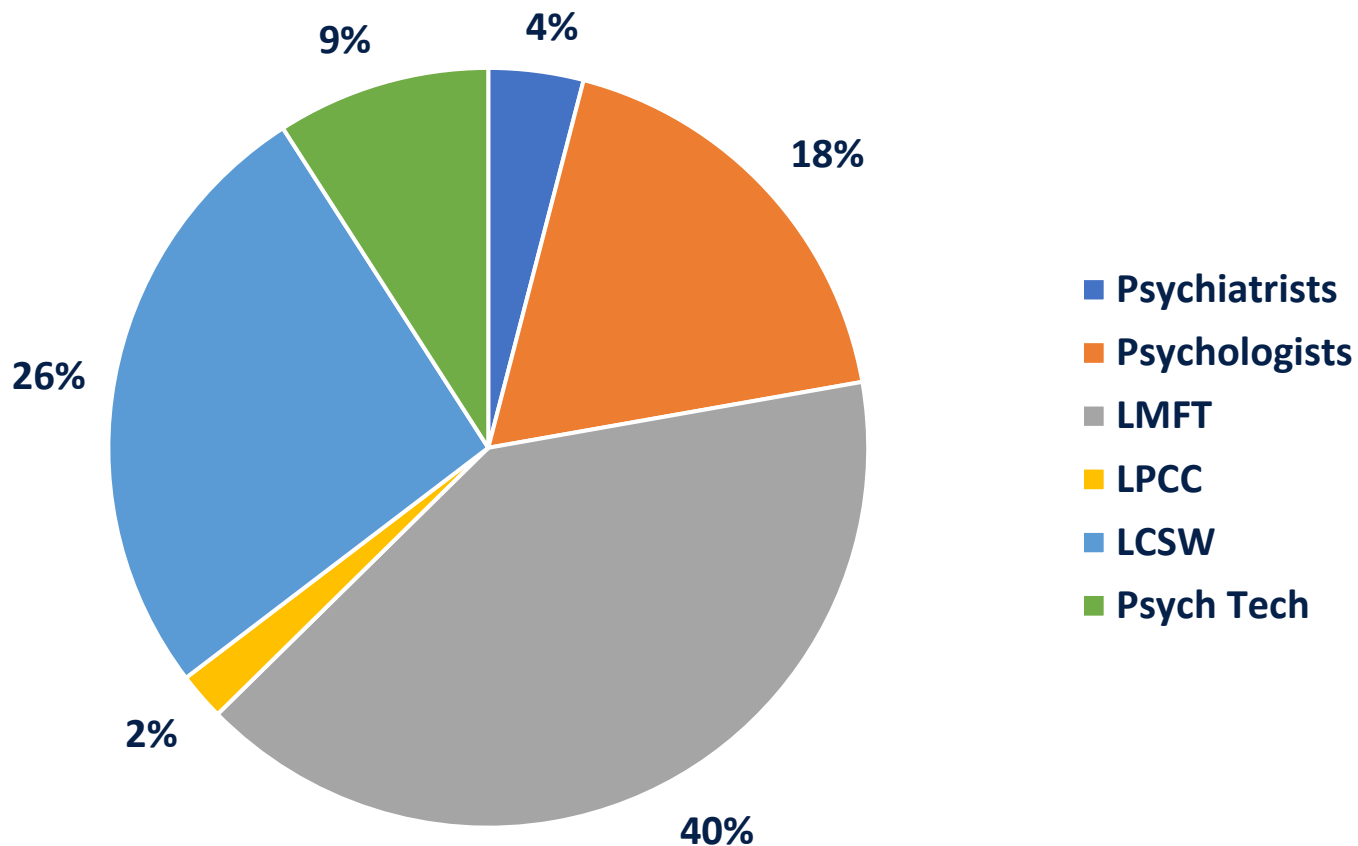
**Primary Care  
Clinicians**

**Behavioral Health  
Professionals and  
Paraprofessionals**

**First  
Responders**

# Licensed Behavioral Health Professionals, California, 2020 (n = 98,485)

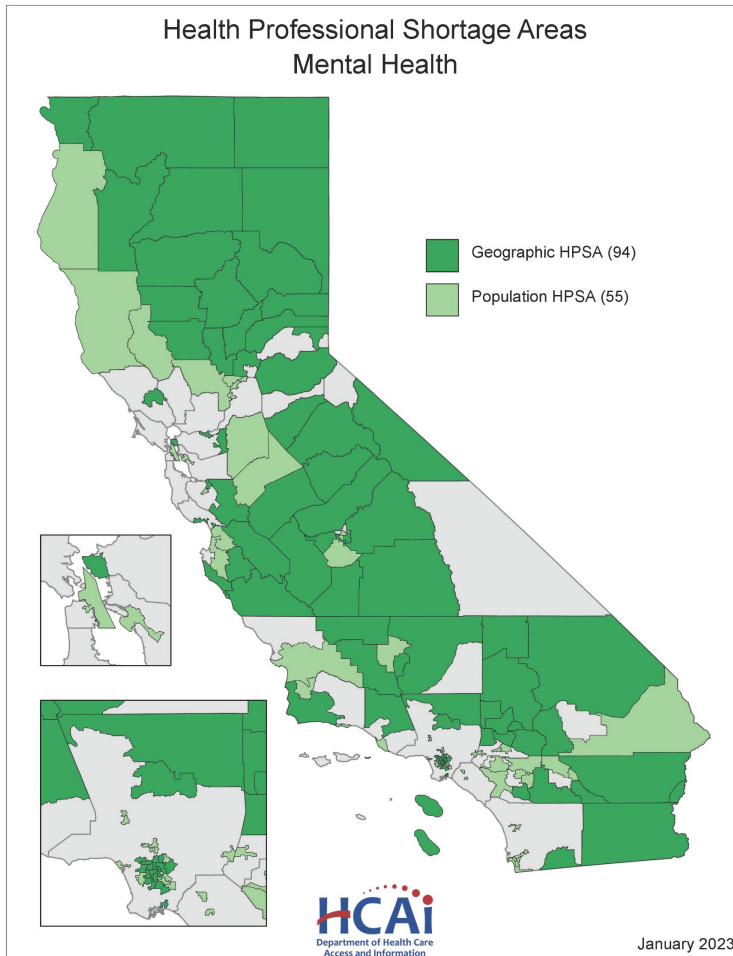
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**Sources:** Medical Board of California Mandatory Survey, 2020; Public Information Licensee List, 2020

# Numbers of Behavioral Health Professionals per Population Vary Widely



Most severe shortages of psychiatrists and master's level therapists in the following regions:

