



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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cc:

The Honorable Ben Albritton, Florida Senate President
The Honorable Daniel Perez, Florida Speaker of the House



Florida Center for Behavioral Health Workforce

ANNUAL REPORT **JANUARY 2025**

Submitted To:

Governor Ron DeSantis
Senate President Ben Albritton
Speaker of the House Daniel Perez

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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:

- Analyze the current behavioral health workforce supply and project future demand
- Develop strategies for addressing identified workforce gaps
- Expand pathways to behavioral health professions through enhanced educational opportunities and improved faculty development and retention
- Promote behavioral health professions
- Collaborate with behavioral health teaching hospitals to establish best practices for integrated workforce development programs

Through this call to action from the State, the FCBHW will work to *grow, retain, and innovate* Florida’s behavioral health workforce through *research and dissemination, education and professional development, policy analysis and implementation, and collaboration* with behavioral health teaching hospitals and other stakeholders and visionaries across Florida.

The report that follows will summarize implementation efforts to date from July 1, 2024, through December 31, 2024, as well as initial strategic imperatives and preliminary analyses and mappings of existing behavioral health educational and workforce resources. Additional policy recommendations to further facilitate the delineated objectives of the Center will also be discussed.

¹ University of Wisconsin Population Health Institute (2024). *Mental health providers*. County Health Rankings & Roadmaps. <https://www.countyhealthrankings.org/health-data/health-factors/clinical-care/access-to-care/mental-health-providers?state=12&year=2024#map-anchor>

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/CareerSource Florida, Florida Department of Education); law enforcement and emergency medical services (EMS); the business community; students; and schools, universities, and other training institutions and programs, including additional behavioral health teaching hospitals, non-USF graduate training programs, internships, and residencies. We will also be convening several strategic advisory councils to include the student, educational system, organizational/institutional, and legislative/policy perspectives. An initial task of the advisory councils will be to help finalize the FCBHW mission and vision statement, as well as a comprehensive, post-implementation phase strategic plan.

Strategic Planning

The strategic planning process and initial plans were informed by statute as delineated in F.S. 1004.44 (6)(c), and research and consultation with like centers and stakeholders.

Several preliminary strategic goals and associated objectives are in the section that follows. A formal strategic plan, further informed by key stakeholders and our advisory councils, will be included in the next annual report with progress documented.

The FCBHW will be led by an Executive Director. Three directors will each lead a strategic core: *Research and Dissemination*, *Education and Professional Development*, and *Policy Analysis and Implementation*. Administrative supports, including an office administrator, marketing and communications personnel, and business and finance personnel, will provide operational support to the Executive Director and Core Directors in the execution of their vision and the strategic imperatives. A working draft of our organizational structure is depicted in Appendix C.

A formal budget for the \$5,000,000 annual appropriation is being developed with the Executive Director and newly hired Associate Director of Budget and Finance. A detailed report will be provided in the next annual report.

Recruitment & Onboarding

A search committee was convened and began recruitment for an Executive Director beginning in May 2024. Initial and finalist interviews were completed in July and August, and an offer was made and accepted in September. Our now Executive Director, Courtney Whitt, Ph.D., began in this role October 14, 2024. Prior to her arrival, an Office Administrator (Alexxis Avalon, Ph.D.) was recruited and onboarded, and a Research Assistant Professor (Jacob Gray, Ph.D.) provided a portion of his FTE to serve as a

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

Pursuant to F.S. 395.902 (3)(a), collaboration agreements are in place for the four designated behavioral health teaching hospitals: Tampa General Hospital, UF Health Shands Hospital, UF Health Jacksonville, and Jackson Memorial Hospital. Meetings will be planned in 2025 for data exchange and initial collaborative planning around best practices for integrated workforce development programs.

Data Analytics

To perform trend and supply and demand/gap analyses, as well as to establish a baseline whereupon progress can be measured, we have worked to identify and access

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 the basis of our preliminary data examination for several of the profession types.

It is important to note that this data is limited in several ways. First, it represents professionals that are licensed in Florida but does not guarantee the active provision of services. Furthermore, several professionals may specialize in behavioral health services; however, are licensed as a particular profession and not a medical specialty, making it challenging to fully capture the workforce in its entirety and across available data points (e.g., psychiatrists, psychiatric – mental health nurse practitioners). We are currently working on finalizing a data use agreement with the Department of Health, Division of Medical Quality Assurance that will provide us access to additional variables for meaningful examination and may also help us to expand our capture of the behavioral health workforce more broadly. We are also pursuing avenues for accessing complementary data sources of behavioral health professionals that contribute to and can be strategically leveraged in the system of care (e.g., certified mental health practitioner, board certified behavior analysts, physician assistants with a Certificate of Added Qualification, or CAQ, in Psychiatry).

SECTION III - STRATEGIC IMPERATIVES

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

<p>Grow</p>	<ul style="list-style-type: none"> • 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. • Develop a workforce that is geographically representative and positioned to serve Florida's communities.
<p>Retain</p>	<ul style="list-style-type: none"> • Promote enabling environments and infrastructure to support the retention of professionals in the behavioral health sector -- generally and for the aging workforce. • Identify and work to mitigate factors contributing to talent outflow from Florida.
<p>Innovate</p>	<ul style="list-style-type: none"> • Develop a behavioral health workforce skilled in integrated care across a variety of settings. • Leverage and embrace evolving technologies to increase access to and the timely delivery of care, while also enhancing the client and practitioner experience. • Develop and promote the adoption of evidence-based interventions and models of care in "real world" settings and treatment scenarios.

