



# Enhancing VA Psychology Training by Promoting Interprofessional Education Opportunities

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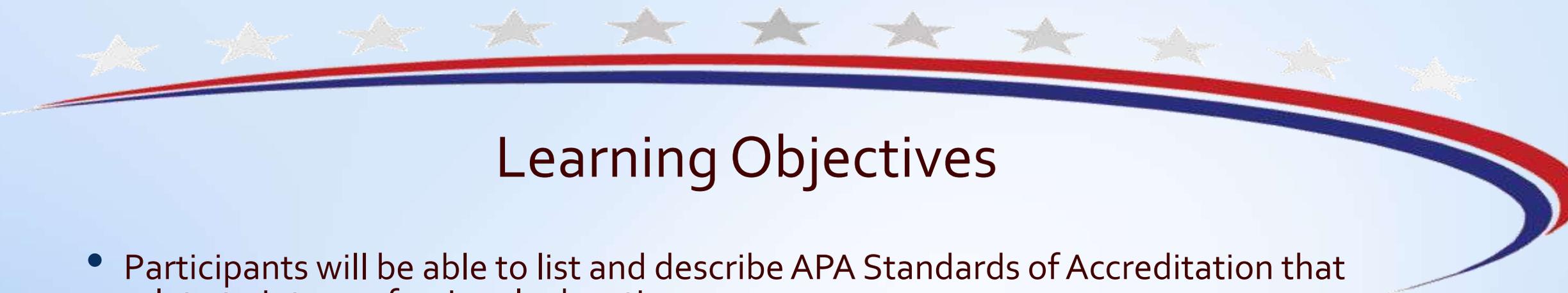
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Office of Academic Affiliations, Associated Health Education

VA Psychology Leadership Conference

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# Learning Objectives

- Participants will be able to list and describe APA Standards of Accreditation that relate to interprofessional education.
- Participants will be able to provide innovative examples of how interprofessional education can be explicitly included in psychology training programs and how these examples can also translate to explicitly developing leadership competencies for the next generation of VA Psychologists.
- Participants will be able to describe current national efforts in VA to improve the hiring of psychologists and how to implement hiring flexibilities to retain psychology trainees in critical staff vacancies.



# OAA Overview



# OFFICE OF ACADEMIC AFFILIATIONS (OAA) MISSION

## To Educate for VA and for the Nation

- Statutory Mission of VA
  - 73rd anniversary
    - VA Policy Memo #2
    - Psychology Training in VA began in 1946
- Incredibly important recruitment tool
  - Non-competitive hiring authority
  - Creating the clinical workforce for VA and the Nation
  - Many will leave and then return to VA employment in the future
  - Our major succession planning activity



# AHE PORTFOLIO

- “Associated Health Education (AHE)” includes all clinical health professions with the exception of Medicine, Dentistry, and Nursing
  - Other OAA sections: Graduate Medical/Dental Education, Nursing Education, and Advanced Fellowships
  - Over 40 Associated Health professions train in VA
  - 123,000 rotate through VA annually
  - 25,000 AHE trainees
  - ~85% without compensation (WOC)
- 17 funded professions (\$145 million)
  - AY 18 = 4,868 stipends
  - AY 19 = 4,906 stipends
  - AY 20 = 4,513 stipends





# AHE FUNDED TRAINING PROFESSIONS

<b>Audiology</b>	<b>Blind Rehabilitation</b>	<b>Chiropractic Care</b>	<b>Clinical Pastoral Education</b>	<b>Dietetics</b>
<b>Licensed Professional Mental Health Counselors</b>	<b>Marriage and Family Therapists</b>	<b>Occupational Therapy</b>	<b>Optometry</b>	<b>Pharmacy</b>
<b>Physical Therapy</b>	<b>Physician Assistants</b>	<b>Podiatry</b>	<b>Prosthetics/ Orthotics</b>	<b>Psychology</b>
<b>Social Work</b>	<b>Speech Pathology</b>			

# AHE WEBSITE RESOURCES

OAA Intranet Link:

