

**Defense Health Program
Fiscal Year (FY) 2018 Budget Estimates
Operation and Maintenance**

	FY 2016 Actual				FY 2017 Estimates				FY 2018 Estimates			
	Civilians	Military	Contractors	Total	Civilians	Military	Contractors	Total	Civilians	Military	Contractors	Total
Army	2,246	547	140	2,933	2,192	546	112	2,850	2,192	544	112	2,848
Navy	311	810	480	1,601	392	788	449	1,629	392	857	449	1,698
Air Force	57	515	228	800	73	654	324	1,051	75	687	329	1,091
DHA (NCR-Med)	250	0	39	289	288	0	85	373	290	0	100	390
Total DHP	2,864	1,872	887	5,623	2,945	1,988	970	5,903	2,949	2,088	990	6,027

Current Challenges in Recruiting and Retaining Mental Professionals:

Army: Hiring Freeze has hindered the 329 open hiring actions currently outstanding.

Navy: Challenges for hiring civilians are usually at the OCONUS sites, along with isolated CONUS sites (29 Palms, Oak Harbor, Camp Lejeune).

Air Force: Entire Specialty - The greatest challenge is recruiting/retaining experts amidst civilian facility competition with generally higher salary opportunity, less required lifestyle changes and greater flexibility in location. AF Mental Health Providers earn less compared to their civilian counterparts, which makes recruiting and retention difficult. Psychologist - Due to increased growth in requirements, psychology manning has fallen. Recruiting efforts for fully qualified increased yet these efforts were not met with much more success than in previous years. Growing the training staff to residency training platforms will increase throughput and capability. The creation of

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more civilian American Psychologists Association approved residencies is a significant barrier to growing residency throughput. Overcoming this barrier will require increased marketing and focused recruiting efforts. Current funding limits the ability to send personnel to graduate schools to conduct on-site recruiting. The Consultant continues to work closely with the Air Force Personnel Center to maintain and further develop specialty-specific sustainment models. Psychiatrist - Losses due to separation/retirement are out-pacing pipeline and recruiting--17 losses last year with only 10 gains (1 fully qualified recruit and 9 graduates). Efforts to retain active duty who are completing active duty service commitment continue and 2 AF Psychiatrists were supported/funded for child psychiatry fellowship training (Summer 2017 start). Tele-Mental Health capability is being expanded to offer possible efficiency in processes to provide optimal care with limited resources. The training pipeline takes anywhere from 4-6 years to complete, depending on the particular specialty, which represents a challenge. Mental Health Nurse Practitioner - Very small career field. Pipeline estimates a net gain of 7 providers over the next 2 years. HPSP/USU scholarships are the best retention tool available.

NCR: Optimization of GS/contract manpower based on planned future military losses and use incentives to slow attrition rate.