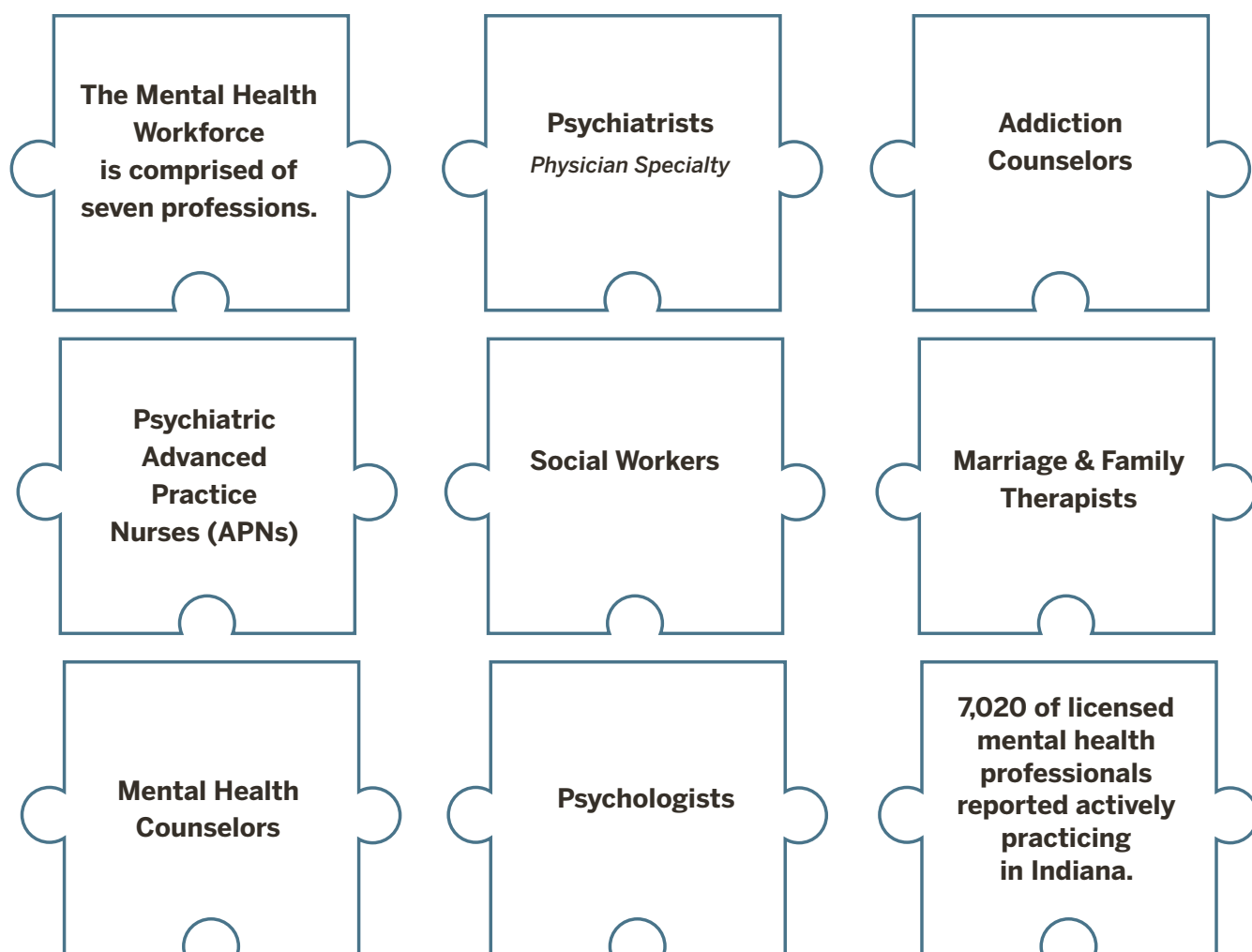


Introduction

One in four Americans received treatment from a mental health professional in 2014.¹ The mental health workforce is comprised of a cadre of professions that work together synergistically to support mental health, much like pieces forming a puzzle. While each profession has its unique training and scope, all professions are pieced together to treat the whole person.