This will be achieved through **research and dissemination**, **education and professional development**, and **policy analysis and implementation**.

<p>Research & Dissemination</p>	<p>Education & Professional Development</p>	<p>Policy Analysis & Implementation</p>
<ul style="list-style-type: none"> • Supply and demand, gap, and trend analyses • Original research • Translation research and program evaluation • Evidence-based guidelines • Publicly accessible reports, interactive data 	<ul style="list-style-type: none"> • Garnering interest in behavioral health professions • Strategic pathways, barrier reduction for entry and professional advancement • Innovative education for professionals and paraprofessionals 	<ul style="list-style-type: none"> • Evaluation of policies and practices impacting behavioral health workforce and associated service delivery • Evidence-based policy and practice recommendations

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

adequate, highly skilled, resilient, and innovate workforce that meets the current and future human resource needs of the state’s behavioral health system in order to provide high-quality care, services, and supports to Floridians with, or at risk of developing, behavioral health conditions.”²

² Florida Senate. (2024). *Senate Bill 330: Behavioral Health Teaching Hospitals*. Retrieved January 2, 2025, from <https://www.flsenate.gov/Session/Bill/2024/330>

SECTION IV - RESEARCH AND DISSEMINATION

A detailed report of research plans and innovations, data analysis strategies and research findings will be provided in the next annual report.

Preliminary Data Analyses. At this time, we have begun to preliminarily examine the distribution of several behavioral health professional types by County across the State. Sample graphs can be viewed in Appendix D. A more comprehensive and detailed report of data analysis strategies and findings will be provided in the next annual report.

Educational and Training Resources. We have also begun a geographic examination of accredited graduate education and post-graduate training programs in Florida, including in relation to Geographic and Population Health Provider Shortage Areas (HPSAs) as determined and defined by the Health Resources and Services Administration (HRSA)³. This mapping has begun to inform strategic opportunities for collaboration and workforce development pipelines in areas with critical need and significant shortages. These maps can be viewed in detail in Appendix E and Appendix F.

Supported Research. The FCBHW is actively supporting and housing the following workforce-related projects:

- *Improving Access to Mental Health Care for Underserved Children, Adolescents, and Families through Integrating Behavioral Health Training into Primary Care (BHWET-USF)* (PI: Chih-Chin Chou, Ph.D.; Funder: Health Resources & Services Administration)
- *Project MABAS: Enhancing the Promotion of Mental Health Wellbeing of Children and Youth in High-Need Schools through Preparing School-Based Behavior Analysts and Social Workers.* (PI: Catia Cividini-Motta, Ph.D.; Funder: U.S. Department of Education, Office of Elementary and Secondary Education).
- *Institute for Translational Research Education in Adolescent Drug Abuse (ITRE) Graduate Certificate in Translational Research in Adolescent Behavioral Health.* (PI: Oliver T. Massey, Ph.D.; Funder: National Institute of Drug Abuse/National Institutes of Health)

Additional Original Research. With the start of our Interim Director for *Research and Dissemination* in early January 2025, we will finalize our initial internal research agenda. Priority empirical inquiries will include: a behavioral health workforce survey for actively licensed Florida behavioral health professionals; an investigation of the impact of interstate compacts on access to care for Floridians; and, an examination of the integrated and community coordinated approaches county recipients with Coordinated

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 integrated behavioral health care delivery. Doctoral dissertation awards will also be granted to promote the professional development of future scholars and educators in the behavioral health field – generally and with workforce-related research interests.

SECTION V - EDUCATION AND PROFESSIONAL DEVELOPMENT

Through our initial research and stakeholder engagement, we have already identified several promising strategies for education and professional development to garner interest in the behavioral health field, create career pipelines and reduce barriers to advancement, and improve the delivery of evidence-based practice and service delivery models. Examples actively being considered and further researched include vocational high school training programs for field entry, undergraduate and graduate mentorship programs, and providing professional training on select evidence-based practices incentivized by managed Medicaid.

While there is significant need across Florida, findings from our initial analyses and geographic examination of educational resources (Appendices D and E) highlight critical provider shortages and limited educational resources in many rural areas. A key priority will be targeting geographic health provider shortage areas (HPSAs) to promote education access and career pathways for rural residents, leveraging existing educational institutions (e.g., high schools, community colleges), online undergraduate and accredited graduate programs, and safety net community agencies (e.g., federally qualified health centers, community health centers). Programs like the newly expanded Florida Reimbursement Assistance for Medical Education (FRAME) funding can help with the retention of these individuals in the institutions in which they trained and communities where they work and live.

SECTION VI - POLICY RECOMMENDATIONS

Paralleling existing legislation for Florida licensed health professionals in other disciplines, the following policies are recommended for consideration to meet the objectives delineated in F.S. 1004.44 (6)(c).

1. Direct the completion of a **behavioral health workforce survey** at the time of initial licensure and license renewal for psychologists licensed under chapter 490 and social workers, marriage and family therapists, and mental health counselors licensed under chapter 491.

Following s. 381.4018 and s. 458.3191 for physicians, and in conjunction with the Department of Health, a behavioral health workforce survey will support increased insights beyond simple licensure status related to service provision and access for Floridians, as well as inform priorities to support retention, strategically address critical gaps, and inform future related policy decisions. The survey should solicit information including, but not limited to: the frequency and geographic location of practice within the state; participation in interjurisdictional practice and percentage of Florida and non-Florida residents served; practice setting and populations served, including availability for critically needed services; percentage of time spent in direct patient care; anticipated change to license or practice status.

