

Florida Center for Behavioral Health Workforce

January 2, 2025

The Honorable Governor DeSantis
Governor of Florida
400 S Monroe St.
Tallahassee, FL 32399

Dear Governor DeSantis,

We are honored to have been selected to actualize the State's vision of ensuring that all Floridians have access to timely, quality and integrated behavioral health services through the strengthening of the behavioral health workforce. With this shared commitment, and the dedication, innovation, and resourcefulness of the State's behavioral health stakeholders, we are confident in the collective impact we will make in service to our population.

Enclosed you will find our annual report, required pursuant to F.S. 1004.44 (6)(c) by January 10, 2025. This includes a summary of actions taken to date, as well as plans for continued infrastructure development and our initial strategic framework for implementing the legislation. We look forward to continuing our efforts to grow, retain, and innovate the behavioral health workforce.

In Partnership,

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Executive Director
FL Center for Behavioral Health Workforce
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Dean and Professor
College of Behavioral & Community Sciences

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SECTION I – EXECUTIVE SUMMARY

The current Florida behavioral health workforce has insufficient capacity to meet the needs of Florida’s existing and growing population. In 2023, the population to provider ratio was 490:1, significantly lower than the broader U.S.’s ratio of 320:1.¹ Available workforce resources are not well distributed throughout the state, with some counties fairing quite well and others with severely limited access to qualified behavioral health professionals (i.e., range by county: 150:1, 12,450:1).

In recognition of this and in commitment to the behavioral health needs of Floridians, the Florida Center for Behavioral Health Workforce (FCBHW) was commissioned by the State in March through the 2024 Senate Bill 330 to:

- x Analyze the current behavioral health workforce supply and project future demand
- x Develop strategies for addressing identified workforce gaps
- x Expand pathways to behavioral health professions through enhanced education and training opportunities

SECTION II - IMPLEMENTATION PHASE

The Florida Center for Behavioral Health Workforce (FCBHW) launched July 1, 2024. The primary focus to date has been designing and developing a strong foundational infrastructure whereupon the Center can respond immediately to the legislative objectives delineated in F.S. 1004.44 (6)(c), as well as evolve over time in response to insights gained through collaboration, research, and implementation, and the changing needs of the workforce, population, and State. Appendix A provides a comprehensive overview of the infrastructure development plan, highlighting tasks completed from inception and those planned over the next 12 months. Implementation progress has been accelerated with the onboarding of our Executive Director on October 14, 2024.

Foundational Research

Literature Review and Consultation. A large part of our initial efforts have been foundational research, including a review of the literature and consultation with like centers in the state (e.g., Florida Center for Nursing) and national behavioral health workforce centers and initiatives (e.g., Behavioral Health Education Center of Nebraska, New Hampshire Primary Care Behavioral Health Workforce, University of North Carolina Behavioral Health Workforce Research Center) to help inform organizational structure, core foci, and efficacious strategies, programming, and policies for strengthening the workforce. We were invited and have since joined the newly established Behavioral Health Workforce Center Alliance (BHWCA), collaborating with national subject matter experts and like entities to share best practices in behavioral health workforce innovation. We were also invited to participate in the Substance Abuse and Mental Health Services Administration (SAMHSA) Office of Behavioral Health Equity (OBHE) policy summit in Washington, DC this past December.

Stakeholders. Beginning to engage invested stakeholders across the State has been a vital aspect of the Center's development and has been met with excitement, optimism, and a commitment to collective action to strengthen and innovate the behavioral health workforce and broader systems of care. For example, the Florida Chamber of Commerce has been a vested stakeholder and key partner in strengthening Florida's behavioral health infrastructure on behalf of our constituents. Overall, across stakeholders, these dialogues have provided unique insights from multiple vantage points around gaps and needs, opportunities, and innovative strategies, and are helping to inform our strategic imperatives and initiatives. Appendix B highlights some of the key stakeholders engaged to date, including local and regional organizations and coalitions, state professional organizations, and Florida departments and boards.