The purpose of this report is to describe the following professions: psychiatrists, psychologists, psychiatric advanced practice nurses (APNs), (clinical) addiction counselors (LACs/LCACs), (clinical) social workers (LSWs/LCSWs), marriage and family therapists, and mental health counselors. Recognizing that mental health and addiction services may be provided by other health professionals (such as primary care providers), understanding characteristics of each piece of the mental health workforce puzzle is imperative to inform future policy discussions as they are a vital component to health care.²



Scopes of practice and licensing requirements for these professions are based on current Indiana statute.

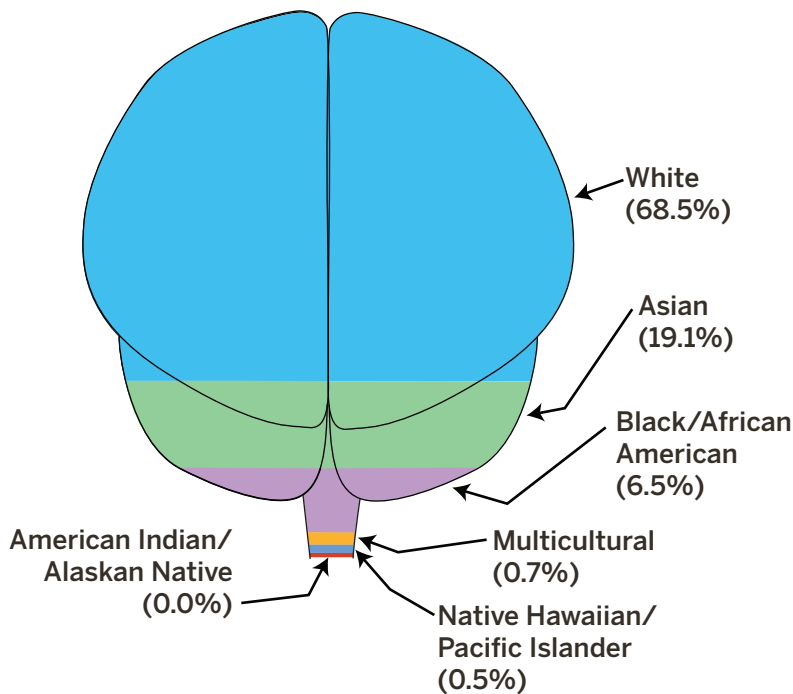
Mental Health Workforce

Psychiatrists

The widespread shortage of psychiatrists is in juxtaposition as the need for psychiatric services increases throughout the United States.⁴ In 2015, Indiana ranked 47th in the count of psychiatrists per 100,000 population.⁵ As the existing psychiatrist workforce ages into retirement, shortages are likely to be exacerbated.⁴ In Indiana, nearly half (49.6%) of psychiatrists are age 55 or older.

Psychiatrists differ from other mental health professions demographically. They are the only mental health profession with a larger proportion of males (58.8%) than females (37.7%), and they more racially diverse than any other mental health profession, with 31.3% of psychiatrists representing a racial minority group.

Psychiatrist Race



Psychiatrists

Physician Specialty

What they do:

Diagnose/treat mental illness through psychotherapy/analysis, and prescribing medications.

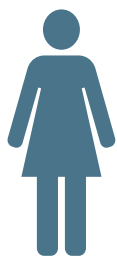
Licensing Requirements:

Doctoral degree and psychiatry residency

Residency Slots

2015	8
2016	12

Psychiatrist Age (female)



Under 35 yrs.	7.2%
35-44 yrs.	22.4%
45-54 yrs.	28.3%
55+ yrs.	40.1%

Psychiatrist Age (male)