2. Direct Florida behavioral health **graduate education** programs to provide **program-specific** data to the Florida Center for Behavioral Health Workforce.

Following s. 464.019 for nursing education, and in the interest of routinely evaluating the Florida educational system's capacity to meet projected workforce demands, Florida public and private institutions with psychology, clinical social work, marriage and family therapy, and mental health counseling practice-based graduate programs in Florida should provide information including, but not limited to: accrediting body; number of programs; number of current faculty and faculty vacancies; number of student slots available; number of student applications submitted, number of qualified applicants, and the number of students accepted; the number of program graduates; program retention and time of completion rates of students tracked from program entry to graduation; passage rates of professional licensing examinations; practice setting post-graduation (as available).

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.

SECTION VIII - APPENDICES

Appendix A. FCBHW Infrastructure Development

	Preliminary ³ (04/ - 06/ 2024)	07/2024 ⁴	08/2024	09/2024	10/2024	11/2024	12/2024	01/2025	02/2025	03/2025	04/2025	05/2025	06/2025	07/2025	08/2025	09/2025	10/2025	11/2025	12/2025	Ongoing	
	COMPLETED							PLANNED / ONGOING													
Foundational Research																					
Literature Review	x	x	x	x	x																x
Consultation with Like Centers	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Joining Behavioral Health Workforce Center Alliance (BHWCA)							x	x													x
Stakeholder Engagement					x	x	x	x	x	x	x	x	x								x
Strategic Planning																					
Strategic Cores	x	x	x	x	x	x															
Organizational Structure	x	x	x	x	x	x															
Development of Strategic Plan						x	x	x	x	x	x										
Approval of Strategic Plan												x	x								
Fiscal Year Budget							x				x	x	x								
Recruitment & Onboarding																					
Executive Director	x	x	x	x	x																
Other Core Administrative Personnel	x	x	x	x	x	x	x	x	x	x											
Core Faculty Personnel						x	x							x	x	x	x	x			x
Advisory Councils									x	x	x										
Communication & Dissemination																					
Branding							x	x	x	x											
Temporary Website Development & Launch							x														
Website Design & Development								x	x	x	x	x	x								

³ SB 330 approved by Governor 03/21/2024.

⁴ SB 330 effective 07/01/2024.

Behavioral Health Teaching Hospitals																					
Consultation Agreements		x												x							x
Data Exchange														x							x
Best Practices Collaboration										x	x	x	x	x	x	x	x	x	x	x	x
Data Analytics																					
Identify & Access State-wide Data Sources				x	x	x	x	x	x	x											
Data Management & Analysis							x	x	x	x	x	x									x
Baseline Data Reporting														x							

Appendix B. Key Stakeholders Engaged to Date

FLORIDA STATE AGENCIES, LICENSING BOARDS, & COMMITTEES

Florida Agency for Health Care Administration (AHCA)*
Florida Board of Clinical Social Work, Marriage & Family Therapy and Mental Health Counseling
Florida Board of Nursing
Florida Board of Psychology
Florida Department of Health (DOH), Division of Medical Quality Assurance & Public Health
Florida Department of Health (DOH), Division of Public Health Statistics and Performance Improvement
Florida House of Representatives, Subcommittee on Children, Families, & Seniors

PROFESSIONAL CERTIFICATION BOARDS

Florida Certification Board

FLORIDA LIKE & RELATED CENTERS & INITIATIVES

Florida Center for Nursing
Florida Pediatric Mental Health Collaborative, University of South Florida Hub
School Mental Health Collaborative: Research, Training, and Technical Assistance Center (SMHC Center)

STATE ASSOCIATIONS

Florida Association for Behavioral Analysis (FABA)
Florida Association for Community Health Centers (FACHC)
Florida Behavioral Health Association (FBHA)
Florida Chamber of Commerce
Florida College Access Network (FCAN)
Florida Counseling Association (FCA)
Florida Mental Health Counselors Association (FMHCA)
Florida Psychological Association (FPA)
National Association of Social Work, Florida Chapter (NASW – FL)*

