



Retaining Behavioral Health Clinicians in Safety Net Practices: What PRISM Data Teach Us

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at CHAPEL HILL

Presentation goal

Identify features of BH professionals' work and jobs related to their plans to stay in or leave their safety net practices

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- Pay and benefits
 - Number work hours
 - Patient volume
 - Having desired scope of practice
- Supportive staff
 - Good administration
 - Interdisciplinary connections

Data

3RNET's PRISM Collaborative: 34 states surveying LRP clinicians

Today's data: from BH clinicians who completed LRP contracts from 2016 – 2022

- n=1,701 completed questionnaires (75% response rate)
- ~90% NHSC LRP, 10% state LRP

Today's 1,701 BH professional respondents

- LCSW -- 652 Sub Abuse Couns -- 118
LPC/LMHC-- 618 Marriage Fam Couns -- 74
Psychologist -- 190 Psychiatrist -- 49

Today's 1,701 BH professional respondents

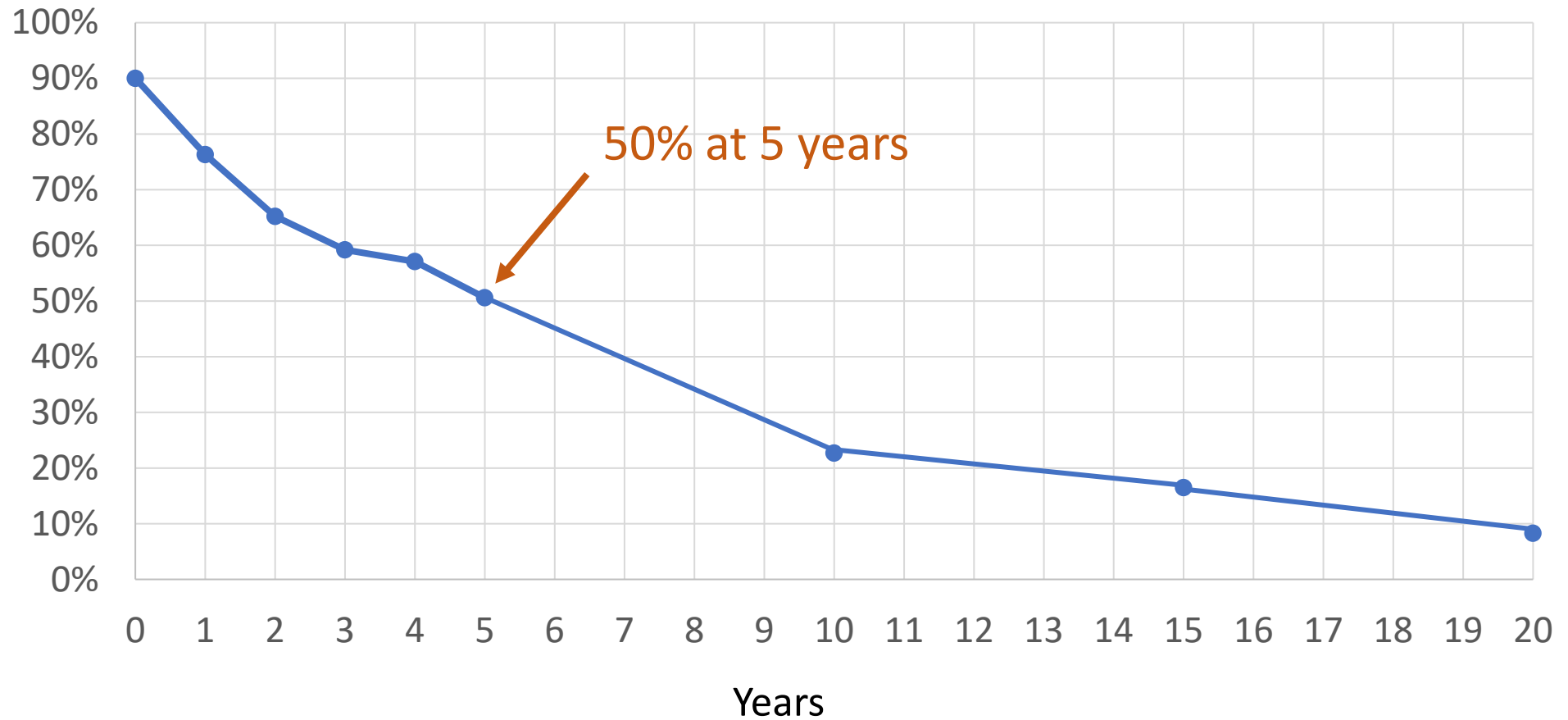
- LCSW -- 652 Sub Abuse Couns -- 118
LPC/LMHC-- 618 Marriage Fam Couns -- 74
Psychologist -- 190 Psychiatrist -- 49
- 83% female; 78% non-Hispanic White
58% married; 47% have children
- FQHC 39%
Mental health & sub abuse 36%
Correctional facilities 6%
Other 19%

QUESTION: What percent of behavioral health clinicians anticipate remaining in their practices another 5 years after completing a loan repayment contract?

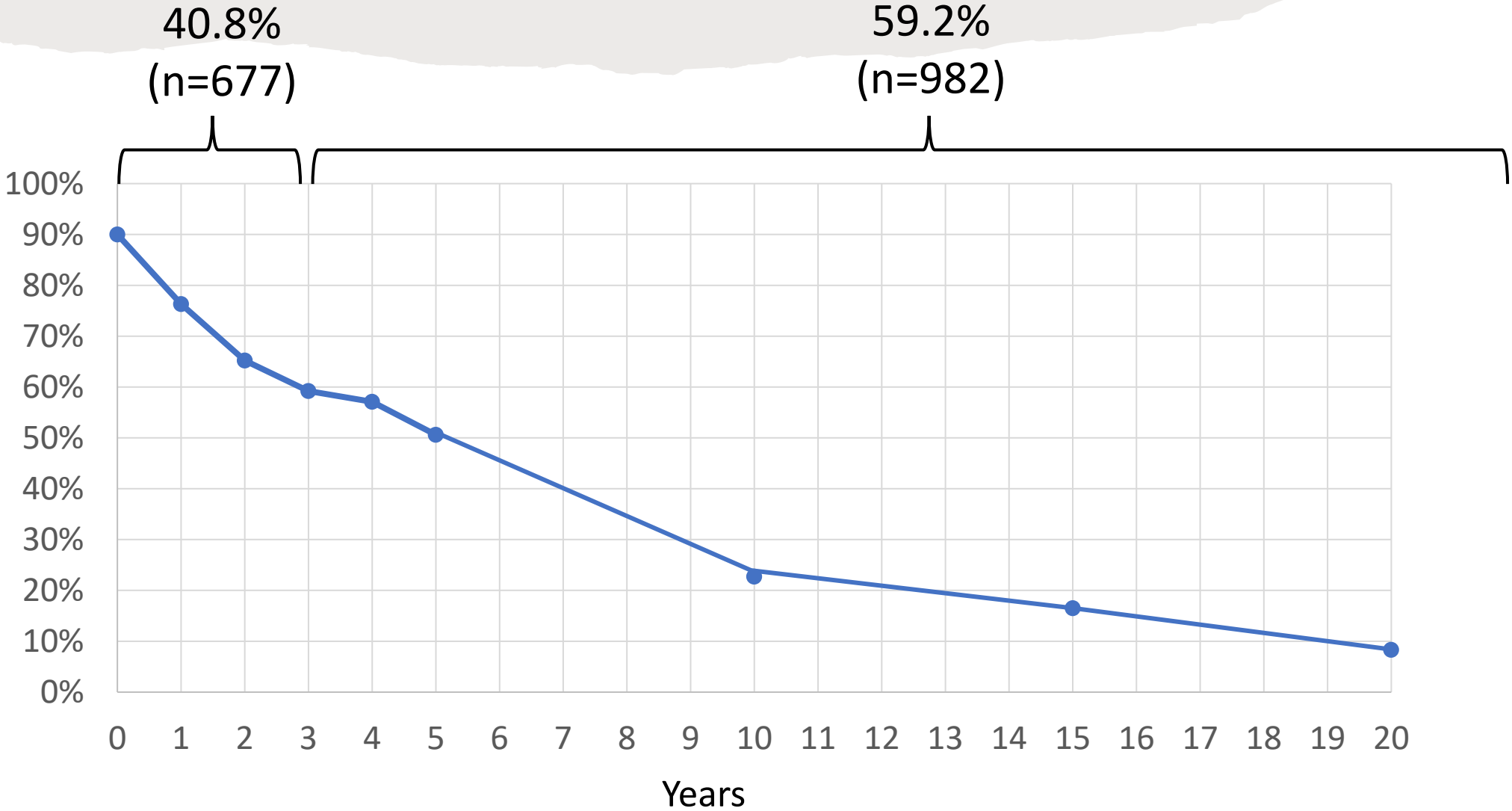


- 30% or less
- 40%
- 50%
- 60%
- 70% or more

of additional years BH professionals completing LRP anticipate remaining in their practices



of additional years BH professionals completing LRPs anticipate remaining in their practices



Clinicians of which behavioral health discipline anticipate remaining *longest* in their practices after LRP completion?



