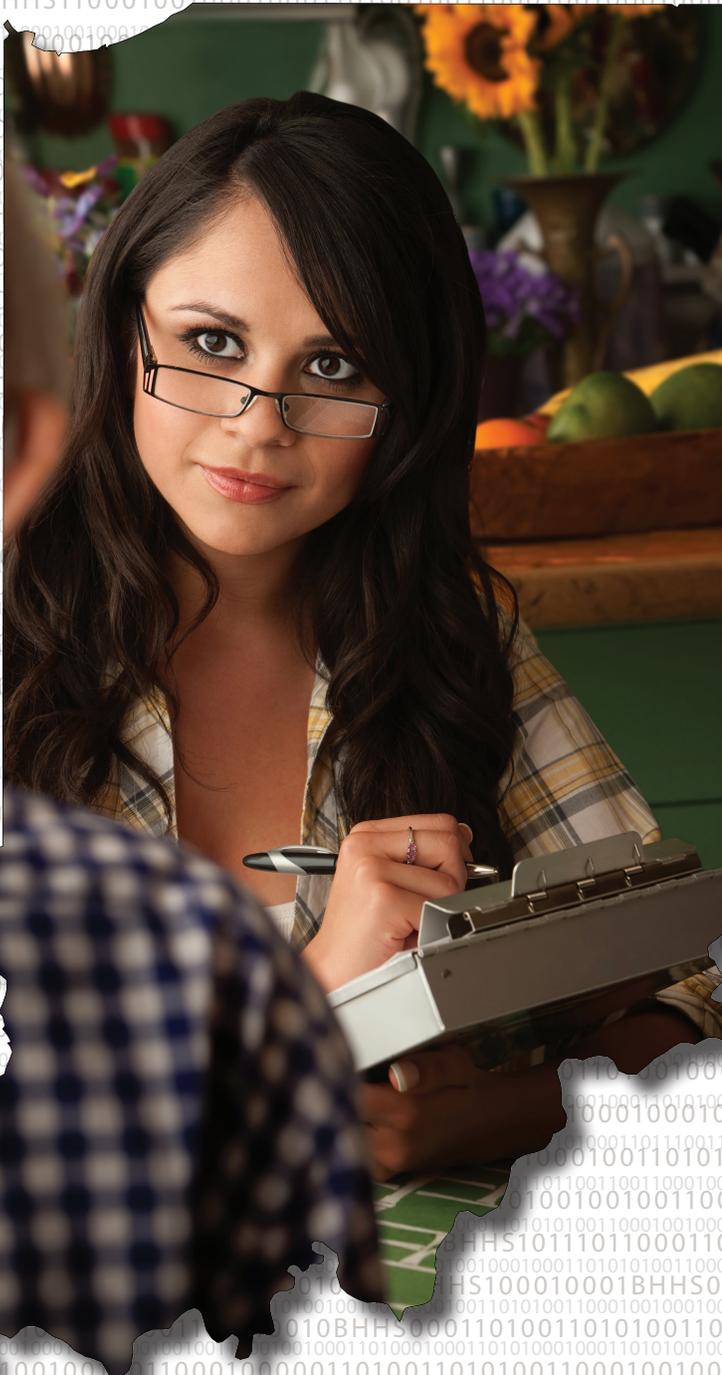


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## Executive Summary

Indiana's Behavioral Health and Human Services (BHHS) Professionals workforce is comprised of licensed providers from various professional and educational backgrounds including addiction counselors, social workers, marriage & family therapists and mental health counselors. The data included in this report represent a sample of 13,031 behavioral health licenses renewed or issued in Indiana in 2018. The report sample includes 7,878 BHHS licenses which represent: 137 addiction counselors; 769 clinical addiction counselors; 1,500 social workers; 3,155 clinical social workers; 565 marriage and family therapists; 58 marriage and family associates; 1,450 mental health counselors; and 244 mental health associates.

Identifying supply and distribution of the BHHS workforce is crucial in understanding the capacity to meet behavioral health needs and improve overall population health of Indiana Citizens. The emergence of BHHS Professionals in health care settings has been seen as a response to the need behavioral health services for mental health and addiction treatment. Data presented in this report provide a snapshot of key demographic and practice characteristics for the behavioral health workforce in Indiana.

A few common themes were found among BHHS Professionals. Demographically, these professions are predominantly white and female (see individual profession sections for statistical data). In regards to educational characteristics, the most common highest education reported by licensed counselors is a Master's Degree in counseling or a related field. Additionally, the two most common practice settings are private practice and community mental health center.

The 2018 Indiana Behavioral Health Board Licensure Survey Data Report presents a snapshot of data on the BHHS professions in order to provide stakeholders with information needed to improve the quality and accessibility of behavioral health care for Indiana residents through policymaking, workforce development, and resource allocation. Additional analyses and reports may be made available upon submission of a technical assistance request at [medicine.iu.edu/research/centers-institutes/bowen-health-workforce](http://medicine.iu.edu/research/centers-institutes/bowen-health-workforce).

## Section I: Background Information

The Bowen Center for Health Workforce Research and Policy (Bowen Center) aims to advance policies which improve human health and well-being through commitment to service and research contributions. Located at Indiana University School of Medicine, the Bowen Center provides expert technical support to the State of Indiana on health workforce related issues.

Indiana's behavioral health workforce is comprised of psychiatrists, psychologists, psychiatric advanced practice nurses (APNs), addiction counselors, social workers, marriage and family therapists and BHHS Professionals. The Behavioral Health Board Licensure Survey Data Report presents fundamental information and data collected from re-licensure surveys administered by the Indiana Professional Licensing Agency (IPLA) during the biennial license renewal period for licensed addiction counselors, social workers, marriage and family therapists and mental health counselors. The behavioral health board licensure surveys was completed in 2018.

Based on the fact that these surveys have undergone change since the last survey period, data collected from previous iterations may not be comparable. Therefore, this report focuses on BHHS workforce data that may be used to promote meaningful policy discussion and to inform evidence-based health workforce policy development. Because many respondents did not answer every question in their respective re-licensure survey, missing data are represented in this report as non-respondents.

The data in this report are presented first in aggregate form and then by specific profession with the following order:

- Section 2: All Counselors with Multiple Licensure
- Section 3: Addiction Counselors
- Section 4: Social Workers
- Section 5: Marriage & Family Therapist
- Section 6: Mental Health Counselors

The data presented describe behavioral health demographic, educational and professional characteristics as well as essential supply and geographic distribution information.

### **General Procedures**

The following procedures apply to all behavioral health professions described in this report with each section having a profession-specific, full description of survey administration and dataset construction procedures, including graphic illustration of the sampling procedure.

## **Methods**

### **Survey Administration**

Indiana's BHHS Professionals re-licensure survey was adapted from the Health Resources and Services Administration (HRSA) National Center for Health Workforce Analysis Minimum Data Set (MDS) for each applicable professions (licensed professional counselors and addiction counselors). HRSA has established MDS tools for many licensed health professions to facilitate the establishment of national databases with consistent core data elements covering demographic, education, credentialing, and practice characteristics of the health professions. Indiana's behavioral health professional re-licensure surveys were administered by the IPLA during the biennial licensure renewal period. All BHHS Professionals who renewed their license electronically (n=13,031) were invited to complete the voluntary survey.

## ***Dataset Construction***

The data used for this report were extracted from the BHHS professionals base license files and the survey data files provided by the IPLA. The base license file contains administrative data such as license status, expiration date, license number, and date of birth. These data are important for calculating additional demographic variables such as age and applying the inclusion and exclusion criteria used for this report.

The survey file underwent cleaning and coding procedures developed by the Bowen Center. After these procedures were completed, the base license file was merged with the survey file by license number to create a master file for each licensed BHHS professional. These master files were then transferred to the department of Biostatistics to be imported into the Indiana Health Professions Database.

License address data were accessed in the database by the Polis Center for address cleaning and geocoding. This process involves standardizing addresses using 360Science software and geocoding using address locator software. These procedures returned the geographical coordinates of the license address as well as the county federal information processing standards (FIPS) code and census block ID. These values are then returned to the Indiana Health Professions Database.

## ***BHHS Workforce Sample Selection Criteria***

Sample selection criteria were applied to the master file to determine the samples of BHHS Professionals actively practicing in Indiana. The following criteria were applied:

1. Behavioral Health and Human Services professional renewed license online in 2018.
2. Behavioral Health and Human Services professional responded to the 2018 re-licensure surveys
3. Behavioral Health and Human Services professional held an active, valid to practice or under review or probationary license.
4. Behavioral Health and Human Services professional reported actively working in a behavioral health profession;
5. Behavioral Health and Human Services professional reported an Indiana license address; and
6. Behavioral Health and Human Services professional whose license address could be confirmed through geocoding.

BHHS Professionals who did not meet the inclusion criteria were excluded from the sample. The final sample includes 7,878 behavioral health professionals who held an active, valid to practice while reviewed or probationary license; reported actively working as a BHHS professional; and provided an Indiana practice location that could be geocoded.

---

<sup>1</sup> More information can be found at: [bhw.hrsa.gov/health-workforce-analysis/data](http://bhw.hrsa.gov/health-workforce-analysis/data)

# 2018 Behavioral Health and Human Services Licensure Survey

The inclusion and exclusion criteria applied to the merged datasets for mental health professionals are presented below.

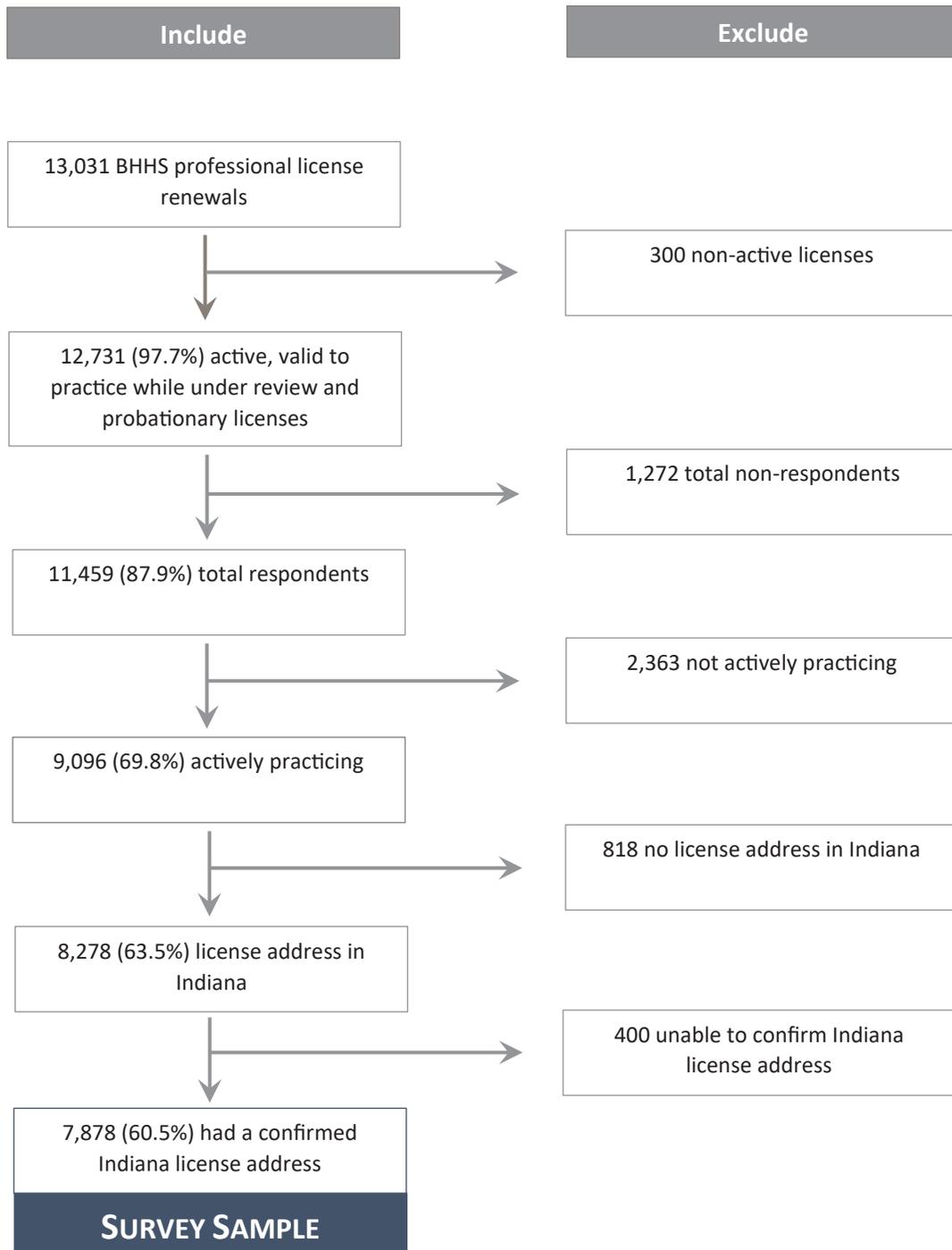


Figure 1.1: Sample Selection Criteria for Indiana’s Behavioral Health and Human Services Professionals

## FTE Assignment

A full-time equivalent (FTE) was assigned to each individual based on his or her survey response indicating the average number of hours per week spent in direct patient care. FTEs were assigned to each individual in order to accurately map the distribution of the RN workforce throughout Indiana. Geographic information system (GIS) maps present the distribution of the workforce by population-to-FTE throughout the report. Individuals in each hourly category were assigned an FTE as shown in Table 1.1.

**Table 1.1: FTE Calculation Based on Reported Hours per Week in Patient Care**

Reported Hours per Week in Patient Care	Assigned FTE
0	0
1 – 4	0.1
5 – 8	0.2
9 – 12	0.3
13 – 16	0.4
17 – 20	0.5
21 – 24	0.6
25 – 28	0.7
29 – 32	0.8
33 – 36	0.9
37 – 40	1
41 or more	1

## Rurality

County rurality was determined by population. If a county had a population of at least 50,000 it was designated as “urban”. If the county population was less than 50,000 the county was designated as “rural”.

## Limitations

The analyses and data presented in this report have several key limitations that should be taken into account when utilizing and interpreting this information. Data were collected through self-reported response format as part of a voluntary survey. As is the case with all survey research, it is likely there is some level of response bias. In this case, it is possible responses to a question do not reflect the absolute characteristics of a provider. Although these self-reported data may not be considered absolute, they provide a method of gauging characteristics. This report should only be used to inform policy discussion.

Additionally, the data presented in this report only represent a sample of the Behavioral Health and Human Services professions. Due to missing data and the voluntary nature of the survey it is likely many BHHS Professionals are not represented in the final samples of this report. Also, many survey respondents did not answer every question, therefore the tables in this report include non-respondents to the questions represented. Although this report contains samples of the BHHS Professionals who renewed their license, this fairly large sample (60.5%) may be valuable for informing health workforce policies.

Lastly, to meet the needs of the State of Indiana and because of changes in the methodology for administration of the re-licensure surveys for licensed counselors, several updated versions have resulted over the years. Therefore, a conservative approach was taken and data trend analyses are not presented in this report.

## Supplemental Data Tables

The primary purpose of the 2018 Behavioral Health Board Licensure Survey Data Report is to provide a snapshot of key information pertaining to the BHHS workforce in Indiana. This report only presents highlights of the re-licensure survey data. Additional data tables can be requested online through the Bowen Center website at [medicine.iu.edu/research/centers-institutes/bowen-health-workforce](http://medicine.iu.edu/research/centers-institutes/bowen-health-workforce).

## Section II: Behavioral Health and Human Services Professionals with Multiple Licenses

Though BHHS professional licenses have overlapping scope of practice, behavioral health professionals are required to hold a counseling license in order to use a specific behavioral health professional title. Therefore, it is highly likely that many Behavioral Health and Human Services Professionals (BHHS) will hold more than one counseling license in order to provide comprehensive behavioral health care.

In an effort to explore the prevalence of this phenomenon among BHHS Professionals licensed in Indiana, counselors were matched to their respective licenses by full name and date of birth in each BHHS data set. These individuals were then classified by the number of licenses they held. Figure 2.1 provides a summary of the selection criteria for identifying BHHS Professionals with multiple professional counseling licenses. Please note, this criteria transitions to focusing on unique individuals with multiple licenses in the second step.