BEHAVIORAL HEALTH TEACHING HOSPITALS

Tampa General Hospital

MANAGED CARE ORGANIZATIONS & INITIATIVES

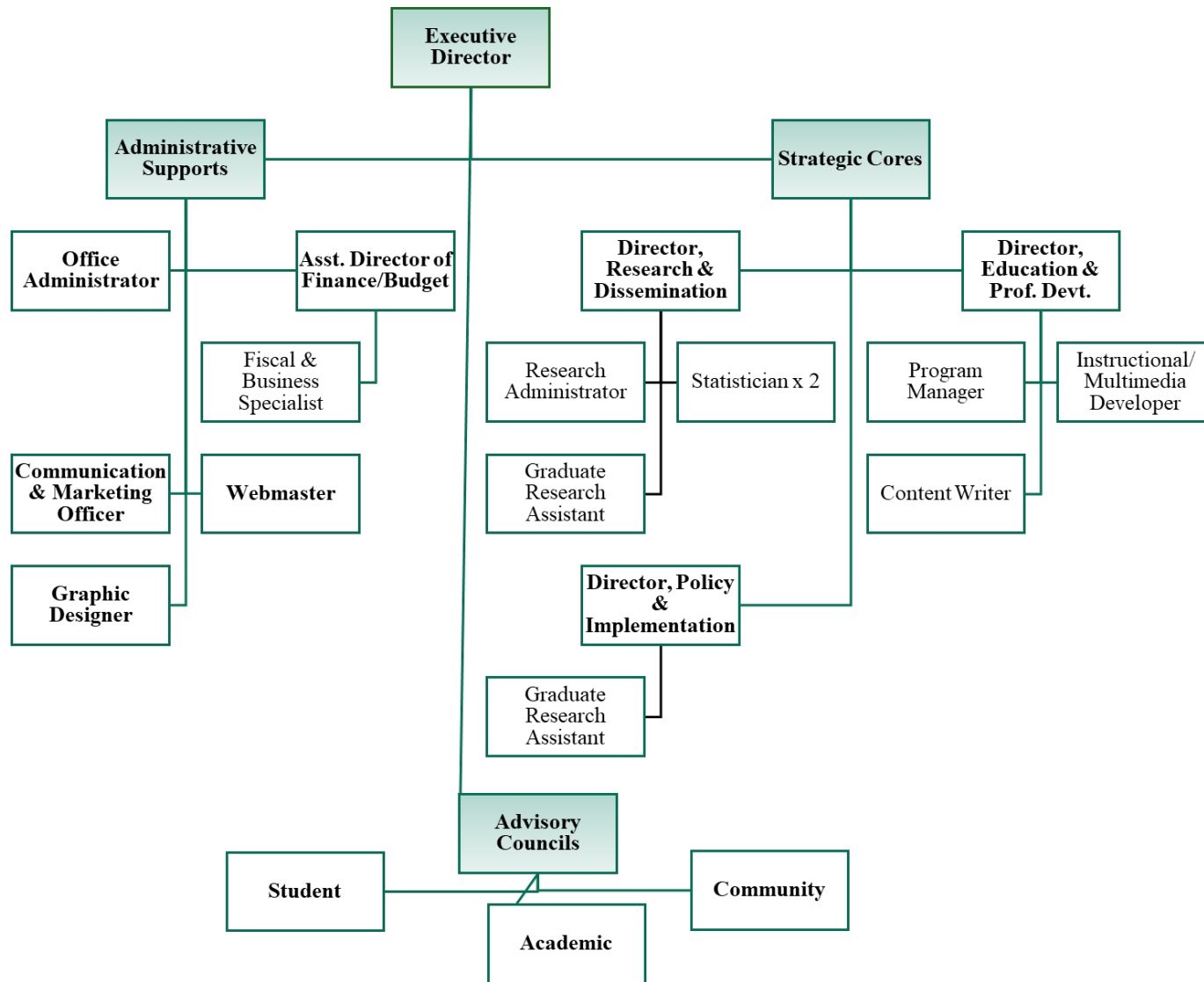
Central Florida Behavioral Health Network, Inc.
Statewide Medicaid Managed Care (SMMC) Roundtable

COUNTY/REGIONAL ORGANIZATIONS & INITIATIVES

BeWell Palm Beach County
Collier Coalition for Healthy Minds Mental Health Collaborative
Crisis Center of Tampa Bay
Evara Health
Live Tampa Bay
MCR Health*
Tampa Family Health Centers

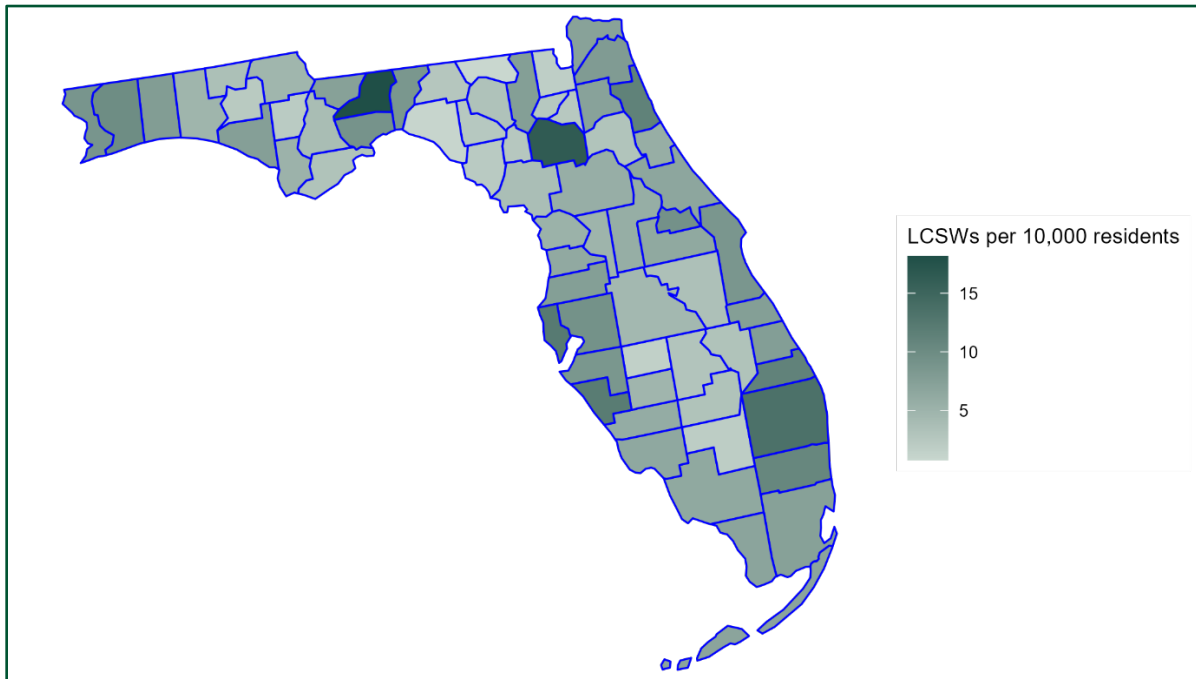
* Represents meeting pending.