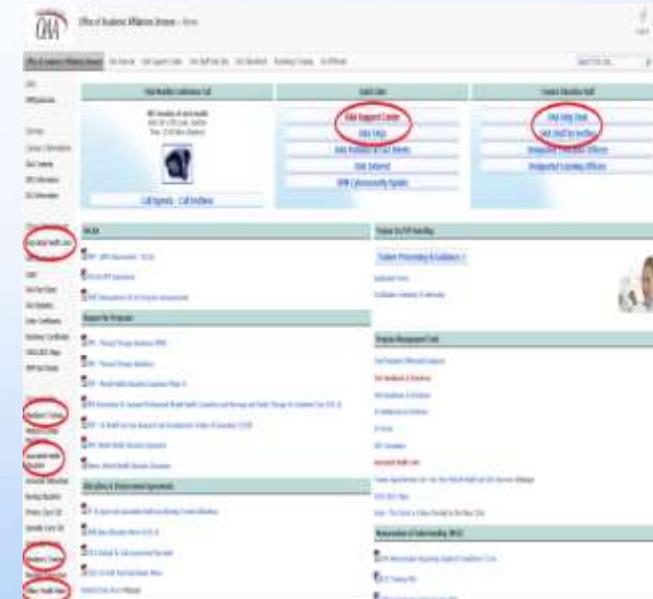
<http://vaww.va.gov/oaa/>

Quick Website Links:

<https://vaww.portal2.va.gov/sites/oaa/public/Lists/Associated%20Health%20Links/AllItems.aspx>

VA Enterprise-Wide Psychology  
Training Accreditation (VEPTA) Portal:

<http://vaww.oaa.med.va.gov/VEPTA/>



# ACADEMIC YEAR 2019-20

- 131 Internship programs
  - 711 positions
  - 50 states + DC & Puerto Rico
- 141 Postdoctoral residency programs\*
  - 454 positions\*\*
- Total: 1,164 positions\*\*
- ~\$51 million; largest funded AHE profession



\*Includes Advanced Fellowships, MIRECCs, Psychosocial Rehab programs accredited/seeking accreditation

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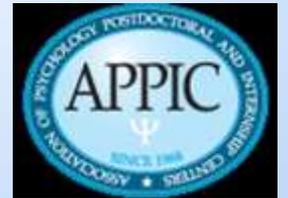
# APPIC: INTERNSHIP MATCH DATA 2019

## NATIONAL DATA

- # of registered applicants in 2019 increased and #of internship positions decreased (both slightly)
- 3,847 applicants registered for match (164 withdrew)
- 3,862 internship positions available
- 3,563 internship positions matched Phase I/II
- 92% of positions from APA or CPA-accredited programs matched
- 53% of positions from unaccredited programs matched
- 8% of internship positions remain unfilled after Phase II

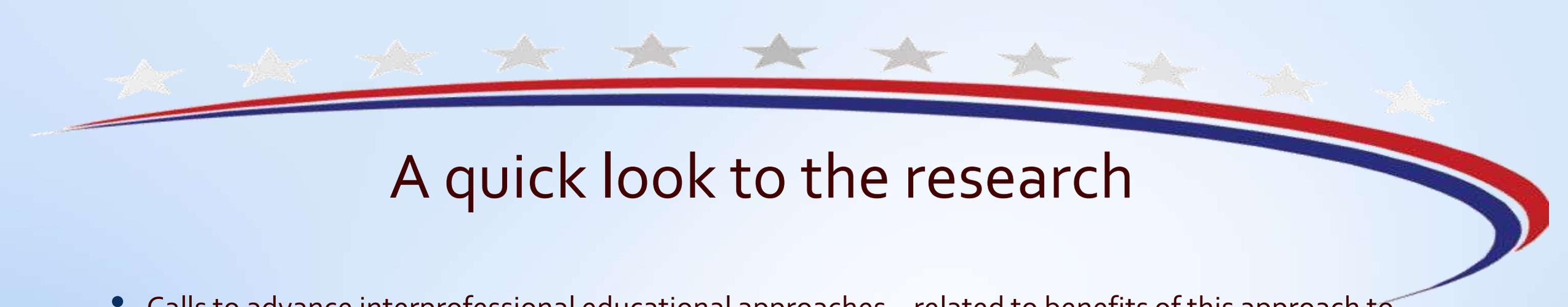
## VA DATA

- 711 VA Internship Positions (18%)
- 80+ unmatched positions after Phase I
- 33 unmatched positions after Phase II
- Still awaiting data from Post-Match Vacancy Service