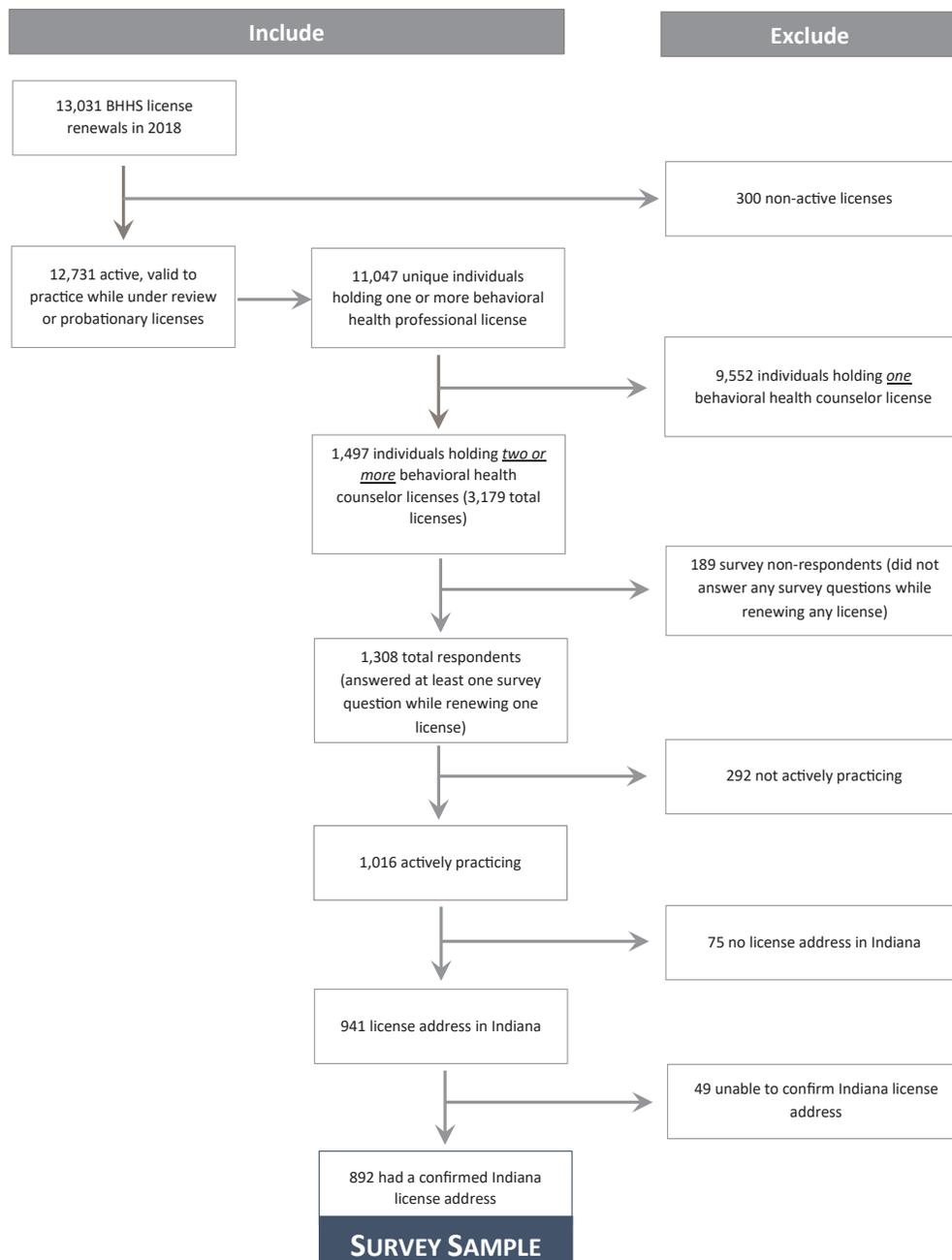


Figure 2.1: Sample Selection Criteria for Individuals with Two or more BHHS Professional Licenses

## Combination of Licenses

BHHS Professionals holding multiple active license were identified and presented in tables 2.1 - 2.3. Table 2.1 presents information on BHHS Professionals holding two licenses. Of the 892 respondents identified as holding multiple licenses, 791 (88.7%) held two active licenses (n=791). The majority BHHS Professionals in this group held a combination of Clinical Addiction Counselor and Clinical Social Worker licenses (39.9%), followed by Clinical Addiction Counselor and Mental Health Counselor licenses (n=24%).

**Table 2.1: Combination of Behavioral Health Counselors Licenses held by Individuals with Two Licenses**

License 1	License 2	N	%
Clinical Addiction Counselor	Clinical Social Worker	316	39.9
Clinical Addiction Counselor	Mental Health Counselor	190	24
Clinical Social Worker	Marriage & Family Therapist	95	12
Marriage & Family Therapist	Mental Health Counselor	31	3.9
Clinical Addiction Counselor	Marriage & Family Therapist	31	3.9
Addiction Counselor	Clinical Social Worker	23	2.9
Addiction Counselor	Mental Health Counselor	19	2.4
Clinical Social Worker	Mental Health Counselor	18	2.3
Clinical Addiction Counselor	Social Worker	17	2.1
Addiction Counselor	Social Worker	9	1.1
Clinical Social Worker	Social Worker	9	1.1
Marriage & Family Therapist	Social Worker	9	1.1
Mental Health Counselor	Social Worker	9	1.1
Addiction Counselor	Marriage & Family Therapist	6	0.8
Marriage & Family Associate	Mental Health Associate	3	0.4
Clinical Addiction Counselor	Mental Health Associate	2	0.3
Addiction Counselor	Mental Health Associate	1	0.1
Marriage & Family Associate	Mental Health Counselor	1	0.1
Marriage & Family Associate	Social Worker	1	0.1
Addiction Counselor	Clinical Addiction Counselor	1	0.1
<b>Total</b>		<b>791</b>	<b>100</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

# 2018 Behavioral Health and Human Services Licensure Survey

Table 2.2 presents BHHS Professionals holding three licenses (n=95). A little over one-fourth (27.4) of respondents were identified as holding professionals licenses as a clinical addiction counselor, clinical social worker and marriage & family therapist. Just over one-fifth (21.1%) were identified as holding professionals licenses as a clinical social worker, marriage & family therapist and mental health counselor.

**Table 2.2: Combination of Behavioral Health Counselors Licenses held by Individuals with Three Licenses**

License 1	License 2	License 3	N	%
Clinical Addiction Counselor	Clinical Social Worker	Marriage & Family Therapist	26	27.4
Clinical Social Worker	Marriage & Family Therapist	Mental Health Counselor	20	21.1
Clinical Addiction Counselor	Clinical Social Worker	Mental Health Counselor	16	16.8
Clinical Addiction Counselor	Marriage & Family Therapist	Mental Health Counselor	8	8.4
Clinical Addiction Counselor	Mental Health Counselor	Social Worker	6	6.3
Clinical Social Worker	Marriage & Family Therapist	Social Worker	5	5.3
Marriage & Family Therapist	Mental Health Counselor	Social Worker	4	4.2
Addiction Counselor	Clinical Social Worker	Marriage & Family Therapist	3	3.2
Clinical Addiction Counselor	Marriage & Family Associate	Mental Health Counselor	2	2.1
Clinical Social Worker	Mental Health Counselor	Social Worker	2	2.1
Addiction Counselor	Clinical Social Worker	Social Worker	1	1.1
Addiction Counselor	Clinical Addiction Counselor	Clinical Social Worker	1	1.1
Clinical Addiction Counselor	Marriage & Family Therapist	Social Worker	1	1.1
<b>Total</b>			<b>95</b>	<b>100</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

As is seen in table 2.3 very few BHHS Professionals hold four licenses (n=6). However, half of these individuals were found to hold professional licenses as a clinical addiction counselor, clinical social worker, marriage & family therapist and mental health counselor.

**Table 2.3: Combination of Behavioral Health Counselors Licenses held by Individuals with Four Licenses**

License 1	License 2	License 3	License 4	N	%
Clinical Addiction Counselor	Clinical Social Worker	Marriage & Family Therapist	Mental Health Counselor	3	50
Clinical Addiction Counselor	Clinical Social Worker	Mental Health Counselor	Social Worker	1	16.7
Clinical Addiction Counselor	Marriage & Family Therapist	Mental Health Counselor	Social Worker	1	16.7
Clinical Social Worker	Marriage & Family Therapist	Mental Health Counselor	Social Worker	1	16.7
<b>Total</b>				<b>6</b>	<b>100</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

## Primary Role

Behavioral health professionals with multiple licenses may identify more closely with one license type over the other, based on the nature of their occupation. In the 2018 behavioral health board licensure survey, respondents who held multiple BHHS licenses were asked to identify the license under which they primarily practice. Tables 2.4 - 2.7 presents information on the reported professional license that is primarily used based on the license under which the licensure survey was completed. Only individuals who were identified as having multiple licenses were included in the summary.

Table 2.4 presents information on addiction counselors and clinical addiction counselors with two or more licenses. The majority of addiction counselors reported clinical social worker (39.1%) as their primary role followed by mental health counselor (28.1%). As for clinical addiction counselors, nearly half reported their primary role as a clinical social worker (41.4%), followed by mental health counselor (28.5%).

**Table 2.4: Report Primary Role for Addiction Counselors with Two or more Licenses**

Primary Role	Addiction Counselor		Clinical Addiction Counselor	
	N	%	N	%
Bachelor Social Worker	1	1.6	0	0.0
Social Worker	6	9.4	30	4.8
Clinical Social Worker	25	39.1	309	49.7
Marriage and Family Therapist Associate	0	0	2	0.3
Marriage and Family Therapist	7	10.9	29	4.7
Mental Health Counselor Associate	1	1.6	1	0.2
Mental Health Counselor	18	28.1	177	28.5
Addiction Counselor Associate	0	0	0	0.0
Addiction Counselor	4	6.3	7	1.1
Clinical Addiction Counselor Associate	1	1.6	1	0.2
Clinical Addiction Counselor	0	0	61	9.8
Non-Respondents	1	1.6	5	0.8
<b>Total</b>	<b>64</b>	<b>100.0</b>	<b>622</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

Table 2.5 presents information on social workers and clinical social workers with two or more licenses. In alignment with their license, social workers commonly reported their primary role as a social worker (23.7%) or as a clinical social worker (22.4%). The majority of clinical social workers reported their primary role as a clinical social worker (80.7%) as their primary role followed by social worker (7.0%).

**Table 2.5: Report Primary Role for Social Workers with Two or more Licenses**

Primary Role	Social Worker		Clinical Social Worker	
	N	%	N	%
Bachelor Social Worker	2	2.6	0	0.0
Social Worker	18	23.7	38	7.0
Clinical Social Worker	17	22.4	436	80.7
Marriage and Family Therapist Associate	0	0.0	0	0.0
Marriage and Family Therapist	9	11.8	19	3.5
Mental Health Counselor Associate	1	1.3	1	0.2
Mental Health Counselor	13	17.1	13	2.4
Addiction Counselor Associate	1	1.3	0	0.0
Addiction Counselor	4	5.3	3	0.6
Clinical Addiction Counselor Associate	0	0.0	3	0.6
Clinical Addiction Counselor	10	13.2	21	3.9
Non-Respondents	1	1.3	6	1.1
<b>Total</b>	<b>76</b>	<b>100.0</b>	<b>540</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

Table 2.6 presents information on marriage and family therapists and marriage and family associate with two or more licenses. The largest proportion of marriage and family therapists reported clinical social worker (44.7%) as their primary role, followed by marriage and family therapist (29.9%). As for marriage and family associates, an equal proportion reported their primary role as either a marriage and family therapist associate (42.9%) or a mental health counselor (42.9%).

**Table 2.6: Report Primary Role for Marriage and Family Therapists with Two or more Licenses**

Primary Role	Marriage & Family Therapist		Marriage & Family Associate	
	N	%	N	%
Bachelor Social Worker	0	0.0	0	0.0
Social Worker	17	7.0	1	14.3
Clinical Social Worker	109	44.7	0	0.0
Marriage and Family Therapist Associate	6	2.5	3	42.9
Marriage and Family Therapist	73	29.9	0	0.0
Mental Health Counselor Associate	0	0.0	0	0.0
Mental Health Counselor	23	9.4	3	42.9
Addiction Counselor Associate	0	0.0	0	0.0
Addiction Counselor	0	0.0	0	0.0
Clinical Addiction Counselor Associate	0	0.0	0	0.0
Clinical Addiction Counselor	11	4.5	0	0.0
Non-Respondents	5	2.0	0	0.0
<b>Total</b>	<b>244</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

Table 2.7 presents information on mental health counselors and mental health associates with two or more licenses. The majority of mental health counselors reported mental health counselor (68.1%) as their primary role, followed by clinical social worker (12.0%). Though only a small number of licensed mental health associates were identified as having two or more licenses (n=6), half reported their primary role as a marriage and family therapist associate (50.0%), while the remaining half reported their primary role as either a mental health counselor associate (16.7%), addiction counselor (16.7%) or clinical addiction counselor (16.7%).

**Table 2.7: Report Primary Role for Mental Health Counselors with Two or more Licenses**

Primary Role	Mental Health Counselor		Mental Health Associate	
	N	%	N	%
Bachelor Social Worker	1	0.3	0	0.0
Social Worker	6	1.8	0	0.0
Clinical Social Worker	40	12.0	0	0.0
Marriage and Family Therapist Associate	2	0.6	3	50.0
Marriage and Family Therapist	18	5.4	0	0.0
Mental Health Counselor Associate	2	0.6	1	16.7
Mental Health Counselor	226	68.1	0	0.0
Addiction Counselor Associate	0	0.0	0	0.0
Addiction Counselor	7	2.1	1	16.7
Clinical Addiction Counselor Associate	0	0.0	0	0.0
Clinical Addiction Counselor	26	7.8	1	16.7
Non-Respondents	4	1.2	0	0.0
<b>Total</b>	<b>332</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Re-Licensure Survey, 2018

**Notes:** Primary Role was derived from question 10 of the 2018 survey.

It's important to note that the subsequent sections provide descriptive summaries of all individuals in the report sample who hold each particular license. Therefore, one individual holding multiple licenses could potentially be counted more than once in this report. Combining report sample numbers from the subsequent sections will not represent unique counts of BHHS Professionals but may provide insight into the characteristics and size of each group of licensed counseling professionals.

## Section III: Addiction Counselors

Data presented in this section provide a descriptive summary of licensed addiction counselors and licensed clinical addiction counselors in Indiana. Part A covers information on licensed addiction counselors and Part B covers information on licensed clinical addiction counselors. It is important to note that addiction counselors with additional Behavioral Health and Human Services (BHHS) licenses were not removed from the report sample for this section. These two addiction counselor professions differ by education and professional experience requirements for licensure. The addiction counselor license requires a bachelor's degree, 350 hours of education in an addiction counseling field experience and two years of clinical experience. The clinical addiction counselors requires a master's degree, 700 hours of field experience education and at least two years of addiction counseling experience.<sup>2</sup>

### Part A. Licensed Addiction Counselors

Figure 3.1 presents a breakdown of the sample selection criteria for licensed addiction counselors. This criteria is identical to the criteria described in Section I of this report. In 2018, 249 licensed addiction counselors renewed their Indiana license. Of these, 137 (55%) had an active license status, responded to the survey, reported actively practicing in counseling and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the report sample for licensed addiction counselors.