Appendix C. Working Draft of the Organizational Structure

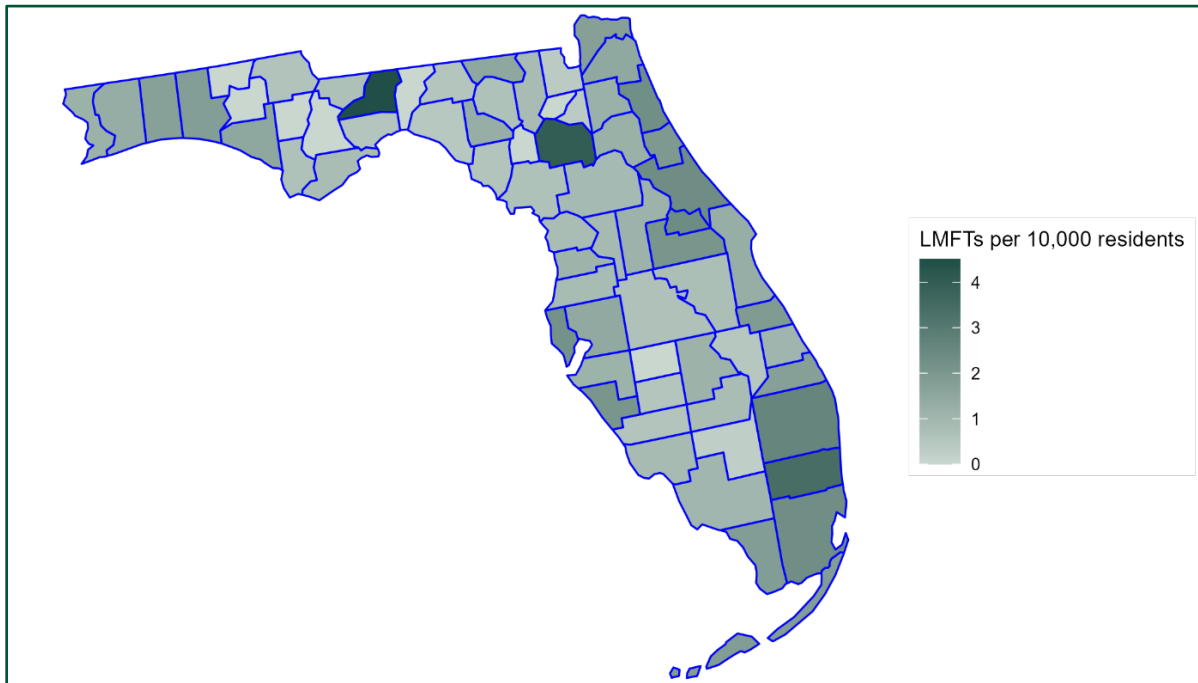


Appendix D. Available Behavioral Health Workforce by Florida County: Preliminary Analysis