Over the next quarter we will continue to engage key stakeholders, including: additional State departments (i.e., Florida Department of Children & Families, Florida Department of Commerce

statistician for the FCBHW. From October through December, a Communications and Marketing Officer (Sydney Gilmore-Duffey, MA), Assistant Director of Finance and Budget (Dina Cooper), and Fiscal and Business Specialist (Mariana Santoro Ramos, MS, MBA) were recruited and onboarded, and an Associate Professor (Oliver T. Massey, Ph.D.) in the Department of Child & Family Studies was appointed as the Interim Director to of the Research and Dissemination core. Consistent with the mission of FCBHW, we also have a graduate research assistant (Emilie Ellenberg, MA) joining the team beginning in the Spring 2025 term.

In early 2025, we will actively recruit and onboard a webmaster, unit research administrator for the Research and Dissemination core, and program manager for the Education and Professional Development core. Faculty searches for Directors will commence later in the year following the academic schedule and our Executive Director with clinical and administrative expertise will lead the Education and Professional Development and Policy Analysis and Implementation cores until faculty directors are recruited and onboarded.

As noted, we will also identify and onboard members for several advisory councils in the Spring of 2025.

Communication & Dissemination

With the recent hiring of our Communications and Marketing officer, we are beginning to develop branding that is representative of the State of Florida and the mission and vision of the FCBHW. We have launched a temporary website (<https://usf.edu/fcbhw>) and are currently in the early stages of website design and development for a comprehensive website with capabilities of hosting an interactive data dashboard, journal articles and reports, and a learning management system, as well as will serve as a resource for students, professionals, and organizations.

Behavioral Health Teaching Hospitals

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state-wide data sources representative of the behavioral health professions defined in F.S. 1004.44 (6)(c) (i.e., psychiatrists licensed under chapter 458 or 459, psychologists licensed under chapter 490, psychiatric nurses licensed under chapter 464, and social workers, marriage and family therapists, and mental health counselors licensed under chapter 491). Licensing data is publicly accessible from the Florida Department of Health (<https://data-download.mqa.flhealthsource.gov/LicensureData>) and has provided

SECTION III - STRATEGIC IMPERATIVES

The FCBHW stands in service to Florida and its constituents to grow , retain , and innovate the behavioral health workforce.

- Increase behavioral health workforce supply to meet Florida's current and growing population needs.
- Strategically diversify the behavioral health workforce in pursuit of true integrated care.
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This will be achieved through research and dissemination , education and professional development , and policy analysis and implementation .

Collaboration and shared responsibility across stakeholders are viewed as key drivers for actualizing and sustaining the FCBHW's legislative charge of supporting "an