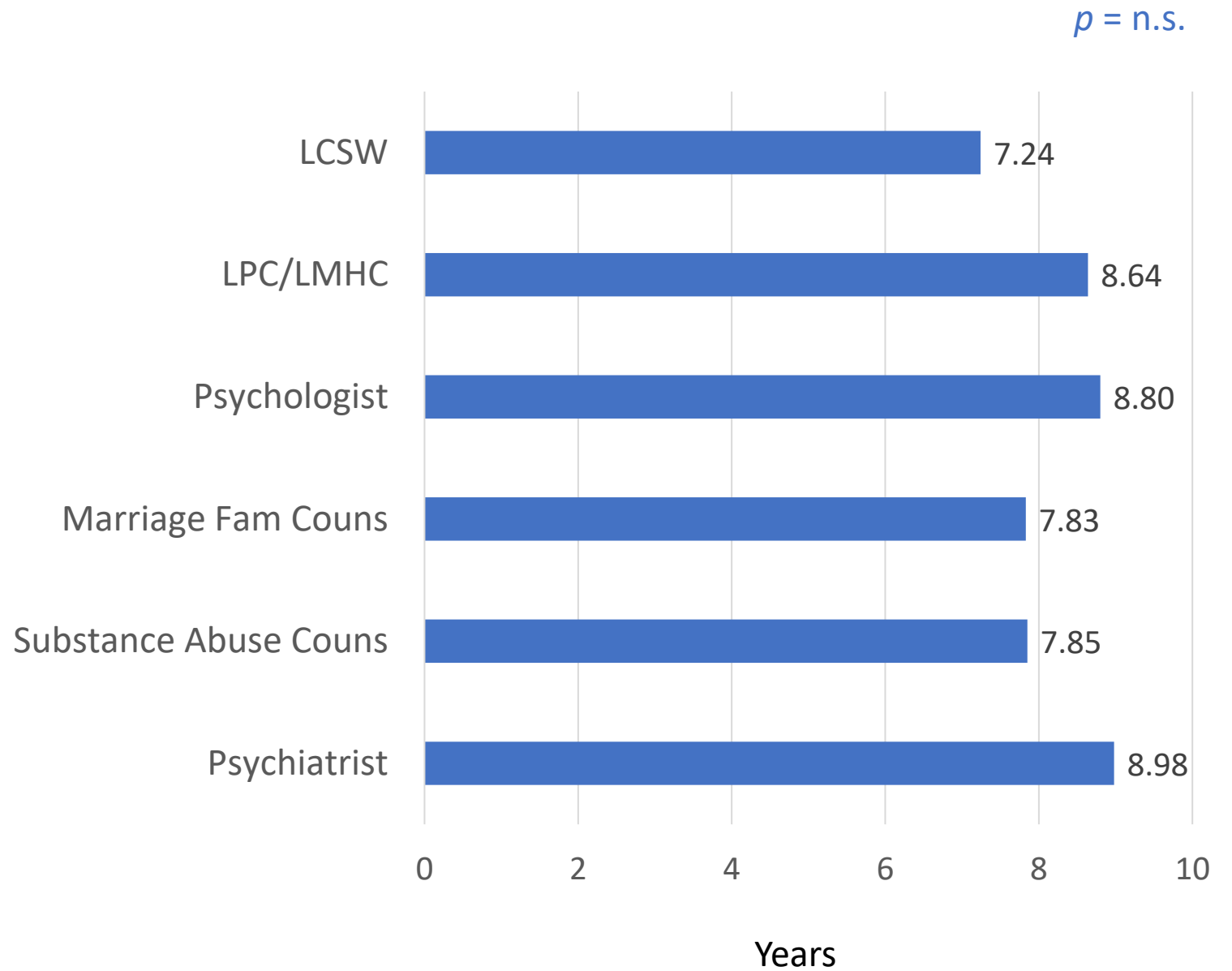
- Licensed Clinical Social Workers
- Licensed Professional Counselors
- Psychologists
- Marriage and Family Counselors
- Substance Abuse Counselors
- Psychiatrists

Clinicians of which behavioral health discipline anticipate remaining *shortest* in their practices after LRP completion?



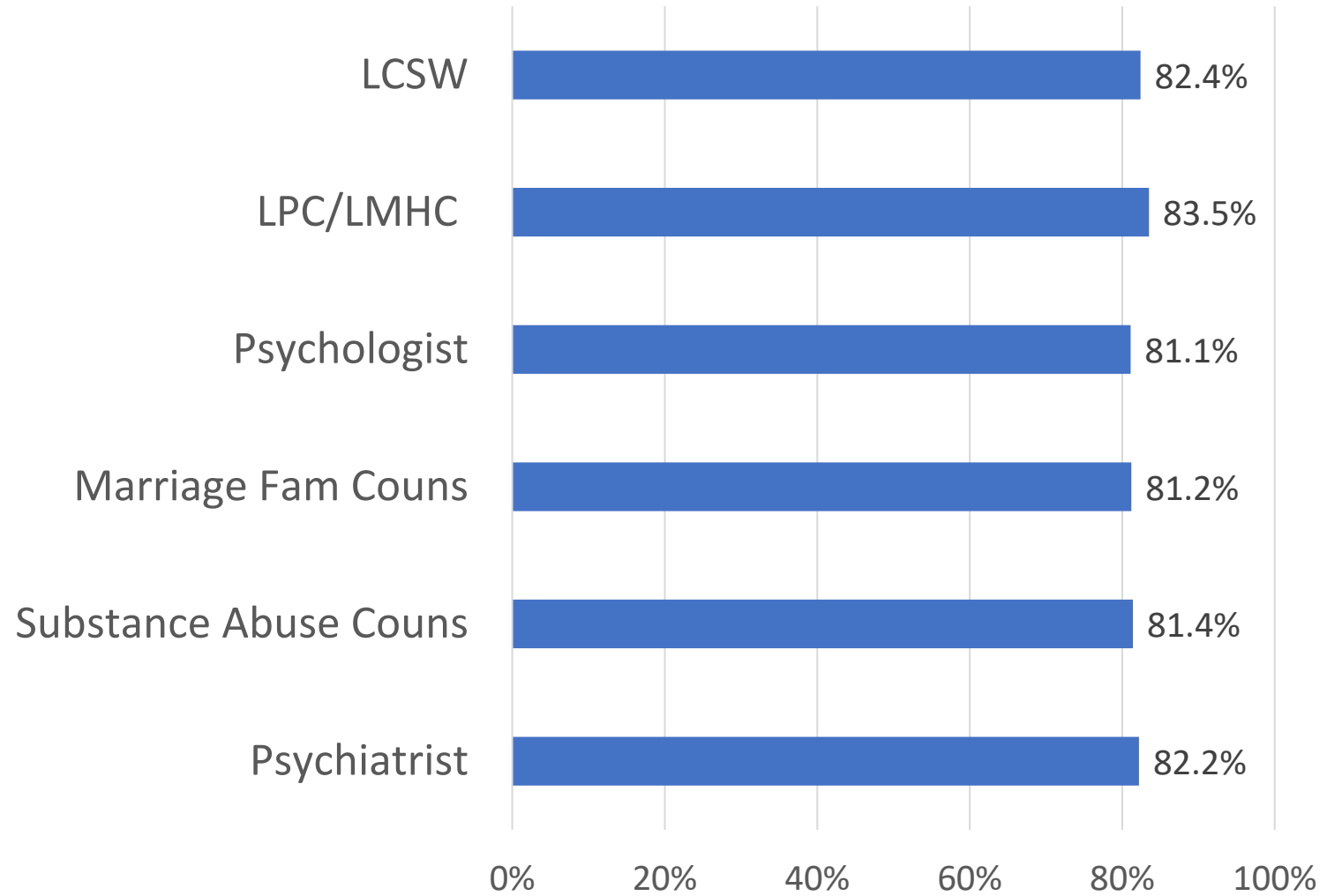
- Licensed Clinical Social Workers
- Licensed Professional Counselors
- Psychologists
- Marriage and Family Counselors
- Substance Abuse Counselors
- Psychiatrists

Average
more years
anticipated
remaining in
the practice



$p = n.s.$

Would recommend the practice to others of my discipline



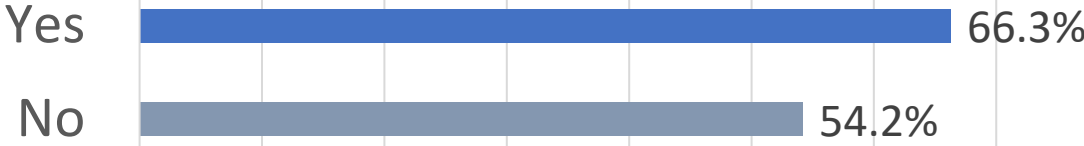
Aspects of work and jobs we will test

- Pay and benefits
- Number of work hours
- Patient volume (# visits/week)
- Having desired scope of practice
- Having supportive staff
- Having good administration
- Interdisciplinary connections

Do **pay and benefits** affect retention plans of BH professionals?

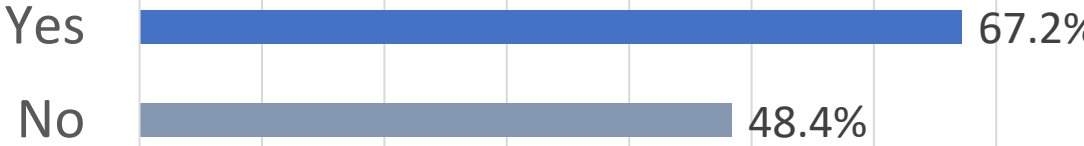
Compensation and 3-year anticipated retention

I feel I am well compensated



*

My total compensation package is fair

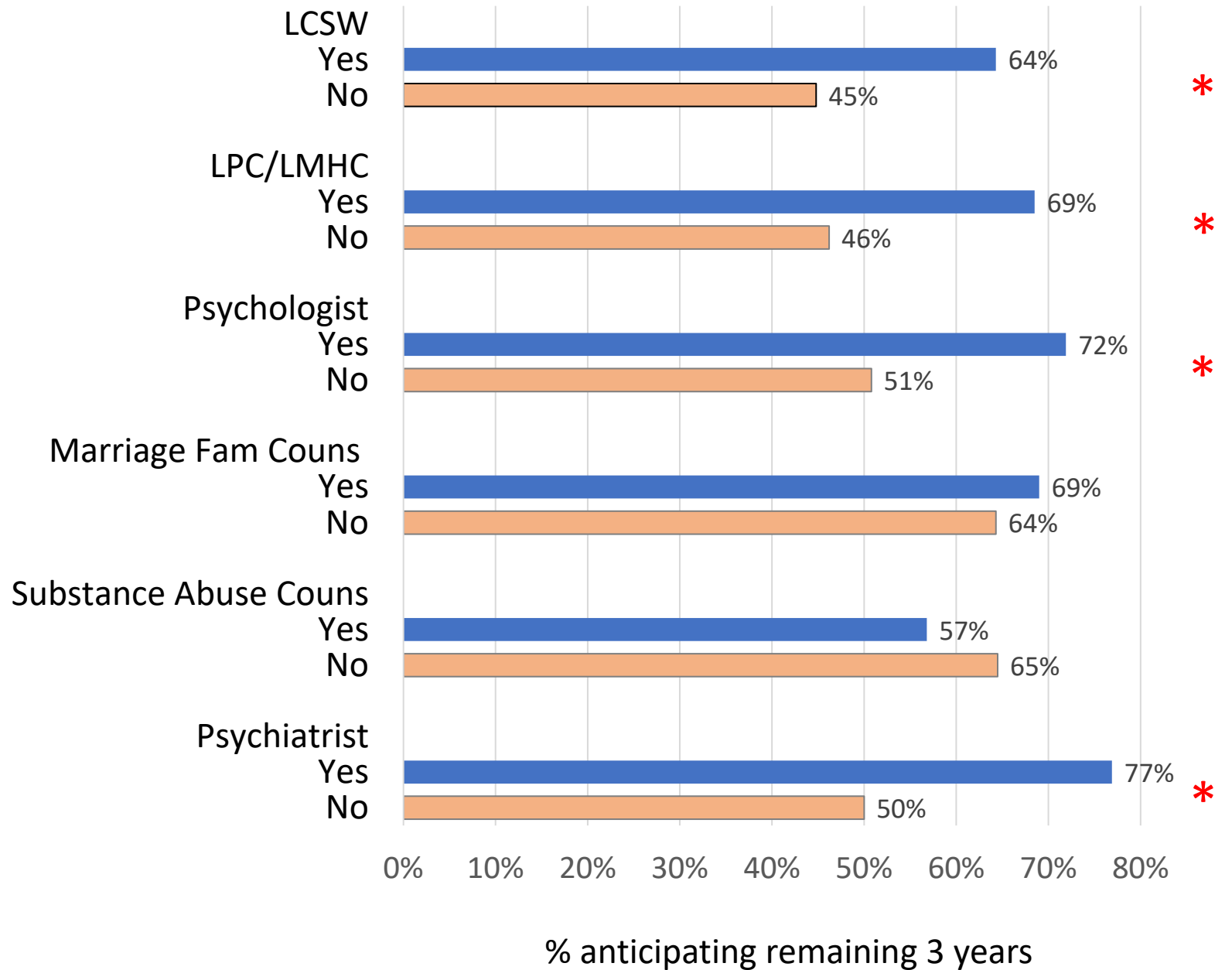


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0% 10% 20% 30% 40% 50% 60% 70% 80%