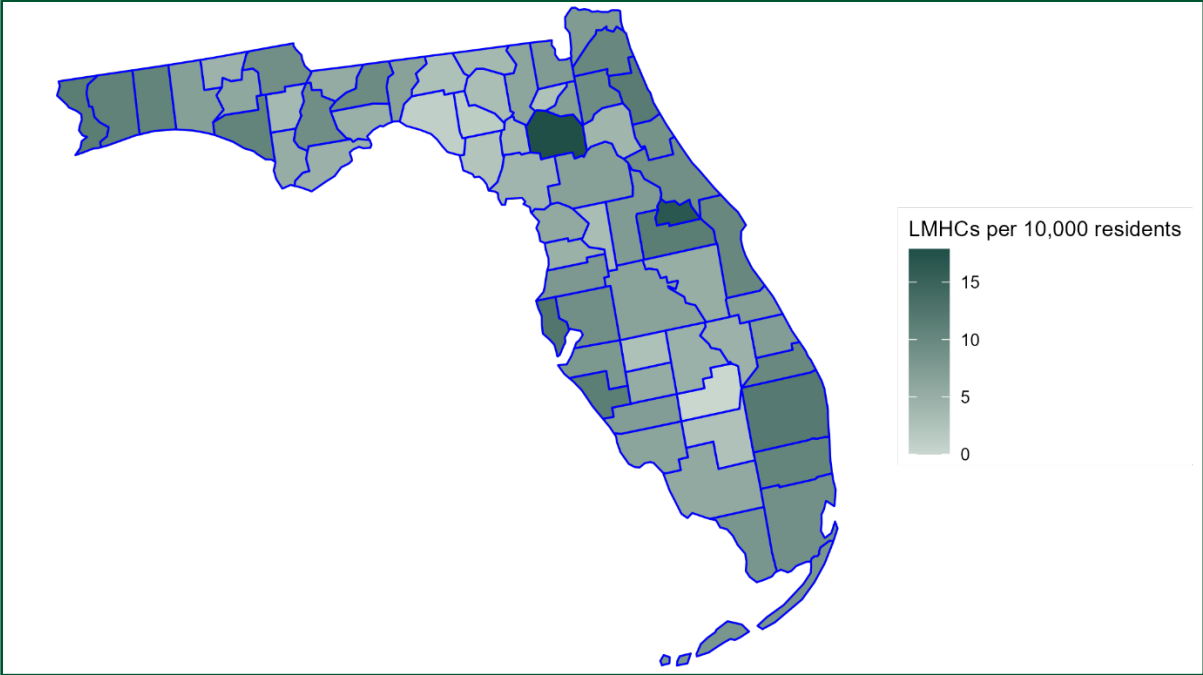
(1) Licensed Clinical Social Workers



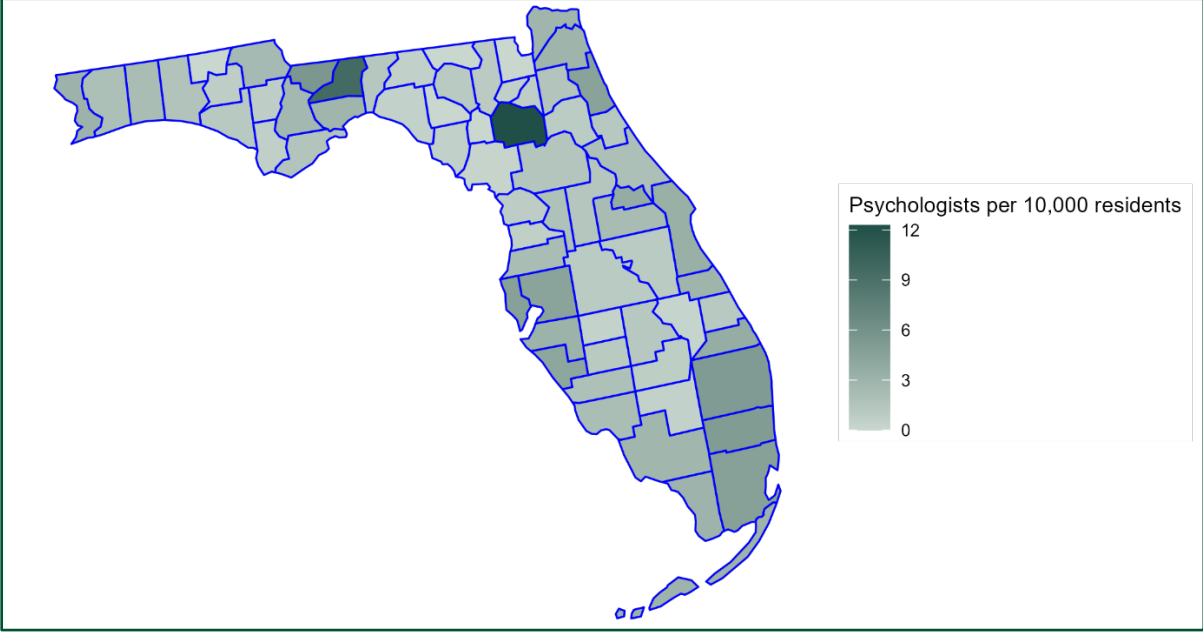
(2) Licensed Marital and Family Therapists