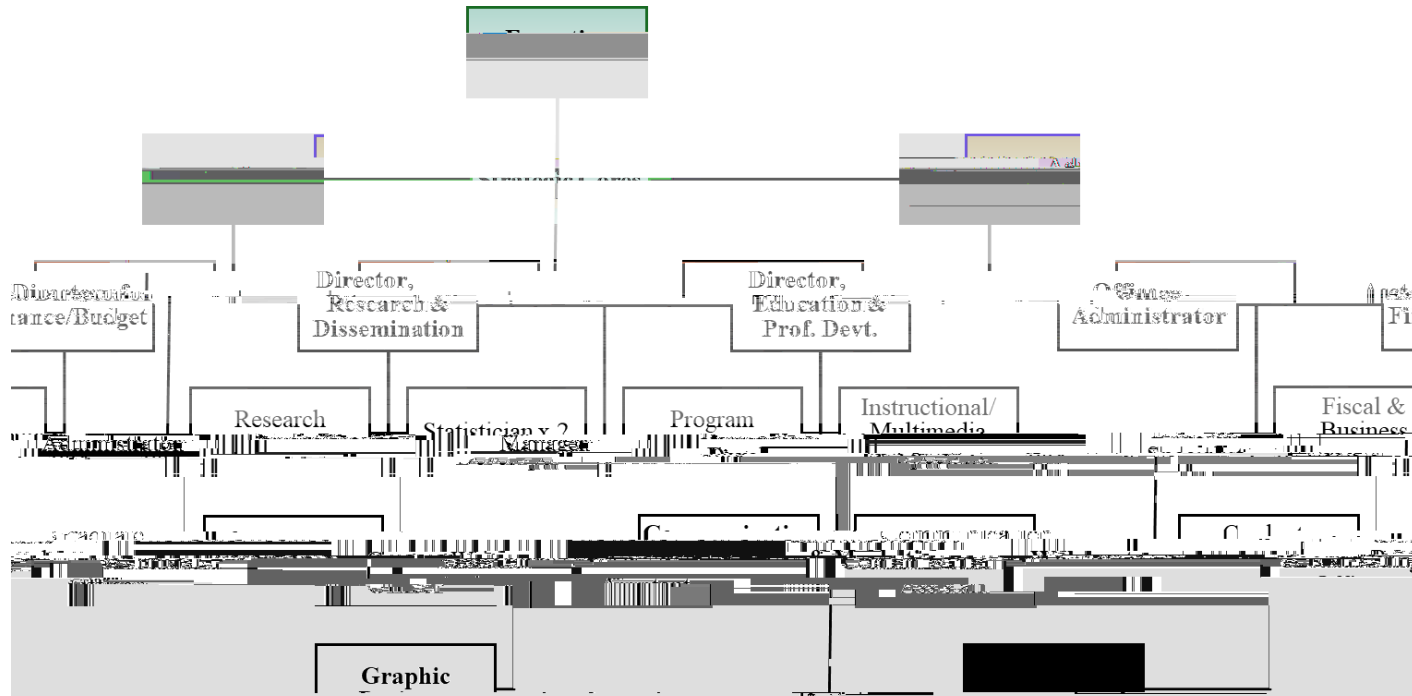
Opioid Response (CORE) settlement funding have adopted, which may be generalizable in the innovation of the behavioral health system of care more broadly.

Funded Research. In the first quarter of 2025 we will finalize plans and distribute a call for proposals to award funding to support original research on the Florida behavioral health workforce. While requirements and proposal evaluation criteria are still in development, we plan to support research proposals that are collaborations across Florida universities, represent an academic and community agency partnership, and/or involve models of in.004 Tct0 [(a)Td cr22ed2scols1.9 ((Tw 4.33)i)6 (r)Td [ofda ore brcommunityto(t)2 (oC

SECTION VII - NEXT STEPS

The FCBHW recognizes the urgency of these issues for the State. In addition to the before noted plans, and although not required by statute, the FCBHW intends to submit an interim update to this report by March 31, 2025, with the most up-to-date data available and any updated recommendations for the legislature to utilize in its consideration of any policy changes and budget allocations during the 2025 Legislative Session. As required by statute, a full FCBHW annual report will continue to be submitted by each January 10 of subsequent years.