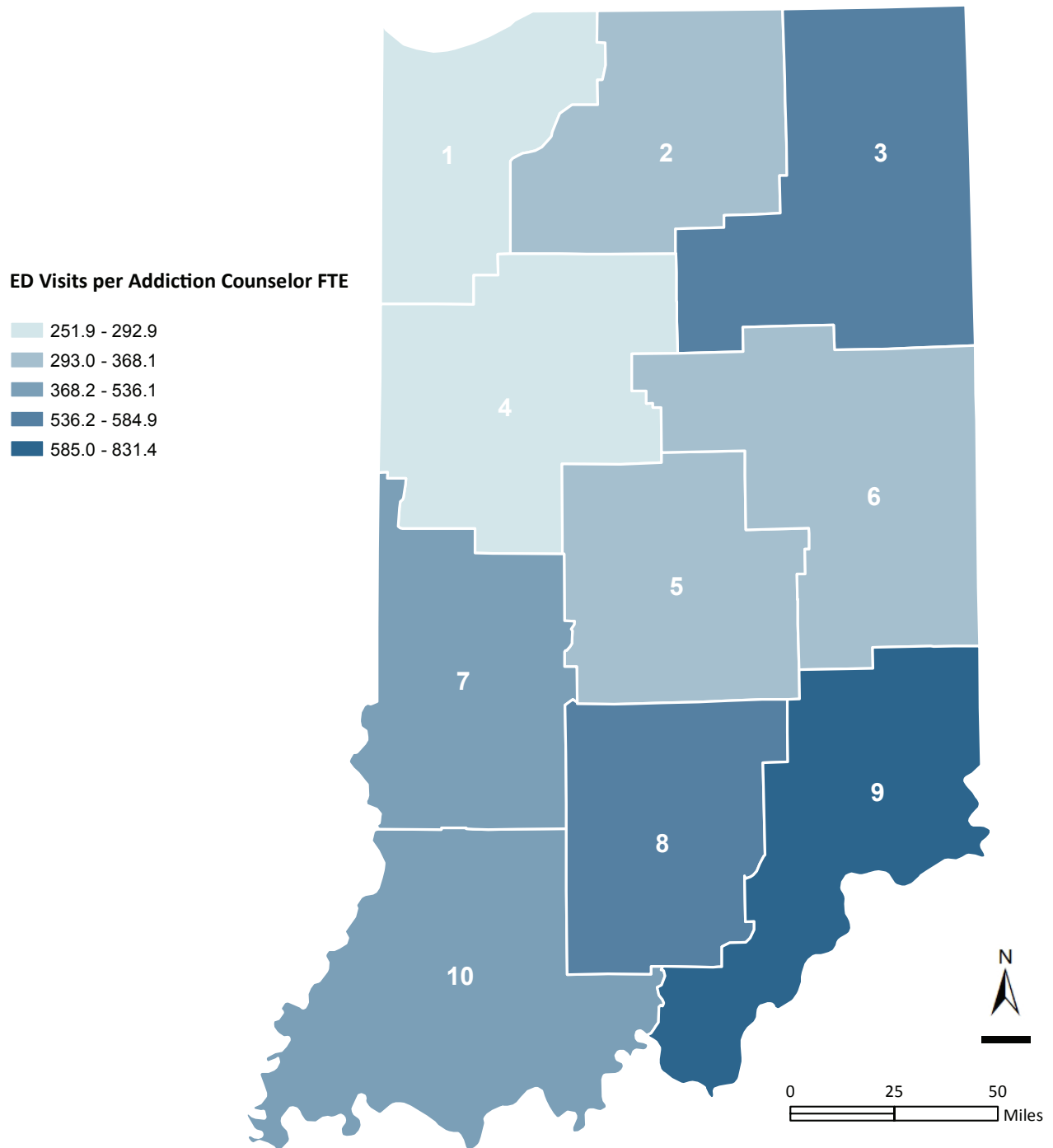
Under 35 yrs.	4.2%
35-44 yrs.	17.7%
45-54 yrs.	22.4%
55+ yrs.	55.2%

Increasing Capacity

Until 2015, Indiana only had one psychiatry residency program (offered through the Indiana University School of Medicine) with capacity for eight psychiatry residents per year. To address the psychiatry shortage, Community Health Network received accreditation by the Accreditation Council for Graduate Medical Education in 2015 to start a second psychiatry residency in the state. Community Health Network accepted their first class of four residents in 2016, increasing Indiana's training capacity to 12 psychiatrists per year.⁶

Mental Health Workforce

Substance Use-Related ED Visits per Addiction Counselor FTE by ISDH Region



Source:

Provider Data: 2016 Indiana Addiction Counselor Re-Licensure Survey, For this map, both Addictions Counselors and Clinical Addictions Counselors were included in the provider data.

