

Addressing Workforce Challenges in Behavioral Health

Implementation Perspective

July 10, 2024



Andrew Bertagnolli, PhD
National Director Mindset Behavioral Health Services

Challenges in Implementation



State Licensing Issues



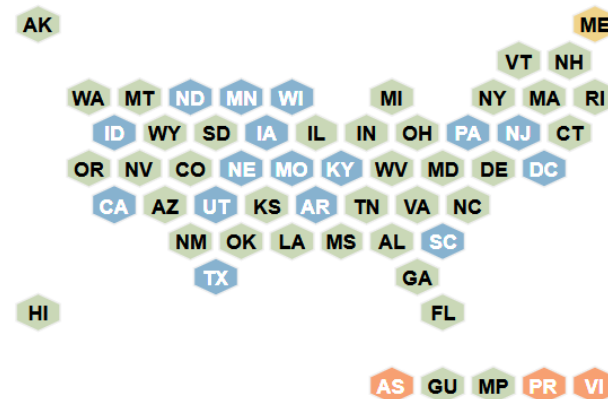
Reimbursement Issues



Patient Preferences

Licensing Challenges & State Variability

- Often lengthy process in obtaining licenses in additional states
 - Limited reciprocity regulations
 - Growing, but still limited interstate compacts often with complex rules and slow implementation timelines
- Variations in scope of practice between states with same license
 - Licensed Counselors ability to diagnose is unclear or prohibited in many states



- Diagnostic ability outlined in statute
- Diagnostic ability not outlined in statute
- Diagnostic ability not allowed in state
- No data currently available



Reimbursement Challenges

- Psychotherapy codes do not allow for charting
 - BH typically has a heavy charting burden
 - Can only bill for time spent with patient face-to-face
- Cannot bill for services provided by interns, residents or other trainees that are supervised by licensed clinicians
 - Same is true for peer support specialists, coaches, etc
- Psychiatric Collaborative Care Codes an improvement, but very cumbersome
 - Heavy documentation burden for BH Care Managers doing asynchronous work with the patient





Patient Preferences

- Patients often have a bias towards wanting a ‘therapist’
 - Even when evidence shows that can be effective
- Complicates integration of roles like BH Care Manager, Peer Support Specialist and BH Support Specialist





Thank you.