Appendix C. Working Draft of the Organizational Structure

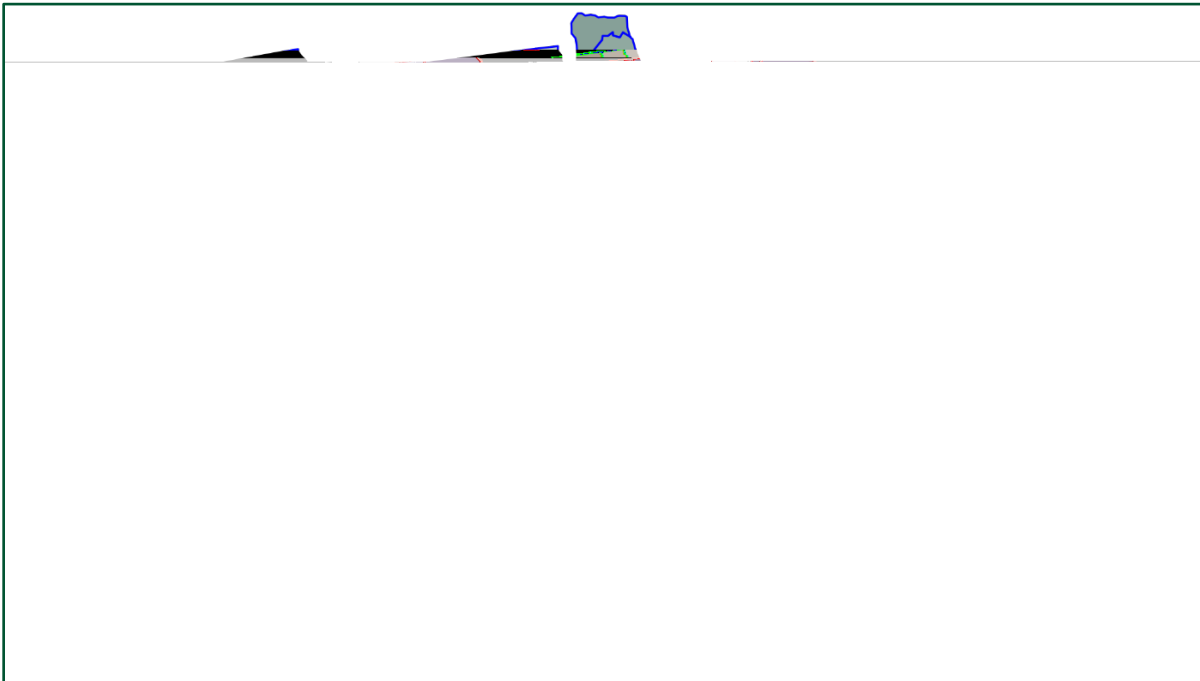


Appendix D. Available Behavioral Health Workforce by Florida County: Preliminary Analysis