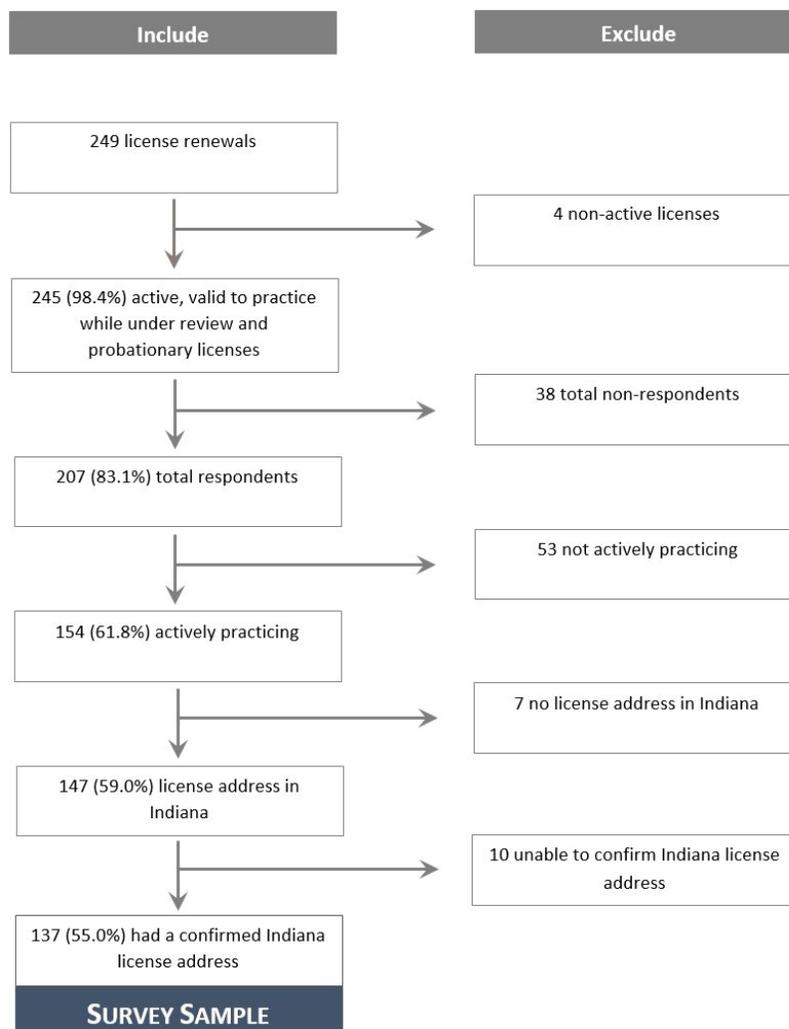


Figure 3.1: Sample Selection Criteria for Licensed Addiction Counselors

<sup>2</sup>Indiana Professional Licensing Agency. [in.gov/pla/files/2014\\_Behavioral\\_Health\\_and\\_Human\\_Services\\_Licensing\\_Board\(1\).pdf](http://in.gov/pla/files/2014_Behavioral_Health_and_Human_Services_Licensing_Board(1).pdf)

## Demographic Characteristics

Table 3.1a present addiction counselors' demographic characteristics. Females make up most of the licensed addiction counselor workforce (54 females, compared to 29 males). The age distribution of practicing addiction counselors is similar among males and females, the majority being ages 35 to 64 years old. Little racial diversity is seen among female addiction counselors, with 96.3% identifying as White and 3.7% identifying as Black or African American. On the other hand, 79.3% of male addiction counselors identified as White, followed by 17.2% identifying as Black or African American and 3.4% identifying as Asian. Regarding ethnicity within this sample, only two (1.5%) addiction counselors identified as Hispanic or Latino.

**Table 3.1a: Addiction Counselor Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>50.0</b>		<b>54.1</b>		<b>56.7</b>		<b>53.5</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	3	5.6	0	0.0	0	0.0	3	2.2
35 - 44	17	31.5	5	17.2	9	16.7	31	22.6
45 - 54	16	29.6	9	31.0	13	24.1	38	27.7
55 - 64	12	22.2	14	48.3	19	35.2	45	32.8
65 and Older	6	11.1	1	3.4	12	22.2	19	13.9
Non-Respondents	0	0.0	0	0.0	1	1.9	1	0.7
<b>Total</b>	<b>54</b>	<b>100.0</b>	<b>29</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>137</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	52	96.3	23	79.3	45	83.3	120	87.6
Black or African American	2	3.7	5	17.2	5	9.3	12	8.8
Asian	0	0.0	1	3.4	1	1.9	2	1.5
American Indiana or Alaska Native	0	0.0	0	0.0	0	0.0	0	0.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0
Some Other Race	0	0.0	0	0.0	1	1.9	1	0.7
Multiracial	0	0.0	0	0.0	1	1.9	1	0.7
Non-Respondents	0	0.0	0	0.0	1	1.9	1	0.7
<b>Total</b>	<b>54</b>	<b>100.0</b>	<b>29</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>137</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	1	1.9	0	0.0	1	1.9	2	1.5
Not Hispanic or Latino	53	98.1	29	100.0	53	98.1	135	98.5
Non-Respondents	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>54</b>	<b>100.0</b>	<b>29</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>137</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Educational characteristics are provided in Tables 3.2a and 3.3a. Self-reported educational characteristics demonstrate the majority of addiction counselors obtained professional training in Indiana (109; 79.5%) followed by contiguous state (16; 11.7%) and other state (12; 8.7%). Of the addiction counselors who received their qualifying education in Indiana, 40.4% reported obtaining a master's degree in counseling or related field while 28.4% obtained a bachelor's degree in counseling or related field. Similar to the distribution of qualifying education, 40.9% of addiction counselors reported their highest education as a master's degree in counseling or related field, followed by 21.1% having a bachelor's degree in counseling or related field.

**Table 3.2a: Addiction Counselor Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	5	4.6	1	6.3	1	8.3	0	0.0	0	0.0	7	5.1
High School Diploma/GED - other	2	1.8	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5
Vocational/Practical Certificate - counseling or related field	8	7.3	0	0.0	0	0.0	0	0.0	0	0.0	8	5.8
Vocational/Practical Certificate - other	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7
Associate Degree - counseling or related field	0	0.0	3	18.8	0	0.0	0	0.0	0	0.0	3	2.2
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	31	28.4	5	31.3	4	33.3	0	0.0	0	0.0	40	29.2
Bachelor's Degree -other	12	11.0	1	6.3	0	0.0	0	0.0	0	0.0	13	9.5
Master's Degree - counseling or related field	44	40.4	6	37.5	6	50.0	0	0.0	0	0.0	56	40.9
Master's Degree - other	3	2.8	0	0.0	1	8.3	0	0.0	0	0.0	4	2.9
Doctoral Degree - counseling or related field	2	1.8	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5
Doctoral Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Respondent	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7
<b>Total</b>	<b>109</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>137</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions

**Table 3.3a: Addiction Counselor Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	9	6.6
High School Diploma/GED - other	2	1.5
Vocational/Practical Certificate - counseling or related field	4	2.9
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	2	1.5
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	29	21.1
Bachelor's Degree -other	11	8.0
Master's Degree - counseling or related field	56	40.9
Master's Degree - other	5	3.6
Doctoral Degree - counseling or related field	2	1.5
Doctoral Degree - other	1	0.7
Non-Respondent	16	11.7
<b>Total</b>	<b>137</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certifications held by addiction counselors are provided in Table 3.4a. This information includes additional certifications respondents may have received in addition to their addiction counselor certification. The highest number of respondents (n=38) reported receiving a Certified Alcohol and Drug Counselor (CADC) Certification followed by National Certified Addiction Counselor I (n=15).

**Table 3.4a: Addiction Counselor Certifications**

Counseling Certifications	N
Certified Alcohol and Drug Counselor (CADC)	38
National Certified Addiction Counselor I	15
Certified Advanced Alcohol and Drug Counselor (CAADC)	14
National Certified Addiction Counselor II	10
Certified Co-Occurring Disorders Professional (CCDP)	8
Certified Criminal Justice Addictions Professional (CCJP)	7
National Certified Counselor (NCC)	5
Certified Clinical Supervisor (CCS)	3
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	2
Master Addictions Counselor (MAC)	2
Certified Prevention Specialist (CPS)	1
Certified Clinical Mental Health Counselor (CCMHC)	1
National Certified School Counselor	0
None	26
Other	34

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Details on employment characteristics of addiction counselors can be found in Table 3.5a. The majority (83.2%) of addiction counselors reported they have no plans to change their employment status for the next 12 months, while a small percentage reported plans to increase hours in patient care (12.4%). Most respondents reported not delivering telemedicine services (90.5%), while 8.8% reported that they do offer telemedicine services. All but one respondent reported their primary practice to be located in Indiana (99.3%).

Addiction Counselor work characteristics are provided in Tables 3.6a and 3.7a. The highest proportion of addiction counselors reported their primary work setting as a Community Mental Health Center/ Mental Health Clinic (17.5%) and Private Practice (16.8%), followed by Criminal Justice (12.4%) and Specialized Substance Abuse Outpatient Treatment Facility (10.9%). When asked about primary field of practice, half reported their primary field as addictions (50.4%), followed by mental health (30.7%).

**Table 3.5a: Addiction Counselor Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	114	83.2
Increase hours in patient care	17	12.4
Decrease hours in patient care	2	1.5
Seek employment in a field outside of patient care	0	0
Leave direct patient care to complete further training	0	0
Leave direct patient care for family reasons/commitments	0	0
Leave direct patient care due to physical demands	0	0
Leave direct patient care due to stress/burnout	0	0
Retire	1	0.7
Non-Respondents	3	2.2
<b>Total</b>	<b>137</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	12	8.8
No	124	90.5
Non-Respondents	1	0.7
<b>Total</b>	<b>137</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	136	99.3
No	1	0.7
Non-Respondents	0	0
<b>Total</b>	<b>137</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 3.6a: Addiction Counselor Primary Work Setting**

Primary Work Setting	N	%
Community Mental Health Center/Mental Health Clinic	24	17.5
Private Practice	23	16.8
Criminal Justice	17	12.4
Specialized Substance Abuse Outpatient Treatment Facility	15	10.9
Residential Setting	8	5.8
Methadone Clinic	10	7.3
Rehabilitation	5	3.6
Non-Federal Hospital: Psychiatric	5	3.6
Child welfare	4	2.9
Recovery Support Services	4	2.9
Community Health Center	3	2.2
In-Home setting	2	1.5
Faith-Based Setting	2	1.5
School Health Service	2	1.5
Non-Federal Hospital: Inpatient	2	1.5
Non-Federal Hospital: General Medicine	1	0.7
Primary or Specialist Medical Care	1	0.7
Federal Government Hospital	0	0.0
Non-Federal Hospital: Other - e.g. nursing home unit	0	0.0
Detox	0	0.0
Telemedicine	0	0.0
Other	6	4.4
Non-Respondent	3	2.2
<b>Total</b>	<b>137</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 3.7a: Addiction Counselor Primary Field of Practice**

Primary Field of Practice	N	%
Addictions	69	50.4
Mental Health	42	30.7
Juvenile and/or Adult Corrections	8	5.8
Family and Children Services	6	4.4
Administration	3	2.2
Health and Rehabilitation	3	2.2
Community Development	0	0.0
Developmental and Other Disabilities	0	0.0
Gerontological Services	0	0.0
Income Maintenance	0	0.0
Information Retrieval	0	0.0
Occupational	0	0.0
Violence and Abuse Services	0	0.0
Other	3	2.2
Non-Respondents	3	2.2
<b>Total</b>	<b>137</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Part B. Licensed Clinical Addiction Counselors

Figure 3.2 presents a breakdown of the sample selection criteria for licensed clinical addiction counselors. In 2018, 1,284 licensed clinical addiction counselors renewed their Indiana license. Of these, 769 (59.9%) had an active license status, responded to the survey, reported actively practicing in counseling and had a valid Indiana license address.<sup>1</sup> Data presented in the remainder of this subsection will describe the reported sample for licensed clinical addiction counselors.

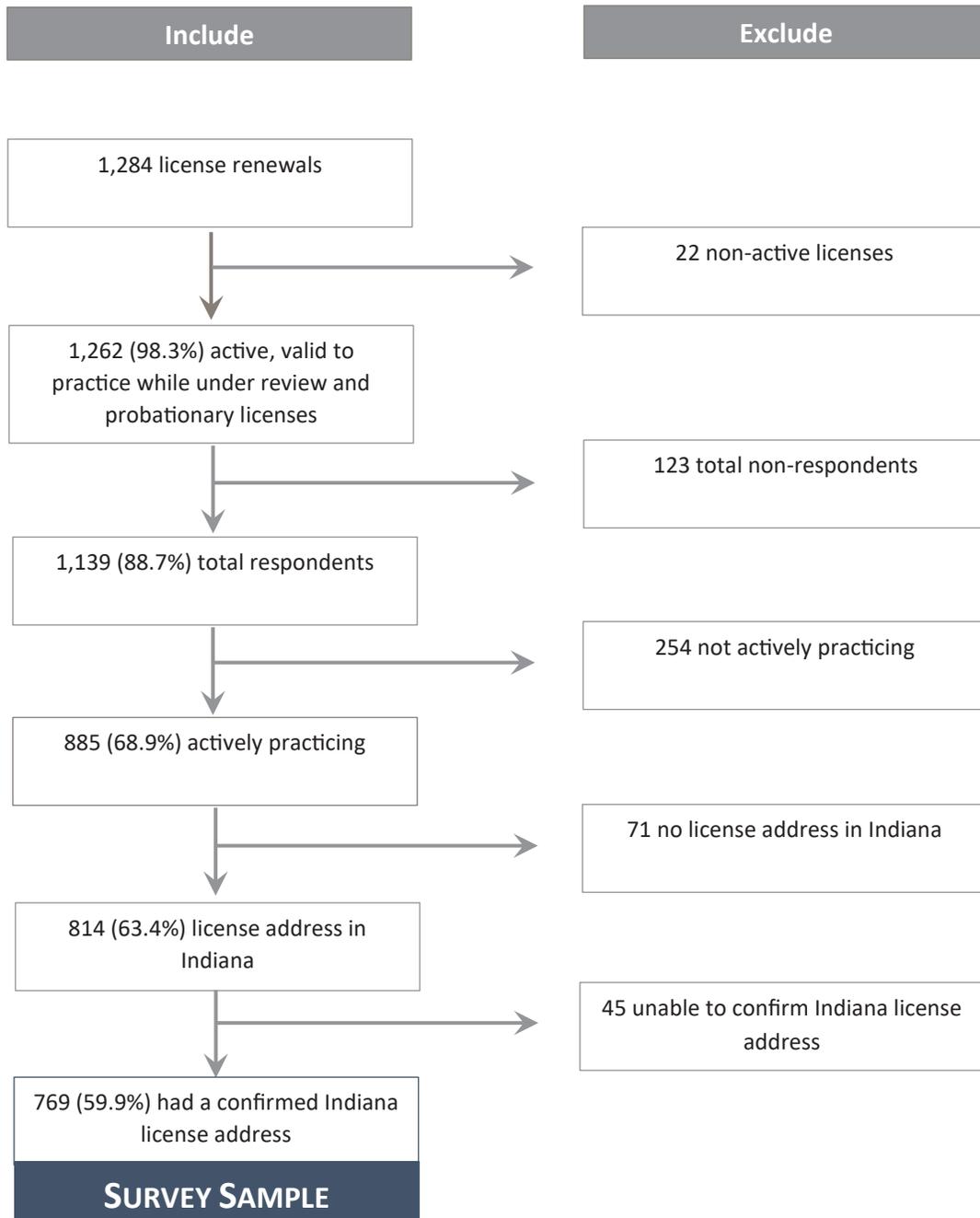


Figure 3.2 Sample Selection Criteria for Licensed Clinical Addiction Counselors

## Demographic Characteristics

Table 3.1b provides more details on the demographic characteristics of the clinical addiction counselor workforce. Female clinical addiction counselors are slightly younger than their male counterparts, having a lower overall mean age (52.1 for females and 57.7 for males). Trends in age distribution show that one-fourth of female clinical addiction counselors are between the ages of 35 and 44 (27.5%) while around one-third (33.1%) are between ages 55 and 64. On the other hand, more than half of male clinical addiction counselors are over the age of 54 (61.8%). Demographic data demonstrates little racial and ethnic diversity within the clinical addiction counselor workforce. The majority identified as Not Hispanic or Latino (97.7%) and White (83.7%). Black or African American clinical addiction counselors make up the largest minority at 11.4%.

**Table 3.1b: Clinical Addiction Counselor Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>52.1</b>		<b>57.7</b>		<b>55.5</b>		<b>54.6</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	16	5.2	1	0.7	4	1.3	21	2.7
35 - 44	84	27.5	20	13.4	59	18.7	163	21.2
45 - 54	66	21.6	36	24.2	82	26.0	184	23.9
55 - 64	101	33.1	49	32.9	107	34.0	257	33.4
65 and Older	38	12.5	43	28.9	62	19.7	143	18.6
Non-Respondents	0	0.0	0	0.0	1	0.3	1	0.1
<b>Total</b>	<b>305</b>	<b>100.0</b>	<b>149</b>	<b>100.0</b>	<b>315</b>	<b>100.0</b>	<b>769</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	255	83.6	131	87.9	258	81.9	644	83.7
Black or African American	37	12.1	12	8.1	39	12.4	88	11.4
Asian	2	0.7	0	0.0	4	1.3	6	0.8
American Indian or Alaska Native	1	0.3	0	0.0	1	0.3	2	0.3
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	1	0.3	1	0.1
Some Other Race	2	0.7	1	0.7	4	1.3	7	0.9
Multiracial	4	1.3	4	2.7	7	2.2	15	2.0
Non-Respondents	4	1.3	1	0.7	1	0.3	6	0.8
<b>Total</b>	<b>305</b>	<b>100.0</b>	<b>149</b>	<b>100.0</b>	<b>315</b>	<b>100.0</b>	<b>769</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	8	2.6	2	1.3	6	1.9	16	2.1
Not Hispanic or Latino	296	97.0	147	98.7	308	97.8	751	97.7
Non-Respondents	1	0.3	0	0.0	1	0.3	2	0.3
<b>Total</b>	<b>305</b>	<b>100.0</b>	<b>149</b>	<b>100.0</b>	<b>315</b>	<b>100.0</b>	<b>769</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Tables 3.2b – 3.3b provide information on the educational characteristics of clinical addiction counselors. Table 3.2b demonstrates that Indiana successfully retained many clinical addiction counselors who trained in the state. For instance, nearly three-fourths (576; 74.9%) of clinical addiction counselors in the survey sample reported receiving their education that qualified them for their license in Indiana. As expected, most clinical addiction counselors qualified for their license with a master’s degree or higher (93.4%). Furthermore, 81% reported having a master’s degree (in counseling or another field) and 74% reported receiving a doctoral degree in counseling or another field. Table 3.3b provides more information on the highest reported education of clinical addiction counselors.