Utilization Data: 2015 ED Visits for Substance Abuse report prepared by ISDH Division of Trauma and Injury Prevention, Indiana State Department of Health, Epidemiology Resource Center, Data Analysis Team

Mental Health Workforce

Psychiatric Advanced Practice Nurses

Identifying and quantifying the APN workforce is difficult. Although Indiana does not have a specific APN licensure, some APNs may be identified through their prescriptive authority license but not all APNs choose to hold this license. Indiana APNs are generally categorized into one of four groups: clinical nurse specialists, nurse practitioners, certified nurse midwives, and certified registered nurse anesthetists.⁸ For the purposes of this report, an individual was considered a psychiatric APN by two identification methods: 1) if they self-reported being an APN and they self-reported their specialty as “Psychiatric/Mental Health/Substance Abuse” or 2) if they held an APN Prescriptive Authority license and self-reported their specialty as “Psychiatric/Mental Health/Substance Abuse.”

In Indiana, the majority of psychiatric APNs reported working in a community health center, hospital, or an ambulatory care setting. Most of Indiana’s psychiatric APNs are female (92.2%).

Psychiatric Advanced Practice Nurses (APNs)

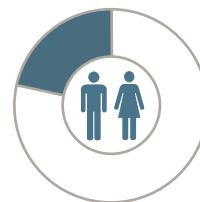
What they do:

Diagnose, treat, & evaluate mental illness by short-term psychotherapy and may prescribe medication if they have a prescriptive authority license.

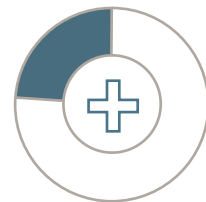
Licensing Requirements:

