



# INDIANA'S BEHAVIORAL HEALTH WORKFORCE REPORT SERIES

## BEHAVIORAL HEALTH & HUMAN SERVICES PROFESSIONALS

BOWEN CENTER FOR HEALTH WORKFORCE AND POLICY // MARCH 2021



**SCHOOL OF MEDICINE**  
BOWEN CENTER FOR HEALTH  
WORKFORCE RESEARCH & POLICY

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Department of Family Medicine  
Indiana University School of Medicine  
1110 W. Michigan Street, Suite 200  
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## CORRESPONDENCE

Please address any correspondence regarding this document to the Bowen Center for Health Workforce Research and Policy via email at [bowenctr@iu.edu](mailto:bowenctr@iu.edu) or by phone at 317.278.0316.

## AUTHORED BY

Sierra Vaughn, Research Analyst  
Hannah Maxey, Director

## CONTRIBUTIONS BY

Greg Puetz, Health Informatics Principal  
Yumin Wang, Biostatistician



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# INTRODUCTION

## BACKGROUND

Indiana's behavioral health workforce is comprised of several licensed health professions which are authorized to provide various specialized behavioral health services. Evaluating this workforce and identifying workforce shortages is crucial and informing workforce development and policy initiatives which address such issues as substance use disorder (SUD) and access to mental health and counseling services.

Over the last several years, significant strides have been made for collecting comprehensive, accurate and timely workforce data which support longitudinal workforce tracking. This effort has contributed to collaborative dialogue regarding health workforce policy and planning. The enactment of Indiana Senate Act 223 (SEA 223-2018) in January 2019, requires professionals regulated by selected professional licensing boards to provide information regarding employment and practice during the license renewal periods. The Indiana Behavioral Health & Humans Services (BHHS) board, which regulates social workers, addiction counselors, marriage & family therapists and mental health counselors, is named in SEA 223-2018.

This report is issued as part of the Indiana Behavioral Health Workforce Data Report Series, which highlights key information regarding licensed health professionals who provide behavioral health or psychiatric services. This report will provide summary information regarding licensed BHHS professionals.

## METHODOLOGY

The supplemental survey questions administered to licensed BHHS professionals during the 2020 license renewal cycle can be found on the Bowen Portal Publications page: <https://bowenportal.org/index.php/resources/>. Supplemental survey data collected during the renewal period and basic licensure data (name, license number, etc.) were extracted and exported into separate text files one (1) month after the close of the license renewal period.

### DATA MANAGEMENT PROCEDURES

Supplemental survey data were cleaned and coded per processes outlined in the Bowen Center data management procedures document (available at: <http://hdl.handle.net/1805/25204>). After completing these procedures, the survey data file was merged to the licensure data file by unique license number to create the 2020 BHHS Workforce Master File. This Master File was then uploaded to the Indiana Health Professions Database. Verification and geocoding of license address and self-reported practice address(es) were provided by Melissa Data, Inc.

Additional variables were created as a result of the data management processes. The first included assignment of full-time equivalency (FTE) based on reported hours in direct patient care, as outlined in Table 1. This FTE assignment was applied to all reported practice locations. Address cleaning and geocoding also resulted in additional variables related to geographic location and rurality based on criteria outlined by the United States Department of Agriculture (more information can be found at <https://www.ers.usda.gov/data-products/rural-urban-commuting-area-codes/documentation/>).

**Table 1.** FTE conversion based for reported hours in direct patient care

Reported hours in patient care	Conversion
0 hours in patient care/Not applicable	0.0 FTE
1 - 4 hours in patient care	0.1 FTE
5 - 8 hours in patient care	0.2 FTE
9 - 12 hours in patient care	0.3 FTE
13 - 16 hours in patient care	0.4 FTE
17 - 20 hours in patient care	0.5 FTE
21 - 24 hours in patient care	0.6 FTE
25 - 28 hours in patient care	0.7 FTE
29 - 32 hours in patient care	0.8 FTE
33 - 36 hours in patient care	0.9 FTE
37 or more hours in patient care	1.0 FTE

## LIMITATIONS

There are notable limitations to this report. First, information presented is largely based on self-reported data which introduces the potential for some level of response bias. However, this bias may be diminished through the requirement for all licensed BHHS professionals to provide employment and practice information during online renewal and attestation that all information provided is accurate. Additionally, because of changes to survey data collected during license renewal, this report can only provide limited longitudinal analysis. Care is being taken to minimize the future changes to supplemental survey questions in order to ensure confidence in future longitudinal analyses.