**Table 3.2b: Clinical Addiction Counselor Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor’s Degree -counseling or related field	27	4.7	3	2.6	2	2.9	0	0.0	1	10.0	33	4.3
Bachelor’s Degree -other	7	1.2	0	0.0	2	2.9	0	0.0	0	0.0	9	1.2
Master’s Degree - counseling or related field	493	85.6	95	83.3	52	76.5	1	100.0	9	90.0	650	84.5
Master’s Degree - other	31	5.4	6	5.3	8	11.8	0	0.0	0	0.0	45	5.9
Doctoral Degree - counseling or related field	11	1.9	6	5.3	4	5.9	0	0.0	0	0.0	21	2.7
Doctoral Degree - other	0	0.0	2	1.8	0	0.0	0	0.0	0	0.0	2	0.3
Non-Respondent	7	1.2	2	1.8	0	0.0	0	0.0	0	0.0	9	1.2
<b>Total</b>	<b>576</b>	<b>100.0</b>	<b>114</b>	<b>100.0</b>	<b>68</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>769</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions

**Table 3.3b: Clinical Addiction Counselor Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	1	0.1
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	1	0.1
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor’s Degree -counseling or related field	9	1.2
Bachelor’s Degree -other	0	0.0
Master’s Degree - counseling or related field	577	75.0
Master’s Degree - other	46	6.0
Doctoral Degree - counseling or related field	47	6.1
Doctoral Degree - other	10	1.3
Non-Respondent	78	10.1
<b>Total</b>	<b>769</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certifications held by clinical addiction counselors are provided in Table 3.4b. This information includes additional certifications respondents may have received in addition to their addiction counselor license. Clinical addiction counselors reported holding various certifications including, Certified Alcohol and Drug Counselor (n=92) and Masters Addiction Counselor (n=104). Furthermore, 159 clinical addiction counselors reported no other certifications.

**Table 3.4b: Clinical Addiction Counselor Certifications**

Counseling Certifications	N
Master Addictions Counselor (MAC)	104
Certified Alcohol and Drug Counselor (CADC)	92
Certified Advanced Alcohol and Drug Counselor (CAADC)	55
National Certified Counselor (NCC)	49
Certified Clinical Mental Health Counselor (CCMHC)	38
Certified Clinical Supervisor (CCS)	21
Certified Criminal Justice Addictions Professional (CCJP)	13
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	10
Certified Co-Occurring Disorders Professional (CCDP)	7
National Certified School Counselor	3
Certified Prevention Specialist (CPS)	2
National Certified Addiction Counselor I	0
National Certified Addiction Counselor II	0
None	159
Other	221

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Table 3.5b provides employment characteristics of clinical addiction counselors. The majority (83.2%) of clinical addiction counselors reported having no plans to change their employment status. However, 6.9% demonstrated a desire to increase hours in patient care and 4.3% reported a desire to decrease hours in patient care. When asked about delivering telemedicine services 91.4% of respondents reported they do not offer telemedicine services while 8.2% reported they do offer telemedicine services. Furthermore, nearly all clinical addiction counselors reported their primary practice being located in Indiana (97.9%).

A quarter of clinical addiction counselors reported their primary work setting as Private Practice (24.6%) and Community Mental Health Center/Mental Health Clinic (24.4%). Additionally, more than half of clinical addiction counselors reported their primary field of practice as mental health (52.5%), followed by addictions (28.2%). Tables 3.6b and 3.7b on the following page provide more details on professional characteristics of clinical addiction counselors.

**Table 3.5b: Clinical Addiction Counselor Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	640	83.2
Increase hours in patient care	53	6.9
Decrease hours in patient care	33	4.3
Seek employment in a field outside of patient care	2	0.3
Leave direct patient care to complete further training	2	0.3
Leave direct patient care for family reasons/commitments	1	0.1
Leave direct patient care due to physical demands	0	0
Leave direct patient care due to stress/burnout	0	0
Retire	8	1
Non-Respondents	30	3.9
<b>Total</b>	<b>769</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	63	8.2
No	703	91.4
Non-Respondents	3	0.4
<b>Total</b>	<b>769</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	753	97.9
No	7	0.9
Non-Respondents	9	1.2
<b>Total</b>	<b>769</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 3.6b: Clinical Addiction Counselor Primary Work Setting**

Primary Work Setting	N	%
Private Practice	189	24.6
Community Mental Health Center/Mental Health Clinic	188	24.4
Community Health Center	41	5.3
Non-Federal Hospital: Psychiatric	30	3.9
Criminal Justice	28	3.6
Federal Government Hospital	26	3.4
Residential Setting	25	3.3
Specialized Substance Abuse Outpatient Treatment Facility	23	3.0
Faith-Based Setting	20	2.6
Non-Federal Hospital: Inpatient	18	2.3
School Health Service	16	2.1
Child welfare	16	2.1
In-Home setting	15	2.0
Primary or Specialist Medical Care	15	2.0
Recovery Support Services	9	1.2
Rehabilitation	8	1.0
Non-Federal Hospital: General Medicine	8	1.0
Detox	7	0.9
Methadone Clinic	6	0.8
Non-Federal Hospital: Other - e.g. nursing home unit	0	0.0
Telemedicine	0	0.0
Other	66	8.6
Non-Respondent	15	2.0
<b>Total</b>	<b>769</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 3.7b: Clinical Addiction Counselor Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	404	52.5
Addictions	217	28.2
Family and Children Services	34	4.4
Administration	24	3.1
Health and Rehabilitation	20	2.6
Juvenile and/or Adult Corrections	10	1.3
Gerontological Services	4	0.5
Developmental and Other Disabilities	2	0.3
Violence and Abuse Services	2	0.3
Community Development	1	0.1
Information Retrieval	1	0.1
Income Maintenance	0	0.0
Occupational	0	0.0
Other	32	4.2
Non-Respondents	18	2.3
<b>Total</b>	<b>769</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Section IV: Social Workers

Data presented in this section provides a descriptive summary of licensed social workers and licensed clinical social workers. Part A covers information on the licensed social workers and Part B covers information on the licensed clinical social workers. It is important to note that any social worker with additional Behavioral Health and Human Services (BHHS) licenses were not removed from the report sample for this section.

These two social worker professions differ by education and professional experience requirements for licensure. The social worker license requires a bachelor's degree with two years of full-time experience while the clinical social worker license requires a master's degree with two years of clinical social work experience.<sup>3</sup>

### Part A. Licensed Social Worker

Figure 4.1 presents a breakdown of the sample selection criteria for licensed social workers. In 2018, 2,794 licensed social workers renewed their Indiana license. Of these, 1,500 (51.6%) had active status licenses, responded to the 2018 survey, reported actively practicing and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the report sample for licensed social workers.

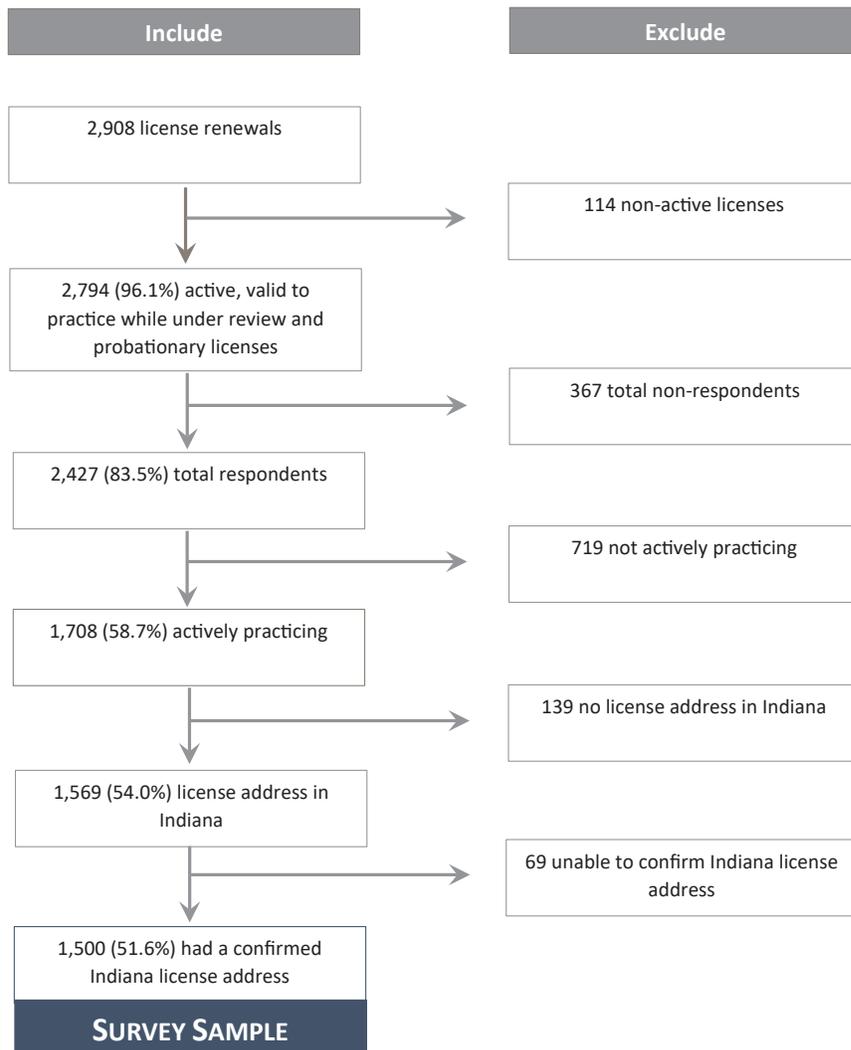


Figure 4.1 Sample Selection Criteria for Licensed Social Workers

<sup>3</sup> Indiana Professional Licensing Agency. [in.gov/pla/files/2014\\_Behavioral\\_Health\\_and\\_Human\\_Services\\_Licensing\\_Board\(1\).pdf](http://in.gov/pla/files/2014_Behavioral_Health_and_Human_Services_Licensing_Board(1).pdf)

## Demographic Characteristics

Social worker demographic characteristics are provided in table 4.1a. The majority of social workers are female (965 females, compared to 129 males), and the age distribution of practicing social workers shows that a greater proportion of females are under the age 35 (45.2%) as compared to males (31.8%). Little racial diversity is seen among female social workers, as 3.3% identified as white and 11.2% identified as Black or African American). The majority of male social workers identified as white (83.7%), followed by Black or African American (7.8%). The majority of female and male social workers reported Not Hispanic or Latino (95.9%, 96.1% respectively) followed by Hispanic or Latino ethnicity (4%, 3.9% respectively).

**Table 4.1a: Social Worker Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>40.2</b>		<b>44.4</b>		<b>46.6</b>		<b>42.3</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	436	45.2	41	31.8	99	24.4	576	38.4
35 - 44	199	20.6	35	27.1	102	25.1	336	22.4
45 - 54	170	17.6	18	14.0	71	17.5	259	17.3
55 - 64	132	13.7	23	17.8	93	22.9	248	16.5
65 and Older	26	2.7	12	9.3	40	9.9	78	5.2
Non-Respondents	2	0.2	0	0.0	1	0.2	3	0.2
<b>Total</b>	<b>965</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>406</b>	<b>100.0</b>	<b>1,500</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	804	83.3	108	83.7	325	80.0	1,237	82.5
Black or African American	108	11.2	10	7.8	56	13.8	174	11.6
Asian	8	0.8	1	0.8	1	0.2	10	0.7
American Indiana or Alaska Native	0	0.0	0	0.0	1	0.2	1	0.1
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0
Some Other Race	18	1.9	5	3.9	6	1.5	29	1.9
Multiracial	23	2.4	5	3.9	10	2.5	38	2.5
Non-Respondents	4	0.4	0	0.0	7	1.7	11	0.7
<b>Total</b>	<b>965</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>406</b>	<b>100.0</b>	<b>1,500</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	39	4.0	5	3.9	14	3.4	58	3.9
Not Hispanic or Latino	925	95.9	124	96.1	385	94.8	1,434	95.6
Non-Respondents	1	0.1	0	0.0	7	1.7	8	0.5
<b>Total</b>	<b>965</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>406</b>	<b>100.0</b>	<b>1,500</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Tables 4.2a - 4.3a provide information on educational characteristics of social workers. Educational characteristics demonstrate that Indiana successfully retained many social workers who trained in State. For instance, 1,178 (78.5%) social workers in the survey sample reported receiving their education that qualified them for their license in Indiana. Overall, the majority of social workers who received their license in Indiana obtained a master's degree in counseling or related field (73%), followed by master's degree in another field (10.7%). Similarly, when asked about highest education 69.7% of respondents reported having obtained a master's degree in counseling or related field, followed by 9.3% reporting a master's degree in another field. Table 4.3a provides more information on social workers highest education.

**Table 4.2a: Social Worker Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	1	0.1	0	0.0	1	0.8	0	0.0	0	0.0	2	0.1
Associate Degree - other	0	0.0	0	0.0	1	0.8	0	0.0	0	0.0	1	0.1
Bachelor's Degree -counseling or related field	141	12.0	19	10.1	8	6.7	0	0.0	0	0.0	168	11.2
Bachelor's Degree -other	46	3.9	3	1.6	4	3.4	0	0.0	1	7.1	54	3.6
Master's Degree - counseling or related field	854	72.5	145	77.1	90	75.6	0	0.0	6	42.9	1,095	73.0
Master's Degree - other	126	10.7	20	10.6	14	11.8	1	100.0	2	14.3	163	10.9
Doctoral Degree - counseling or related field	0	0.0	1	0.5	0	0.0	0	0.0	0	0.0	1	0.1
Doctoral Degree - other	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1
Non-Respondent	9	0.8	0	0.0	1	0.8	0	0.0	5	35.7	15	1.0
<b>Total</b>	<b>1,178</b>	<b>100.0</b>	<b>188</b>	<b>100.0</b>	<b>119</b>	<b>100.0</b>	<b>0</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>1,500</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions 4 and 5 of the 2018 survey.

**Table 4.3a: Social Worker Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	0	0.0
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	103	6.9
Bachelor's Degree -other	38	2.5
Master's Degree - counseling or related field	1,046	69.7
Master's Degree - other	140	9.3
Doctoral Degree - counseling or related field	11	0.7
Doctoral Degree - other	8	0.5
Non-Respondent	154	10.3
<b>Total</b>	<b>1,500</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certifications held by social workers are provided in Table 4.4a. Though the majority of respondents (n=733) reported having no counseling certifications, 15 reported having a Certified Alcohol and Drug Counselor (CADC) certification and 374 reported having another unlisted certifications.

**Table 4.4a: Social Worker Certifications**

Counseling Certifications	N
Certified Alcohol and Drug Counselor (CADC)	15
Certified Clinical Mental Health Counselor (CCMHC)	9
Master Addictions Counselor (MAC)	7
National Certified Addiction Counselor I	5
National Certified Addiction Counselor II	5
Certified Clinical Supervisor (CCS)	3
National Certified Counselor (NCC)	3
Certified Advanced Alcohol and Drug Counselor (CAADC)	2
Certified Co-Occurring Disorders Professional (CCDP)	1
National Certified School Counselor	1
Certified Prevention Specialist (CPS)	0
Certified Criminal Justice Addictions Professional (CCJP)	0
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	0
None	733
Other	374

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Table 4.5a below contains information on social workers employment characteristics. Professionally, the majority (88.1%) of social workers reported they had no plans to change employment for the next 12 months, while a small percentage reported plans to increase hours in patient care (7.8%). The majority of respondents reported not delivering telemedicine services (95.1%), while few respondents reported participating in telemedicine services (4.1%). The majority of social workers also reported their primary practice in Indiana (96.6%).

