

NM Behavioral Healthcare Workforce

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CURRENT STATE OF THE NM BEHAVIORAL HEALTH WORKFORCE



THE UNIVERSITY OF NEW MEXICO HEALTH SCIENCES

Language from Behavioral Health Reform and Investment Act

“Higher education institutions within behavioral health regions shall coordinate with the health care authority, the workforce solutions department and other behavioral health stakeholders to create a behavioral health workforce pipeline for the behavioral health services identified within regional plans.”

Behavioral Health Workforce

- Discussions around the Behavioral Health Workforce emerged at every e-SIM workshop
- Behavioral Health Workforce Development was identified as a specific priority in 8 regional plans

NM HEALTHCARE WORKFORCE REPORT

- Annual Report of licensed healthcare providers in NM
- Available at: https://digitalrepository.unm.edu/nmhc_workforce/15/

Current State

2026 NM Healthcare Workforce Report: BH Workforce Findings

Estimated Provider Totals

- 309 Psychiatrists (as of 2021 report)*
- 6,937 Non-Psychiatrist BH providers

New Mexico Non-Psychiatrist BH Providers	N	Percent
Prescribers (Advance Practice RNs, Prescribing Psychologists and Physician Assistants)	449	6.5%
Independently Licensed Social Workers, Counselors and Psychologists	4,304	62.0%
Non-independently Licensed Social Workers and Counselors	1,618	23.3%
Licensed drug and alcohol counselors	566	8.2%
Total	6,937	100%



* 2021 is the most current data available for Psychiatrists

Current State

Workforce Changes: Non-Psychiatrists

- NM's BH workforce decreased by 14% from 2021 to 2025

New Mexico Non-Psychiatrist BH Workforce	2021	2025	Change	% Change
Prescribers (Advance Practice RNs, Prescribing Psychologists and Physician Assistants)	245	449	+204	+83.3%
Independently Licensed Social Workers, Counselors and Psychologists	4,681	4,304	-377	-8.1%
Non-independently Licensed Social Workers and Counselors	2,675	1,618	-1,057	-39%
Licensed Drug and Alcohol Counselors	506	566	+60	+11.9%
Total	8,107	6,937	-1,170	-14.4%

Current State

Workforce Changes: Psychotherapy Providers

- 85.3% of the licensed BH workforce are psychotherapy providers (Social workers, counselors, psychologists and licensed therapists)
- Of the psychotherapy providers, there was a ~20% decrease since 2021
 - This appears to be driven by the decrease in the junior non-independently licensed providers, and especially by a reduction among social workers

New Mexico Psychotherapy Providers	2021	2025	Change	% Change
Independently Licensed Psychotherapy Providers	4,681	4,304	-377	-8.1%
Non-independently Licensed Psychotherapy Providers	2,675	1,618	-1,057	-39%
Total	7,356	5,922	-1,434	-19.5%

Current State

Workforce Changes: Psychologists

License Group	2021	2025	Change	% Change
Licensed Psychologists	529	465	-64	-12.1%
Prescribing Psychologists	42	37	-5	-11.9%
Total	571	502	-69	-12.1%

Current State

Workforce Changes: Psychiatry PAs

2025 is the second year we have identified and reported Psychiatric Specialty Physician Assistants

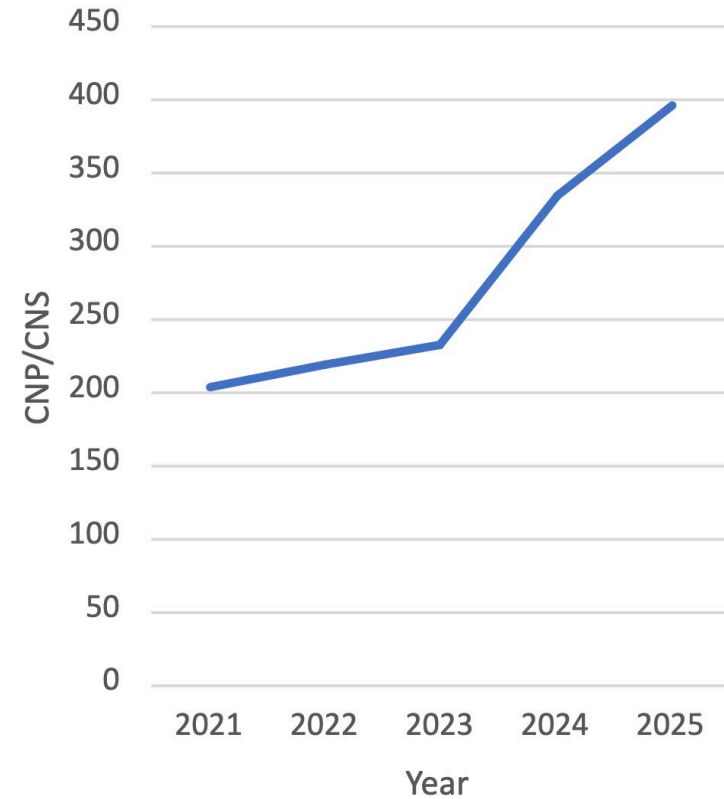
License Type	2024	2025	Change
Psychiatry PA	6	16	+10