## REPORT STRUCTURE

This report includes five sections of summary data:

**Section I: Overall License Renewals** includes summary of all licensed Behavioral & Human Services professionals as of the 2020 license renewal cycle.

**Section II: Addiction Counselors** includes a summary of all licensed addiction counselors actively practicing in Indiana (in person or through telemedicine).

**Section III: Social Workers** includes a summary all licensed social workers actively practicing in Indiana (in person or through telemedicine).

**Section IV: Marriage & Family Therapists** includes a summary of all licensed marriage & family therapists actively practicing in Indiana (in person or through telemedicine).

**Section V: Mental Health Counselors** includes a summary of all licensed mental health counselors actively practicing in Indiana (in person or through telemedicine).

The 2020 Behavioral Health & Human Services Workforce Data Report provides key information on Indiana's behavioral health workforce. Additional data can be viewed or requested online at [www.bowenportal.org](http://www.bowenportal.org).

# SECTION I: OVERAL LICENSE RENEWALS

## TOTAL LICENSE RENEWALS

During the 2020 license renewal period, a total of 15,293 BHHS licenses were renewed by 13,504 unique individuals. Approximately 12% of these individuals were identified as having 2 or more BHHS licenses (Table 1.1). The majority of licensees (84.6%) also renewed their license(s) online and had the supplemental survey administered to them.

**Table 1.1** Total number of licenses held by individual BHHS professionals

Total Associated Licenses	N	%
1 license	11,908	88.2
2 licenses	1,421	10.52
3 licenses	156	1.16
4 licenses	19	0.14

**Source:** 2020 Behavioral Health & Human Services License and Supplemental Survey Data

**Table 1.2** Total number of licenses held by individual BHHS professionals

Total Associated Licenses	N	%
Offline Renewal (no survey)	2,077	15.4
Online Renewal (survey administered)	11,427	84.6

**Source:** 2020 Behavioral Health & Human Services License and Supplemental Survey Data

## EMPLOYMENT STATUS

Table 1.3 below provides a summary of the reported employment status of respondents to the BHHS supplemental survey. The majority of respondents (79.9%) reported actively practicing in a position that requires a BHHS license. Another 12.2% reported practicing in a field related to behavioral health that does not require a BHHS license.

**Table 1.3** Employment Status among survey respondents

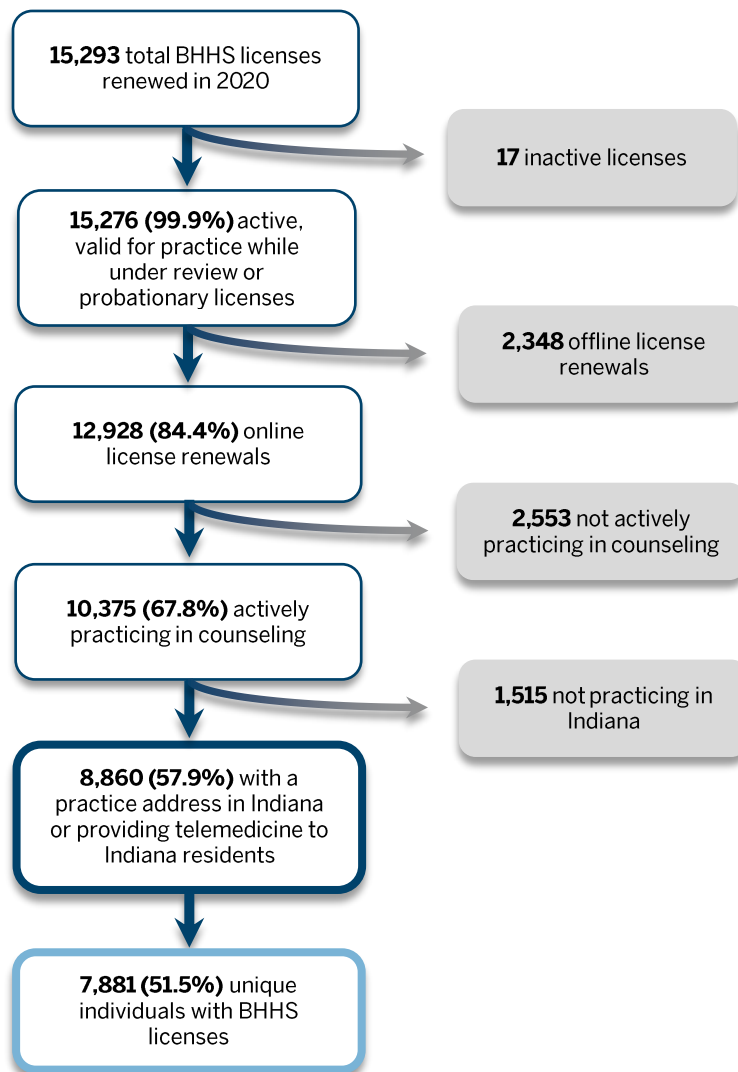
Employment Status	N	%
Actively working in a position that requires a BHHS license	9,132	79.9
Actively working in a related position that does not require a BHHS license	1,393	12.2
Actively working in a field not related to a BHHS license	211	1.9
Not currently working	463	4.1
Retired	228	2.0