Social workers' reported professional characteristics are provided in Tables 4.6a - 4.7a on the following page. The primary practice setting of social workers varied with 12.4% reporting In Home Setting, 12.1% reporting Community Mental Health Center/Mental Health Clinic (12.1%), and 10.7% reporting School Health Service. Additionally, social workers reported their primary field of practice as Mental Health (30.3%), followed by health and rehabilitation (19.3%).

**Table 4.5a: Social Worker Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	1322	88.1
Increase hours in patient care	117	7.8
Decrease hours in patient care	21	1.4
Seek employment in a field outside of patient care	1	0.1
Leave direct patient care to complete further training	0	0
Leave direct patient care for family reasons/commitments	0	0
Leave direct patient care due to physical demands	2	0.1
Leave direct patient care due to stress/burnout	1	0.1
Retire	9	0.6
Non-Respondents	27	1.8
<b>Total</b>	<b>1,500</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	61	4.1
No	1,426	95.1
Non-Respondents	13	0.9
<b>Total</b>	<b>1,500</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	1,449	96.6
No	31	2.1
Non-Respondents	20	1.3
<b>Total</b>	<b>1,500</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 4.6a: Social Worker Primary Work Setting**

Primary Work Setting	N	%
In-Home setting	186	12.4
Community Mental Health Center/Mental Health Clinic	182	12.1
School Health Service	161	10.7
Non-Federal Hospital: Inpatient	157	10.5
Primary or Specialist Medical Care	90	6.0
Child welfare	71	4.7
Residential Setting	61	4.1
Private Practice	55	3.7
Community Health Center	52	3.5
Non-Federal Hospital: General Medicine	52	3.5
Non-Federal Hospital: Psychiatric	40	2.7
Federal Government Hospital	26	1.7
Non-Federal Hospital: Other - e.g. nursing home unit	23	1.5
Specialized Substance Abuse Outpatient Treatment Facility	23	1.5
Criminal Justice	24	1.6
Faith-Based Setting	17	1.1
Recovery Support Services	9	0.6
Rehabilitation	9	0.6
Detox	8	0.5
Methadone Clinic	5	0.3
Telemedicine	3	0.2
Other	202	13.5
Non-Respondent	44	2.9
<b>Total</b>	<b>1,500</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 4.7a: Social Worker Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	454	30.3
Health and Rehabilitation	289	19.3
Family and Children Services	245	16.3
Addictions	90	6
Gerontological Services	86	5.7
Developmental and Other Disabilities	27	1.8
Administration	13	0.9
Juvenile and/or Adult Corrections	14	0.9
Violence and Abuse Services	12	0.8
Community Development	8	0.5
Information Retrieval	2	0.1
Income Maintenance	0	0.0
Occupational	0	0.0
Other	207	13.8
Non-Respondents	53	3.5
<b>Total</b>	<b>1,500</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Part B. Licensed Clinical Social Worker

Figure 4.2 presents a breakdown of the sample selection criteria for licensed clinical social workers. In 2018, 4,895 licensed clinical social workers renewed their Indiana license. Of these, 3,155 (64.5%) had active status licenses, responded to the 2018 survey, reported actively practicing and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the report sample for licensed clinical social workers.

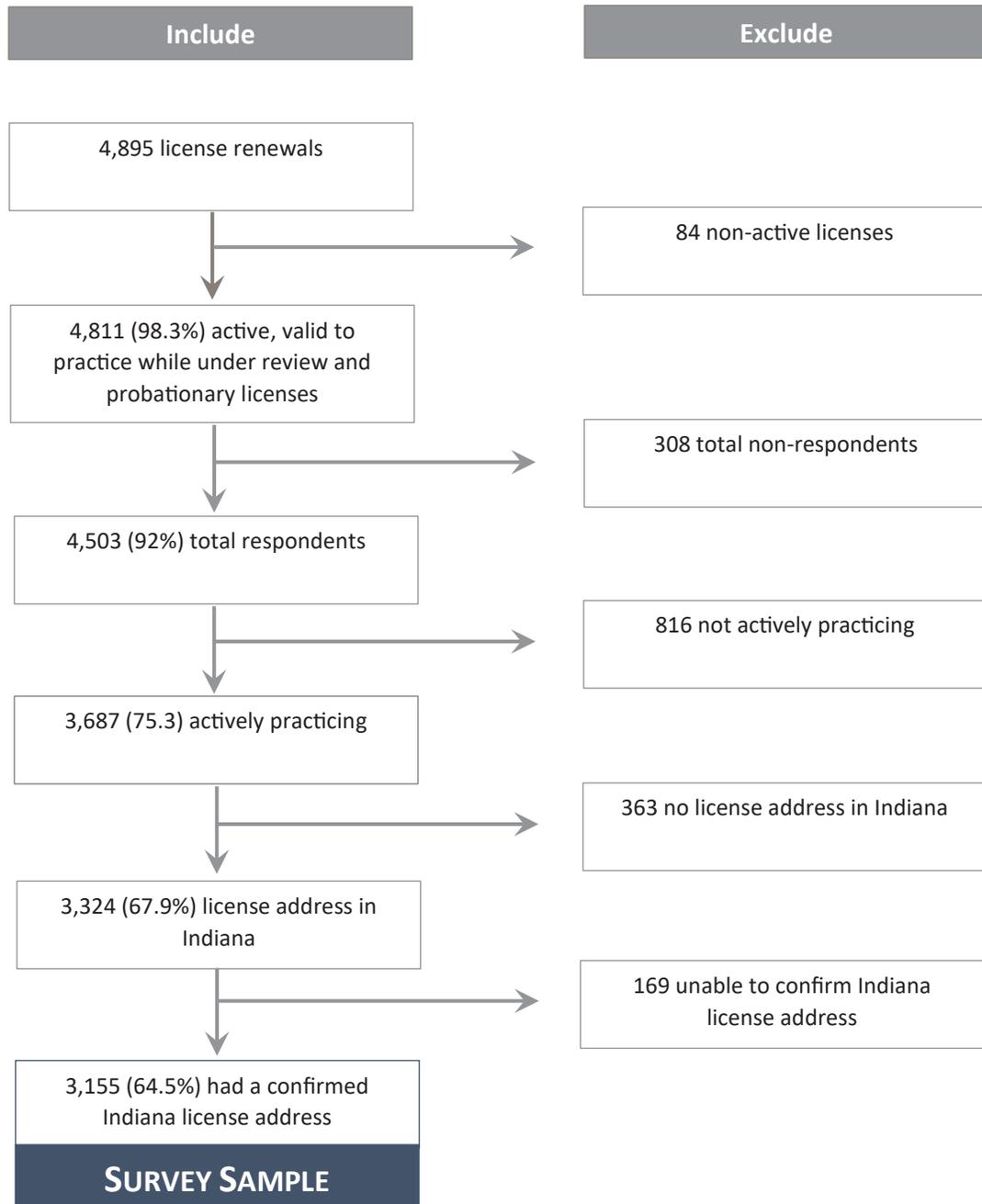


Figure 4.2 Sample Selection Criteria for Licensed Clinical Social Workers

## Demographic Characteristics

Table 4.1b provides details on the demographic characteristics of the clinical social worker counselor workforce. Female clinical social workers are similar in age to their male counterparts as the majority categorize in the 35 to 64 years of age (75.9% females, 67.1% male). Demographic data demonstrates little racial and ethnic diversity within the clinical social worker workforce. The majority identified as Not Hispanic or Latino (95.4%) and White (90.6%). Black or African American clinical social workers make up the largest minority (5.4%).

**Table 4.1b: Clinical Social Worker Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>48.1</b>		<b>54.9</b>		<b>52.2</b>		<b>50.1</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	276	14.7	23	6.8	62	6.6	361	11.4
35 - 44	584	31.2	62	18.3	228	24.2	874	27.7
45 - 54	428	22.9	68	20.1	248	26.3	744	23.6
55 - 64	408	21.8	97	28.7	246	26.1	751	23.8
65 and Older	170	9.1	87	25.7	159	16.8	416	13.2
Non-Respondents	7	0.4	1	0.3	1	0.1	9	0.3
<b>Total</b>	<b>1,873</b>	<b>100.0</b>	<b>338</b>	<b>100.0</b>	<b>944</b>	<b>100.0</b>	<b>3,155</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	1,715	91.6	305	90.2	840	89.0	2,860	90.6
Black or African American	91	4.9	17	5.0	63	6.7	171	5.4
Asian	17	0.9	1	0.3	7	0.7	25	0.8
American Indian or Alaska Native	3	0.2	0	0.0	1	0.1	4	0.1
Native Hawaiian/Pacific Islander	2	0.1	0	0.0	0	0.0	2	0.1
Some Other Race	13	0.7	7	2.1	7	0.7	27	0.9
Multiracial	23	1.2	5	1.5	15	1.6	43	1.4
Non-Respondents	9	0.5	3	0.9	11	1.2	23	0.7
<b>Total</b>	<b>1,873</b>	<b>100.0</b>	<b>338</b>	<b>100.0</b>	<b>944</b>	<b>100.0</b>	<b>3,155</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	78	4.2	10	3.0	58	6.1	146	4.6
Not Hispanic or Latino	1,795	95.8	328	97.0	886	93.9	3,009	95.4
Non-Respondents	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>1,873</b>	<b>100.0</b>	<b>338</b>	<b>100.0</b>	<b>944</b>	<b>100.0</b>	<b>3,155</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Tables 4.2b - 4.3b provide information on the educational characteristics of clinical social workers. Educational characteristics demonstrate that Indiana successfully retained many clinical social workers who trained in the state. For instance, 2,242 (71.1%) clinical social workers in the survey sample reported receiving their education that qualified them for their license in Indiana. Furthermore, majority of clinical social workers who received their qualifying degree in Indiana reported obtaining a master's degree in counseling or related field (89.3%), while 6.8% reported a master's degree in another field. Similarly, when asked about highest education, 81.6% of respondents reported having obtained a master's degree in counseling or related field, followed by 5.2% having a master's degree in another field. Table 4.3b provides more information on clinical social workers education.

**Table 4.2b: Clinical Social Worker Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	1	0.0	1	0.2	0	0.0	0	0.0	0	0.0	2	0.1
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	64	2.9	11	1.9	5	1.7	0	0.0	0	0.0	80	2.5
Bachelor's Degree -other	7	0.3	1	0.2	1	0.3	0	0.0	0	0.0	9	0.3
Master's Degree - counseling or related field	2,002	89.3	506	87.8	263	88.6	4	100.0	29	80.6	2,804	88.9
Master's Degree - other	152	6.8	53	9.2	24	8.1	0	0.0	1	2.8	230	7.3
Doctoral Degree - counseling or related field	7	0.3	3	0.5	4	1.3	0	0.0	0	0.0	14	0.4
Doctoral Degree - other	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Non-Respondent	8	0.4	1	0.2	0	0.0	0	0.0	6	16.7	15	0.5
<b>Total</b>	<b>2,242</b>	<b>100.0</b>	<b>576</b>	<b>100.0</b>	<b>297</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>36</b>	<b>100.0</b>	<b>3,155</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions 4 and 5 of the 2018 survey.

**Table 4.3b: Clinical Social Worker Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	0	0.0
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	1	0.0
Bachelor's Degree -other	2	0.1
Master's Degree - counseling or related field	2,576	81.6
Master's Degree - other	163	5.2
Doctoral Degree - counseling or related field	58	1.8
Doctoral Degree - other	18	0.6
Non-Respondent	337	10.7
<b>Total</b>	<b>3,155</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of the certifications held by clinical social workers is provided in Table 4.4b. The majority of clinical social workers reported either having no counseling certifications (n=1,182) or having another counseling certifications not listed in the 2018 survey (n=1,040). Furthermore, 67 clinical social workers reported a Master Addictions Counselor certification followed by a Certified Clinical Mental Health Counselor certification (n=51).

**Table 4.4b: Clinical Social Worker Certifications**

Counseling Certifications	N
Master Addictions Counselor (MAC)	67
Certified Clinical Mental Health Counselor (CCMHC)	51
Certified Alcohol and Drug Counselor (CADC)	44
Certified Advanced Alcohol and Drug Counselor (CAADC)	22
Certified Clinical Supervisor (CCS)	17
National Certified Addiction Counselor I	16
National Certified Counselor (NCC)	13
National Certified Addiction Counselor II	12
National Certified School Counselor	4
Certified Criminal Justice Addictions Professional (CCJP)	2
Certified Co-Occurring Disorders Professional (CCDP)	2
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	1
Certified Prevention Specialist (CPS)	0
None	1182
Other	1040

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Table 4.5b provides employment characteristics of clinical social workers. The majority (86.6%) of clinical social workers reported having no intention to change their employment status. On the other hand, 7.1% demonstrated a desire to increase hours in patient care and 2.8% reported a desire to decrease hours in patient care. When asked about participating in telemedicine services, 91.8% of respondents reported they do not offer telemedicine services while 7.4% reported they do offer telemedicine services. Furthermore, nearly all clinical social workers reported their primary practice in Indiana (96.6%).

Nearly a quarter of clinical social workers reported their primary work setting as Private Practice (23.3%) or Community Mental Health Center/Mental Health Clinic (20.4%). Additionally, more than half of clinical social workers reported their primary field of practice as mental health (58.2%), followed by family and children services (10.0%). Table 4.6b and 4.7b provides more details on professional characteristics of clinical social workers.

**Table 4.5b: Clinical Social Worker Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	2,732	86.6
Increase hours in patient care	224	7.1
Decrease hours in patient care	88	2.8
Seek employment in a field outside of patient care	8	0.3
Leave direct patient care to complete further training	1	0
Leave direct patient care for family reasons/commitments	2	0.1
Leave direct patient care due to physical demands	0	0
Leave direct patient care due to stress/burnout	3	0.1
Retire	24	0.8
Non-Respondents	73	2.3
<b>Total</b>	<b>3,155</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	234	7.4
No	2,896	91.8
Non-Respondents	25	0.8
<b>Total</b>	<b>3,155</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	3,049	96.6
No	74	2.3
Non-Respondents	32	1
<b>Total</b>	<b>3,155</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 4.6b: Clinical Social Worker Primary Work Setting**

Primary Work Setting	N	%
Community Mental Health Center/Mental Health Clinic	645	20.4
Private Practice	734	23.3
School Health Service	189	6.0
Federal Government Hospital	160	5.1
Non-Federal Hospital: Inpatient	132	4.2
Primary or Specialist Medical Care	130	4.1
In-Home setting	129	4.1
Community Health Center	113	3.6
Child welfare	108	3.4
Non-Federal Hospital: Psychiatric	104	3.3
Residential Setting	78	2.5
Non-Federal Hospital: General Medicine	72	2.3
Faith-Based Setting	42	1.3
Criminal Justice	36	1.1
Non-Federal Hospital: Other - e.g. nursing home unit	22	0.7
Rehabilitation	22	0.7
Specialized Substance Abuse Outpatient Treatment Facility	20	0.6
Recovery Support Services	7	0.2
Detox	5	0.2
Telemedicine	6	0.2
Methadone Clinic	2	0.1
Other	325	10.3
Non-Respondent	74	2.3
<b>Total</b>	<b>3,155</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 4.7b: Clinical Social Worker Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	1,837	58.2
Family and Children Services	316	10
Health and Rehabilitation	260	8.2
Addictions	129	4.1
Gerontological Services	88	2.8
Administration	82	2.6
Developmental and Other Disabilities	52	1.6
Juvenile and/or Adult Corrections	27	0.9
Violence and Abuse Services	14	0.4
Information Retrieval	5	0.2
Occupational	5	0.2
Community Development	4	0.1
Income Maintenance	0	0.0
Other	238	7.5
Non-Respondents	98	3.1
<b>Total</b>	<b>3,155</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Section V: Marriage and Family Therapists

Data presented in this section provide a descriptive summary of licensed marriage and family therapists and licensed marriage and family associates in Indiana. Part A covers information on marriage and family therapists and Part B covers information on marriage and family associates. It is important to note that any marriage and family therapist or associate with additional Behavioral Health and Human Services (BHHS) licenses were not removed from the report sample for this section.

These two marriage and family therapist professions differ by education and professional experience requirements for licensure. The Marriage and family therapist license requires a bachelor's degree, 350 hours of education in and marriage and family counseling field experience and two years of clinical experience. Marriage and family associates must have a master's degree and be in progress to complete the clinical experience necessary for licensure as a marriage and family therapist.<sup>4</sup>

### Part A. Licensed Marriage and Family Therapist

Figure 5.1 presents a breakdown of the sample selection criteria for marriage and family therapists. This criteria is identical to the criteria described in Section I of this report. In 2018, 924 marriage and family therapists renewed their Indiana license. Of these, 565 (61.1%) had an active license status, responded to the survey, reported actively practicing in counseling and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the report sample for licensed marriage and family therapists.