% anticipating remaining 3 years

“My total compensation package is fair”
and 3-year anticipated retention

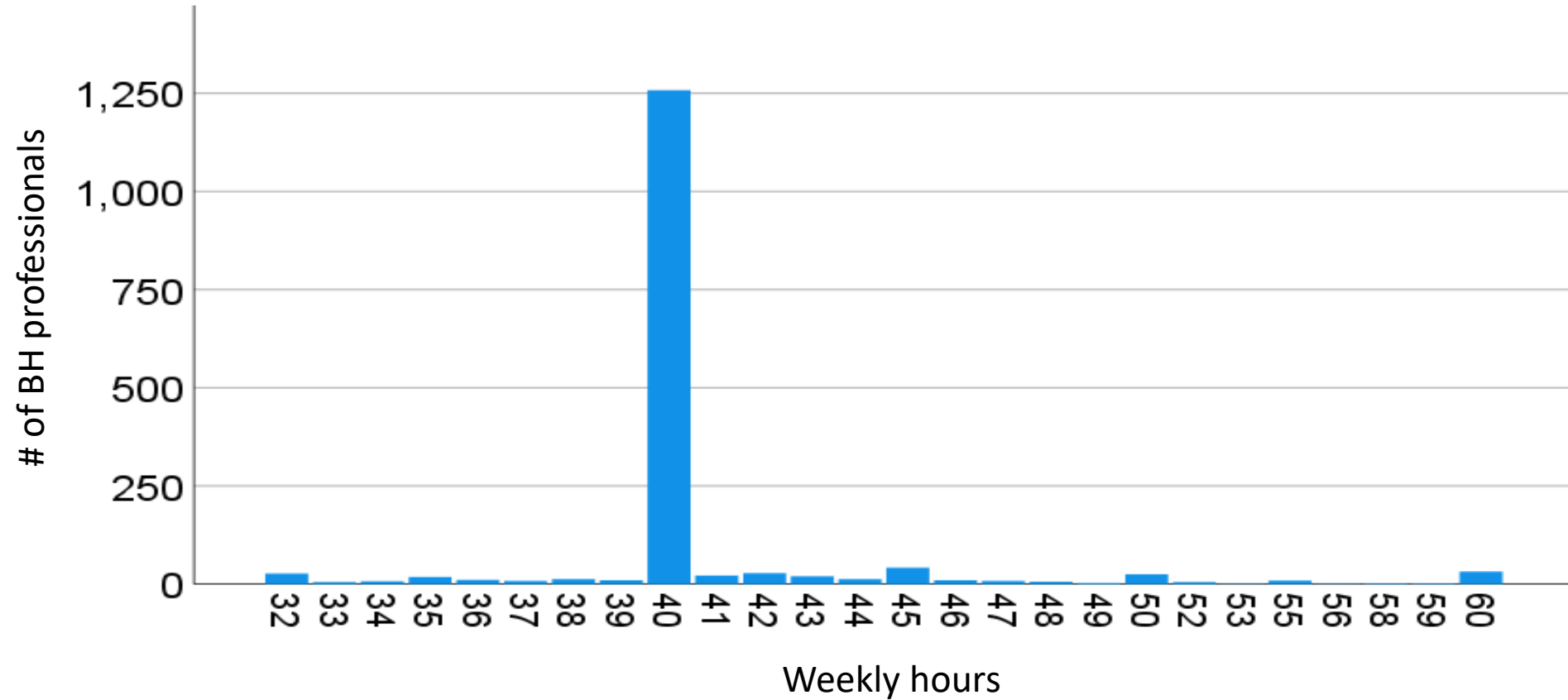


Does the total number of hours worked each week affect retention plans of BH professionals?

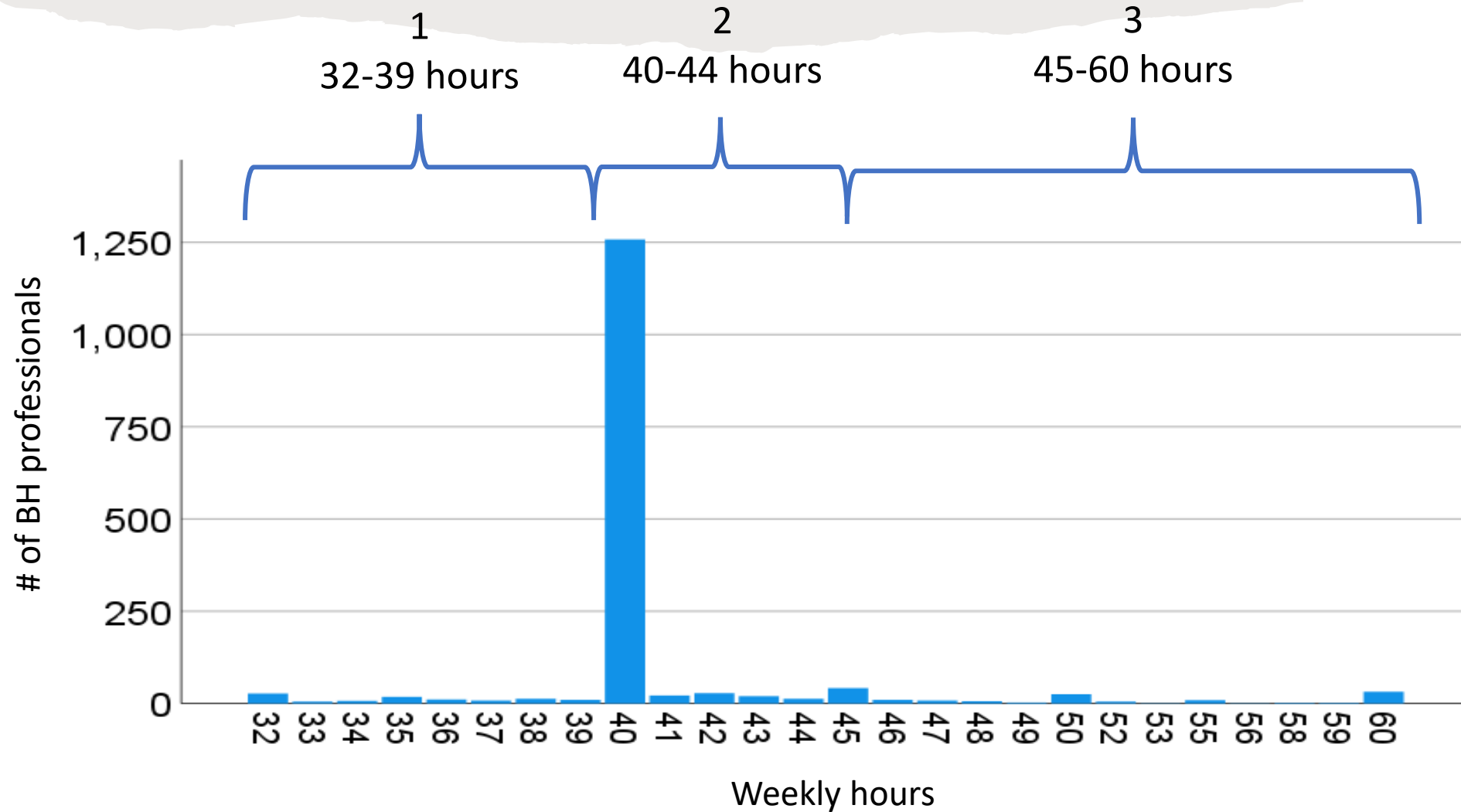
Does the total number of hours worked
each week affect retention plans of BH
professionals?

In which direction?