**Source:** 2020 Behavioral Health & Human Services License and Supplemental Survey Data

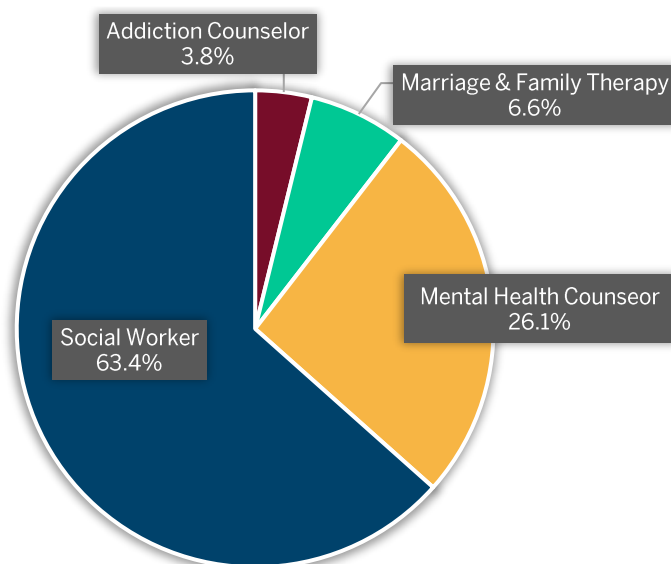
## REPORTING SAMPLE

In an effort to produce an accurate reporting sample, the selected reporting sample for this report was determined using modified sample selection criteria. The 2020 BHHS report sample includes licensed BHHS professionals who 1) had an active license status, 2) renewed their license online, 3) reported actively practicing in counseling, and 4) reported providing telemedicine to Indiana residents or have a practice in Indiana. Of the 15,293 BHHS licenses renewed in 2020, 8,860 (57.9%) were included in the reporting sample (see Figure 1.1). This translates to 7,881 of the 13,504 (58.4%) unique individuals with a BHHS license included in the 2020 reporting sample. A summary of the distribution of licensed BHHS professionals based on the primary license they reported practicing under is provided in Figure 1.2. The majority of licensed individuals (63.4%) reported practicing under a license related to social work, followed by 26.1% who practiced under a mental health counselor license.





**Figure 1.1** Sample selection criteria for BHHS licensed professionals



**Figure 1.2** Distribution of counseling field within the BHHS workforce

## DEMOGRAPHICS

Table 1.4 provides a summary of the demographic characteristics of Indiana BHHS licensed professionals. Overall, this workforce has an average age of 46.6, with the greatest percentage (26.8%) being between ages 35 and 44. Female BHHS professionals are slightly younger than their male counterparts, with an average age of 45.7 (versus 51.1 among male BHHS professionals). Regarding race and ethnicity, the majority of BHHS professionals identified as non-Hispanic (94.0%) and white (88.9%).

**Table 1.4** Demographic characteristics of total BHHS report sample

	Female		Male		Total	
	N	%	N	%	N	%
Total	6,503		1,378		7,881	
Mean Age	45.7		51.1		46.6	
<b>Age Group</b>						
Under 35	1,626	25.0	206	14.9	1,832	23.2
35 - 44	1,814	27.9	296	21.5	2,110	26.8
45 - 54	1,340	20.6	303	22.0	1,643	20.8
55 - 64	1,121	17.2	289	21.0	1,410	17.9
65 and Older	573	8.8	280	20.3	853	10.8
Age Unavailable	29	0.4	4	0.3	33	0.4
<b>Race</b>						
White	5,788	89.0	1,219	88.5	7,007	88.9
Black or African American	476	7.3	94	6.8	570	7.2
Asian	53	0.8	11	0.8	64	0.8
American Indian or Alaska Native	7	0.1	4	0.3	11	0.1
Native Hawaiian/Pacific Islander	2	0.0	0	0.0	2	0.0
Some Other Race	97	1.5	30	2.2	127	1.6
Multiracial	80	1.2	20	1.5	100	1.3
<b>Ethnicity</b>						
Hispanic or Latino	386	5.9	86	6.2	472	6.0
Not Hispanic or Latino	6,117	94.1	1,292	93.8	7,409	94.0