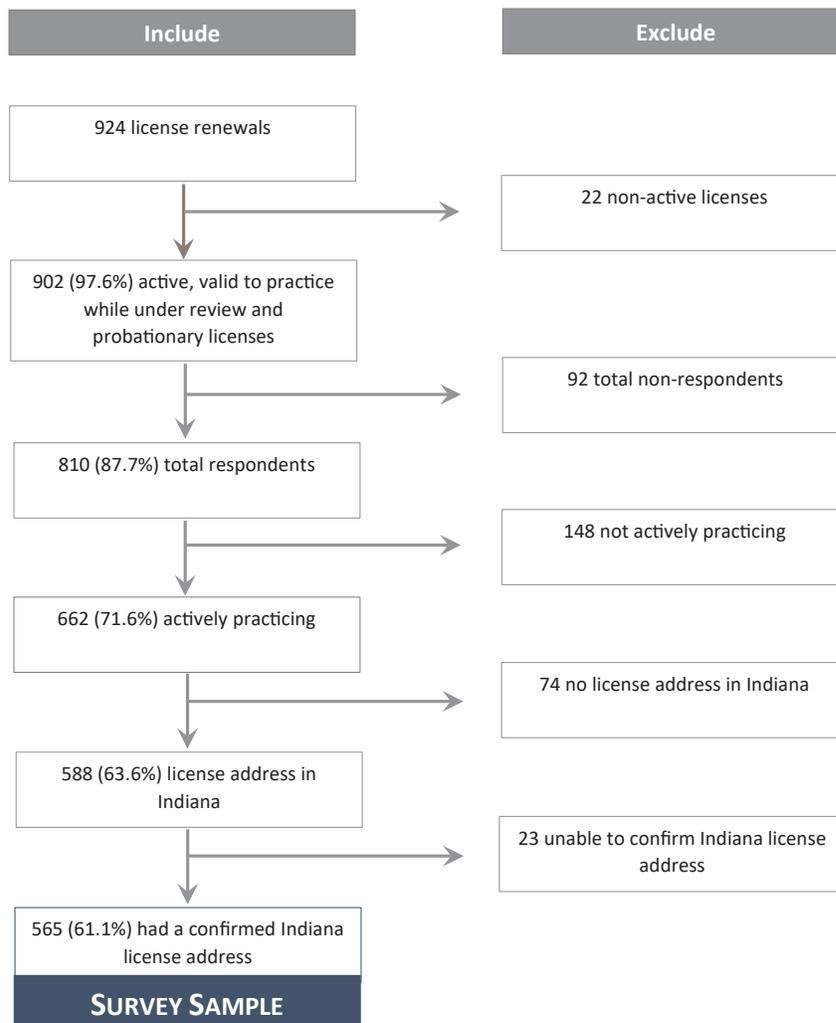


Figure 5.1 Sample Selection Criteria for Licensed Marriage and Family Therapists

<sup>4</sup>Indiana Professional Licensing Agency. [in.gov/pla/files/2014\\_Behavioral\\_Health\\_and\\_Human\\_Services\\_Licensing\\_Board\(1\).pdf](http://in.gov/pla/files/2014_Behavioral_Health_and_Human_Services_Licensing_Board(1).pdf)

## Demographic Characteristics

Table 5.1a present marriage and family therapists' demographic characteristics. Females make up most of the marriage and family therapist workforce (270 females, compared to 105 males). The age distribution of practicing marriage and family therapists varies among males and females. The majority of female marriage and family therapists are slightly younger than their male counterparts as their average age is 50.4 as compared to male's average age of 57.4. Additionally, more than half of female marriage and family therapists are under 54 years of age (57%). In contrast, the majority of male marriage and family therapists are over 54 years of age (62.9%). Little racial diversity is seen within this workforce (92.9% white, 4.1% Black or African American). The majority also identified as not Hispanic or Latino (96.8%).

**Table 5.1a: Marriage and Family Therapist Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>50.4</b>		<b>57.4</b>		<b>57.9</b>		<b>54.3</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	43	15.9	6	5.7	13	6.8	62	11.0
35 - 44	66	24.4	16	15.2	23	12.1	105	18.6
45 - 54	45	16.7	16	15.2	36	18.9	97	17.2
55 - 64	64	23.7	32	30.5	48	25.3	144	25.5
65 and Older	46	17.0	34	32.4	70	36.8	150	26.5
Non-Respondents	6	2.2	1	1.0	0	0.0	7	1.2
<b>Total</b>	<b>270</b>	<b>100.0</b>	<b>105</b>	<b>100.0</b>	<b>190</b>	<b>100.0</b>	<b>565</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	248	91.9	100	95.2	177	93.2	525	92.9
Black or African American	13	4.8	2	1.9	8	4.2	23	4.1
Asian	1	0.4	0	0.0	0	0.0	1	0.2
American Indiana or Alaska Native	0	0.0	0	0.0	2	1.1	2	0.4
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0
Some Other Race	2	0.7	1	1.0	2	1.1	5	0.9
Multiracial	2	0.7	2	1.9	0	0.0	4	0.7
Non-Respondents	4	1.5	0	0.0	1	0.5	5	0.9
<b>Total</b>	<b>270</b>	<b>100.0</b>	<b>105</b>	<b>100.0</b>	<b>190</b>	<b>100.0</b>	<b>565</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	8	3.0	2	1.9	5	2.6	15	2.7
Not Hispanic or Latino	260	96.3	103	98.1	184	96.8	547	96.8
Non-Respondents	2	0.7	0	0.0	1	0.5	3	0.5
<b>Total</b>	<b>270</b>	<b>100.0</b>	<b>105</b>	<b>100.0</b>	<b>190</b>	<b>100.0</b>	<b>565</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Educational characteristics are provided in Table 5.2a and 5.3a. Self-reported educational characteristics demonstrate the majority of marriage and family therapists (390; 69.0%) obtained professional training in Indiana. Of the marriage and family therapists who reported their qualifying education, the majority (91.2%) reported receiving a master's degree in counseling or a related field followed by doctoral degree in counseling or related field (5.5%). Similar to trends in qualifying education, the majority of marriage and family therapists reported their highest education as a master's degree in counseling or related field (78.2%), followed by doctoral degree in counseling or related field (10.4%).

**Table 5.2a: Marriage and Family Therapist Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	3	0.8	0	0.0	0	0.0	0	0.0	0	0.0	3	0.5
Bachelor's Degree -other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree - counseling or related field	358	91.8	69	86.3	81	93.1	3	75.0	4	100.0	515	91.2
Master's Degree - other	4	1.0	4	5.0	1	1.1	0	0.0	0	0.0	9	1.6
Doctoral Degree - counseling or related field	19	4.9	7	8.8	5	5.7	0	0.0	0	0.0	31	5.5
Doctoral Degree - other	2	0.5	0	0.0	0	0.0	1	25.0	0	0.0	3	0.5
Non-Respondent	3	0.8	0	0.0	0	0.0	0	0.0	0	0.0	3	0.5
<b>Total</b>	<b>390</b>	<b>100.0</b>	<b>80</b>	<b>100.0</b>	<b>87</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>565</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions 4 and 5 of the 2018 survey.

**Table 5.3a: Marriage and Family Therapist Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	0	0.0
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	0	0.0
Bachelor's Degree -other	0	0.0
Master's Degree - counseling or related field	442	78.2
Master's Degree - other	8	1.4
Doctoral Degree - counseling or related field	59	10.4
Doctoral Degree - other	8	1.4
Non-Respondent	48	8.5
<b>Total</b>	<b>565</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certifications held by marriage and family therapists is provided in Table 5.4a. This information includes additional certifications respondents may have received in addition to their marriage and family therapist license. The majority of respondents (n=207) reported receiving no other certifications followed by a National Certified Addiction Counselor certificate (n=27).

**Table 5.4a: Marriage and Family Therapist Certifications**

Counseling Certifications	N
National Certified Counselor (NCC)	27
Certified Clinical Mental Health Counselor (CCMHC)	18
Certified Alcohol and Drug Counselor (CADC)	14
Master Addictions Counselor (MAC)	13
Certified Clinical Supervisor (CCS)	8
Certified Advanced Alcohol and Drug Counselor (CAADC)	5
National Certified Addiction Counselor I	5
National Certified Addiction Counselor II	5
National Certified School Counselor	3
Certified Prevention Specialist (CPS)	0
Certified Criminal Justice Addictions Professional (CCJP)	0
Certified Co-Occurring Disorders Professional (CCDP)	0
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	0
None	207
Other	167

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Details on marriage and family therapists' professional characteristics can be found in Table 5.5a. Professionally, the majority (82.7%) of marriage and family therapists reported having no plans to change their employment for the next 12 months, while a small percentage reported plans to increase hours in patient care (7.8%). Nearly all respondents reported not participating in telemedicine services (88.3%), while 11% reported delivering telemedicine services. The majority of respondents also reported their primary practice to be located in Indiana (97.3%).

Practice characteristics of marriage and family therapists are provided in Tables 5.6a and 5.7a. Nearly half of marriage and family therapists reported their primary work setting as Private Practice (52.2%), followed by Community Mental Health Center/Mental Health Clinic (15.4%). When asked about primary field of practice, nearly three fourths reported mental health (74%).

**Table 5.5a: Marriage and Family Therapist Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	467	82.7
Increase hours in patient care	44	7.8
Decrease hours in patient care	26	4.6
Seek employment in a field outside of patient care	1	0.2
Leave direct patient care to complete further training	0	0
Leave direct patient care for family reasons/commitments	1	0.2
Leave direct patient care due to physical demands	0	0
Leave direct patient care due to stress/burnout	0	0
Retire	2	0.4
Non-Respondents	24	4.2
<b>Total</b>	<b>565</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	62	11
No	499	88.3
Non-Respondents	4	0.7
<b>Total</b>	<b>565</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	550	97.3
No	8	1.4
Non-Respondents	7	1.2
<b>Total</b>	<b>565</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 5.6a: Marriage and Family Therapist Primary Work Setting**

Primary Work Setting	N	%
Private Practice	295	52.2
Community Mental Health Center/Mental Health Clinic	87	15.4
Faith-Based Setting	24	4.2
School Health Service	18	3.2
Community Health Center	15	2.7
In-Home setting	13	2.3
Residential Setting	13	2.3
Primary or Specialist Medical Care	12	2.1
Non-Federal Hospital: Psychiatric	11	1.9
Child welfare	9	1.6
Non-Federal Hospital: Inpatient	5	0.9
Criminal Justice	4	0.7
Non-Federal Hospital: General Medicine	4	0.7
Federal Government Hospital	3	0.5
Recovery Support Services	1	0.2
Specialized Substance Abuse Outpatient Treatment Facility	1	0.2
Telemedicine	1	0.2
Methadone Clinic	0	0.0
Detox	0	0.0
Non-Federal Hospital: Other - e.g. nursing home unit	0	0.0
Rehabilitation	0	0.0
Other	34	6.0
Non-Respondent	15	2.7
<b>Total</b>	<b>565</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 5.7a: Marriage and Family Therapist Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	418	74
Family and Children Services	66	11.7
Administration	9	1.6
Addictions	7	1.2
Health and Rehabilitation	7	1.2
Developmental and Other Disabilities	4	0.7
Gerontological Services	3	0.5
Violence and Abuse Services	3	0.5
Juvenile and/or Adult Corrections	2	0.4
Community Development	1	0.2
Information Retrieval	1	0.2
Occupational	0	0.0
Income Maintenance	0	0.0
Other	25	4.4
Non-Respondents	19	3.4
<b>Total</b>	<b>565</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Part B. Licensed Marriage and Family Associate

Figure 5.2 presents a breakdown of the sample selection criteria for licensed marriage and family associates. In 2018, 87 licensed marriage and family associates renewed their Indiana license. Of these, 58 (66.7%) had an active license status, responded to the survey, reported actively practicing in counseling and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the reported sample for licensed marriage and family associates.

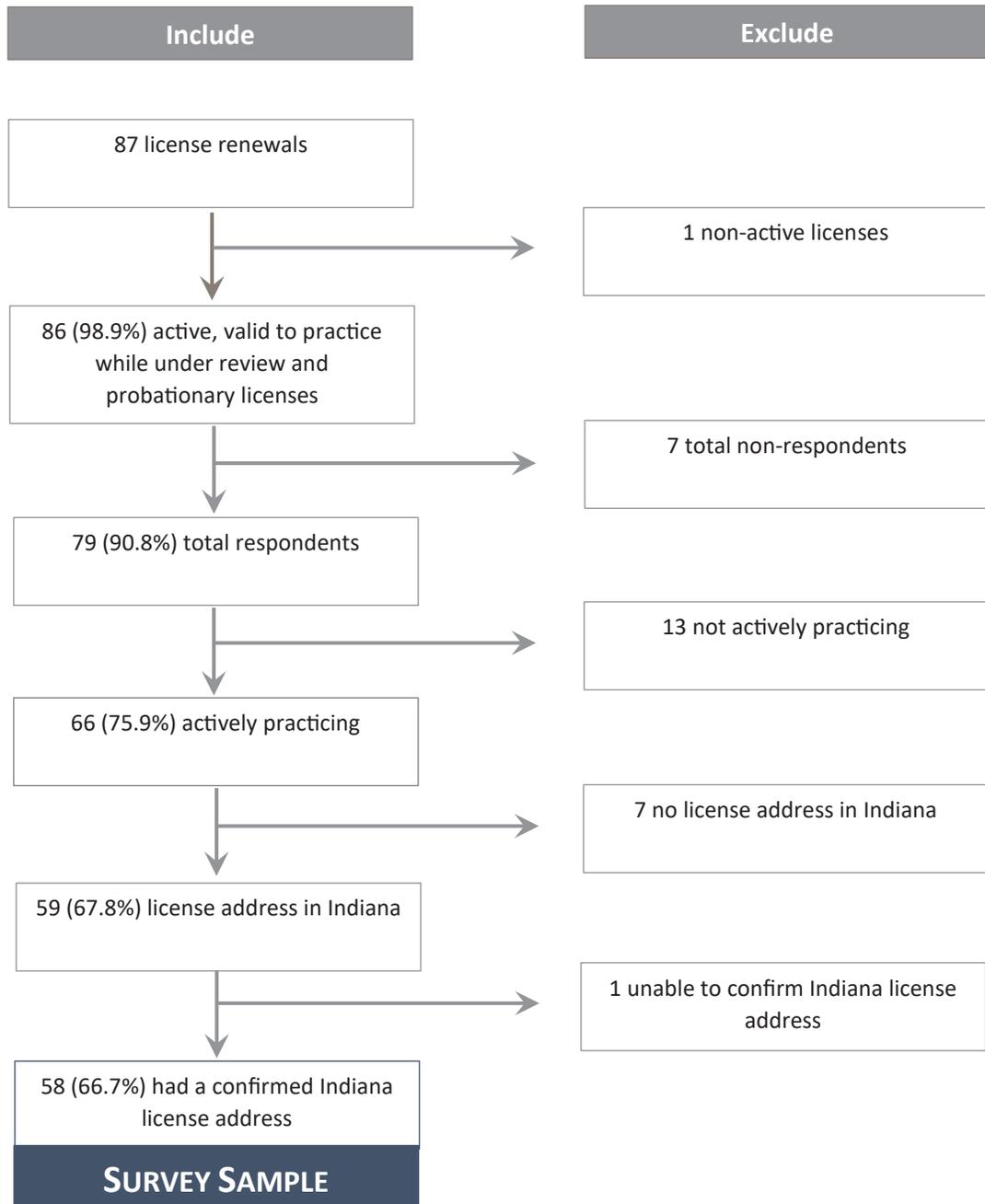


Figure 5.2 Sample Selection Criteria for Licensed Marriage and Family Associates

## Demographic Characteristics

Table 5.1b provides details on the demographic characteristics of marriage and family associates. Male and female marriage and family associates are similar in age having a similar mean age of 37.1 for females and 36.7 for males. More than half of males and females were under age 35 (58.1% female; 60% male). Demographic data demonstrates little racial and ethnic diversity among marriage and family associates. All respondents identified as Not Hispanic or Latino (100%) and the majority reported their race as white (79.3%). However, a higher percentage of female marriage and family associates identified as Black or African American (16.1%) compared to males (10%).