Master’s or Doctoral degree

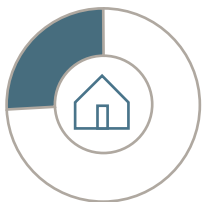
Primary Practice Setting



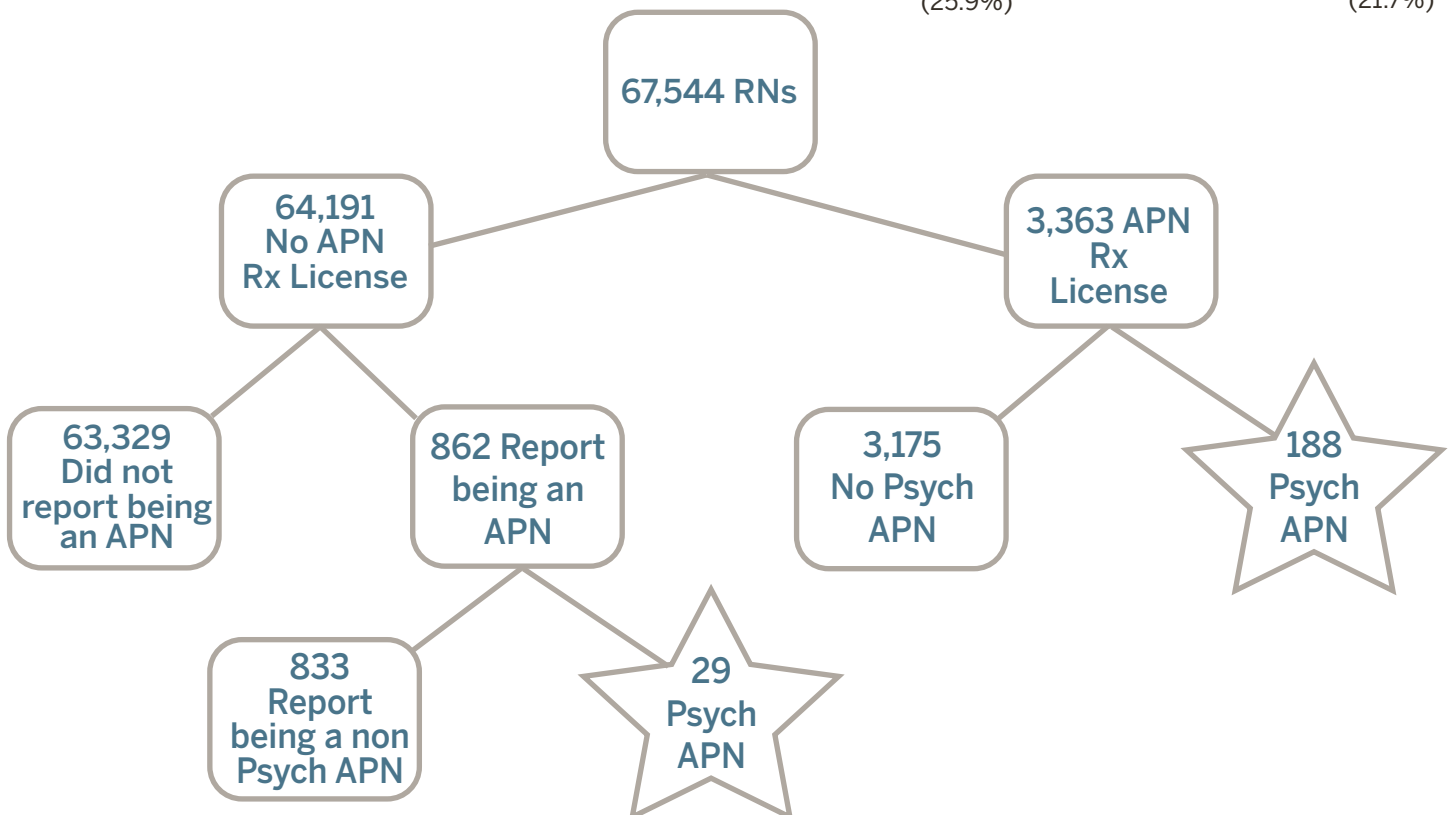
Community
Health Center
(25.9%)



Hospital
(24.0%)



Ambulatory
Care Setting
(21.7%)



Mental Health Workforce

Social Workers

Licensed social workers (LSWs): Although only a baccalaureate degree is required for LSW licensure, the majority of LSWs (89.0%) self-reported a master's degree as their highest level of education.

Licensed clinical social workers (LCSWs) may also provide psychosocial evaluation, counseling, and psychotherapeutic techniques.¹¹ In Indiana, 94.6% of LCSWs indicated a master's degree as their highest level of education and 3.3% reporting having a doctoral degree.

Collectively, LSWs and LCSWs are commonly referred to as "social workers." For the purposes of this report, any data presented on "social workers" refers to the combined sum of both social worker license types. Most social workers work in private practices (20.9%), community mental health centers (15.7%), or a school health service (9.2%). Social workers are a relatively young workforce, with nearly one in five social workers under the age of 35 years old.



Social Workers

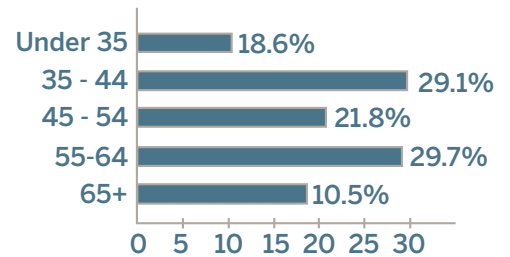
What they do:

Help effect change in human behavior, emotional responses, and social conditions of individuals, families, groups, or communities with various challenges.