**Source:** 2020 Indiana Behavioral Health & Human Services License and Supplemental Survey Data

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

## EDUCATION

Information of qualifying education for BHHS professionals can be found in Table 1.5. Overall, 87.9% reported qualifying for their BHHS license with a master's degree in counseling or a related field, and another 4% reported having a bachelor's degree in this field. Additionally, the highest number of BHHS professionals (n=5,509; 69.9%) reporting completing their qualifying education in Indiana, followed by 1,382 (17.5%) who completed their qualifying education in a contiguous state.

Regarding highest education, the majority of BHHS professionals reported having a master's degree in counseling or a related field (86.8%) (see Table 1.6). A little over 2% reported having a bachelor's degree as their highest education, and less than 5% reported having a doctoral degree in counseling or a related field.

**Table 1.5:** Reported qualifying education among BHHS professionals.

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED - counseling or related field	10	0.2	0	0.0	0	0.0	0	0.0	10	0.1
High School Diploma/GED - other	3	0.1	0	0.0	0	0.0	0	0.0	3	0.0
Vocational/Practical Certificate - counseling or related field	5	0.1	0	0.0	0	0.0	0	0.0	5	0.1
Vocational/Practical Certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree - counseling or related field	4	0.1	1	0.1	1	0.1	0	0.0	6	0.1
Associate Degree - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree -counseling or related field	256	4.6	42	3.0	23	2.3	0	0.0	321	4.1
Bachelor's Degree -other	69	1.3	7	0.5	2	0.2	0	0.0	78	1.0
Master's Degree - counseling or related field	4,828	87.6	1,221	88.4	873	88.9	5	62.5	6,927	87.9
Master's Degree - other	281	5.1	90	6.5	55	5.6	2	25.0	428	5.4
Doctoral Degree - counseling or related field	48	0.9	18	1.3	26	2.6	1	12.5	93	1.2
Doctoral Degree - other	5	0.1	3	0.2	2	0.2	0	0.0	10	0.1
<b>Total</b>	<b>5,509</b>	<b>100.0</b>	<b>1,382</b>	<b>100.0</b>	<b>982</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7,881</b>	<b>100.0</b>

**Source:** 2020 Behavioral Health & Human Services License and Supplemental Survey Data

**Notes:** Contiguous States include Michigan, Ohio, Kentucky and Illinois.

**Table 1.6:** Reported Highest Education, BHHS workforce

	N	%
<b>Total</b>	<b>7,881</b>	
<b>Highest Education</b>		
High School Diploma/GED – counseling or related field	9	0.1
High School Diploma/GED – other	4	0.1
Vocational/Practical certificate – counseling or related field	5	0.1
Vocational/Practical certificate – other	0	0.0
Associate Degree – counseling or related field	1	0.0
Associate Degree – other	0	0.0
Bachelor's Degree – counseling or related field	185	2.3
Bachelor's Degree – other	65	0.8
Master's Degree – counseling or related field	6,837	86.8
Master's Degree – other	461	5.8
Doctoral Degree – counseling or related field	244	3.1
Doctoral Degree – other	70	0.9

**Source:** 2020 Behavioral Health & Human Services License and Supplemental Survey Data

## PRACTICE CHARACTERISTICS

### EMPLOYMENT CHARACTERISTICS

Reported employment characteristics of BHHS Professionals is summarized in Table 1.7. Regarding plans for the next 12 months, the majority reported having no plans to change their employment status (87.3%), followed by 9.4% who plan to increase their hours in patient care. Just over one-fourth (25.9%) reported providing counseling services by using telemedicine as defined by Indiana statute<sup>1</sup>. Additionally, 11.2% of BHHS professionals reporting having 2 or more BHHS licenses.