Current State

Five-Year APRN Comparison

Year	APRNs
2021	203
2022	219
2023	233
2024	334
2025	396

95% increase from 2021





CONSIDERATIONS FOR GROWING THE BH WORKFORCE



THE UNIVERSITY OF NEW MEXICO HEALTH SCIENCES

Growing the BH Workforce

Training Requirements: Prescribers

Discipline	Primary Supervisors/ Preceptors	Length of Training	Inpatient training requirements	Supervised clinical training requirements
Psychiatrists	Psychiatrists	4 years after MD	4 months	32 -42 months of outpatient
Advance practice nurses	MD, APRN	2 years graduate school Approx 1 year clinical	N/A	500 hours
Prescribing Psychologists	MD, APRN, Prescribing Psychologists	450 course hours Approx 1 year clinical	N/A	100 patients 400 hours

Growing the BH Workforce

Training Requirements: Therapy Providers

Discipline	Primary Supervisors/ Preceptors	Length of Training	Inpatient training requirements	Supervised clinical work requirements
Social Workers	Social Workers	2 years graduate school 2 years of supervised clinicals	N/A	3600 hours of clinical work with 100 hours of supervision
Counselors	Counselors, Social Workers, Psychologists	2 years graduate school 2 years of supervised clinicals	N/A	3000 hours of clinical work with 100 hours of face-to-face supervision
Psychologists	Psychologists	4-7 years graduate school 1-year internship 1-2 year post-doctoral work	N/A	1-2 -year post-doctoral fellowship (3000 hours)

Historical BH Workforce Training Barriers

COMMON BOTTLENECK: CLINICAL TRAINING CAPACITY

PSYCHIATRISTS

PRECEPTORS IN RURAL COMMUNITIES

Limited opportunities to expand to rural areas due to lack of rural psychiatric preceptors

PSYCHOLOGISTS, SOCIAL WORKERS & COUNSELORS

FUNDING + INFRASTRUCTURE

Limited dedicated funding and no infrastructure to coordinate post-graduation supervised clinical hours

ADVANCED PRACTICE PSYCHIATRIC NURSES

PRECEPTOR CAPACITY

Lack of practicum sites, clinical preceptors, and funding to coordinate clinical training

Shared implication: Growth depends on reliable clinical training capacity.

Growing the BH Workforce

Credentialed and Certified Providers

- Certified Peer Support Specialists
- Certified Family Support Specialists
- Youth Peer Support Specialists
- Community Support Workers
- Community Health Workers
- Certified Prevention Specialists
- Community Health Representatives



Expanding Training for Credentialed and Certified Providers

- Certified peer support training expanded to monthly online trainings: 144 peers trained this year
- Community Support Worker trainings monthly
 - 2521 CSWs trained in 2025
 - 1653 CSWs trained so far in 2026
- BHSD and UNM BHTAC commencing collaboration with NM Colleges of Higher Education to explore opportunities to expand training for credentialed and certified providers

Behavioral Health Program Pipeline

Programs, declared majors and annual graduates

Programs	2025 Declared Majors	2026 Declared Majors	2025 Annual Graduates
Psychology	1069	1769	160
Human Services, AA	336	491	48
Substance Abuse Counselor Certificate	27	151	10
Behavioral Health Entry Certificate	New		
<i>Health Services Manager</i>	<i>Sunset</i>	<i>Sunset</i>	<i>Sunset</i>
<i>Community Health Worker</i>	<i>Sunset</i>	<i>Sunset</i>	<i>Sunset</i>

Note: Restructuring created a stackable pathway from Behavioral Health Entry Certificate to Substance Abuse Counselor Certificate to Human Services, AA. Declared majors increased from 27 to 151 in Substance Abuse and 336 to 491 in the AA; 2025 graduate counts lag the larger cohorts now moving through the pathway. **Human Services, AA graduates continue to NMHU through a 2+2 articulation agreement. Health Services Manager and Community Health Worker are sunset programs.**

Discipline	Current Number of Trainees	Annual Graduates
Behavioral Science Associate of Science (this degree leads to a 2+2+1 at ENMU in social work)	55	12
Mental Health Certificate	55	0 (This is a new program)
Registered Behavior Technician (workforce certificate)	0 (run this program once a semester; not offering it yet this semester)	40



Clovis Community CollegeTM

Luna Community College Behavioral Health Related Programs

LCC BH Trainees

Discipline	Current Number of trainees	Annual Graduates
Allied Health Associate of Applied Science (preparation for variety of BH fields)	52	3
Allied Health Certificate (preparation for variety of BH fields)	45	20
Substance Abuse Certificate (with Allied Health Associates degree leads to LSAA)	4	0
CNA Certified Nursing Assistant	9	10
EMT – Emergency Medical Technician - Basic	0 will have spring cohort	18

Mesalands Community College BH Training Initiatives

Mesalands BH Trainees

Discipline	Current Number of trainees	Annual Graduates
Registered Nursing Students	43	15
Social Work Students	4	2



NMJC is in the process of developing 3 certificates that could be stacked into either the general AA or AS degrees:

- Patient Advocate
- Behavioral Health Technician
- Addiction Recovery

Pending the curriculum development and approval process, the certificates and degree should be launched in AY2028.