Licensing Requirements:

- LSWs: Bachelor's degree, pass an exam, and 2 yrs. experience
- LCSWs: Master's degree, pass an exam, and 2 yrs. experience

Social Workers (LSW and LCSW)



Psychologists

What they do:

Evaluate behavior by various techniques including: performing evaluations, diagnostic services, and/or interventions.

Licensing Requirements:



Doctoral degree and a 1 yr residency program

Psychologists

Psychologists assess and study behavior through various techniques by performing evaluations, diagnostic services, and/or interventions.^{12,13} Many psychologists also work in applied contexts, as clinical or counseling psychologists. In order to become a psychologist in Indiana, an individual must obtain a doctoral degree, either in psychology (PsyD) or doctoral degree in philosophy (PhD).

Although they may qualify for and receive the same license, psychologists with PhDs and PsyDs generally receive very different training. Education coursework for a PhD degree includes analytics, research methods, ethics, and multicultural issues whereas the coursework for a PsyD degree may include advanced psychopathology, evidence-based practice, and advanced biological psychology.¹⁴ As a result, those who earn a PhD typically practice in academia, research, or administrating roles and those who earn a PsyD frequently practice in clinical settings.¹⁵

In Indiana, top practice settings for psychologists include: working in a solo or group practice (43.4%), mental health clinic (8.9%), or for a college/university (8.6%). Similar to psychiatrists, there is a large proportion of psychologists nearing retirement, with 44.5% of the workforce age of 55 and older.

PhD	vs	PsyD
62.5%	 Direct Patient Care	76.1%
13.4%	 Teaching Research Education	4.0%

Mental Health Workforce

Addiction Counselors

The scope of practice differs between LACs and LCACs. LACs provide professional services designed to change substance use or addiction behavior, including reviewing assessments, providing referrals, and providing education and counseling. LCACs' scope extends beyond that of LACs in Indiana to include providing psychosocial evaluations and using counseling and psychotherapeutic techniques to treat addiction and other substance use related problems.

As compared to other mental health professions, addiction counselors in Indiana (LACs and LCACs combined) are more diverse. Eleven percent of the workforce self-identified as Black or African American, a much higher proportion than many mental health professions. Addiction counselors (LACs and LCACs combined) in Indiana reported their primary practice was in a private practice (20.6%), specialized substance abuse outpatient treatment facility (11.7%), and criminal justice (7.9%)

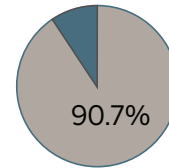
Addiction Counselors

What they do:





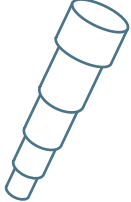
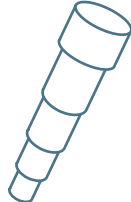


Provide services designed to change substance use or addiction behavior by counseling.

Licensing Requirements:

- LACs: Bachelor's degree, 350 hrs. supervised practicum/internship, and 2 yrs. experience
- LCACs: Master's degree, 700 hr supervised clinical practicum, and 2 yrs. experience



90.7% of LCACS hold a certification as a certified Alcohol and Drug Counselor (CADC)

Licensed Addiction Counselors (LACs)	Licensed Clinical Addiction Counselors (LCACs)
 Education: Baccalaureate degree or higher	 Education: Master's degree or higher
 Training: 350 hours supervised practicum, 2 years addiction counseling experience	 Training: 700 hours supervised practicum, 2 years addiction counseling experience
 Scope: <ul style="list-style-type: none">• Review assessment findings• Refer patients to assessment, diagnosis, evaluation, and mental health therapy• Provide education related to addictions• Provide counseling to treat addiction and substance abuse	 Scope: <ul style="list-style-type: none">• Use appraisal instruments to aid in individualized treatment planning• Provide psychosocial evaluations using accepted classifications• Develop plans for individualized addiction treatment and coordination of services• Use counseling and psychotherapeutic techniques to treat addiction• Provide education related to addictions
 Practice Setting: <ul style="list-style-type: none">• 18.0% work in criminal justice• 15.3% work in a private practice• 15.3% work in a specialized substance abuse outpatient treatment facility	 Practice Setting: <ul style="list-style-type: none">• 21.7% work in private practice• 10.9% work in a specialized substance abuse outpatient treatment facility• 5.9% work in criminal justice