(3) Licensed Mental Health Counselors



(4) Psychologists

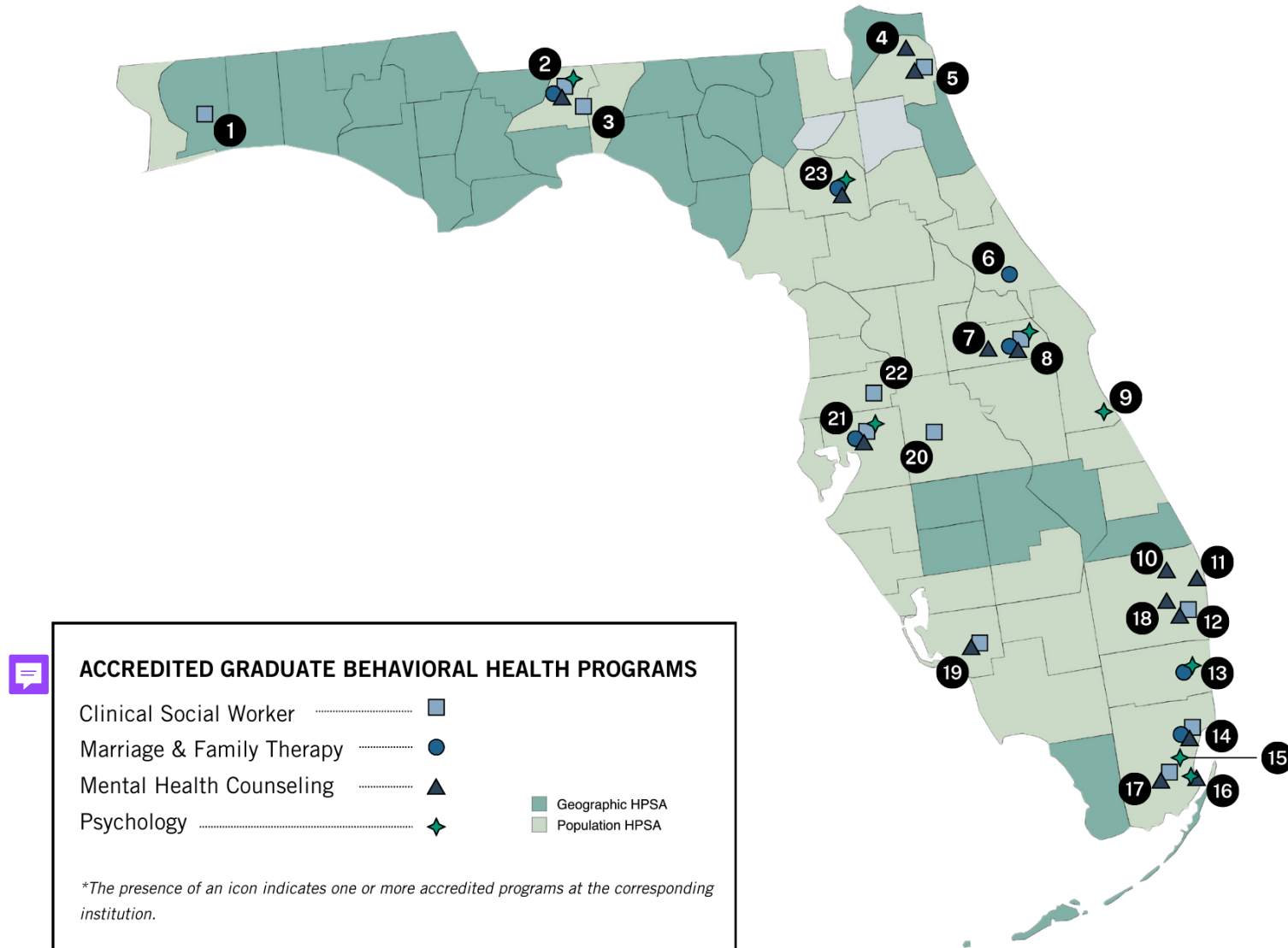


COUNTY	POPULATION	(Number per 10,000 residents)			
		LMFTS	PSYCHOLOGISTS	LMHCS	LCSWS
Alachua	284030	4.01	12.29	17.89	16.48
Baker	27803	0.36	0.00	7.55	1.80
Bay	185134	1.51	1.19	10.64	7.56
Bradford	27313	0.37	0.73	6.96	2.56
Brevard	630693	1.30	3.38	10.08	8.72
Broward	1947026	3.45	5.11	10.50	10.68
Calhoun	13464	0.00	0.74	3.71	2.23
Charlotte	202661	0.59	1.88	7.25	5.97
Citrus	162529	0.80	0.86	5.72	5.29
Clay	226589	1.19	1.59	9.58	7.19
Collier	397994	1.03	2.76	5.73	6.38
Columbia	71908	0.83	0.97	6.26	7.65
Desoto	35312	0.57	1.13	5.38	4.81
Dixie	17124	0.58	0.58	2.34	2.34
Duval	1016536	1.47	2.93	10.06	8.09
Escambia	324878	1.17	3.14	11.54	8.83
Flagler	126705	1.97	1.26	8.60	5.76
Franklin	12498	0.80	1.60	4.80	3.20
Gadsden	43403	0.69	5.53	5.53	7.37
Gilchrist	18992	0.00	0.00	3.69	2.63
Glades	12454	0.80	0.80	0.00	3.21
Gulf	15314	0.65	0.65	5.22	5.22
Hamilton	13217	1.51	0.00	3.78	0.76
Hardee	25645	0.00	0.39	2.73	1.56
Hendry	41339	0.24	0.48	2.66	1.94
Hernando	206896	1.11	0.63	4.79	6.33
Highlands	105618	1.14	1.23	4.73	3.03
Hillsborough	1513301	1.44	4.43	9.11	9.25
Holmes	19651	0.00	0.00	4.58	3.56
Indian River	167352	1.91	2.93	6.99	7.65
Jackson	48211	0.62	2.49	9.13	4.77
Jefferson	15042	0.00	1.33	6.65	8.64
Lafayette	7786	1.28	0.00	1.28	2.57
Lake	410139	1.15	1.41	7.51	5.78
Lee	822453	0.86	2.13	6.37	6.48
Leon	297369	4.51	9.58	9.58	18.16
Levy	45260	0.66	0.22	4.20	3.76
Liberty	7603	0.00	2.63	9.21	3.95
Madison	18198	0.55	0.55	2.75	2.75
Manatee	429125	1.14	3.12	7.88	8.67
Marion	396415	0.91	1.51	6.76	5.68
Martin	162006	1.73	3.64	10.00	11.30
Miami-Dade	2673837	2.32	4.62	8.98	7.36
Monroe	81708	1.84	3.06	8.20	6.98
Nassau	97899	1.74	2.86	7.56	7.25
Okaloosa	216482	1.71	2.22	10.58	7.90
Okeechobee	40412	0.49	0.25	4.70	3.22
Orange	1452726	2.07	2.31	11.54	6.38
Osceola	422545	0.73	1.02	5.14	3.53
Palm Beach	1518477	2.61	5.17	11.99	13.52
Pasco	608794	0.85	2.20	7.93	7.62
Pinellas	961739	2.19	4.68	12.43	12.31
Polk	787404	0.67	1.02	6.57	4.51
Putnam	74731	1.20	0.94	4.15	3.08
Santa Rosa	198268	1.31	1.92	10.84	9.89
Sarasota	462286	2.08	4.15	11.42	12.14
Seminole	478772	2.40	3.70	16.75	9.32
St. Johns	306841	2.31	4.50	11.73	11.34
St. Lucie	358704	1.06	1.17	7.28	7.72
Sumter	144970	0.90	1.79	3.17	5.04
Suwannee	45411	0.66	1.10	3.08	3.30
Taylor	21283	0.47	0.47	0.94	0.94
Union	15460	0.00	0.65	2.59	2.50

(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

Appendix E. Accredited Graduate Behavioral Health Programs



(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 Counseling (M.Ed.)