**Table 1.7:** Employment Characteristics, BHHS Professionals

	N	%
<b>Total</b>	<b>7,881</b>	
<b>Employment Plans for the next 12 months</b>		
Continue as you are	6,881	87.3
Increase hours in patient care	737	9.4
Decrease hours in patient care	216	2.7
Seek employment in a field outside of patient care	8	0.1
Leave direct patient care to complete further training	4	0.1
Leave direct patient care for family reasons/commitments	7	0.1
Leave direct patient care due to physical demands	0	0.0
Leave direct patient care due to stress/burnout	7	0.1
Retire	21	0.3
<b>Delivering Telemedicine Services</b>		
Yes	2,041	25.9
No	5,840	74.1
<b>Holds more than one BHHS license</b>		
Yes	883	11.2
No	6,998	88.8

**Source:** 2020 Behavioral Health & Human Services License and Survey Data

### PRACTICE FIELD

Information on BHHS Professionals primary practice specialty can be found in Table 1.8. More than half of survey respondents reported their primary practice specialty as mental health (60.7%), followed by family and children services (10.0%). A smaller portion of survey respondents reported addictions (7.4%), health and rehabilitation services (7.1%), and other practice specialty (6.4%) as their primary practice specialty.

**Table 1.8:** Practice Field, BHHS Professionals

	N	%
<b>Total</b>	<b>7,881</b>	
<b>Primary Practice Specialty</b>		
Mental Health	4,782	60.7
Family and Children Services	791	10.0
Addictions	583	7.4
Health and Rehabilitation	558	7.1
Other	504	6.4
Gerontological Services	137	1.7
Developmental and Other Disabilities	93	1.2
Administration	91	1.2
Juvenile and/or Adult Corrections	81	1.0
Violence and Abuse Services	28	0.4
Occupational	11	0.1
Community Development	6	0.1
Income Maintenance	2	0.0
Information and Retrieval	2	0.0
Not applicable	212	2.7

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

<sup>1</sup> Indiana State Code for telemedicine (IC 25-1-9.5-6)

## PRACTICE SETTING

Table 1.9 presents reported practice setting among BHHS Professionals. More than a quarter of BHHS professionals reported practicing in a Private Practice (26.8%), followed by a Community Mental Health Center/Mental Health Clinic (19.2%). The remaining 54% of survey respondents reported a wide variety of practice settings, including but not limited to, School Health Service (7%), In-Home Setting (4.5%), Non-federal Hospital: Inpatient (3.8%), and Primary or Specialist Medical Care (3.7%).

**Table 1.9:** Practice Setting, BHHS Professionals

	N	%
Total	7,881	
<b>Primary Work Setting</b>		
Private Practice	2,112	26.8
Community Mental Health Center/Mental Health Clinic	1,515	19.2
Other	562	7.1
School Health Service	553	7.0
In-home Setting	354	4.5
Non-federal hospital: Inpatient	297	3.8
Primary or Specialist Medical Care	295	3.7
Residential Setting	287	3.6
Community Health Center	283	3.6
Non-federal hospital: Psychiatric	225	2.9
Child Welfare	219	2.8
Federal Government Hospital	215	2.7
Non-federal hospital: General Medical	138	1.8
Faith-based Setting	132	1.7
Criminal Justice	127	1.6
Specialized Substance Abuse Treatment Facility	112	1.4
Telemedicine	63	0.8
Recovery Support Services	56	0.7
Non-federal Hospital: Other – e.g. nursing home unit	48	0.6
Rehabilitation	44	0.6
Methadone Clinic	30	0.4
Detox	15	0.2
Not Applicable	199	2.5

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

## POPULATIONS SERVED

Table 1.10 depicts the total number of licensed BHHS professionals who reported providing services to selected populations. The highest number (n=7,751) reported providing services to individuals in recovery, followed by adults (n=6,577) and adolescents (n=5,064). Those who reported serving pregnant women had the highest percentage who reported providing telemedicine (31.6%).

**Table 1.10** Reported populations served by telemedicine status

Telemedicine	Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	36	90.1	821	25.5	1,445	28.5	1,876	28.5	947	28.9	631	31.6	151	26.8	638	27.8	2,025	26.1
No	326	9.9	2,393	74.5	3,619	71.5	4,701	71.5	2,326	71.1	1,365	68.4	413	73.2	1,657	72.2	5,726	73.9
<i>Total</i>	<i>362</i>	<i>100.0</i>	<i>3,214</i>	<i>100.0</i>	<i>5,064</i>	<i>100.0</i>	<i>6,577</i>	<i>100.0</i>	<i>3,273</i>	<i>100.0</i>	<i>1,996</i>	<i>100.0</i>	<i>564</i>	<i>100.0</i>	<i>2,295</i>	<i>100.0</i>	<i>7,751</i>	<i>100.0</i>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## SERVICES PROVIDED

A summary of the reported services provided can be found in Table 1.11. The largest number reported providing addiction counseling (n=2,557), followed by crisis counseling (n=3,390). Those who reported providing these services had the largest percentage who also reported providing telemedicine services (26.1% and 26.2%, respectively).