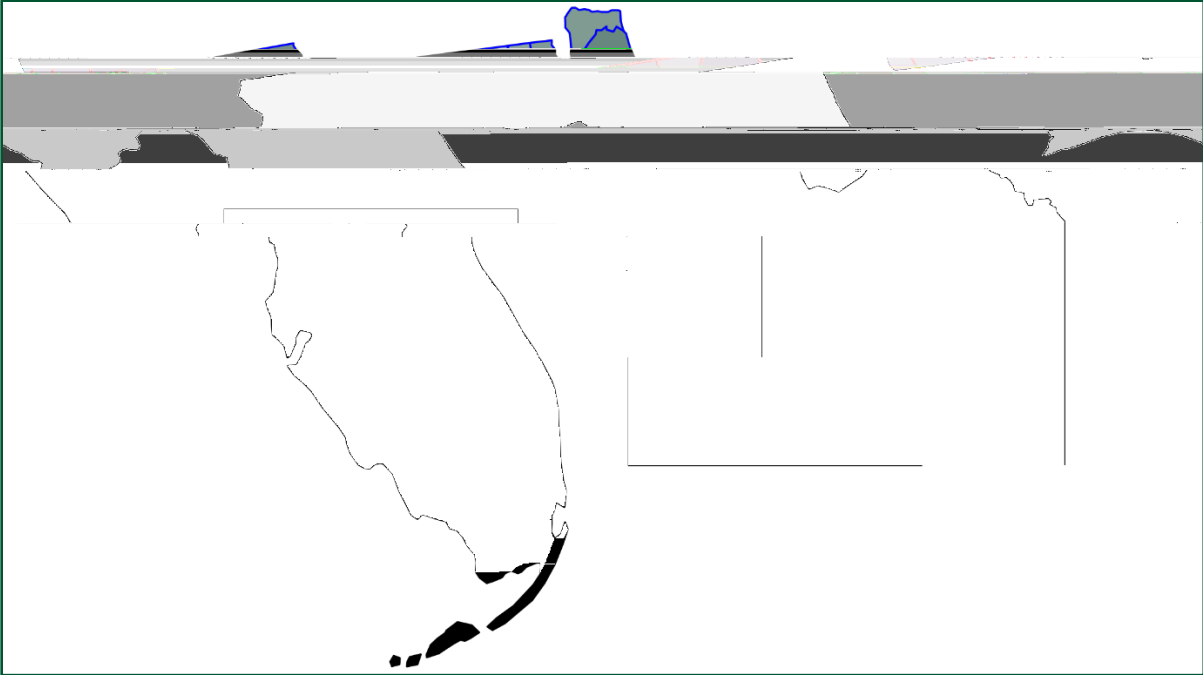
(1) Licensed Clinical Social Workers



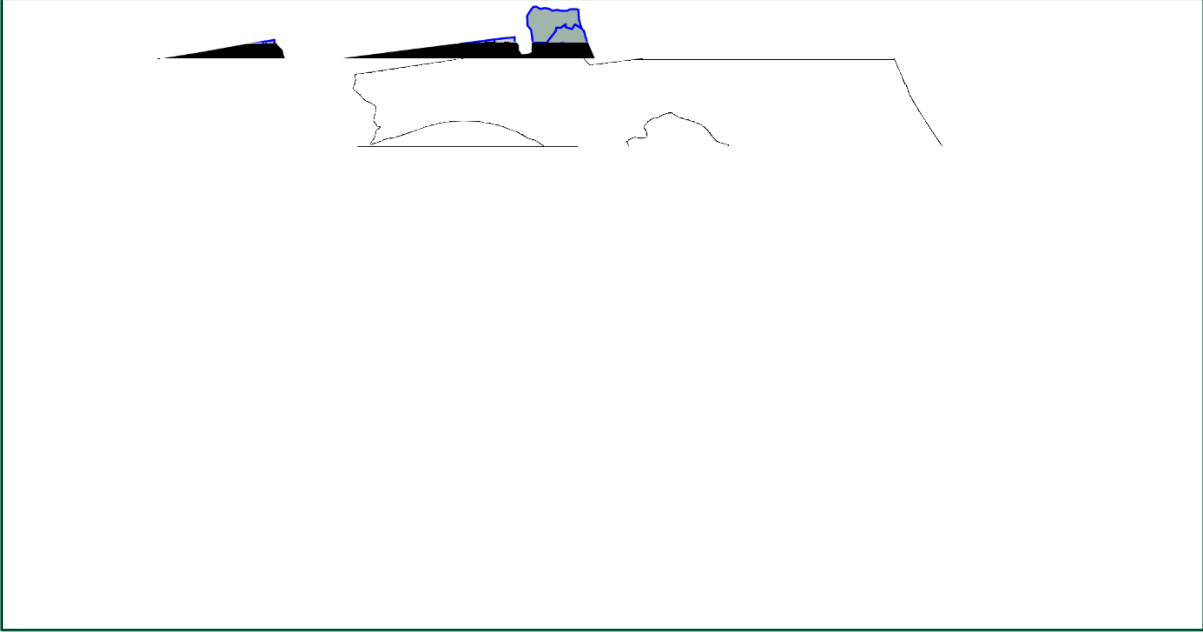
(2) Licensed Marital and Family Therapists



(3) Licensed Mental Health Counselors



(4) Psychologists



COUNTY	POPULATION	(Number per 10,000 residents)			
		LMFTS	PSYCHOLOGISTS	LMHCS	LCSWS
Alachua	284030	4.01	12.29	17.89	16.48
Baker	27803	0.36	0.00	7.55	1.80
Bay	185134	1.51	1.19	10.64	7.56
Bradford	27313	0.37	0.73	6.96	2.56

0.37

(Number per 10,000 residents)						
COUNTY	POPULATION	LMFTS	PSYCHOLOGISTS	LMHCS	LCSWS	
Volusia	579192	2.35	1.95	9.10	6.70	
Wakulla	35178	0.57	2.84	4.83	9.10	
Walton	83304	1.80	1.68	6.96	4.92	
Washington	25414	0.00	0.79	5.90	2.36	



(1) UNIVERSITY OF WEST FLORIDA

Master of Social Work (MSW)

(2) FLORIDA STATE UNIVERSITY

Master of Social Work (MSW)

Master's/ Specialist in Clinical Mental Health Counseling (MS/Ed.S.)

Master of Science in Educational Psychology (MS)

Doctor of Philosophy in Social Work (Ph.D.)

Doctor of Philosophy in Marriage and Family Therapy (Ph.D.)

