

# BEHAVIORAL HEALTH WORKFORCE ANALYSIS AND PRACTICE INCENTIVES



**COLORADO**

**Department of Public  
Health & Environment**

# PRIMARY CARE OFFICE AUTHORITIES

- Assess for primary, oral and **behavioral health clinician** capacity to **determine where shortages exist.**

C.R.S. § 25-1.5-401, *et seq* and § 24-34-110.5

- Research and policy development to **improve access for medically underserved populations.**

C.R.S. § 25-1.5-401, *et seq*

- **Promote and administer health professional practice incentive programs** in communities with a clinical shortage.

C.R.S. § 25-1.5-501, *et seq*





# HEALTH SYSTEMS DIRECTORY

- High quality and reliable health systems data is **required for multiple statutory functions**...and is also critical to **informing policy and resource allocation** decisions of government.
- Rather than create another data silo, the HSD **leverages existing datasets with established authority and funding to create a composite clinician record** that is more complete, contemporary and reliable than any single source.





# INFORMING DATA SOURCES

National Plan & Provider Enumeration (CMS)

taxonomy, unique identifier

Licenses and Occupations (DORA)

licensing, certification, practice, identifiers

Medicaid Enrolled Provider List (HCPF)

plan enrollment, practice, identifiers

Medicare Individual Provider List (CMS)

plan enrollment, practice, identifiers

Schedule II Prescribers (DEA)

identifiers, key behavioral health indicator

All Payer Claims Database (CIVHC)

active practice, plan data, nature of care

Vital Records Death File (CDPHE)

deceased clinicians





# INFORMING DATA SOURCES

Commercial Validation Source

standardization, demographics

Unemployment Benefit System (CDLE)

employer, wage & salary

professional associations

practice, demographics, specialty

Drivers License Data (DOR)

personal information redaction, identifiers

direct survey & manual validation (PCO)

practice data, care capacity

trusted users

collaborative data quality management

Licensed Facilities (CDPHE)

facilities data

Division of Insurance (DORA)

plan data





# DIRECTORY DATA "MOSAIC"

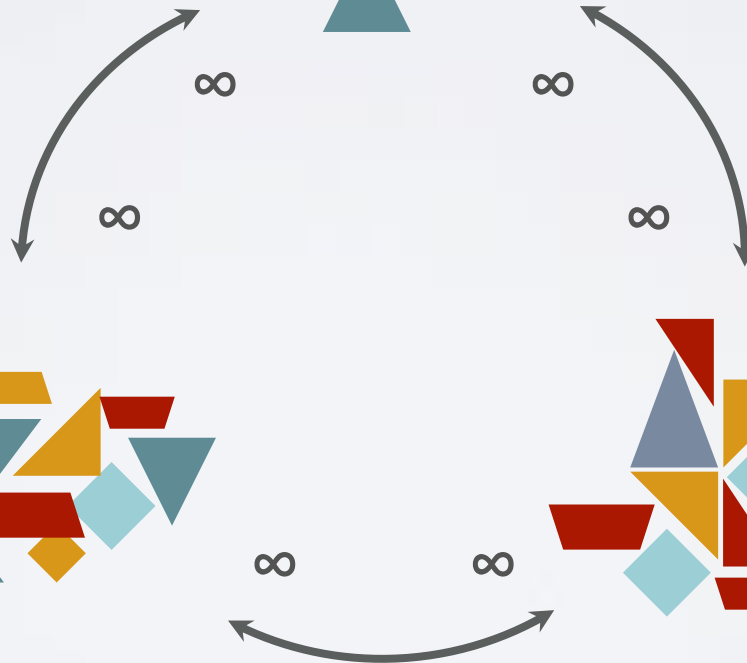
Clinician



Facility



Plan





# SUMMARY

*65 million row inputs derived from 16 informing sources*

- 163,300 total clinicians
  - 17,730 active physicians
  - 4,138 active dentists
  - 8,293 active advanced practice nurses
- 34,848 total facility locations