**Table 5.1b: Marriage and Family Associate Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	37.1		36.7		41.0		38.1	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	18	58.1	6	60.0	8	47.1	32	55.2
35 - 44	7	22.6	2	20.0	3	17.6	12	20.7
45 - 54	3	9.7	1	10.0	2	11.8	6	10.3
55 - 64	3	9.7	1	10.0	2	11.8	6	10.3
65 and Older	0	0.0	0	0.0	1	5.9	1	1.7
Non-Respondents	0	0.0	0	0.0	1	5.9	1	1.7
<b>Total</b>	<b>31</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>58</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	25	80.6	8	80.0	13	76.5	46	79.3
Black or African American	5	16.1	1	10.0	2	11.8	8	13.8
Asian	1	3.2	1	10.0	1	5.9	3	5.2
American Indiana or Alaska Native	0	0.0	0	0.0	0	0.0	0	0.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0
Some Other Race	0	0.0	0	0.0	0	0.0	0	0.0
Multiracial	0	0.0	0	0.0	1	5.9	1	1.7
Non-Respondents	0	0	0	0	0	0	0	0
<b>Total</b>	<b>31</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>58</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	0	0.0	0	0.0	0	0.0	0	0.0
Not Hispanic or Latino	31	100.0	10	100.0	17	100.0	58	100.0
Non-Respondents	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>31</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>58</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Tables 5.2b and 5.3b provide information on the educational characteristics of marriage and family associates. Indiana has successfully retained many marriage and family associates who trained in state. For instance, 43 (74.1%) marriage and family associates in the survey sample reported receiving their education that qualified them for their license in Indiana. Furthermore, when asked about highest education, 98.3% of respondents reported having obtained a master's degree in counseling or related field.

**Table 5.2b: Marriage and Family Associate Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree - counseling or related field	43	100.0	7	100.0	8	100.0	0	0.0	0	0.0	58	100.0
Master's Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Respondent	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>43</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>58</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions 4 and 5 of the 2018 survey.

**Table 5.3b: Marriage and Family Associate Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	0	0.0
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	0	0.0
Bachelor's Degree -other	0	0.0
Master's Degree - counseling or related field	57	98.3
Master's Degree - other	0	0.0
Doctoral Degree - counseling or related field	0	0.0
Doctoral Degree - other	0	0.0
Non-Respondent	1	1.7
<b>Total</b>	<b>58</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certifications held by marriage and family associates is provided in Table 5.4b. Marriage and family associates reported holding various certifications including, National Certified Counselor certificate (n=4) and other certificate (n=13). Furthermore, 26 marriage and family associates reported no other certifications.

**Table 5.4b: Marriage and Family Associate Certifications**

Counseling Certifications	N
National Certified Counselor (NCC)	4
Certified Alcohol and Drug Counselor (CADC)	2
Certified Advanced Alcohol and Drug Counselor (CAADC)	1
Certified Clinical Supervisor (CCS)	0
Certified Prevention Specialist (CPS)	0
Certified Criminal Justice Addictions Professional (CCJP)	0
Certified Co-Occurring Disorders Professional (CCDP)	0
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	0
National Certified Addiction Counselor I	0
National Certified Addiction Counselor II	0
Master Addictions Counselor (MAC)	0
Certified Clinical Mental Health Counselor (CCMHC)	0
National Certified School Counselor	0
None	26
Other	13

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Table 5.5b provides employment characteristics of marriage and family associates. The majority (77.6%) of marriage and family associates reported having no plans for employment changes within the next 12 months. On the other hand, 12.1% demonstrated a desire to increase hours in patient care and 5.2% reported a desire to decrease hours in patient care. When asked about delivering telemedicine services 96.6% of respondents reported they do not offer telemedicine services, followed by 3.4% who reported they do offer telemedicine services. Furthermore, all marriage and family associates' reported their primary practice in Indiana.

The majority of marriage and family associates reported their primary work setting as private practice (25.9%) followed by Community Mental Health Center/Mental Health Clinic (20.7%). Additionally, more than half of marriage and family associates reported their primary field of practice as mental health (55.2%), followed by family and children services (36.2%). Table 5.6b and 5.7b provides more details on professional characteristics of marriage and family associates'.

**Table 5.5b: Marriage and Family Associate Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	45	77.6
Increase hours in patient care	7	12.1
Decrease hours in patient care	3	5.2
Seek employment in a field outside of patient care	1	1.7
Leave direct patient care to complete further training	0	0
Leave direct patient care for family reasons/commitments	0	0
Leave direct patient care due to physical demands	0	0
Leave direct patient care due to stress/burnout	0	0
Retire	0	0
Non-Respondents	2	3.4
<b>Total</b>	<b>58</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	2	3.4
No	56	96.6
Non-Respondents	0	0
<b>Total</b>	<b>58</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	58	100.00
No	0	0
Non-Respondents	0	0
<b>Total</b>	<b>58</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 5.6b: Marriage and Family Associate Primary Work Setting**

Primary Work Setting	N	%
Private Practice	15	25.9
Community Mental Health Center/Mental Health Clinic	12	20.7
In-Home setting	9	15.5
Community Health Center	4	6.9
Residential Setting	4	6.9
School Health Service	3	5.2
Child welfare	2	3.4
Non-Federal Hospital: Inpatient	2	3.4
Detox	1	1.7
Faith-Based Setting	1	1.7
Specialized Substance Abuse Outpatient Treatment Facility	1	1.7
Criminal Justice	0	0.0
Federal Government Hospital	0	0.0
Methadone Clinic	0	0.0
Non-Federal Hospital: General Medicine	0	0.0
Non-Federal Hospital: Psychiatric	0	0.0
Non-Federal Hospital: Other - e.g. nursing home unit	0	0.0
Primary or Specialist Medical Care	0	0.0
Recovery Support Services	0	0.0
Rehabilitation	0	0.0
Telemedicine	0	0.0
Other	4	6.9
Non-Respondent	0	0.0
<b>Total</b>	<b>58</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 5.7b: Marriage and Family Associate Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	32	55.2
Family and Children Services	21	36.2
Addictions	3	5.2
Administration	0	0.0
Community Development	0	0.0
Developmental and Other Disabilities	0	0.0
Gerontological Services	0	0.0
Health and Rehabilitation	0	0.0
Income Maintenance	0	0.0
Information Retrieval	0	0.0
Juvenile and/or Adult Corrections	0	0.0
Occupational	0	0.0
Violence and Abuse Services	0	0.0
Other	2	3.4
Non-Respondents	0	0.0
<b>Total</b>	<b>58</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Section VI: Mental Health Counselors

Data presented in this section provide a descriptive summary of licensed mental health counselor and licensed mental health associate in Indiana. Part A covers information on mental health counselors and Part B covers information on mental health associates. It is important to note that any mental health counselor or associate with additional Behavioral Health and Human Services (BHHS) licenses were not removed from the report sample for this section.

These two mental health counselor professions differ by education and professional experience requirements for licensure. The mental health counselor license requires a bachelor's degree, 350 hours of education in mental health counseling field experience and two years of clinical experience. Mental health associates must have a master's degree and be in the progress to complete the post-graduate clinical experience required for licensure as a mental health counselor.<sup>5</sup>

### Part A. Licensed Mental Health Counselors

Figure 6.1 presents a breakdown of the sample selection criteria for mental health counselors. This criteria is identical to the criteria described in Section I of this report. In 2018, 2,223 mental health counselors renewed their Indiana license. Of these, 1,450 (65.2%) had an active license status, responded to the survey, reported actively practicing in counseling and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the report sample for licensed mental health counselors.

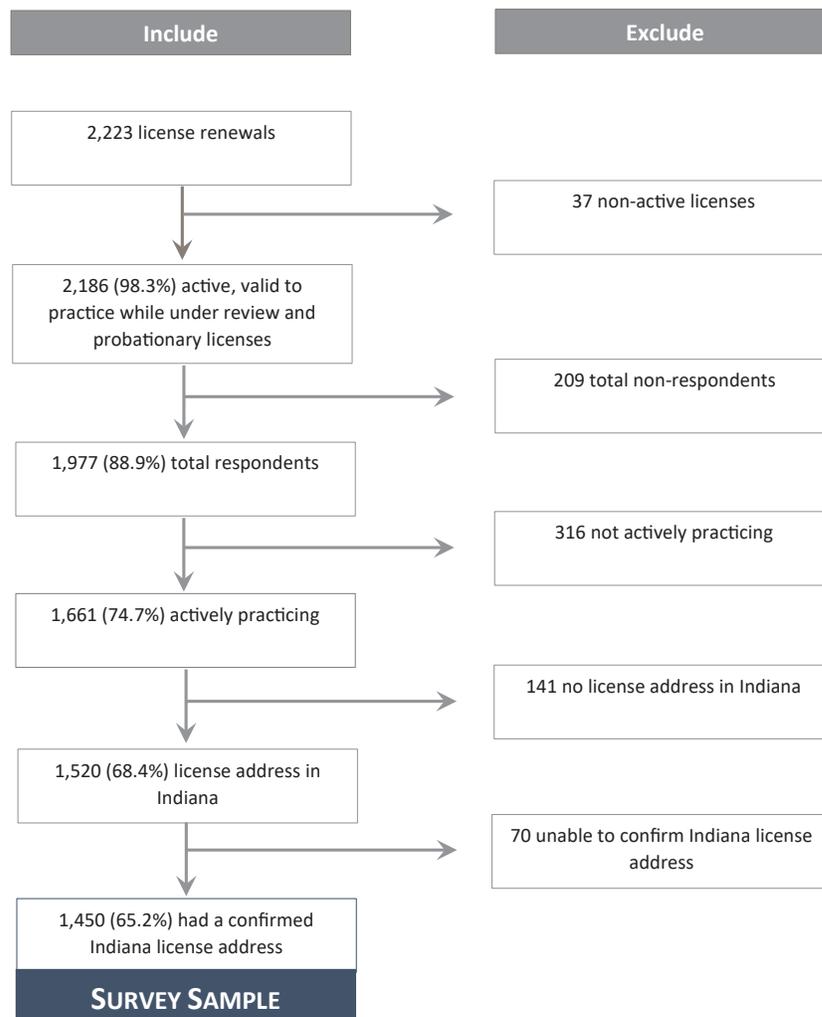


Figure 6.1 Sample Selection Criteria for Licensed Mental Health Counselors

<sup>5</sup> Indiana Professional Licensing Agency. [in.gov/pla/files/2014\\_Behavioral\\_Health\\_and\\_Human\\_Services\\_Licensing\\_Board\(1\).pdf](http://in.gov/pla/files/2014_Behavioral_Health_and_Human_Services_Licensing_Board(1).pdf)

## Demographic Characteristics

Table 6.1a presents details on mental health counselors' demographic characteristics. Females make up most of the mental health counselor workforce (792 females, compared to 240 males). The age distribution of practicing mental health counselors varies among males and females, the majority of female mental health counselors is similar to their male counterparts as they have more than half under the age 54 (69.6% female; 70% male) with 23.4% female mental health counselors being between 35-44 and 28.8% under the age of 35 and 29.6% male mental health counselors being between 35-44 and 17.1% under the age of 35. Little racial diversity is seen among total mental health counselors (89.7% white; 5.8% Black or African American). The majority of male and female respondents reported Not Hispanic or Latino (97%).

**Table 6.1a: Mental Health Counselor Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>46.6</b>		<b>48.0</b>		<b>52.1</b>		<b>48.4</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	185	23.4	41	17.1	54	12.9	280	19.3
35 - 44	228	28.8	71	29.6	79	18.9	378	26.1
45 - 54	138	17.4	56	23.3	98	23.4	292	20.1
55 - 64	159	20.1	41	17.1	118	28.2	318	21.9
65 and Older	77	9.7	31	12.9	66	15.8	174	12.0
Non-Respondents	5	0.6	0	0.0	3	0.7	8	0.6
<b>Total</b>	<b>792</b>	<b>100.0</b>	<b>240</b>	<b>100.0</b>	<b>418</b>	<b>100.0</b>	<b>1,450</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	705	89.0	221	92.1	374	89.5	1,300	89.7
Black or African American	52	6.6	11	4.6	21	5.0	84	5.8
Asian	6	0.8	1	0.4	8	1.9	15	1.0
American Indiana or Alaska Native	0	0.0	1	0.4	1	0.2	2	0.1
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0
Some Other Race	12	1.5	2	0.8	6	1.4	20	1.4
Multiracial	10	1.3	2	0.8	3	0.7	15	1.0
Non-Respondents	7	0.9	2	0.8	5	1.2	14	1.0
<b>Total</b>	<b>792</b>	<b>100.0</b>	<b>240</b>	<b>100.0</b>	<b>418</b>	<b>100.0</b>	<b>1,450</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	26	3.3	4	1.7	8	1.9	38	2.6
Not Hispanic or Latino	763	96.3	236	98.3	407	97.4	1,406	97.0
Non-Respondents	3	0.4	0	0.0	3	0.7	6	0.4
<b>Total</b>	<b>792</b>	<b>100.0</b>	<b>240</b>	<b>100.0</b>	<b>418</b>	<b>100.0</b>	<b>1,450</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Educational characteristics are provided in Table 6.2a and 6.3a. Self-reported educational characteristics demonstrate the majority of mental health counselors (1,022; 70.5%) obtained professional training in Indiana. Of the mental health counselors who received their qualifying degree in Indiana, the majority (96.6%) reported receiving a master's degree in counseling or a related field followed by doctoral degree in counseling or related field (2.2%). Similar to mental health counselor qualifying education, the majority reported their highest education as a master's degree in counseling or related field (83.4%), followed by doctoral degree in counseling or related field (6.2%).

**Table 6.2a: Mental Health Counselor Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	2	0.2	0	0.0	2	1.1	0	0.0	0	0.0	4	0.3
Bachelor's Degree -other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree - counseling or related field	1,022	96.6	192	95.5	170	93.4	1	33.3	4	66.7	1,389	95.8
Master's Degree - other	9	0.9	2	1.0	2	1.1	1	33.3	0	0.0	14	1.0
Doctoral Degree - counseling or related field	23	2.2	4	2.0	8	4.4	1	33.3	0	0.0	36	2.5
Doctoral Degree - other	0	0.0	1	0.5	0	0.0	0	0.0	0	0.0	1	0.1
Non-Respondent	2	0.2	2	1.0	0	0.0	0	0.0	2	33.3	6	0.4
<b>Total</b>	<b>1,058</b>	<b>100.0</b>	<b>201</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>1,450</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions 4 and 5 of the 2018 survey.

**Table 6.3a: Mental Health Counselor Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	0	0.0
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	0	0.0
Bachelor's Degree -other	0	0.0
Master's Degree - counseling or related field	1,209	83.4
Master's Degree - other	13	0.9
Doctoral Degree - counseling or related field	90	6.2
Doctoral Degree - other	14	1.0
Non-Respondent	124	8.6
<b>Total</b>	<b>1,450</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certifications held by mental health counselors is provided in Table 6.4a. This information includes additional certifications respondents may have received in addition to their mental health counselor license. The majority of respondents (n=505) reported receiving no other certifications followed by 227 respondents receiving a National Certified Counselor certificate.

**Table 6.4a: Mental Health Counselor Certifications**

Counseling Certifications	N
National Certified Counselor (NCC)	227
Certified Clinical Mental Health Counselor (CCMHC)	153
Master Addictions Counselor (MAC)	56
Certified Alcohol and Drug Counselor (CADC)	37
National Certified Addiction Counselor I	22
Certified Advanced Alcohol and Drug Counselor (CAADC)	21
National Certified Addiction Counselor II	18
Certified Clinical Supervisor (CCS)	15
National Certified School Counselor	10
Certified Criminal Justice Addictions Professional (CCJP)	7
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	5
Certified Prevention Specialist (CPS)	4
Certified Co-Occurring Disorders Professional (CCDP)	2
None	505
Other	323

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Details on mental health counselors' employment characteristics can be found in Table 6.5a. Professionally, the majority (85.5%) of mental health counselors reported they had no plans to change their employment for the next 12 months, while a small percentage reported plans to increase hours in patient care (7.6%). Nearly all respondents reported not delivering telemedicine services (91.5%), while 6.7% reported delivering telemedicine services. The majority of respondents reported their primary practice in Indiana (97.4%).

Mental health counselor professional characteristics are provided in Tables 6.6a and 6.7a. Just over a quarter of mental health counselors' reported their primary work setting at a Private Practice (35.9%), followed by a Community Mental Health Center/Mental Health Clinic (21.4%). When asked about primary field of practice, nearly three-fourths reported mental health (73.8%).

