

MENTAL HEALTH PROFESSIONAL LICENSING STUDY

Office of Professional Regulation

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MENTAL HEALTH LICENSING STUDY

AGENDA 12/18/2023

- Welcome
- Study Update: Research, Resources, and Learning
- Barriers to Entry Subgroup Review
- Supervision Regulations Subgroup Review
- Streamlining Regulations Subgroup Review
- Homework Reminder and Meeting Dates

We are here!



Questions and
Goals and
Scope

Research,
Resources, and
Learning

Recommendations

Report

BARRIERS TO ENTRY: RESEARCH AND RESOURCES

- **New Research Questions**
 - How does professional regulation create barriers for access to care?
 - How do professional credentials create barriers to reimbursement?
 - How do reimbursement policies disincentivize licensure?
 - What populations can each professional license treat?
 - Music and Art Therapy for pediatric palliative care
 - How are agencies/organizations addressing bias, barriers, racism, sexism, ableism?
 - What trainings are available? Who offers the trainings?

BARRIERS TO ENTRY: RESEARCH AND RESOURCES (CONTINUED)

- **Vermont Individuals & Communities**
 - Licensed professionals & professionals-in-training (anonymous survey)
 - Vermont native tribes (Elnu Abenaki; Nulhegan Abenaki; Koas Abenaki; Abenaki of Missisquoi)
 - *Who else?*
- **Institutions**
 - New England ADA Center (Americans with Disabilities Act)
 - Vermont mental health professional training programs/schools
 - Central Vermont Refugees Action Network (CVRAN); Chittenden Asylum Seekers Assistance Network (CASAN); Bridges to Rutland
 - 3rd Party Certification Organizations
 - Art Therapy Credential Board (ATCB)

BARRIERS TO ENTRY: RESEARCH AND RESOURCES (CONTINUED)

- **Written Resources**
 - Health Equity Advisory Commission (HEAC) report(s)
 - American Association of State Counseling Boards (AASCB) report(s)
 - Medicaid Regulations
 - Music and Art Therapy for pediatric palliative care (Medicaid)
 - Vermont/OPR rules and regulations for current overlapping scopes of practice
 - *What else?*

SUPERVISOR REGULATIONS: RESEARCH AND RESOURCES

- **Additional Research Questions**

- What are other states doing? What is working well?
- What are the current fee structures?
- What are the expectations of supervisors? What are best practices, quality control?
- What regulators have requirements impacting supervision and supervised practice?
 - Insurance (DVHA; Private Pay); OPR; DOL; DMH
- Who should oversee supervisors? Regulators? Contracts? Boards? Statute?
- Why are so many licensees reluctant to supervise?
- What are the alternatives to the roster for professionals-in-training/supervisees?
 - Implications for reimbursement; is the roster meeting the intended need?

SUPERVISOR REGULATIONS: RESEARCH AND RESOURCES (CONTINUED)

- **Additional Research Questions**
 - Alternatives to supervised billing?
 - What is supervision like in DA/SSA settings? How does this compare to private practice?
 - What are the various supervised practice structures in use?
 - Are there alternatives to social work supervised practice requirements?
 - How can we incentive quality supervision?
 - How do regulations create barriers to supervision?

SUPERVISOR REGULATIONS: RESEARCH AND RESOURCES (CONTINUED)

- **Vermont Individuals & Communities**
 - Supervisees/Supervisors (anonymous surveys)
 - Licensed Professionals: why aren't they supervising?
- **Resources**
 - Other states supervised practice requirements
 - How do other states train supervisors?
 - 3rd party certifications
 - NH supervisor credentialing
 - Peer review literature
 - HEAC report(s)
 - Education programs

STREAMLINING REGULATIONS: RESEARCH AND RESOURCES

RESOURCES

- Speak to regulatory staff from other states
- Other state regulations and laws
 - Umbrella boards- Ohio
 - Licensing by degree
 - Etc.
- Compilation of CEUs for renewal by state (Psychologists)
- Music Therapy Regulation Resources (Lynn Noble email)
 - North Dakota (Integrated Health Board)
 - Maryland Board
 - New Jersey (Creative Arts and Activities Therapy Board)
- Art Therapy regulation document (Maryland)
- Recommendations and best practices from professional associations
- Data from boards that have attempted streamlining
- Data from Department of Labor regarding workforce impacts of licensing policies
- Explore provisional licenses as an alternative to the Roster
- Cost of post-degree supervision (survey, data)
- Cost of continuing education
- Renewal fees
- Number of supervisors
- Our own regulations and statutes
- CMS policies and regulations

STREAMLINING REGULATIONS: RESEARCH AND RESOURCES (CONTINUED)

- **Individuals & Communities**

- Regulators in other states
- Professional Associations

- **Additional Research Questions**

- How do umbrella boards function in other states?
 - What are the various options for a combined umbrella board?
- How do other states achieve the same goals as the roster and provisional licensing?
- What is the impact of removing coursework thresholds?
 - How can we create more flexibility in licensure pathways? Post-degree flexibility?
 - Is there DOL data on workforce impacts from licensing policies?

STREAMLINING REGULATIONS: RESEARCH AND RESOURCES (CONTINUED)

- **Additional Research Questions**

- How are licensing requirements the same and different across VT's mental health professions?
- What are the impacts of post-degree requirements? (e.g., cost, access)
- What are the financial impacts for renewal requirements?
- How and should we align reimbursement structures with education level?
 - What are the impacts of such a policy on the workforce and barriers to access?
- How do licensing regulations impact external systems such as reimbursement, privileging, education, access to care, etc.?
- How would prescribing psychologists be regulated?
- How do CE requirements vary across professions? Should they be modified?

RESOURCE SELECTION

SOAR ISSUE FRAMING

Strengths

What are we good at?

What can we build on?

Opportunities

What are the possibilities?

What is our diverse network of stakeholders asking for?

Aspirations

What are our dreams and wishes?

What do we care deeply about?

Results

What are meaningful outcomes?

How do we know we're succeeding?

NEXT MEETING DATES

Next Meetings: 2-4pm

- Supervisor Regulations – Jan. 2nd
- Streamlining Regulations – Jan. 9th
- Barriers to Licensure – Jan. 23rd
- Full Group – Jan. 29

Homework:

- Use OPR handout (will be emailed) to identify at least 3 study resources
- Keep in mind: SOAR

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