**Table 1.11** Reported services provided by telemedicine status

Telemedicine	Addiction Counseling		Crisis Counseling		Dementia/ Alzheimer's Care		School Counseling	
	N	%	N	%	N	%	N	%
Yes	668	26.1	889	26.2	80	14.8	183	17.8
No	1,889	73.9	2,501	73.8	460	85.2	843	82.2
<i>Total</i>	<i>2,557</i>	<i>100.0</i>	<i>3,390</i>	<i>100.0</i>	<i>540</i>	<i>100.0</i>	<i>1,026</i>	<i>100.0</i>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## GEOGRAPHIC DISTRIBUTION

A summary of BHHS licensed professionals' county-level capacity can be found in Table 1.12. A total of 9 Indiana counties (9.8%) have no reported FTE from BHHS professionals. Additionally, only one county, Scott county, reported having a population to BHHS ratio greater than 9,000:1, the threshold determined to be sufficient capacity for BHHS professionals by HRSA<sup>2</sup>. Therefore, 10.9% of Indiana Counties either lack sufficient capacity or have no direct access to a licensed BHHS professional.

**Table 1.12:** Geographic Distribution, BHHS Professionals

County	Population	# of Licenses	Total BHHS Professionals FTE	Population to BHHS Professional FTE
Adams	35,777	34	13.8	2,592.54
Allen	379,299	907	398.4	952.06
Bartholomew	83,779	161	71.4	1,173.38
Benton	8,748	8	0	-
Blackford	11,758	12	2.9	4,054.48
Boone	67,843	185	54.9	1,235.76
Brown	15,092	46	0	-
Carroll	20,257	16	0	-
Cass	37,689	42	19	1,983.63
Clark	118,302	147	95	1,245.28
Clay	26,225	26	3.9	6,724.36
Clinton	32,399	33	7.5	4,319.87
Crawford	10,577	12	1.2	8,814.17
Daviess	33,351	31	17.9	1,863.18
Dearborn	49,458	42	29.1	1,699.59
Decatur	26,559	32	9.1	2,918.57
DeKalb	43,475	49	0	-
Delaware	114,135	232	97.3	1,173.02
Dubois	42,736	64	32.3	1,323.10
Elkhart	206,341	335	154.8	1,332.95
Fayette	23,102	23	11.8	1,957.80
Floyd	78,522	151	61.9	1,268.53
Fountain	16,346	19	9	1,816.22
Franklin	22,758	26	6.3	3,612.38
Fulton	19,974	21	11.5	1,736.87
Gibson	33,659	27	10	3,365.90
Grant	65,769	168	65.2	1,008.73
Greene	31,922	25	12.3	2,595.28
Hamilton	338,011	1184	300.2	1,125.95
Hancock	78,168	193	51	1,532.71
Harrison	40,515	26	14.3	2,833.22
Hendricks	170,311	483	117.5	1,449.46
Henry	47,972	57	25.8	1,859.38
Howard	82,544	146	87	948.78
Huntington	36,520	67	18.9	1,932.28
Jackson	44,231	40	19.4	2,279.95
Jasper	33,562	31	9.9	3,390.10
Jay	20,436	15	6.7	3,050.15
Jefferson	32,308	72	21.4	1,509.72
Jennings	27,735	21	5.5	5,042.73
Johnson	158,167	359	129.6	1,220.42
Knox	36,594	61	36.9	991.71
Kosciusko	79,456	124	57.1	1,391.52