NMJC
New Mexico Junior College

Department of Arts and Human Sciences

Program	Current Number of Students (Fall 2026)	Annual Graduates (AY 2025-26)
Psychology BAIS	48	11
General Psychology AA	9	9
Substance Abuse Counseling AA	7	1



Discipline	Enrolled AY24/25	Annual Graduates
Psychology	91	11
Community Health Worker	40	38
Traumatic Stress Aide	3	5
Alcohol & Drug Abuse Counseling	23	8

SENMC Behavioral Health Trainees

Discipline	Current Number of trainees	Annual Graduates
Associate of Social Work	37	12



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SJC Behavioral Health Trainees

Degree/Certificate	Current Number of Students	Annual Graduates 2025-26
Human Services – Generalist Studies, A.A.	63	9
Human Services – Substance Abuse, A.A.	51	5
Psychology, A.A.	172	23
Behavioral Health/Mental Health Certificate	8	1



ENMU BH Training Initiatives

ENMU BH Trainees

Discipline	Current Number of trainees (Fall 2026)	Annual Graduates (AY25-26)
Social Work (BSW)	167	44
Social Work (MSW)	111	34
Counseling (MA)	117	22
Counseling (MEd)	30	8
Nursing (BSN)	59	25
Nursing (MSN)	50	21



One Eastern, One Family,
Equals Student Success

Western New Mexico University | Behavioral Health Program Data

Discipline	Current Number of Trainees (NM residents only)	Annual Graduates (NM residents only)	
		2025 AY	2026 AY
	FALL 2026		
Human Services - AA	10	1	4
Social Work - BSW	146	23	33
Psychology - BA & BS	55	10	12
Counseling	43	17	20
Social Work - MSW	118	59	45
Rural Social Work (Grad. Certificate)	13	21	27
School Social Work (Grad. Certificate)	9	9	12
Ecotherapy (Grad. Certificate)	4	4	3
Military Social Work (Grad. Certificate)	4	0	4
Totals	402	144	160
% of all WNMU students	20.2%	19%	20.4%

Current Initiatives

Flexible Access

- 5 Social Work admission terms each year
- Distance education for all programs
- Clinical placements in students' home communities
- Full-time & part-time options for all programs
- Textbooks included to reduce costs

Stackable Pathways

- AA Human Services stacks into the BSW
- BSW reduces time to completion for MSW
- 4 graduate certificates stackable with MSW

Specialized Preparation

- 4 Counseling Specializations in Addiction, Clinical Mental Health, Clinical Rehabilitation, & School Counseling
- Every Counseling graduate meets requirements for national board certification in TeleMental Health

UNM BH Training Initiatives

UNM BH Trainees

Discipline	Current Number of trainees	Annual Graduates
Psychiatric Nurse Practitioner Students	38	9
Social Work Students	20*	40 anticipated in 2028
Psychiatry Residents	60	13-16
Child Psychiatry Fellows	9	5
Addictions Psychiatry Fellows	1	1
Psychology Interns	12	12
Psychology Post-Doctoral Trainees	13	10-13

* Expected students in inaugural Master of Social Work (MSW) cohort beginning January 2027



Additional Advanced Psychology Training in NM

Program	Current Number of trainees	Annual Graduates
Veterans Affairs Psychology Internship	8	8
Veterans Affairs Psychology Post-Doctoral Fellowship	8	5-10
New Mexico Psychology Internship Consortium	5	5
Cognitive Behavioral Institute Post-Doctoral Fellowship	2	2
Gold Standard Forensic Post Doctoral Fellowship	3	3

UNM BH Training Initiatives

Rural Psychiatry Rotations

Site	Number of Residents/Fellows
To'Hajiilee	3 residents
NMBHI	All PGY-2 residents (4-week rotation)
IHS Albuquerque	2 senior residents
Telehealth - Mescalero	1 senior resident
Telehealth - Northern Navajo Medical Center	2 child fellows
Telehealth - Gallup Area	2 child fellows
LifeHouse Carlsbad	1 senior resident
Mesilla Valley Hospital	1 senior resident
Doña Ana Residency Program (planned)	3 residents per class; 12 total when fully implemented (planned)

New UNM Initiatives to Address BH Workforce Barriers

- Expanding preceptorships for nurse practitioner students through College of Nursing
- Collaborating with Eastern New Mexico University to expand community clinical sites for social work students
- Expanding rural psychiatry training sites
- Expanding post-doctoral psychology positions
- Development of newly established Master of Social Work program



THANK YOU



THE UNIVERSITY OF NEW MEXICO
HEALTH SCIENCES CENTER