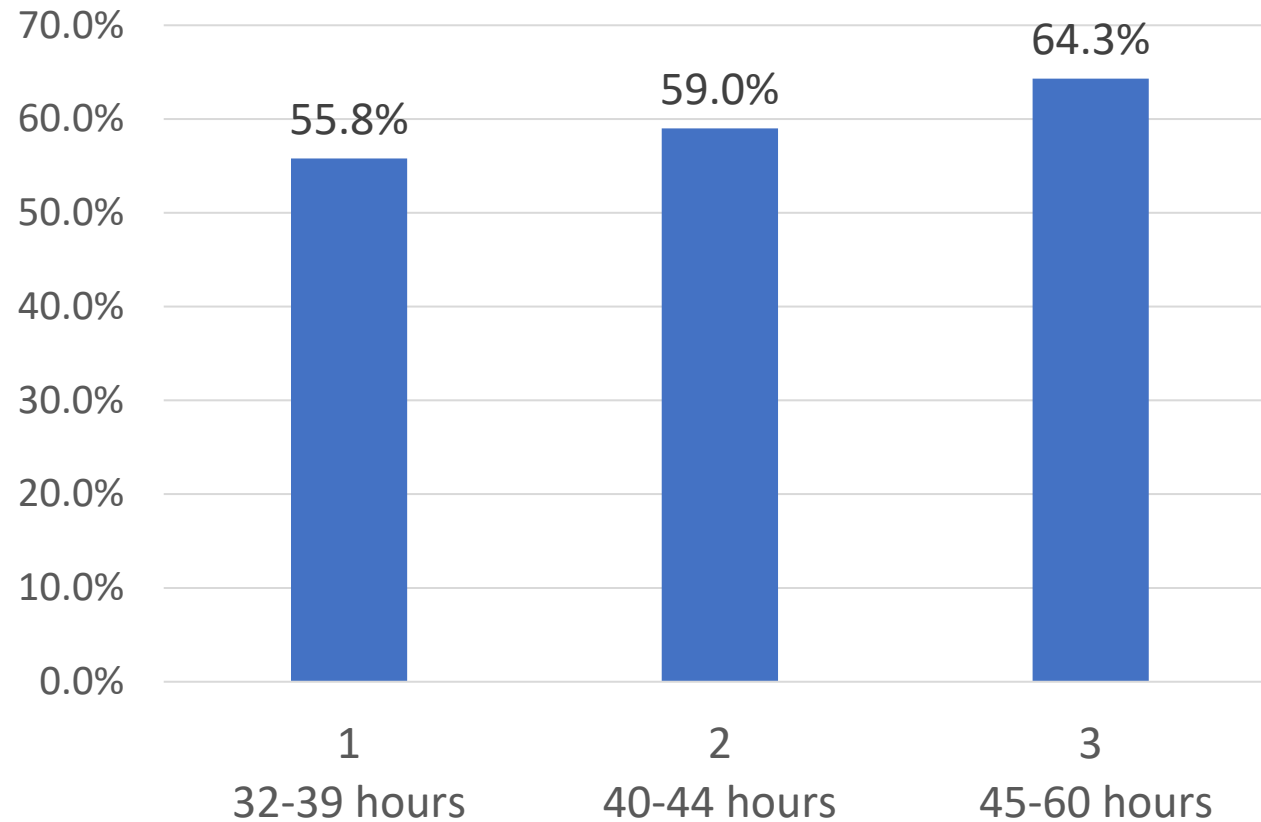
Total number of hours worked each week



Total number of hours worked each week

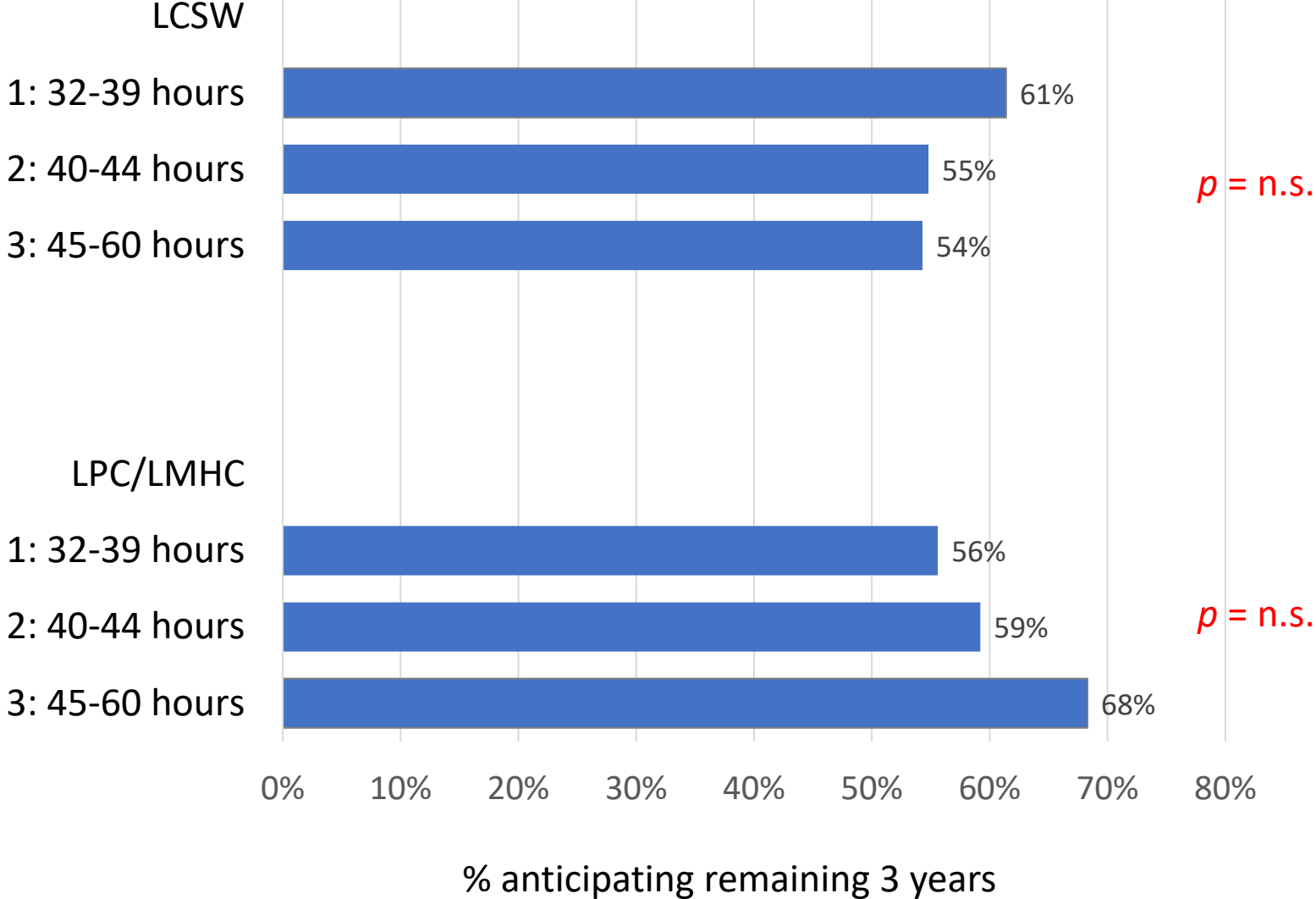


Total weekly work hours and 3-year anticipated retention



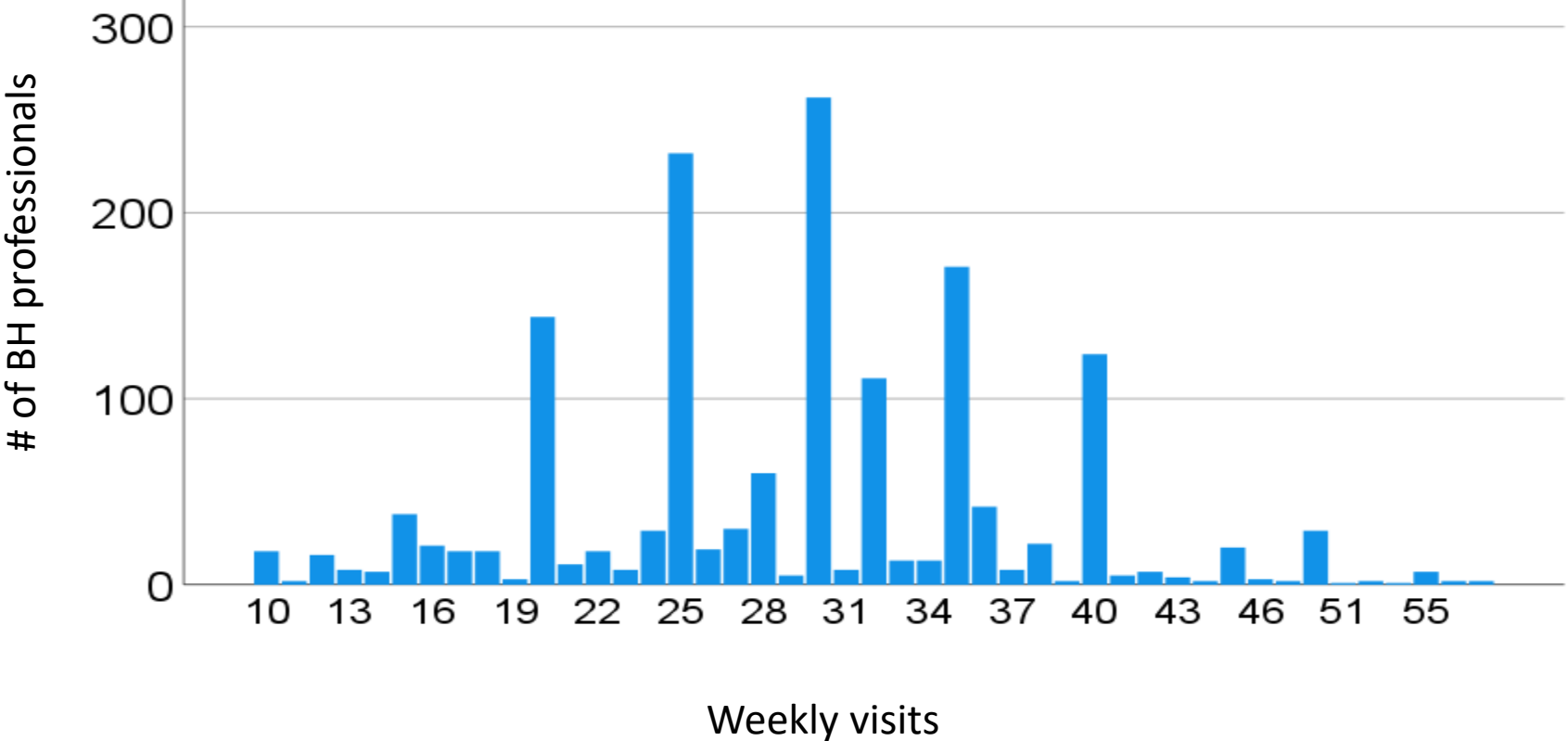
p = n.s.