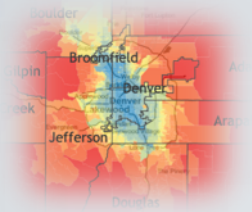


# BEHAVIORAL HEALTH SUMMARY

- 24,055 licensed behavioral health clinicians with evidence of Colorado practice
- 20,842,452 annual behavioral health encounter capacity among all clinicians and all payers
- 14,362 unique behavioral health practice locations

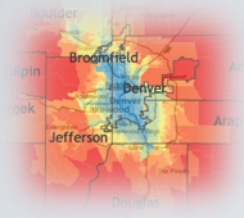






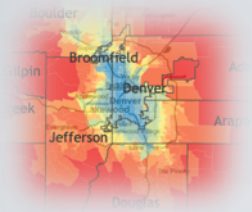
UNIQUE LOCATIONS SERVICE DELIVERY  
SITES WHERE AT LEAST ONE BEHAVIORAL  
HEALTH CLINICIAN IS IN PRACTICE





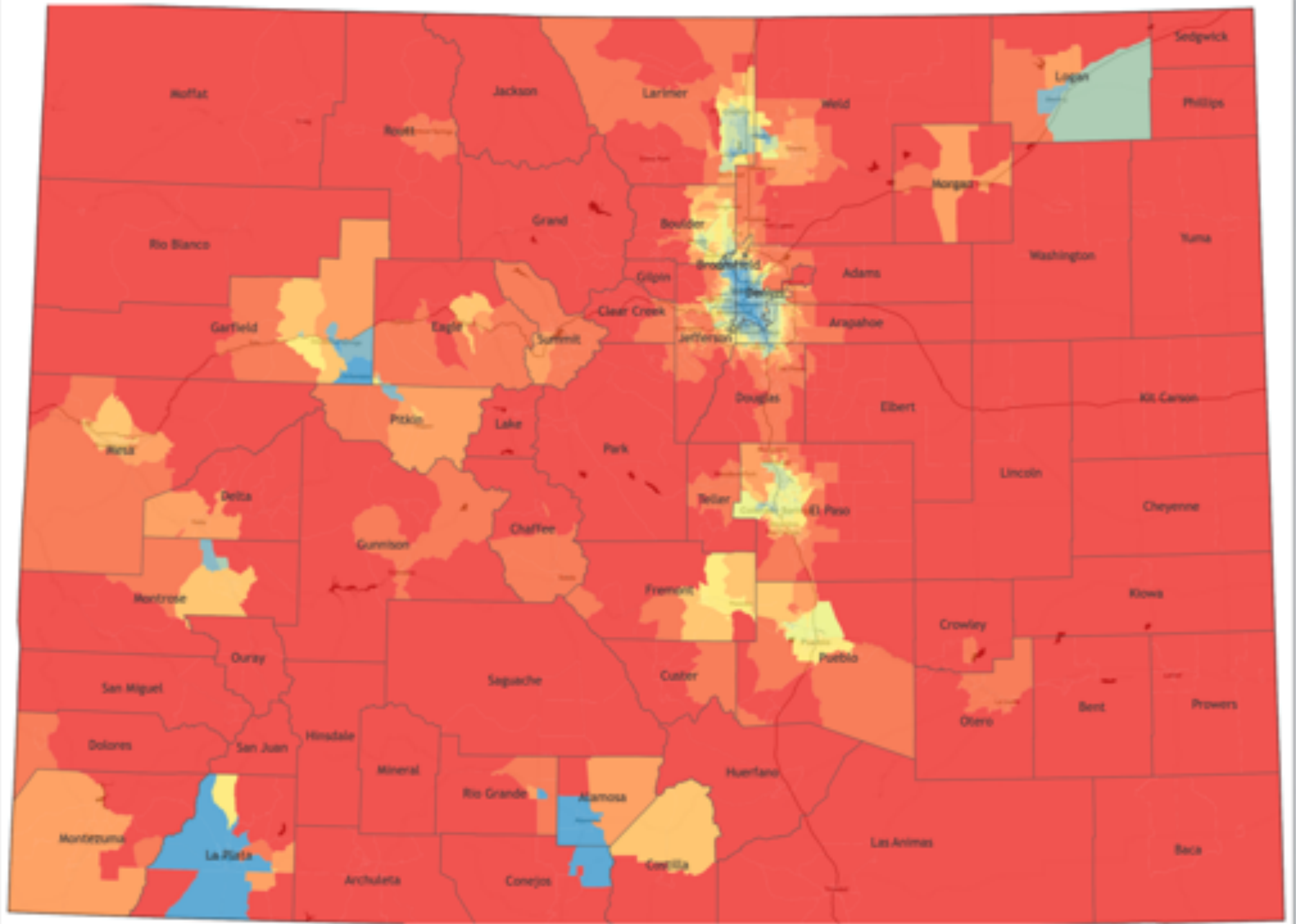
# BEHAVIORAL HEALTH PROFESSIONAL CAPACITY ANALYSIS

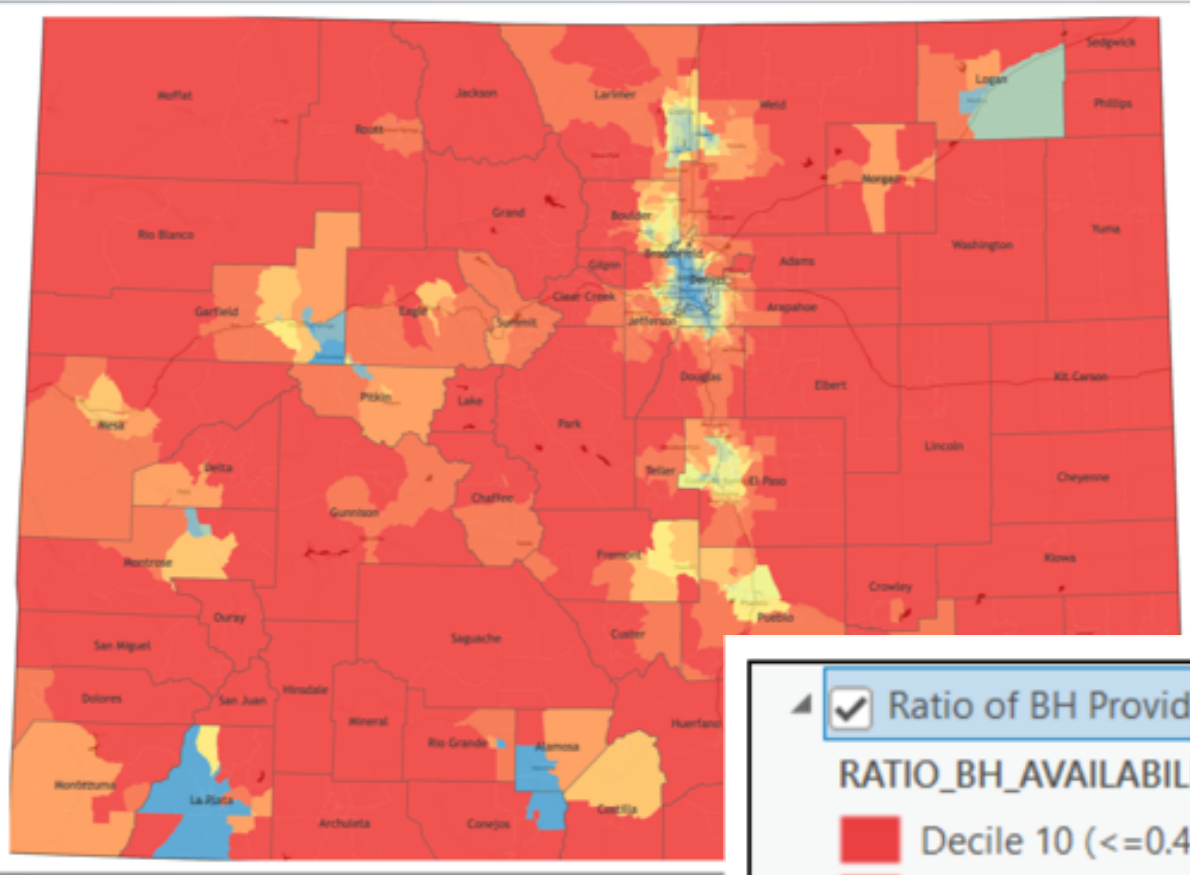
- Demand: National Survey on Drug Use and Health (2018-19 rates)
- Supply: Colorado Health Systems Directory, enhanced behavioral health workforce dataset (2023)
- Service Area: 20 to 60 minute travel to a central point in each of 4,058 census block groups