<sup>2</sup> 42 CFR part 5, Appendix C, Part 1, and A.4

**Table 1.12:** Geographic Distribution, BHHS Professionals

County	Population	# of Licenses	Total BHHS Professionals FTE	Population to BHHS Professional FTE
LaGrange	39,614	22	7.3	5,426.58
Lake	485,493	754	379.1	1,280.65
LaPorte	109,888	147	58.8	1,868.84
Lawrence	45,370	37	29.4	1,543.20
Madison	129,569	231	106.8	1,213.19
Marion	964,582	2883	1493.6	645.81
Marshall	46,258	68	35.6	1,299.38
Martin	10,255	12	4.4	2,330.68
Miami	35,516	27	10.5	3,382.48
Monroe	148,431	439	199.5	744.02
Montgomery	38,338	44	22.8	1,681.49
Morgan	70,489	85	22.9	3,078.12
Newton	13,984	4	0	-
Noble	47,744	43	21.9	2,180.09
Ohio	5,875	4	0	-
Orange	19,646	18	7.5	2,619.47
Owen	20,799	18	5.5	3,781.64
Parke	16,937	8	4.8	3,528.54
Perry	19,169	28	15.1	1,269.47
Pike	12,389	7	4.2	2,949.76
Porter	170,389	453	166.4	1,023.97
Posey	25,427	39	7.7	3,302.21
Pulaski	12,353	6	0	-
Putnam	37,576	28	14.7	2,556.19
Randolph	24,665	28	6.3	3,915.08
Ripley	28,324	20	10.5	2,697.52
Rush	16,581	17	7.7	2,153.38
Scott	271,826	20	13.8	19,697.54
Shelby	23,873	58	28	852.61
Spencer	44,729	27	9.6	4,659.27
St. Joseph	20,277	616	262.2	77.33
Starke	22,995	17	4.4	5,226.14
Steuben	34,594	47	21.8	1,586.88
Sullivan	20,669	19	12.2	1,694.18
Switzerland	10,751	8	2.8	3,839.64
Tippecanoe	195,732	286	151.1	1,295.38
Tipton	15,148	19	3.7	4,094.05
Union	7,054	12	0	-
Vanderburgh	181,451	521	291	623.54
Vermillion	15,498	15	6.5	2,384.31
Vigo	107,038	174	90.4	1,184.05
Wabash	30,996	57	32.3	959.63
Warren	8,265	9	0	-
Warrick	62,998	160	43.1	1,461.67
Washington	28,036	30	8.7	3,222.53
Wayne	65,884	149	63.7	1,034.29
Wells	28,296	44	10	2,829.60
White	24,102	26	8.4	2,869.29
Whitley	33,964	55	13.2	2,573.03

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020; Annual Estimates of the Resident Population for Counties in Indiana, April 1, 2010 to July 1, 2019 (CO-EST2019-ANNRES-18)





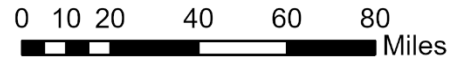
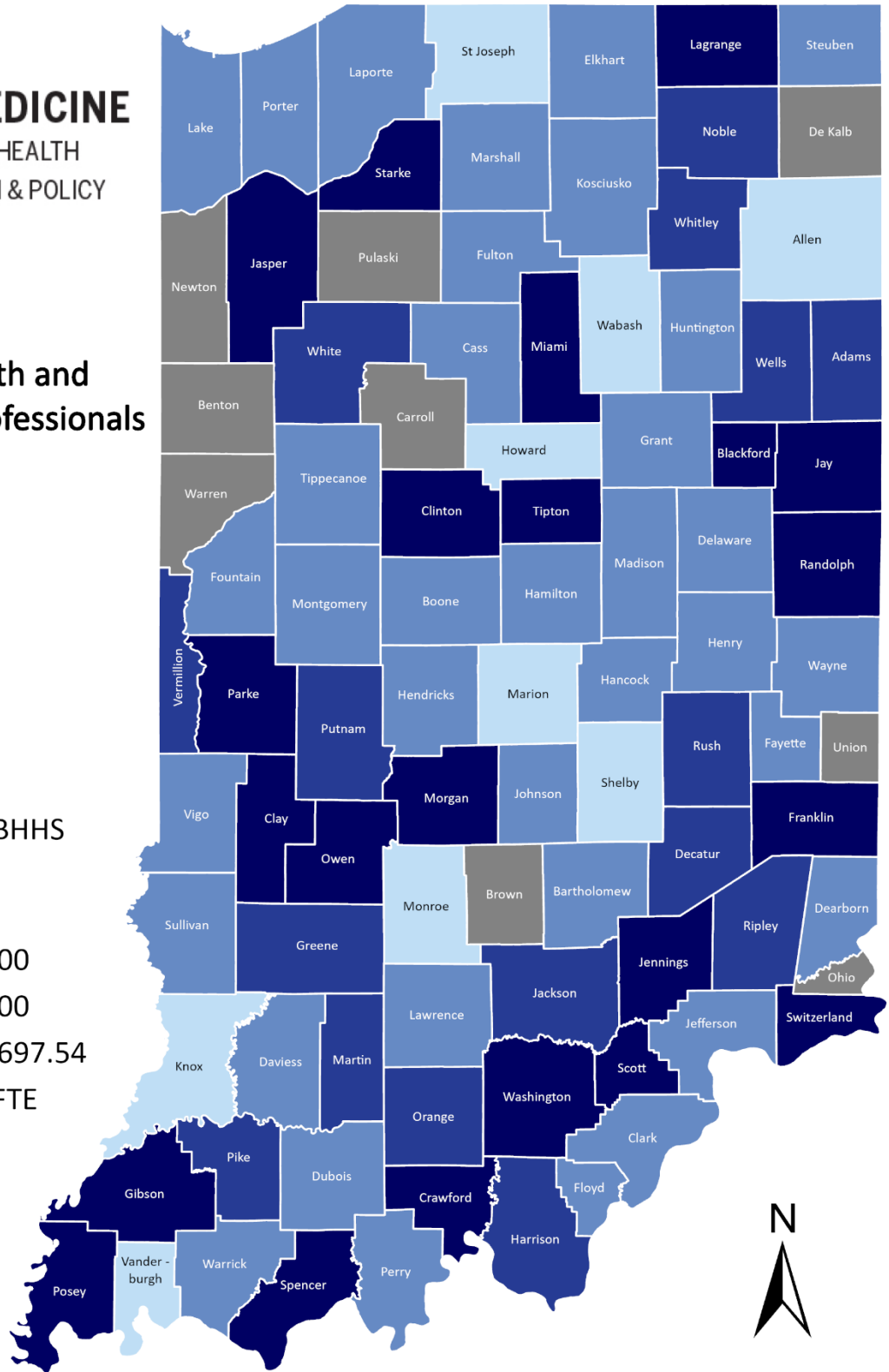
# SCHOOL OF MEDICINE