Total weekly work hours and 3-year anticipated retention

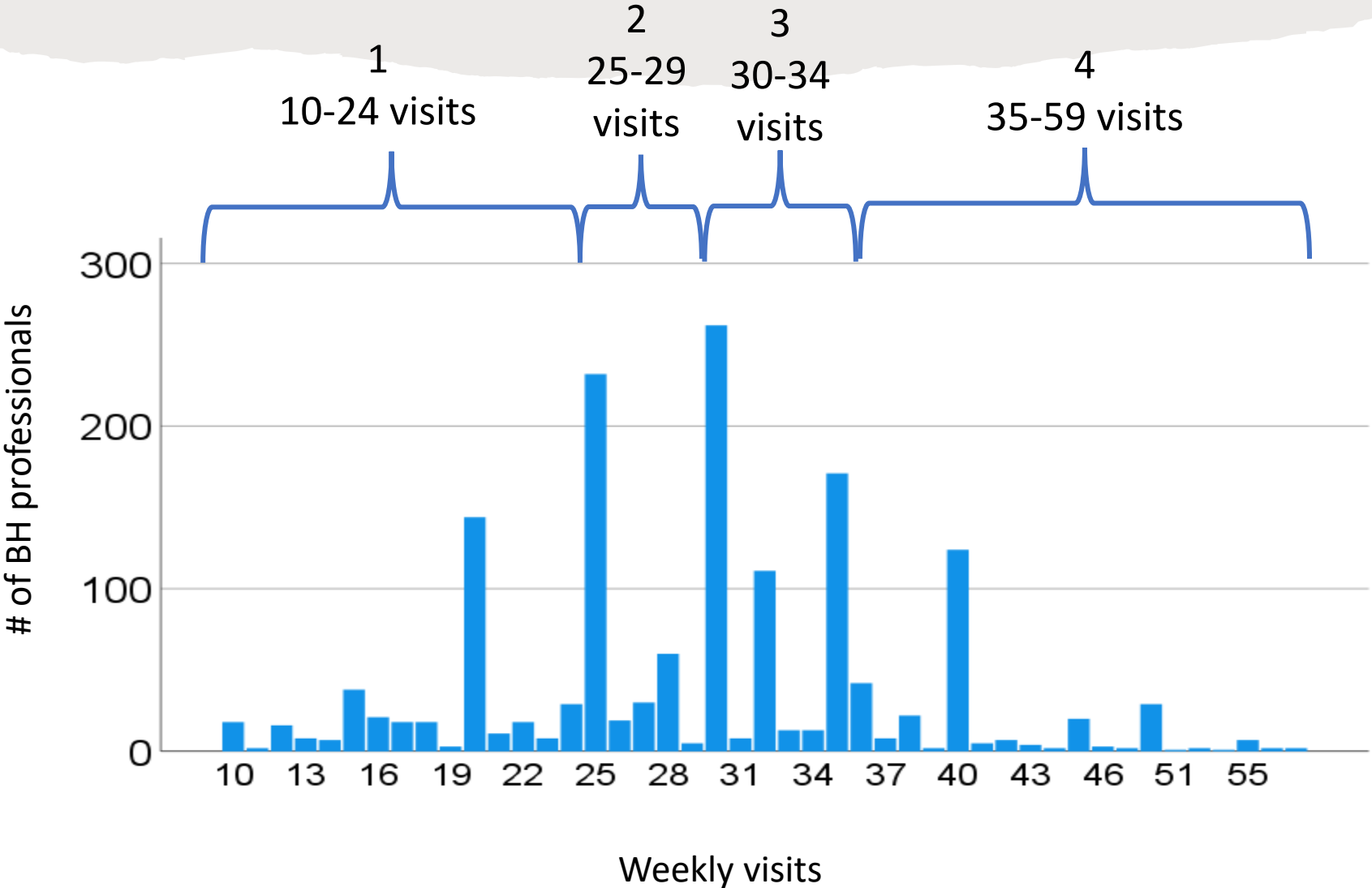


Does the number of clients/patients
seen each week affect retention plans
of BH professionals?