Master of Education in Clinical Mental Health Counseling (M.Ed.)

Doctor of Social Work (DSW)

Doctor of Philosophy in Counseling (Ph.D.)

(13) NOVA SOUTHEASTERN UNIVERSITY

Master of Science in Couple and Family Therapy (MS)

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.)

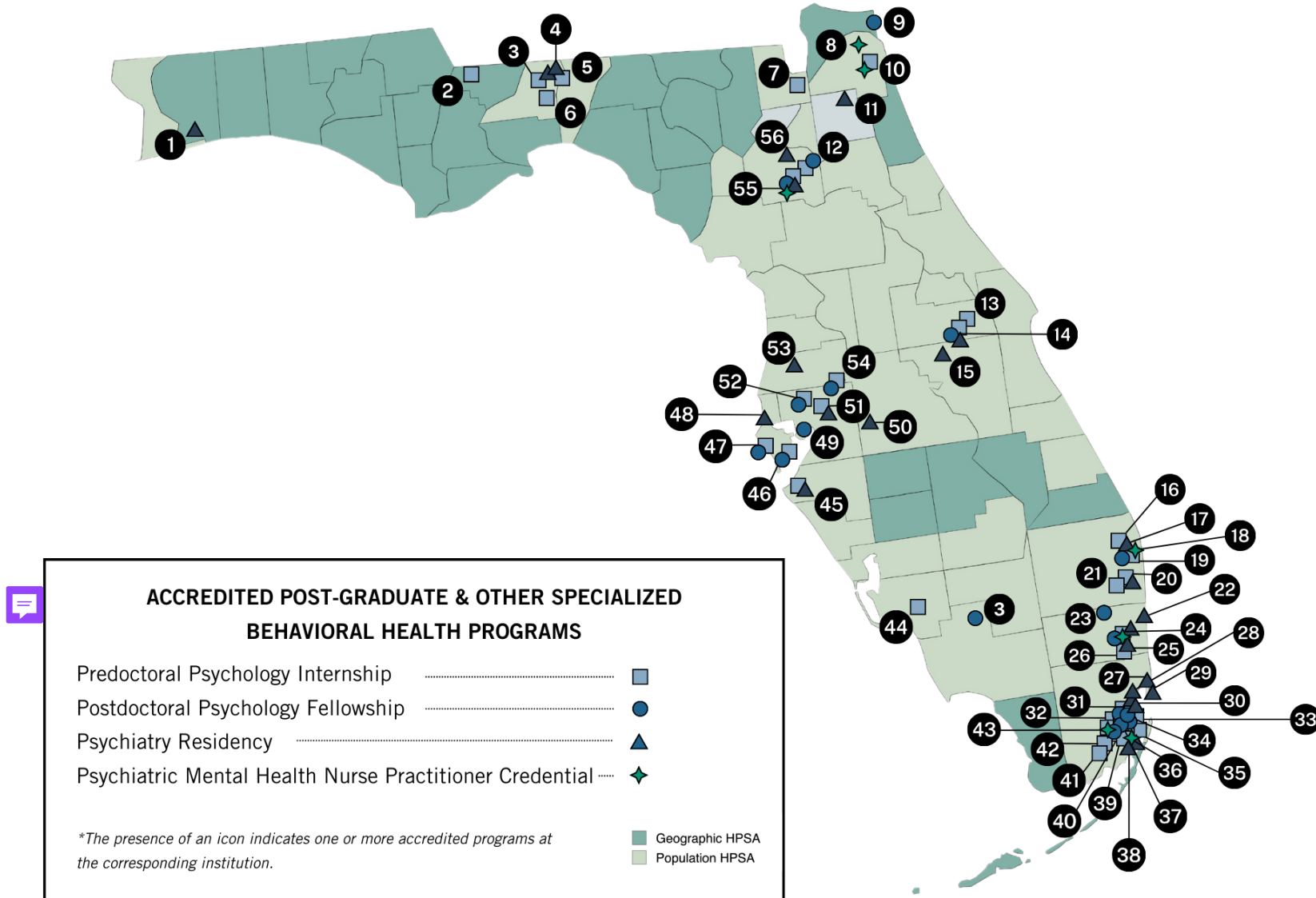
(22) SAINT LEO UNIVERSITY

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.)

Appendix F. Accredited Post-Graduate & Other Specialized Behavioral Health Programs



(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

Predocotrinal 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

Predocotrinal Clinical Psychology Internship
Postdoctoral Clinical Child and Pediatric Psychology Fellowship

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

Predocotrinal 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

Doctoral Internship in Clinical Psychology

(40) NICKLAUS CHILDREN'S HOSPITAL

Doctoral Internship in Clinical Psychology

(41) SOUTH FLORIDA EVALUATION AND TREATMENT CENTER

Doctoral Internship in Psychology

(42) FEDERAL BUREAU OF PRISONS- FCI MIAMI

Doctoral Internship in Psychology

(43) FLORIDA INTERNATIONAL UNIVERSITY

Master of Science in Nursing with Specialty in Psychiatric Mental Nursing (MSN)
Doctoral Internship in Psychology
Postdoctoral Psychology Fellowship

(44) FLORIDA GULF COAST UNIVERSITY

Doctoral Internship in Health Service Psychology

(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

Predocloral 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