Mental Health Workforce

Marriage & Family Therapists

Licensed marriage and family therapists (LMFTs) treat the clients' relationships as well as the clients themselves. Licensed marriage and family therapist associates (LMFTAs) represent the pipeline for LMFTs; they have completed all licensure requirements with the exception of clinical experience requirements.¹⁸

Of Indiana's LMFT workforce, 77.9% reported their highest education as a master's degree in counseling or a related field and 14.6% hold a doctoral degree in counseling or a related field.

The majority of LMFTs (52.3%) report working in a private practice setting. The second most common practice setting among LMFTs is community mental health centers (12.3%).

Marriage & Family Therapists

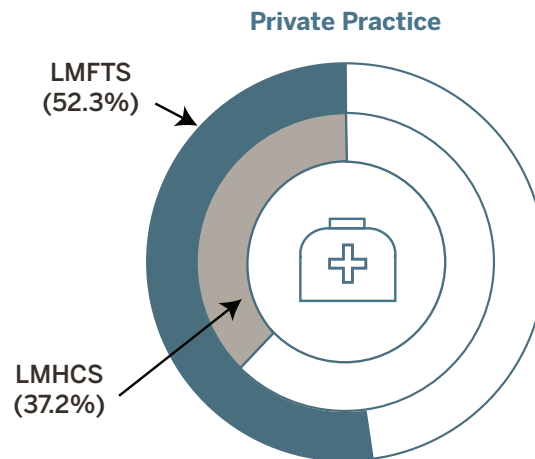
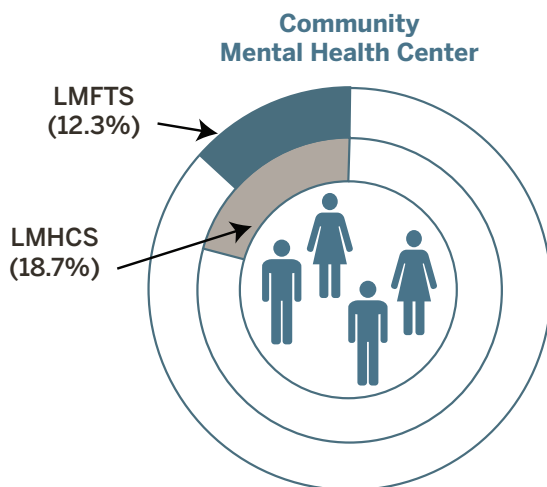
What they do:

Evaluate & treat individuals, couples, and families with mental/emotional conditions or conflict.

Licensing Requirements:

Master's degree, pass an exam, and 2 yrs. post-degree experience

Primary Practice Setting



Mental Health Counselors

What they do:

Work with individuals, couples, families, or specific populations. Help resolve mental, emotional, and relationship problems an individual may have.

Licensing Requirements:

Master's degree, 1,000 hrs. in a practicum/internship, 3,000 hrs. of post-grad clinical experience within 2 yrs.

Mental Health Counselors

Licensed mental health counselors (LMHCs) evaluate and treat emotional and mental problems and conditions through counseling and psychotherapeutic techniques. Licensed mental health counselor associates (LMHCAs) include those individuals who have completed educational requirements to become a LMHC but are still in the process of obtaining their post-graduate clinical experience.

LMHCs practice in a variety of settings. The largest proportion of LMHCs report working in private practices (37.2%) and community mental health centers (18.7%).

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**Nearly half (49.6%) of
psychiatrists are over the age
of 55 in Indiana.**

**The number of psychiatry
residency slots increased
from 8 to 12 in 2016.**

**Psychologists qualify for
licensure with either a PhD or
PsyD – a greater proportion of
PhDs work in academia or
research roles, while PsyDs
commonly practice in clinical
settings.**

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