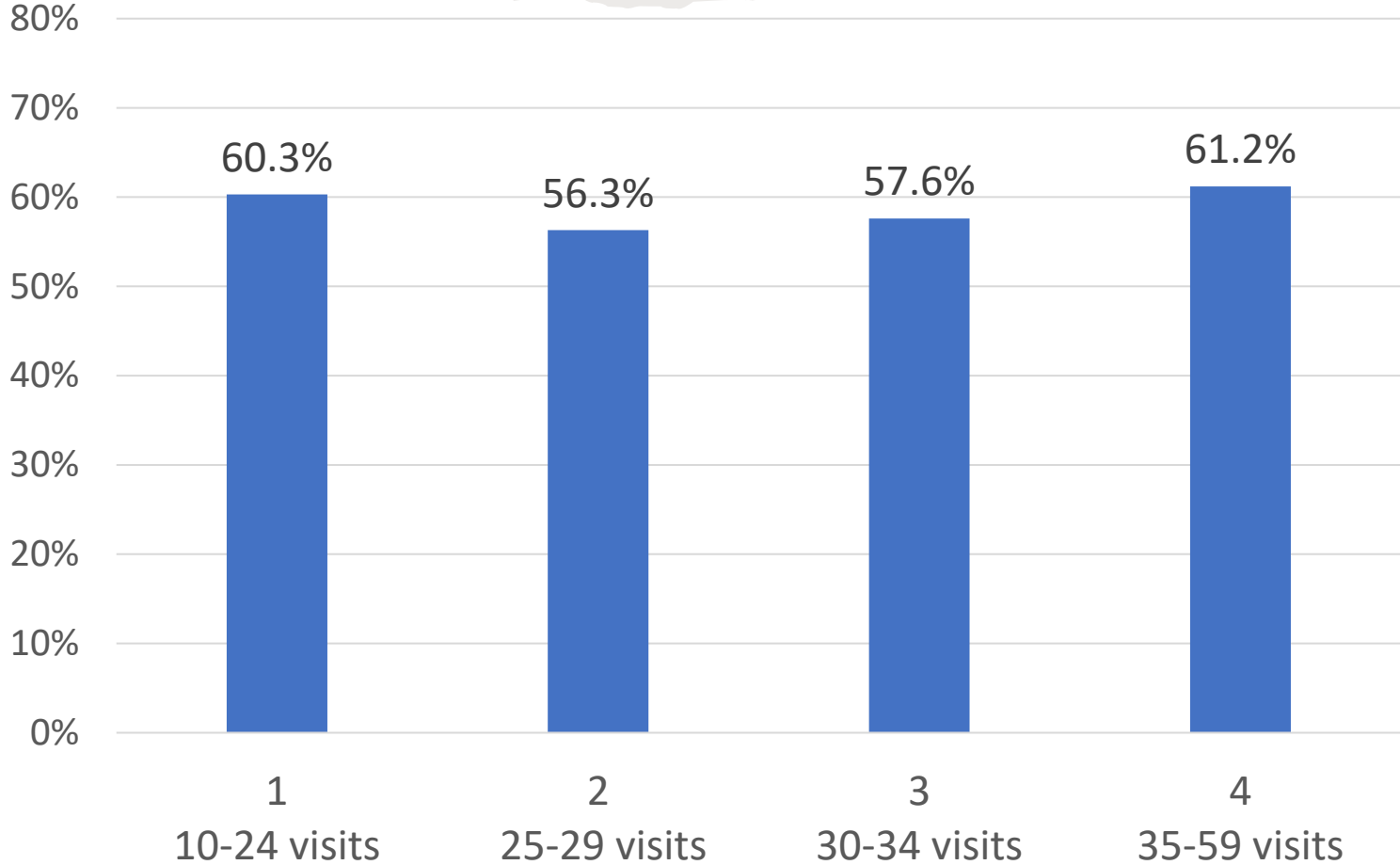
Number of weekly client visits



Number of weekly client visits

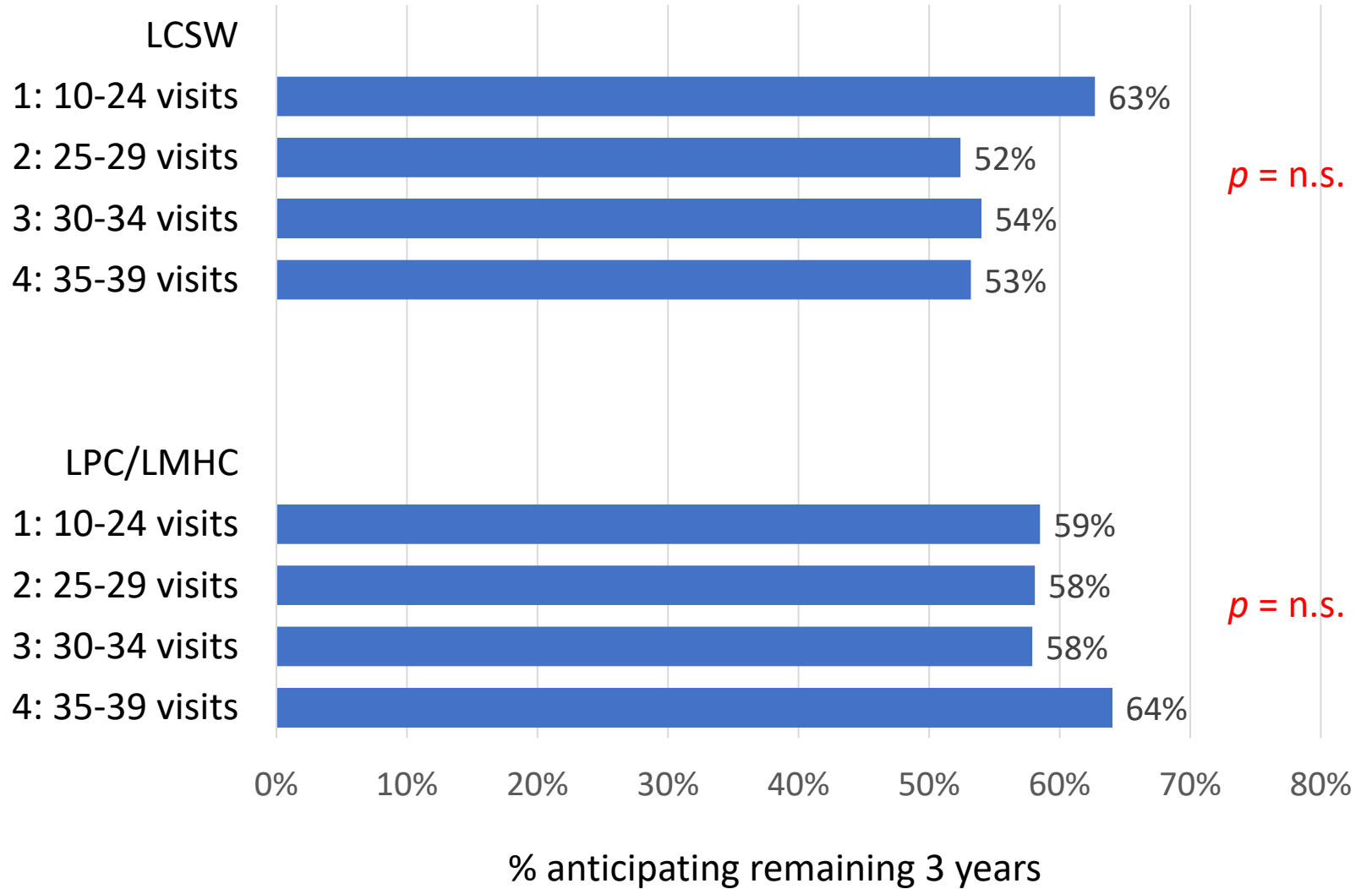


Number weekly client visits and 3-year anticipated retention



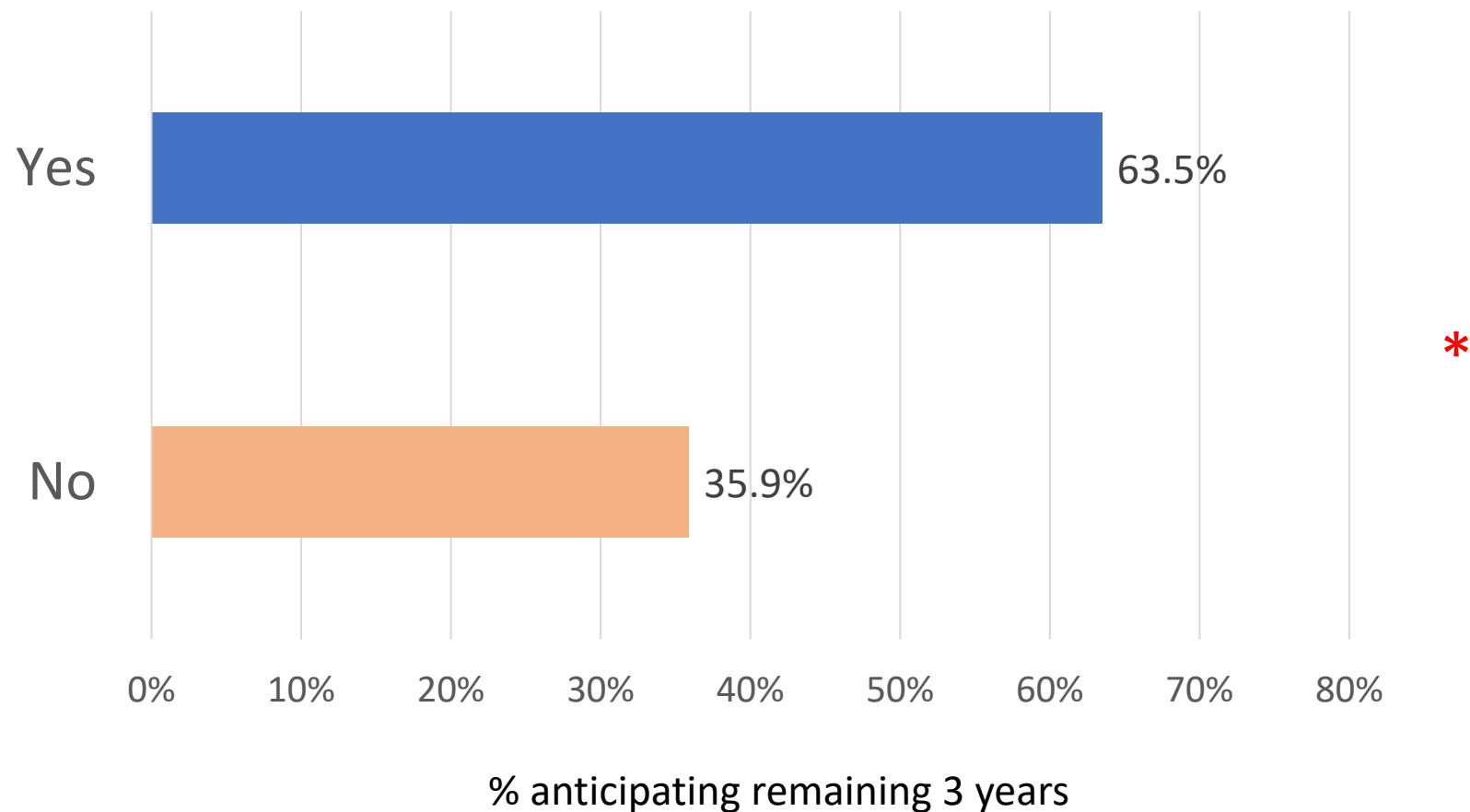
p = n.s.

Number of weekly client visits and 3-year anticipated retention

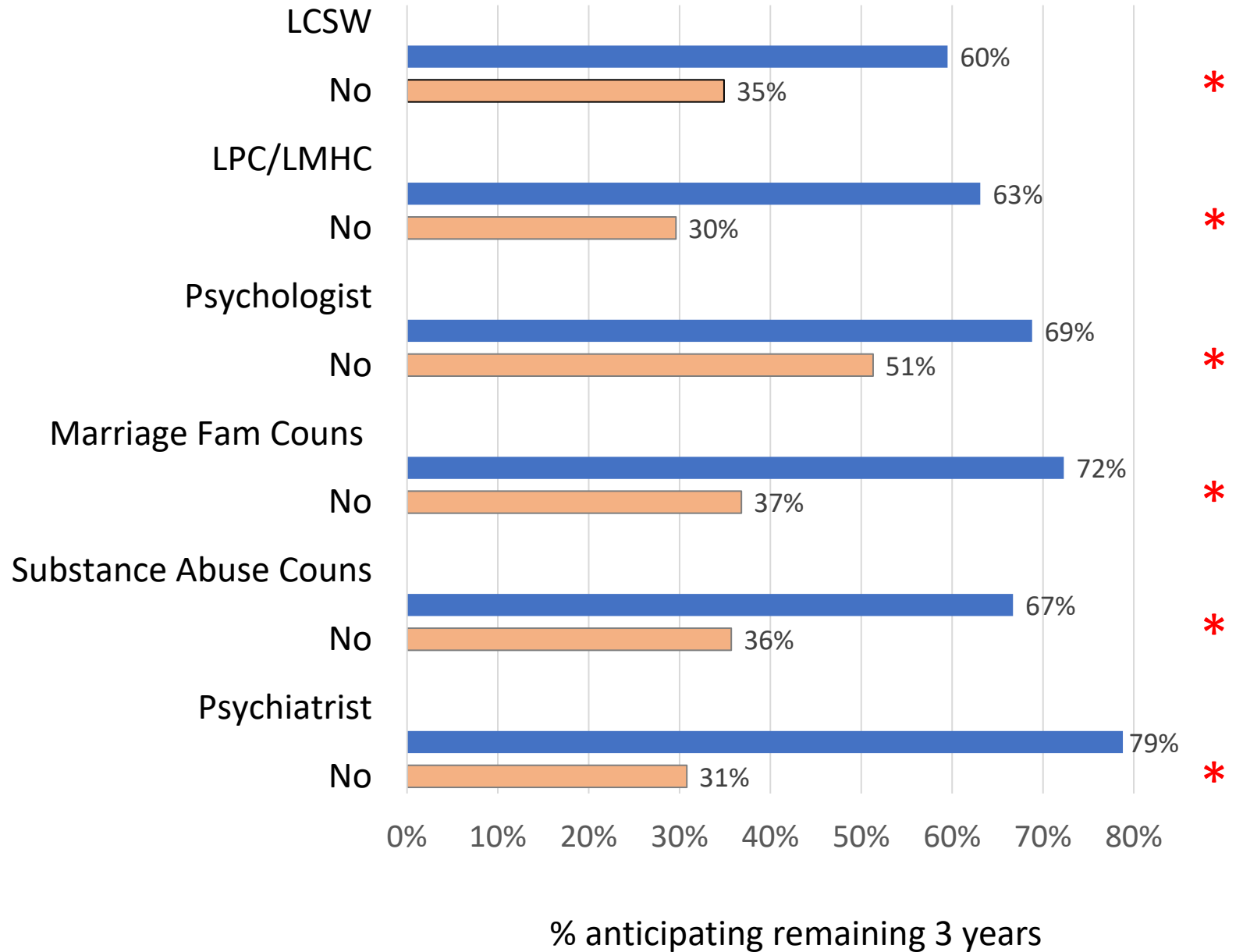


Does being able to provide the full range of professional services one wants affect retention plans of BH professionals?

"I am able to provide the full range of services for which I was trained and wish to perform" and 3-year anticipated retention

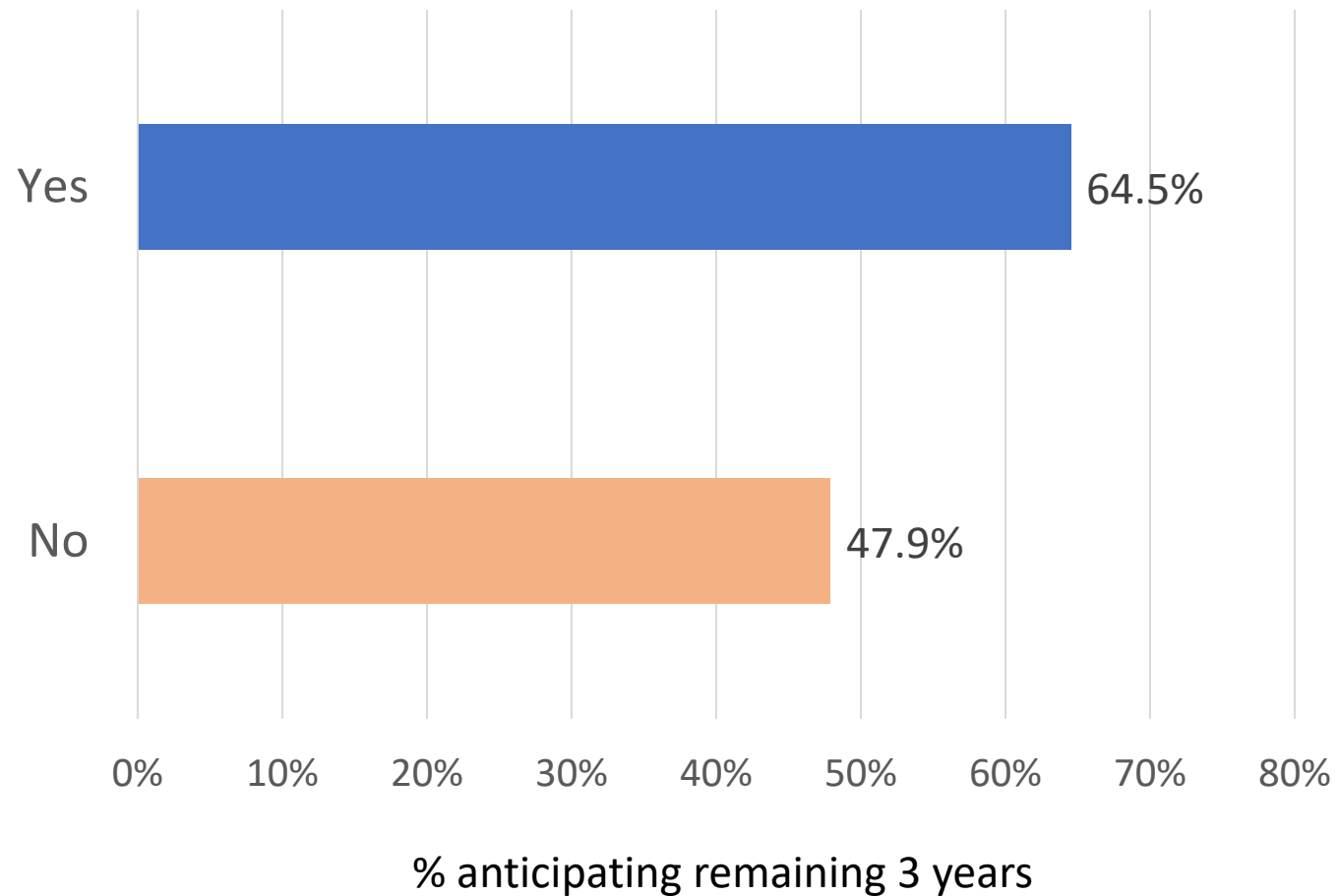


“I am able to provide the full range of services for which I was trained and wish to perform” and 3-year anticipated retention