**Table 6.5a: Mental Health Counselor Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	1,240	85.5
Increase hours in patient care	110	7.6
Decrease hours in patient care	49	3.4
Seek employment in a field outside of patient care	4	0.3
Leave direct patient care to complete further training	1	0.1
Leave direct patient care for family reasons/commitments	0	0
Leave direct patient care due to physical demands	1	0.1
Leave direct patient care due to stress/burnout	2	0.1
Retire	5	0.3
Non-Respondents	38	2.6
<b>Total</b>	<b>1,450</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	111	7.7
No	1,327	91.5
Non-Respondents	12	0.8
<b>Total</b>	<b>1,450</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	1,413	97.4
No	18	1.2
Non-Respondents	19	1.3
<b>Total</b>	<b>1,450</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 6.6a: Mental Health Counselor Primary Work Setting**

Primary Work Setting	N	%
Private Practice	521	35.9
Community Mental Health Center/Mental Health Clinic	311	21.4
Community Health Center	82	5.7
School Health Service	75	5.2
In-Home setting	56	3.9
Non-Federal Hospital: Psychiatric	45	3.1
Residential Setting	47	3.2
Faith-Based Setting	38	2.6
Criminal Justice	36	2.5
Child welfare	25	1.7
Primary or Specialist Medical Care	21	1.4
Non-Federal Hospital: Inpatient	16	1.1
Non-Federal Hospital: General Medicine	9	0.6
Rehabilitation	7	0.5
Detox	4	0.3
Non-Federal Hospital: Other - e.g. nursing home unit	4	0.3
Recovery Support Services	4	0.3
Specialized Substance Abuse Outpatient Treatment Facility	5	0.3
Federal Government Hospital	3	0.2
Methadone Clinic	1	0.1
Telemedicine	1	0.1
Other	108	7.4
Non-Respondent	31	2.1
<b>Total</b>	<b>1,450</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 6.7a: Mental Health Counselor Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	1,070	73.8
Family and Children Services	131	9.0
Addictions	66	4.6
Juvenile and/or Adult Corrections	26	1.8
Administration	22	1.5
Developmental and Other Disabilities	22	1.5
Gerontological Services	8	0.6
Health and Rehabilitation	8	0.6
Violence and Abuse Services	6	0.4
Community Development	3	0.2
Information Retrieval	1	0.1
Occupational	2	0.1
Income Maintenance	0	0.0
Other	39	2.7
Non-Respondents	46	3.2
<b>Total</b>	<b>1,450</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Part B. Licensed Mental Health Associate

Figure 6.2 presents a breakdown of the sample selection criteria for licensed mental health associate. In 2018, 461 licensed mental health associate renewed their Indiana license. Of these, 244 (52.9%) had an active license status, responded to the survey, reported actively practicing in counseling and had a valid Indiana license address. Data presented in the remainder of this subsection will describe the reported sample for licensed mental health associate.

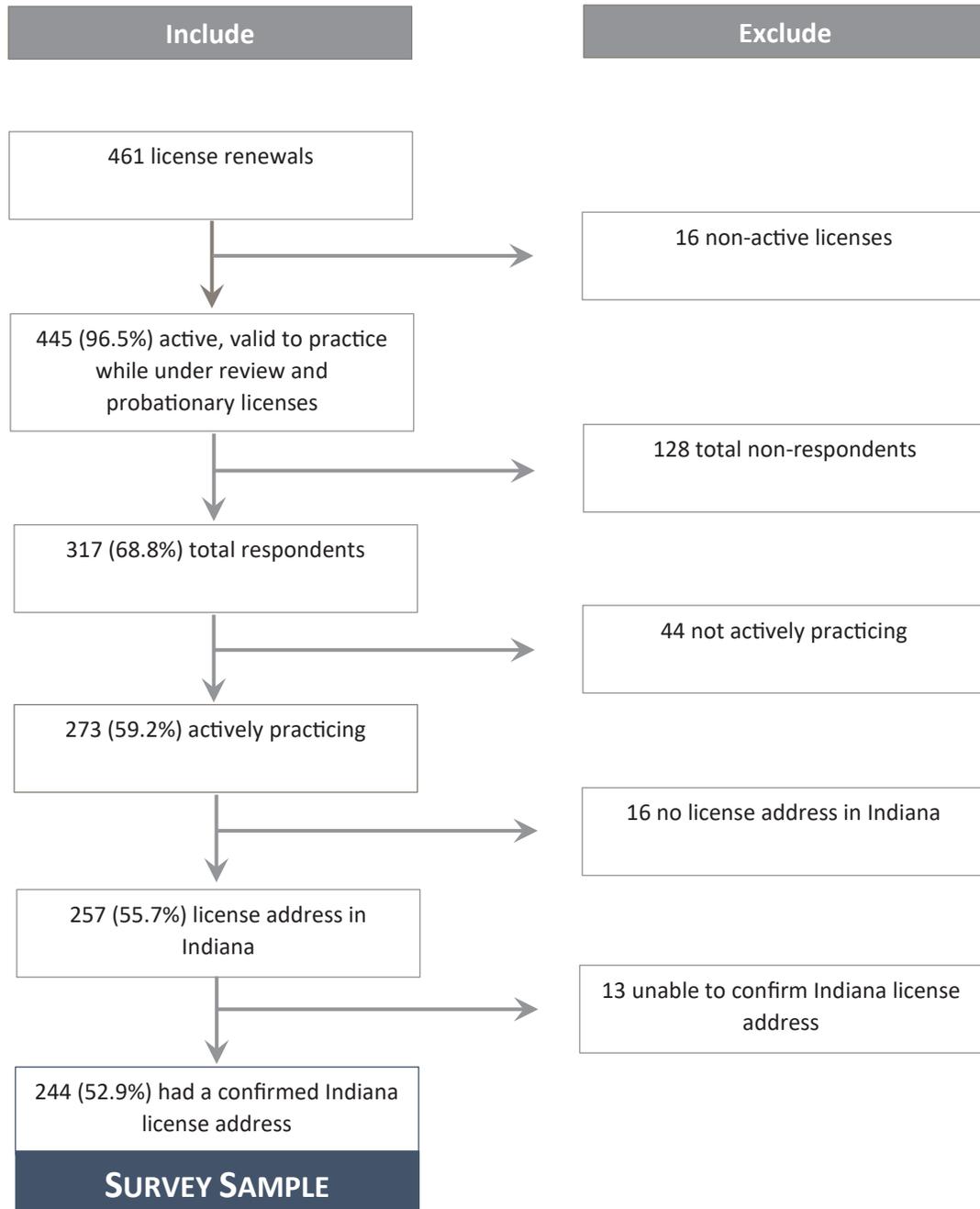


Figure 6.2 Sample Selection Criteria for Licensed Mental Health Associates

## Demographic Characteristics

Table 6.1b provides details on the demographic characteristics of the mental health associate workforce. Male and female mental health associates are similar in age and more than half are under age 35 (67.3% of females and 55.3% males). Demographic data demonstrates little racial and ethnic diversity within the mental health associates workforce. Both the majority of male and female respondents identified as Not Hispanic or Latino (95% female; 92.1% male) and white (91.8% female; 86.8% male). Slightly more males identified as Black or African American (7.9%), compared to females (4.4%).

**Table 6.1b: Mental Health Associate Demographics**

	Female		Male		Non-Respondents		Total	
<b>Mean Age</b>	<b>34.3</b>		<b>35.9</b>		<b>37.8</b>		<b>35.2</b>	
<b>Age Group</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Under 35	107	67.3	21	55.3	24	51.1	152	62.3
35 - 44	26	16.4	11	28.9	11	23.4	48	19.7
45 - 54	16	10.1	3	7.9	7	14.9	26	10.7
55 - 64	9	5.7	3	7.9	3	6.4	15	6.1
65 and Older	0	0.0	0	0.0	1	2.1	1	0.4
Non-Respondents	1	0.6	0	0.0	1	2.1	2	0.8
<b>Total</b>	<b>159</b>	<b>100.0</b>	<b>38</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>	<b>244</b>	<b>100.0</b>
<b>Race</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
White	146	91.8	33	86.8	40	85.1	219	89.8
Black or African American	7	4.4	3	7.9	2	4.3	12	4.9
Asian	1	0.6	1	2.6	1	2.1	3	1.2
American Indiana or Alaska Native	0	0.0	0	0.0	0	0.0	0	0.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0
Some Other Race	2	1.3	0	0.0	0	0.0	2	0.8
Multiracial	3	1.9	1	2.6	4	8.5	8	3.3
Non-Respondents	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>159</b>	<b>100.0</b>	<b>38</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>	<b>244</b>	<b>100.0</b>
<b>Ethnicity</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Hispanic or Latino	8	5.0	3	7.9	2	4.3	13	5.3
Not Hispanic or Latino	151	95.0	35	92.1	45	95.7	231	94.7
Non-Respondents	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>159</b>	<b>100.0</b>	<b>38</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>	<b>244</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed. Race, Ethnicity and Gender were derived from questions 1 - 3 of the 2018 survey.

## Educational Characteristics

Tables 6.2b and 6.3b provide information on the educational characteristics of mental health associates. Educational characteristics demonstrate that Indiana successfully retained many mental health associates who trained in the state. For instance, 194 (80.7%) mental health associates in the survey sample reported receiving their education that qualified them for their license in Indiana. Overall, 98.5% of Indiana respondents reported qualifying for their license with a master's degree in counseling or related field of qualifying education. Table 6.2b provides additional details on mental health associates qualifying education. Similarly, when asked about highest education, 92.6% of respondents reported having obtained a master's degree in counseling or related field. Table 6.3b provides more information on mental health associates' highest education.

**Table 6.2b: Mental Health Associate Qualifying Education**

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Non-Respondent		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree - counseling or related field	194	98.5	20	95.2	26	100.0	0	0.0	0	0.0	240	98.4
Master's Degree - other	3	1.5	1	4.8	0	0.0	0	0.0	0	0.0	4	1.6
Doctoral Degree - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Respondent	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>197</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>244</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois. Qualifying education and state location of qualifying education were derived from questions 4 and 5 of the 2018 survey.

**Table 6.3b: Mental Health Associate Highest Education**

Highest Education	N	%
High School Diploma/GED - counseling or related field	0	0.0
High School Diploma/GED - other	0	0.0
Vocational/Practical Certificate - counseling or related field	0	0.0
Vocational/Practical Certificate - other	0	0.0
Associate Degree - counseling or related field	0	0.0
Associate Degree - other	0	0.0
Bachelor's Degree -counseling or related field	0	0.0
Bachelor's Degree -other	0	0.0
Master's Degree - counseling or related field	226	92.6
Master's Degree - other	3	1.2
Doctoral Degree - counseling or related field	2	0.8
Doctoral Degree - other	0	0.0
Non-Respondent	13	5.3
<b>Total</b>	<b>244</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2018

Notes: Highest Education as derived from question 6 of the 2018 survey.

## Certifications

A summary of certification held by mental health associates is provided in Table 6.4b. This information includes additional certifications respondents may have received in addition to their mental health associate license. Mental health associates reported holding various certifications including, National Certified Counselor certificate (n=98) and other certificate (n=47). Furthermore, 79 mental health associates reported no other certifications.

**Table 6.4b: Mental Health Associate Certifications**

Counseling Certifications	N
National Certified Counselor (NCC)	98
Certified Clinical Mental Health Counselor (CCMHC)	10
Certified Alcohol and Drug Counselor (CADC)	2
Certified Advanced Alcohol and Drug Counselor (CAADC)	2
National Certified School Counselor	1
Certified Clinical Supervisor (CCS)	0
Certified Prevention Specialist (CPS)	0
Certified Criminal Justice Addictions Professional (CCJP)	0
Certified Co-Occurring Disorders Professional (CCDP)	0
Certified Co-Occurring Disorders Professional Diplomate (CCDPD)	0
National Certified Addiction Counselor I	0
National Certified Addiction Counselor II	0
Master Addictions Counselor (MAC)	0
None	79
Other	47

**Source:** 2018 Mental Health Counselor Re-Licensure Survey

**Notes:** Respondents were able to select more than one certification; therefore, percentages are not displayed for this table. Certifications were derived from question 7 of the 2018 survey.

## Professional Characteristics

Table 6.5b and 6.6b provides details on professional characteristics of mental health associates. The majority (83.2%) of mental health associates reported having no planned employment changes for the next 12 months. On the other hand, 13.1% demonstrated a desire to increase hours in patient care. When asked about delivering telemedicine services 96.3% of respondents reported they do not offer telemedicine services, followed by 3.3% who reported they do offer telemedicine services. Furthermore, nearly all mental health associates reported their primary practice in Indiana (97.1%).

Just over a quarter of mental health associates reported their primary work setting as Mental Health Center/ Mental Health Clinic (30.7%) followed by Private Practice (16%). Additionally, more than half of mental health associates reported their primary field of practice as mental health (66%), followed by family and children services (17.2%). Table 6.7b provides more details on the primary field of practice of mental health associates.

**Table 6.5b: Mental Health Associate Employment Characteristics**

<b>Employment Plans for the next 12 months</b>	<b>N</b>	<b>%</b>
No Planned change	203	83.2
Increase hours in patient care	32	13.1
Decrease hours in patient care	1	0.4
Seek employment in a field outside of patient care	0	0
Leave direct patient care to complete further training	1	0.4
Leave direct patient care for family reasons/commitments	0	0
Leave direct patient care due to physical demands	0	0
Leave direct patient care due to stress/burnout	1	0.4
Retire	0	0
Non-Respondents	6	2.5
<b>Total</b>	<b>244</b>	<b>100.0</b>
<b>Delivering Telemedicine Services</b>	<b>N</b>	<b>%</b>
Yes	8	3.3
No	235	96.3
Non-Respondents	1	0.4
<b>Total</b>	<b>244</b>	<b>100.0</b>
<b>Primary Practice in Indiana</b>	<b>N</b>	<b>%</b>
Yes	237	97.1
No	1	0.4
Non-Respondents	6	2.5
<b>Total</b>	<b>244</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Employment characteristics were derived from questions 9, 11 and 12 of the 2018 survey.

**Table 6.6b: Mental Health Associate Primary Work Setting**

Primary Work Setting	N	%
Community Mental Health Center/Mental Health Clinic	75	30.7
Private Practice	39	16.0
In-Home setting	22	9.0
Residential Setting	19	7.8
School Health Service	16	6.6
Community Health Center	13	5.3
Criminal Justice	13	5.3
Child welfare	11	4.5
Faith-Based Setting	6	2.5
Non-Federal Hospital: Psychiatric	5	2.0
Specialized Substance Abuse Outpatient Treatment Facility	4	1.6
Primary or Specialist Medical Care	3	1.2
Non-Federal Hospital: Inpatient	3	1.2
Federal Government Hospital	2	0.8
Recovery Support Services	2	0.8
Detox	1	0.4
Rehabilitation	1	0.4
Non-Federal Hospital: General Medicine	1	0.4
Non-Federal Hospital: Other - e.g. nursing home unit	0	0.0
Methadone Clinic	0	0.0
Telemedicine	0	0.0
Other	8	3.3
Non-Respondent	0	0.0
<b>Total</b>	<b>244</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Practice setting was derived from question 16 of the 2018 survey.

**Table 6.7b: Mental Health Associate Primary Field of Practice**

Primary Field of Practice	N	%
Mental Health	161	66.0
Family and Children Services	42	17.2
Addictions	18	7.4
Juvenile and/or Adult Corrections	9	3.7
Developmental and Other Disabilities	3	1.2
Administration	2	0.8
Health and Rehabilitation	2	0.8
Occupational	2	0.8
Violence and Abuse Services	1	0.4
Community Development	0	0.0
Gerontological Services	0	0.0
Income Maintenance	0	0.0
Information Retrieval	0	0.0
Other	3	1.2
Non-Respondents	1	0.4
<b>Total</b>	<b>244</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2018

**Notes:** Primary field of practice was derived from question 17 of the 2018 survey.

## Closing Summary

Behavioral Health and Human Services professionals are a vital component in the health workforce. As presented in this report, Indiana's Behavioral Health and Human Services (BHHS) professionals practice in a diverse array of settings, specialties and locations. The data presented here can be used to inform workforce related initiatives, such as those related to tackling the opioid epidemic in Indiana. Data from this report has shown that Indiana is the primary pipeline for BHHS professionals who practice in the state. Therefore, Indiana's behavioral health educators can leverage these data to inform, advance, and evaluate initiatives aimed at improving workforce capacity.

This report provides a snapshot of the Behavioral Health and Human Services workforce. The Bowen Center is committed to continuous improvement in our reporting on Indiana's behavioral health and human services workforce. The data presented in this report are also available through the BowenPortal.org. The Portal offers users the ability to generate interactive GIS maps, develop customized reports, and download data for customized analyses. We welcome feedback on this report and/or inquiries for customized reports through email at [bowenctr@iu.edu](mailto:bowenctr@iu.edu).