Doctor of Philosophy in Educational Psychology (Ph.D.)

Doctor of Philosophy in Clinical Psychology (Ph.D.)

Doctor of Philosophy in Developmental Psychology (Ph.D.)

Doctor of Philosophy in Social Psychology (Ph.D.)

(3) FLORIDA AGRICULTURAL & MECHANICAL UNIVERSITY

Master of Social Work (MSW)

(4) JACKSONVILLE UNIVERSITY

Master of Science in Clinical Mental Health Counseling (MS)

(5) UNIVERSITY OF NORTH FLORIDA

Master of Social Work (MSW)

Master of Science in Clinical Mental Health Counseling (MS)

(6) STETSON UNIVERSITY

Master of Science in Marriage, Couple and Family Counseling (MS)

Master of Science in Clinical Mental Health Counseling (MS)

(7) ROLLINS COLLEGE

Master of Arts in Clinical Mental Health Counseling (MA)

(8) UNIVERSITY OF CENTRAL FLORIDA

Master of Social Work (MSW)

Master of Arts in Marriage, Couple, and Family Therapy (MA)

Master of Arts in Clinical Mental Health Counseling (MA)

Doctor of Philosophy in Clinical Psychology (Ph.D.)

(9) FLORIDA INSTITUTE OF TECHNOLOGY

Doctor of Clinical Psychology (Psy.D.)

Doctor of Philosophy in Psychology (Ph.D.)

(10) KEISER UNIVERSITY

Master of Science in Clinical Mental Health Counseling (MS)

(11) PALM BEACH ATLANTIC UNIVERSITY

Master of Science in Clinical Mental Health Counseling (MS)

(12) FLORIDA ATLANTIC UNIVERSITY

Master of Social Work (MSW)

Master of Education in Clinical Rehabilitation FL7flw 13.109 0 T3ion in ClinicoF1.3

Master of Science in Clinical Mental Health Counseling (MS)
Doctor of Marriage and Family Therapy (DMFT)
Doctor of Philosophy in Couple and Family Therapy (Ph.D.)
Doctor of Clinical Psychology (Psy.D.)
Doctor of Philosophy in Clinical Psychology (Ph.D.)
Doctor of Psychology in School Psychology (Psy.D.)

(14) BARRY UNIVERSITY

Master of Social Work (MSW)
Master of Science in Marital, Couple, and Family Counseling (MS)
Master of Science in Clinical Mental Health Counseling (MS)

(15) ALBIZU UNIVERSITY

Doctor of Clinical Psychology (Psy.D.)

(16) UNIVERSITY OF MIAMI

Master of Science in Education in Mental Health Counseling (M.S.Ed.)
Doctor of Philosophy in Clinical Psychology (Ph.D.)
Doctor of Philosophy in Counseling Psychology (Ph.D.)

(17) FLORIDA INTERNATIONAL UNIVERSITY

Master of Social Work (MSW)
Master of Science in Rehabilitation Counseling (MS)
Master of Science in Clinical Mental Health Counseling (MS)
Doctor of Philosophy in Social Welfare (Ph.D.)

(18) LYNN UNIVERSITY

Master of Science in Clinical Mental Health Counseling (MS)

(19) FLORIDA GULF COAST UNIVERSITY

Master of Social Work (MSW)
Master of Arts in Clinical Mental Health Counseling (MA)

(20) SOUTHEASTERN UNIVERSITY

Master of Social Work (MSW)

(21) UNIVERSITY OF SOUTH FLORIDA

Master of Social Work (MSW)
Master of Marriage and Family Therapy (MFT)
Master of Arts in Clinical Rehabilitation Counseling (MA)
Master of Arts in Clinical Mental Health Counseling (MA)
Doctor of Philosophy in Social Work (Ph.D.)
Doctor of Philosophy in Clinical Psychology (Ph.D.)
Doctor of Philosophy in School Psychology (Ph.D.)