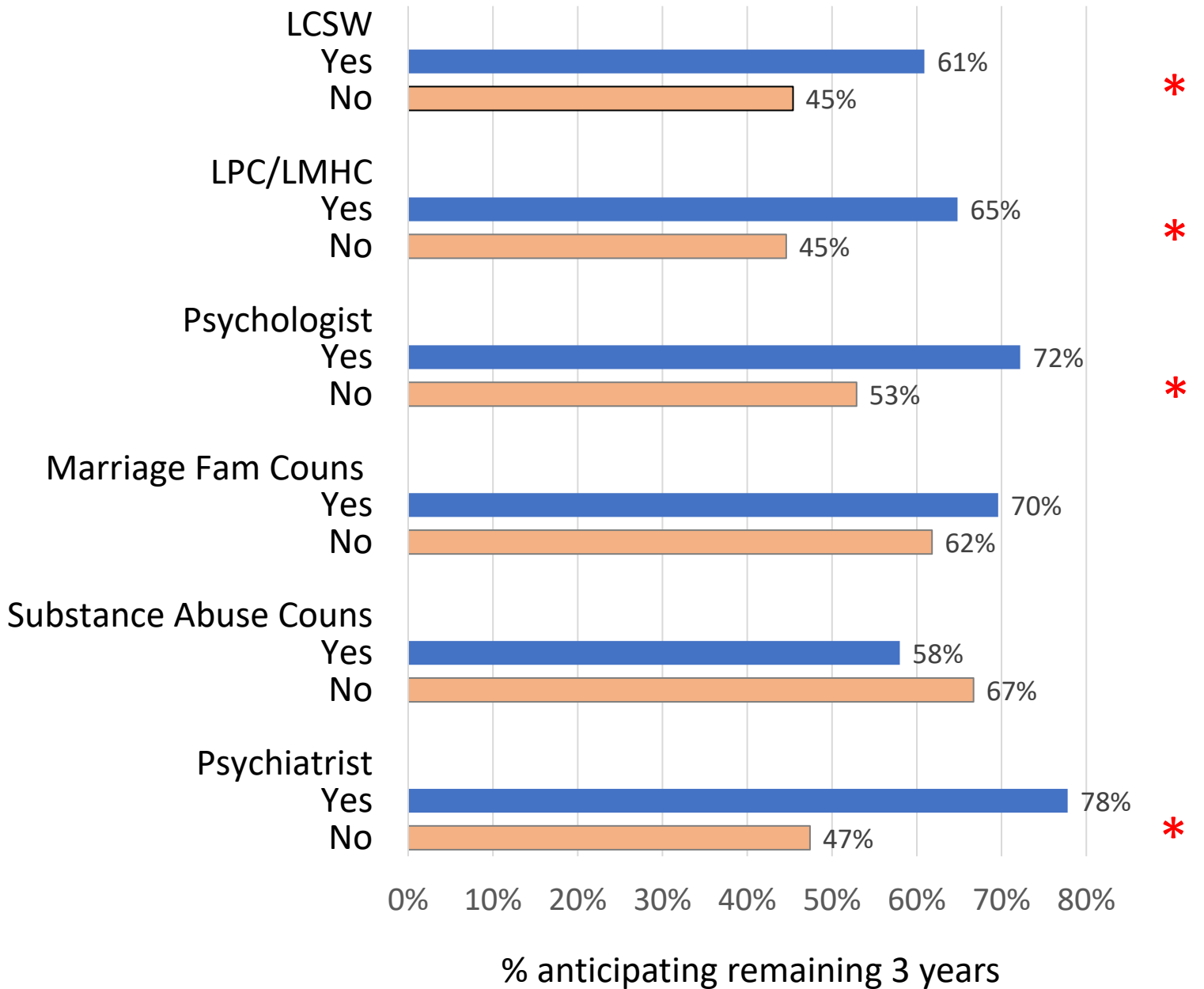


Does having a supportive clinic staff affect retention plans of BH professionals?

“Staff in my practice are a major source of personal support”
and 3-year anticipated retention

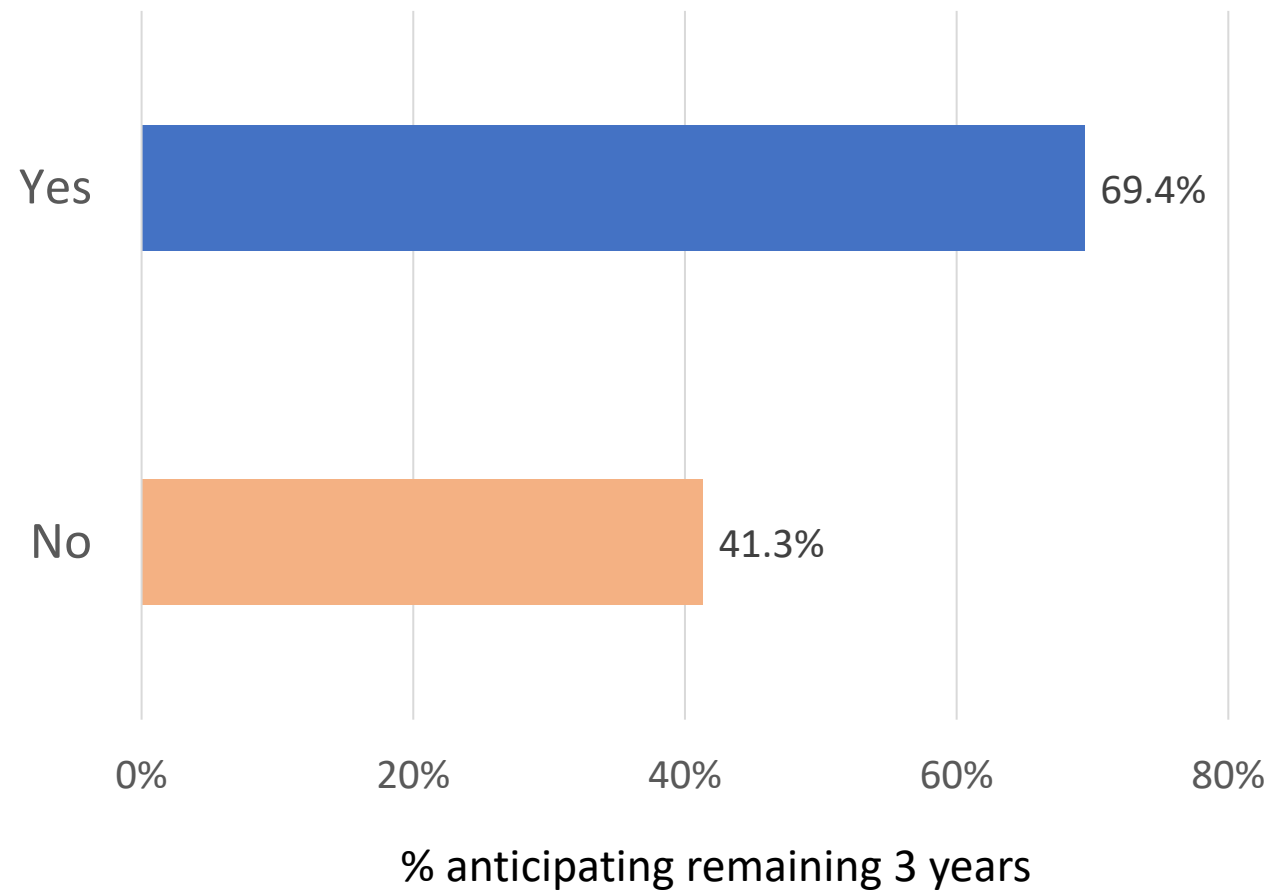


“Staff in my practice are a major source of personal support”
and 3-year anticipated retention

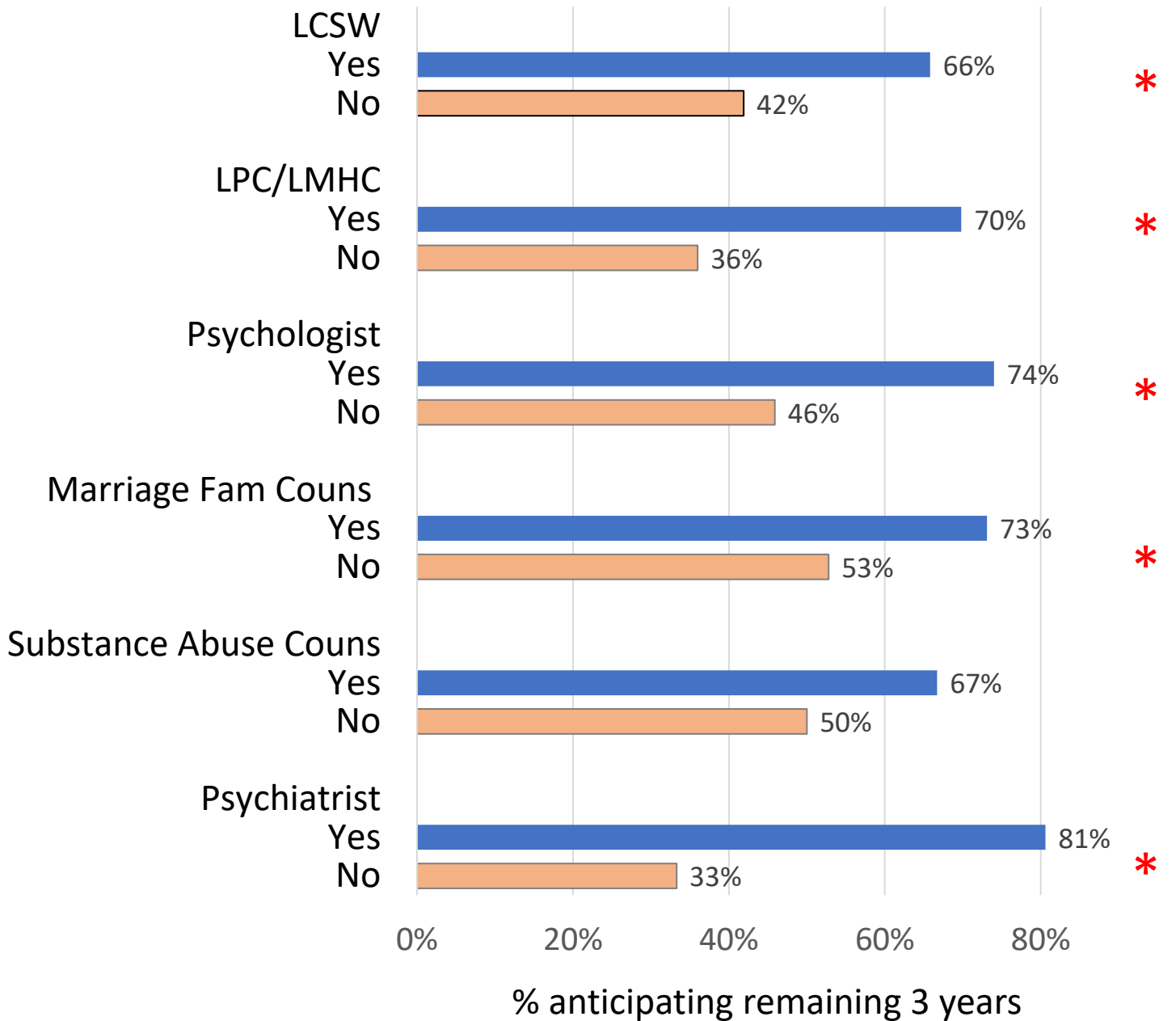


Does the perceived effectiveness of the practice's administration affect retention plans of BH professionals?