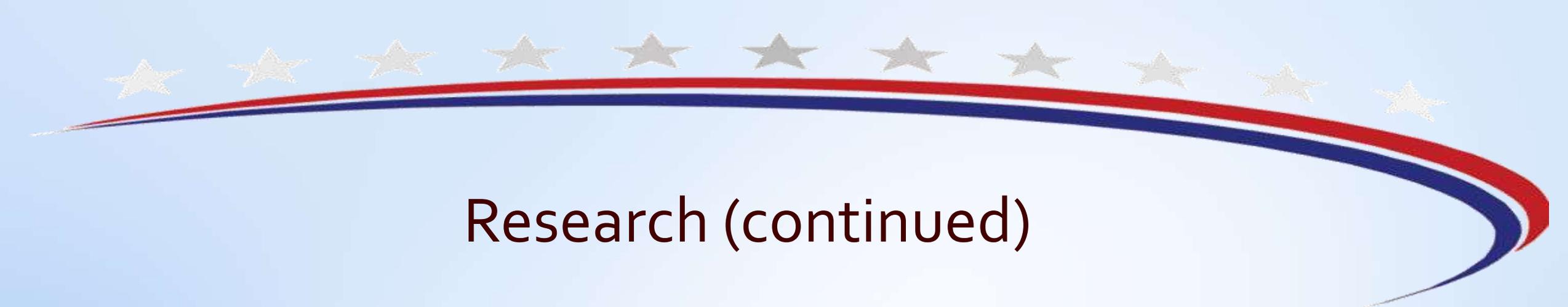


# Promoting Interprofessional Education Opportunities



# A quick look to the research

- Calls to advance interprofessional educational approaches – related to benefits of this approach to healthcare (e.g., Beebe et al., 2018)
- Impact of healthcare reform (e.g., ACA) , move to health service psychology, and integrated care move has led graduate programs to consider the importance and implementation of specific experiences to address teaching and training opportunities for interprofessional care (Moonshine et al., 2017)
- How have resources been allocated to Minority Serving Institutions (MSIs), including Historically Black Colleges and Universities (HBCU), to improve interprofessional education - and how can we improve opportunities for improving interprofessional education in MSIs (Barnett et al., 2017)
  - OAA's MSI work



# Research (continued)

- Proposed competency based training taxonomy developed to provide various levels and intensities of training in Patient-Centered Medical Home and Interprofessional Care (e.g., Beacham et al., 2017)
  - Impacts for psychologists as leaders
  - Up to 90% of psychologists projected to need these competencies
- Psychologists having a “seat at the table” from both an interprofessional team leadership and policy perspective (DeLeon et al., 2015)

# A unifying mission - Veteran Care

- High satisfaction with VA training overall (Belanger et al., 2018)
  - Learning Environment (which includes interdisciplinary approach)
  - Clinical Faculty/Preceptors
  - Personal experiences
- History of PCMHl with in the VA (e.g., Kearney et al., 2011)
- *An Epidemic of Empathy in Health Care* (Lee, 2015)





# APA Standards of Accreditation

- Health service psychology
- Five principles that guide accreditation
- Profession wide competency now includes direct reference to interprofessional/interdisciplinary skills
- Implementing Regulation C-8 I
- Learning elements – primary training method must be experiential
- Diversity/Multiculturalism



# Innovative Ways to Incorporate Interprofessional Training

- Suicide Prevention
- Disruptive Behavior Boards/Committees
- Ideas Regarding Specific rotations (e.g. CLCs, PCMHI, Inpatient)
- Associated Health Education Committee and Trainings
- Working with Peer Specialists
- Administrative/Leadership Rotations
- Co-facilitating support groups with trainees from other professions
- Joint didactics





# Non-Competitive Hiring Flexibilities



## Hiring in VA: Presenting Problem

VHA has supply (trainees) and demand (vacancies) to fill critical occupations with qualified clinicians

VHA lacks a standardized process to recruit and hire current and former VA trainees (Title 38 and Hybrid Title 38)

VHA has the authority for, and promotes, the use of non-competitive hiring (direct hire) flexibilities

VHA is losing talent to the private sector due to underutilization of recruitment best practices



# Polling Questions

## True or False:

1. Current trainees (psychology interns) may be recruited and tentatively offered a staff psychology position prior to meeting the qualification standards.
2. Vacancies must be announced on USAJOBS prior to non-competitively selecting a current or former trainee
3. My facility has directly hired a current or former trainee