(22) SAINT LEO UNIVERSITY

Master of Social Work (MSW)

(23) UNIVERSITY OF FLORIDA

Dual Master's/ Specialist in Marriage & Family Therapy (M.Ed./Ed.S. and M.AE./Ed.S.)
Dual Master's/ Specialist in Mental Health Counseling (M.Ed./Ed.S. and MAE/Ed.S.)
Doctor of Philosophy in Clinical Psychology (Ph.D.)
Doctor of Philosophy in Counseling Psychology (Ph.D.)
Doctor of Philosophy in School Psychology (Ph.D.)

(1) WEST FLORIDA HOSPITAL - HCA HEALTHCARE
Psychiatry Residency

(2) FLORIDA STATE HOSPITAL
Doctoral Internship in Psychology

(3) FLORIDA STATE UNIVERSITY
Doctoral Internship in Health Service Psychology
Doctoral Internship in Psychology
Postdoctoral Clinical Health Psychology Fellowship
Psychiatry Residency

(4) HCA FLORIDA CAPITAL HOSPITAL - HCA
HEALTHCARE
Psychiatry Residency

(5) FEDERAL BUREAU OF PRISONS – FCI
TALLAHASSEE
Doctoral Internship in Psychology

(6) FLORIDA AGRICULTURAL & MECHANICAL
UNIVERSITY
Doctoral Internship in Psychology

(7) NORTHEAST FLORIDA STATE HOSPITAL
Doctoral Internship in Psychology

(8) JACKSONVILLE UNIVERSITY
Master of Science in Nursing with Specialty in Psychiatric
Mental Nursing (MSN)

(9) FLORIDA PSYCHOLOGICAL ASSOCIATES
Postdoctoral Psychology Residency

(10) UNIVERSITY OF NORTH FLORIDA
Doctoral Internship in Health Service Psychology
Post-Masters Doctor of Nursing Practice (DNP) and Family
Psychiatric Mental Health Nurse Practitioner (PMHNP)

(11) HCA FLORIDA ORANGE PARK HOSPITAL - HCA
HEALTHCARE
Psychiatry Residency

(12) NORTH FLORIDA-SOUTH GEORGIA- VETERAN
AFFAIRS HEALTHCARE SYSTEM
Doctoral Internship in Psychology
Postdoctoral Psychology Residency

(13) UNIVERSITY OF CENTRAL FLORIDA
Doctoral Internship in Health Service Psychology

(14) ORLANDO- VETERAN AFFAIRS HEALTHCARE
SYSTEM
Doctoral Internship in Psychology
Postdoctoral Psychology Fellowship
Psychiatry Residency

(15) HCA FLORIDA OSCEOLA HOSPITAL - HCA
HEALTHCARE
Psychiatry Residency

(16) WEST PALM BEACH- VETERAN AFFAIRS
MEDICAL CENTER

Doctoral Internship in Psychology

(17) HCA FLORIDA JFK NORTH HOSPITAL - HCA
HEALTHCARE

Psychiatry Residency

(18) PALM BEACH ATLANTIC UNIVERSITY

Doctor of Nursing Practice with a Psychiatric Mental Health
Nurse Track (DNP)

(19) PALM BEACH COUNTY - YOUTH SERVICES
DEPARTMENT

Doctoral Internship in Psychology

Postdoctoral Psychology Fellowship

(20) FLORIDA ATLANTIC UNIVERSITY

Doctoral Internship in Health Service Psychology

Psychiatry Residency

(21) FAULK CENTER FOR COUNSELING

Doctoral Internship in Psychology

(22) BROWARD HEALTH IMPERIAL POINT MEDICAL
CENTER

Psychiatry Residency

(23) NEUROBEHAVIORAL INSTITUTE

Postdoctoral Clinical Cognitive and Behavioral Psychology
Residency

(24) NOVA SOUTHEASTERN UNIVERSITY

Doctoral Internship in Psychology (Psychology Services
Center)

Doctoral Internship in Psychology (South Florida Consortium)

Postdoctoral Psychology Residency

Psychiatry Residency

Master of Science in Nursing with Specialty in Psychiatric
Mental Health (MSN)

Postgraduate Advanced Practice Registered Nurse Certificate
in Psychiatric-Mental Health