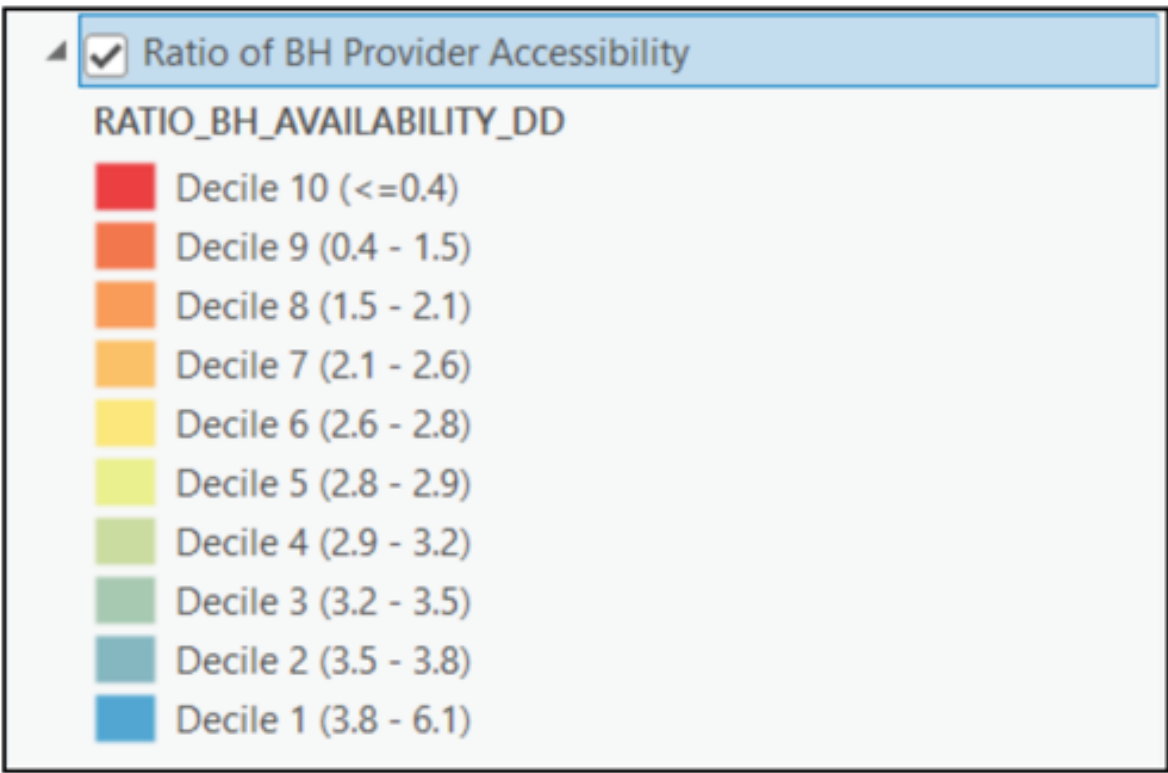
# BEHAVIORAL HEALTH PROFESSIONAL SHORTAGE AREAS

BOARD OF HEALTH RULE 6 CCR 1015-6

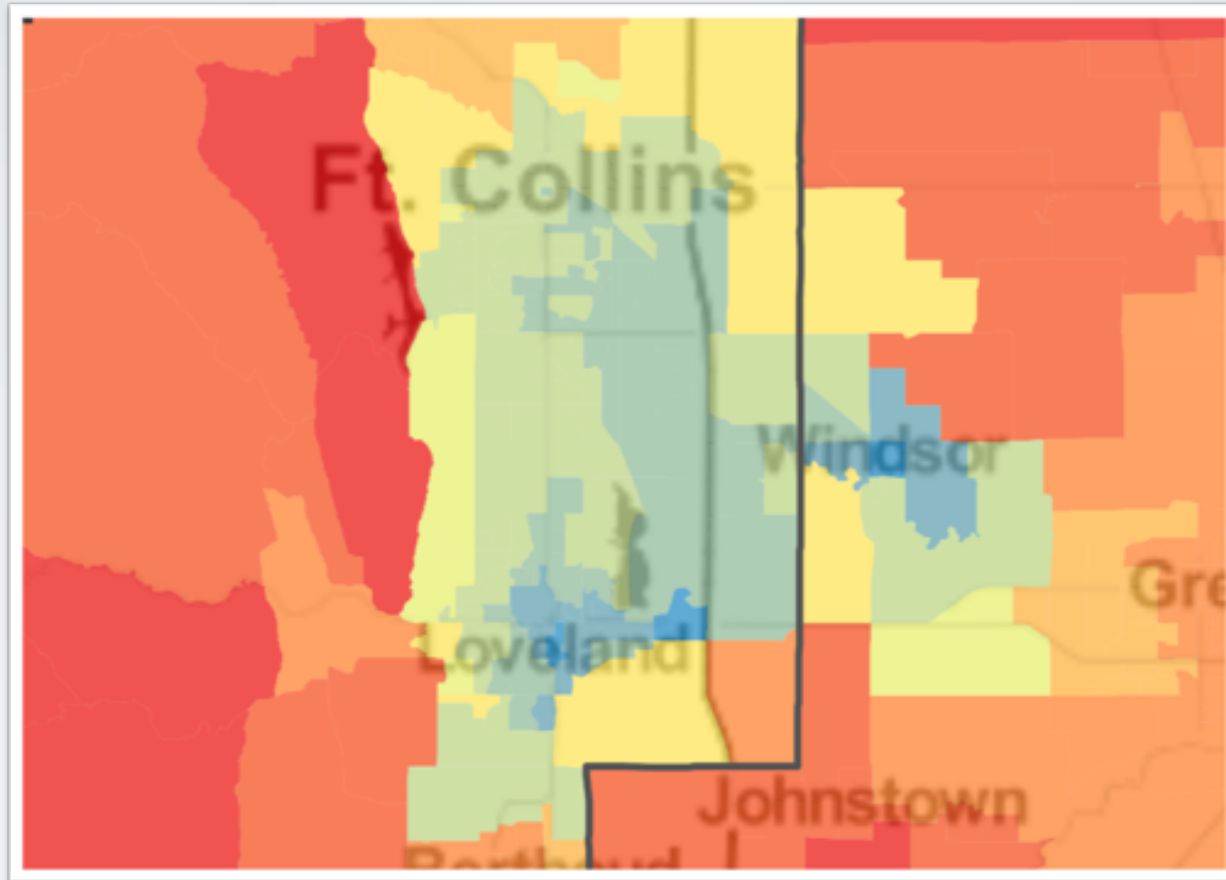


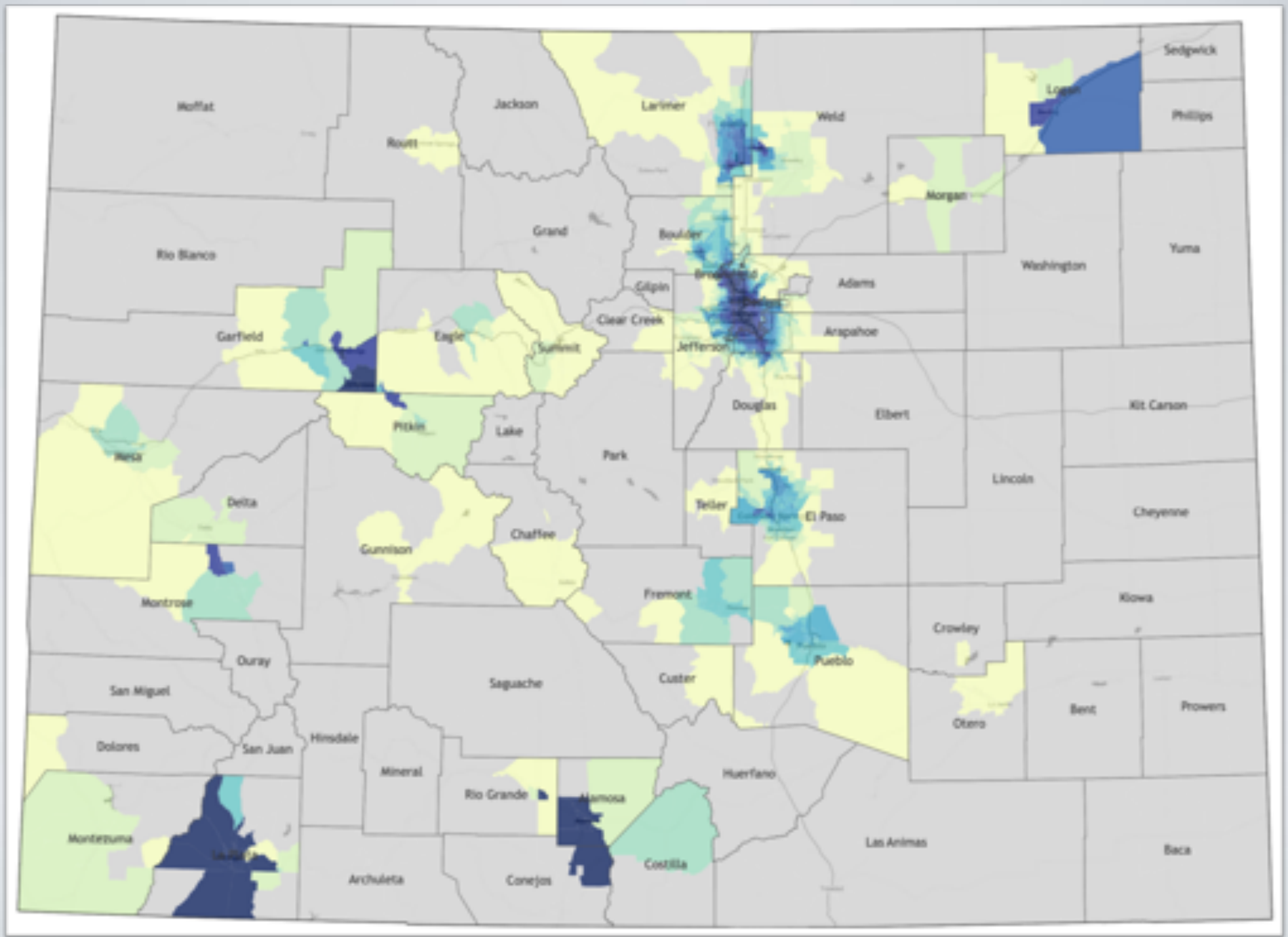


Community level behavioral health encounters per year, per person with a behavioral health diagnosis.



# REGIONAL DETAIL







# COLORADO HEALTH SERVICE CORPS

*See program disposition handout*



## Colorado Health Service Corps Program Disposition

As of August 29, 2023 there are 497 obligated health professionals in the Colorado Health Service Corps:

Discipline	Number	Percent Field
Physicians (all specialties)	90	18.11
Physician Assistants	47	9.46
Nurse Practitioners	79	15.90

# Steve Holloway, MPH

Primary Care Office

[steve.holloway@state.co.us](mailto:steve.holloway@state.co.us)

303-246-5116



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