# VA Hiring Process: Common Barriers

High HR turnover rate and growing knowledge gap on non-competitive hiring authority flexibilities

- Lack of guidance on and/or understanding of hiring flexibilities for Title 38 and Hybrid Title 38 occupations

Trainees are frequently inappropriately disqualified during recruitment because:

- Trainees do not meet qualification standards *at time of recruitment* – should be evaluated based on projected qualifications at time of hire
- HR is applying “internal” employee rules to trainees, but trainees are “external candidates”
- VAMCs are considering only current trainees at the same VAMC for vacancies– current and former trainees (from any VAMC) may be considered non-competitively at any VAMC



# VA Hiring Process: Common Barriers

Low utilization of Facility Recruitment Liaisons (FRL)

Lack of healthcare vacancy forecasting

Announcing vacancies on USAJOBS to fulfill local bargaining unit requirements in lieu of expediting process locally with an e-mail to VA staff

Reluctance to leverage incentives from outset of recruitment

Lack of understanding pertaining to when Veterans Preference may be waived





- “We have tried to non-competitively hire but have been told by local HR that **they still needed to post the position** per local bargaining union agreement. Needless to say 2 months later we are still waiting for the posting” – ***Selecting Official***
- “We are **unable to non-competitively appoint \_\_\_\_** because she is no longer a recent trainee” – ***Human Resources (HR)***
- “I just received notification that **I have been screened out as ineligible from another VA position** – this one was the “staff psychologist – neuropsychology” position. I will be eligible for this position at the completion of my fellowship in August”  
– ***Psychology Resident***

# VA Hiring Process: Partnerships



OAA has had strong partnership with National Healthcare Recruitment Service (NHRS) since 2013

Ongoing consultation with national program offices, DEOs, training programs, HR offices, and trainees to resolve trainee hiring obstacles

- Facilitated over 35 national presentations to increase utilization of recruitment and marketing strategies
- Developed educational materials to decrease knowledge gap in the field ([www.va.gov/oaa/careeropportunities.asp](http://www.va.gov/oaa/careeropportunities.asp))
- Provided WMC leadership with recommendations from psychology trainee recruitment workgroup to address common barriers



## Streamlining Recruitment and Hiring Process

- In May 2018, OAA served as SME in VA's first Virtual Career Fair and Match event connecting trainees and early career providers to vacancies nationally (six professions)
  - 85 VAMCs total (55 psychology)
  - 871 vacancies (206 psychology)
  - 2000+ registered (510 psychology)
  - 101 offers accepted (44 psychology)
- 2<sup>nd</sup> Trainee Recruitment Event targeting psychology trainees only launched February 2019
  - 51 VAMCs, 244 vacancies, 206 psychology trainees registered; match process underway with tentative job offers increasing

	VA-TECRCE - Psychology	VA-TRE - Psychology
	May 1 - Aug 24, 2018	Feb 1 - April 30, 2019
# of Facilities	55	51
Total Positions	206	244
Total Candidates	510	206
Total Matches	888	603
Job Interviews	106	201
Extended Offers	65	77
Offers Accepted	44	48
Selected, to extend offer	-	92
Not Selected	844	467
Declined Offers	25	27
<b>% of Candidates Matched</b>	*(88.6%) 443 candidates were matched out of the 510 registered candidates.	*100% of candidates received a match to at least one facility

## Trainee Recruitment Resources

- [Job Search Guide for Trainees](#)
- [How to Recruit Trainees Flyer](#) (includes tips for HR managers)
- [Myth Busters-Non-competitive Hiring Authority](#) (Facts clarifying misconceptions)
- [OAA Career Resources](#) (website link on OAA internet page)
- [Trainee.recruitment@va.gov](mailto:Trainee.recruitment@va.gov) (OAA/NHRS e-mail distribution list used to respond to trainees, HR, chiefs, key stakeholders)





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# THANK YOU, QUESTIONS, AND CONTACT INFO

## General AHE Questions:

[Assoc.Health@va.gov](mailto:Assoc.Health@va.gov)

## Internship Affiliation Questions:

[Psychology.Affiliation@va.gov](mailto:Psychology.Affiliation@va.gov)

## APA Accreditation Fee Questions:

[Psychology.accreditation@va.gov](mailto:Psychology.accreditation@va.gov)