- Inland Empire
- Northern and Sierra
- San Joaquin Valley

# Race/Ethnicity of California's Behavioral Health Professionals Does Not Match the Population

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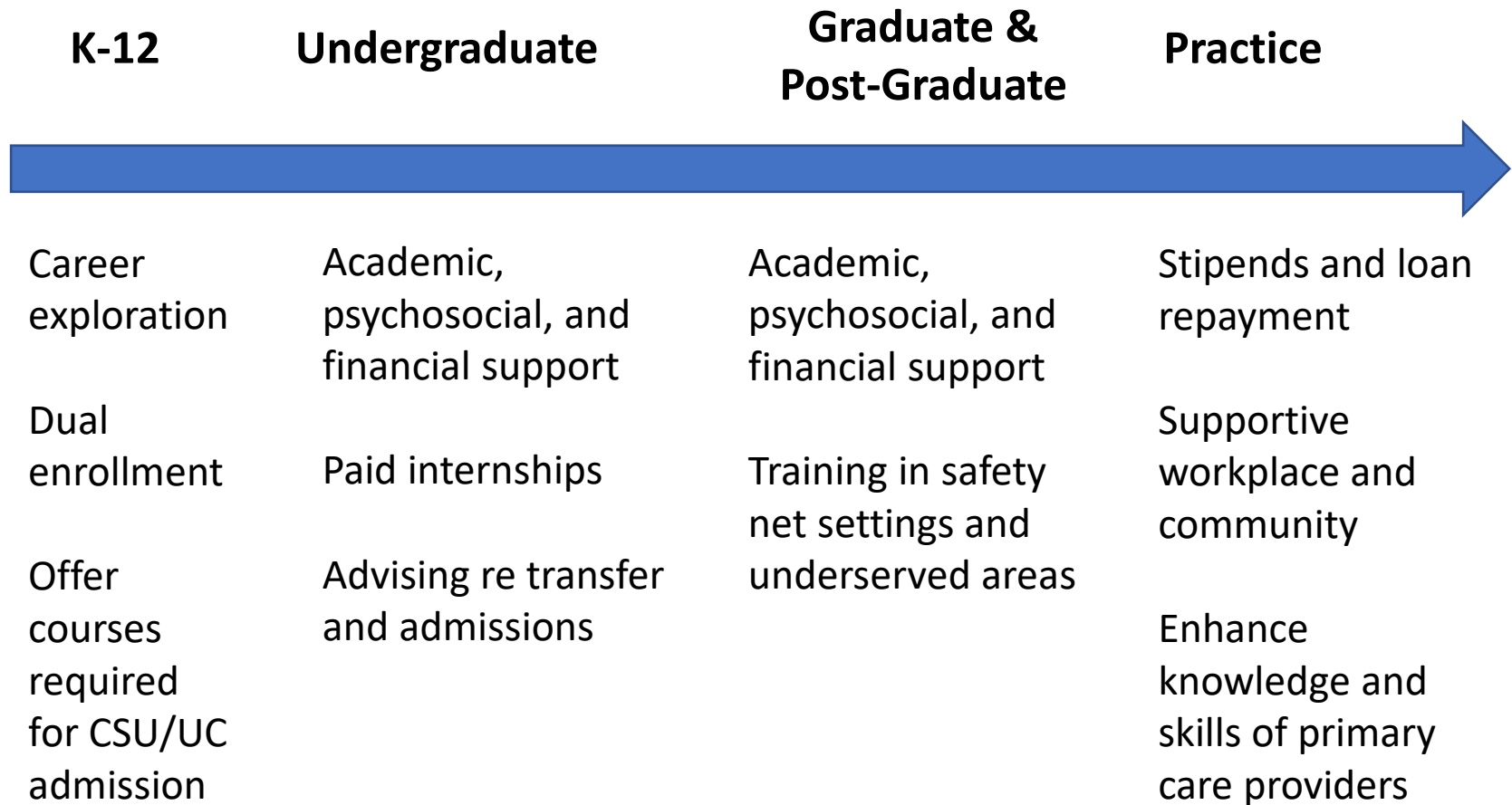
- Latinx are underrepresented in all licensed behavioral health professions.
- Blacks are underrepresented among psychiatrists, psychologists, marriage and family therapists, and professional clinical counselors
- Asians and Pacific Islanders are underrepresented in all licensed behavioral health professions except psychiatry.

# Languages Spoken by California's Behavioral Health Professionals Do Not Match the Population

	% Speak Spanish	% Speak Cantonese or Mandarin	% Speak Filipino/Tagalog
<b>California Population</b>	<b>28.3%</b>	<b>3.4%</b>	<b>2.1%</b>
Clinical Social Workers	24.8%	1.2%	<0.1%
Marriage & Family Therapists	14.8%	<0.1%	<0.1%
Professional Clinical Counselors	12.2%	1.6%	<0.1%
Psychologists	9.4%	1.6%	<0.1%
Physicians	18.2%	4.8%	1.6%

# Behavioral Health Workforce Pipeline

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# University of California, San Francisco Change SF Program

- Partnership with SF Mayor Breed's Opportunities for All Initiative
- Paid work-based learning and mentoring for youth aged 13 – 24 years from diverse backgrounds
- 15 participants to date
- 3 hired by UCSF after completion





## University of California Psychiatric Mental Health Nurse Practitioner Certificate Program

- Partnership among 4 UC nursing schools
- Enrolls nurse practitioners, nurse midwives, and other advanced practice nurses
- 12-month program
  - Online plus 3 intensive in-person sessions
  - Clinical training across California

# Recommendations

- Do not delay distribution of General Fund and Mental Health Services Fund revenue allocated for behavioral health workforce development
- Support Medi-Cal reimbursement policies that foster innovative, team-based care
- Support the behavioral health workforce development provisions of Proposition 1

# Thank you! Questions?

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