“The administrator of my practice is effective”
and 3-year anticipated retention

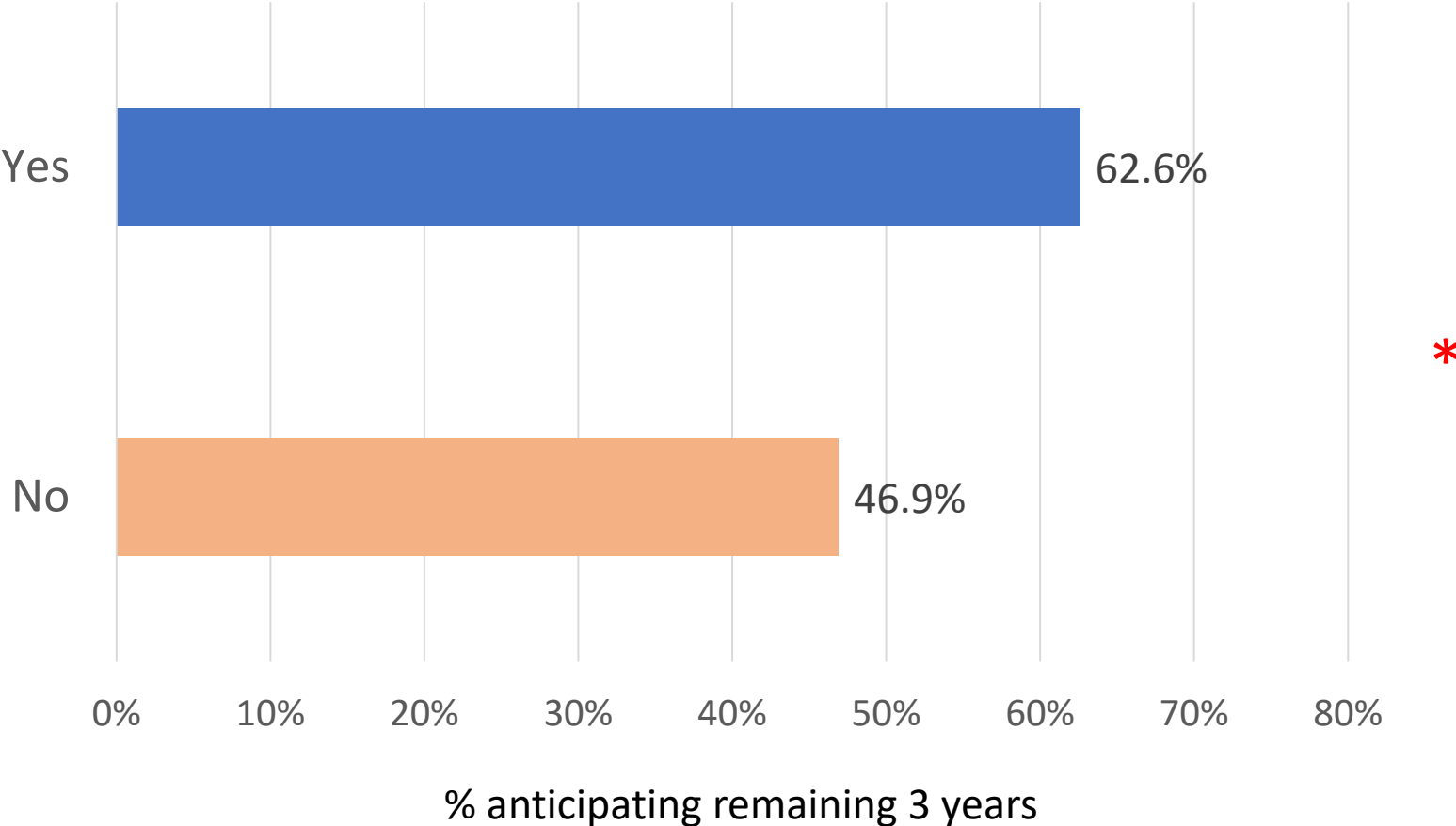


*“The administrator
of my practice is
effective”*
and 3-year
anticipated
retention

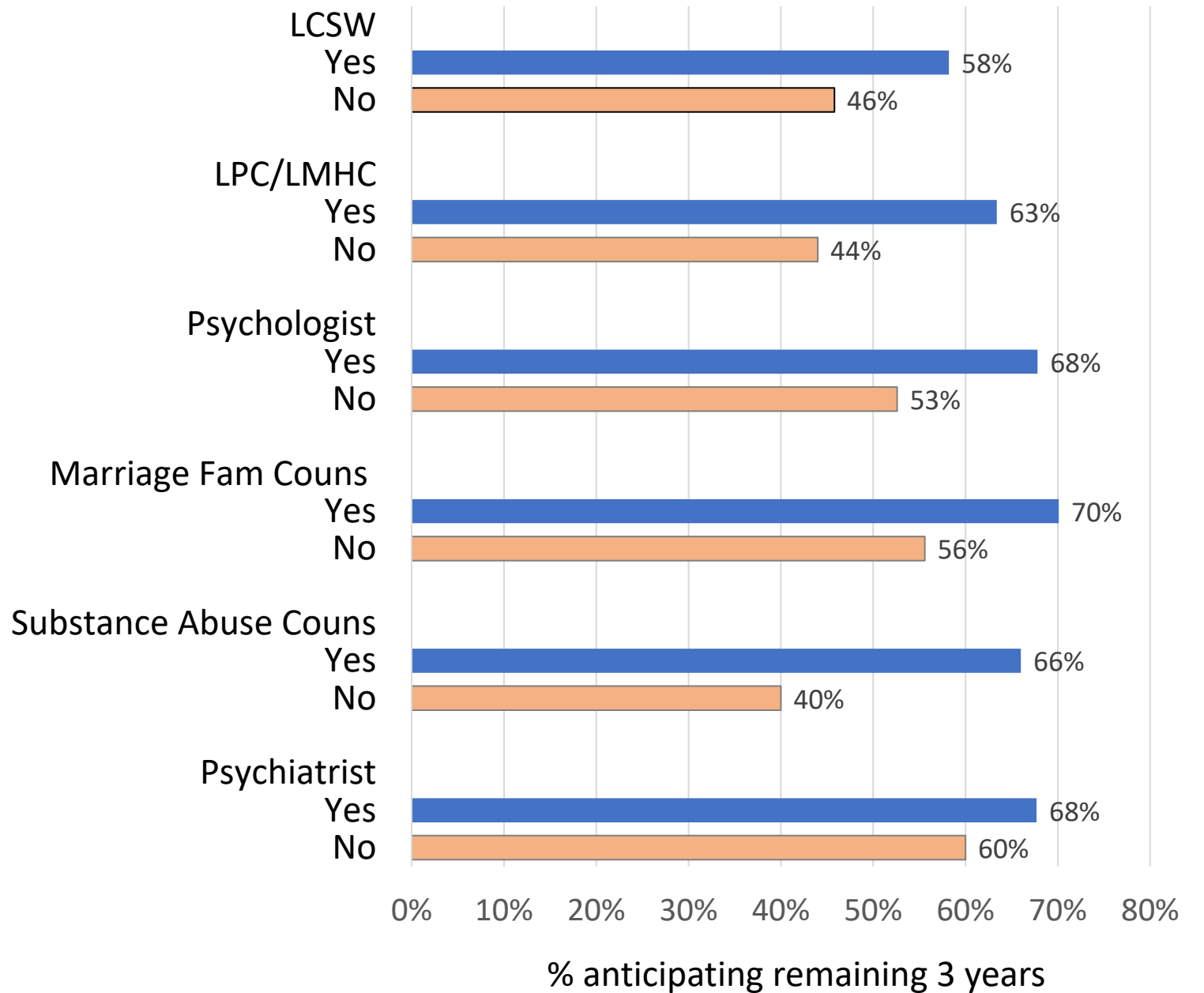


Does linking behavioral health and
medical care affect retention plans of
BH professionals?

“My practice is well linked to the broader medical care system”
and 3-year anticipated retention



“My practice is well linked to the broader medical care system” and 3-year anticipated retention



Summarized correlates with 3+ years of anticipated retention

	All BH disciplines combined (n=1,701)
Compensation	
# hours per week	
# client visits per week	
Full range of services	
Supportive staff	
Effective administrator	
BH-Med care integration	

Summarized correlates with 3+ years of anticipated retention

	All BH disciplines combined (n=1,701)	LCSW (n=652)	LPC/LMHC (n=618)	Psychol (n=190)	Sub Abuse Coun (n=118)	Marr Fam Coun (n=74)	Psychiat (n=49)
Compensation							
# hours per week							
# client visits per week							
Full range of services							
Supportive staff							
Effective administrator							
BH-Med care integration							

Summarized correlates with 3+ years of anticipated retention

	All BH disciplines combined (n=1,701)	LCSW (n=652)	LPC/LMHC (n=618)	Psychol (n=190)	Sub Abuse Coun (n=118)	Marr Fam Coun (n=74)	Psychiat (n=49)
Compensation							
# hours per week							
# client visits per week							
Full range of services							
Supportive staff							
Effective administrator							
BH-Med care integration							

Discussion

$p = n.s.$

Currently
“has fairly
certain plans
to leave” the
practice