(25) MEMORIAL HEALTHCARE SYSTEM

Psychiatry Residency

(26) SOUTH FLORIDA STATE HOSPITAL

Doctoral Internship in Psychology

(27) HCA FLORIDA AVENTURA HOSPITAL - HCA
HEALTHCARE

Psychiatry Residency

(28) SOUTHERN WINDS HOSPITAL

Psychiatry Residency

(29) MOUNT SINAI MEDICAL CENTER

Psychiatry Residency

(30) COMMUNITY HEALTH OF SOUTH FLORIDA

Psychiatry Residency

(31) CITRUS HEALTH NETWORK

Doctoral Internship in Psychology

Postdoctoral Psychology Residency Program

Psychiatry Residency

(32) ALBIZU UNIVERSITY

Predocotrual Psychology Internship (Goodman Psychological Services Center)

(33) JACKSON MEMORIAL HOSPITAL

Doctoral Internship in Psychology

Postdoctoral Health Service Psychology Fellowship

(34) MAILMAN CENTER FOR CHILD DEVELOPMENT

Predocotrual Clinical Psychology Internship

Postdoctoral Clinical Child and Pediatric Psychology Fellowship

(35) MIAMI-DADE COUNTY COMMUNITY ACTION AND HUMAN SERVICES DEPARTMENT

Predocotrual Clinical Psychology Internship

(36) UNIVERSITY OF MIAMI

Post-Master's Certificate in in Psychiatric Mental Health Nursing

Doctoral Internship in Health Service Psychology

Psychiatric Residency

(37) MIAMI VA MEDICAL CENTER- VETERAN

AFFAIRS HEALTHCARE SYSTEM

Doctoral Internship in Psychology

Postdoctoral Psychology Residency Program

(38) LARKIN COMMUNITY HOSPITAL

Psychiatry Residency

(39) FENIX CENTER FOR PSYCHOLOGICAL

SERVICES

(45) CENTERSTONE CONSORTIUM

Doctoral Internship in Health Service Psychology
Psychiatry Residency

(46) JOHNS HOPKINS ALL CHILDREN'S HOSPITAL

Doctoral Internship in Psychology
Postdoctoral Psychology Fellowship

(47) BAY PINES - VETERAN AFFAIRS HEALTHCARE
SYSTEM

Doctoral Internship in Psychology
Postdoctoral Psychology Fellowship

(48) HCA FLORIDA LARGO HOSPITAL - HCA
HEALTHCARE

Psychiatry Residency

(49) TAMPA GENERAL HOSPITAL

Postdoctoral Health and Rehabilitation Psychology Fellowship

(50) LAKELAND REGIONAL HEALTH

Psychiatry Residency

(51) UNIVERSITY OF SOUTH FLORIDA

Doctoral Internship in Counseling Psychology
Doctoral Internship in Professional Psychology
Psychiatry Residency Program

(52) JAMES A. HALEY VETERANS HOSPITAL -
VETERAN AFFAIRS HEALTHCARE SYSTEM

Predocctoral Psychology Internship
Postdoctoral Clinical Psychology Residency
Postdoctoral Clinical Neuropsychology Residency
Postdoctoral Rehabilitation Psychology Residency

(53) MORTON PLANT NORTH BAY RECOVERY
CENTER- BAYCARE HEALTH SYSTEM

Psychiatry Residency

(54) FLORIDA DEPARTMENT OF CORRECTIONS -
ZEPHYRHILLS CORRECTIONAL INSTITUTION

Doctoral Internship in Clinical Psychology
Postdoctoral Internship in Clinical Psychology

(55) UNIVERSITY OF FLORIDA

Post-Master's Psychiatric-Mental Health Nurse Practitioner
(NP)

Doctoral Internship in Clinical Psychology
Doctoral Internship in Health Service Psychology
Postdoctoral Psychology Fellowship (Clinical and Health
Psychology)
Postdoctoral Psychology Fellowship (Psychiatry)
Psychiatry Residency

(56) UCF GRADUATE MEDICINE EDUCATION (GME)
CONSORTIUM- HCA HEALTHCARE

Psychiatry Residency