BOWEN CENTER FOR HEALTH  
WORKFORCE RESEARCH & POLICY

## Behavioral Health and Human Services Professionals (BHHS)

Population to One BHHS  
Professional FTE

- 0.01 - 1,000
- 1,000.01 - 2,000
- 2,000.01 - 3,000
- 3,000.01 - 19,697.54
- No Reported FTE

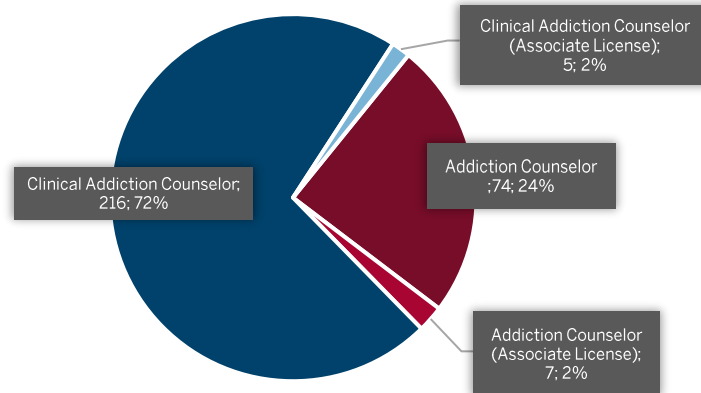


Source: Indiana Behavioral Health and Human Services License and Supplemental Survey Data, 2020

# SECTION II: Addiction Counselors

## LICENSE TYPES

This section includes a summary of four addiction counselor licenses which are regulated by the BHHS Licensing Board. Most respondents in the section have either an addiction counselor or a clinical addition counselor license (24.5% and 71.5%, respectively). See Figure 2.1 for more information the addiction counselor distribution.



**Figure 2.1** Distribution of Addiction Counselor Licenses in Reporting Sample

## DEMOGRAPHICS

Table 2.1 provides a summary of the demographic characteristics of Indiana Addiction Counselors. Overall, this workforce has an average age of 54.1, with the greatest percentage (32.1%) being between ages 55 and 64. Female addiction counselors are slightly younger than their male counterparts, with an average age of 52.7 versus 56.3 among males. Regarding race and ethnicity, most addiction counselors identified as non-Hispanic (93.4%) and white (80.8%), followed by Black or African American (16.6%).

**Table 2.1** Demographic Characteristics, Addiction Counselors

	Female		Male		Total	
	N	%	N	%	N	%
Total	184		118		302	
Mean Age	52.7		56.3		54.1	
<b>Age Group</b>						
Under 35	18	9.8	1	0.8	19	6.3
35 - 44	35	19.0	16	13.6	51	16.9
45 - 54	42	22.8	33	28.0	75	24.8
55 - 64	58	31.5	39	33.1	97	32.1
65 and Older	30	16.3	29	24.6	59	19.5
Age Unavailable	1	0.5	0	0.0	1	0.3
<b>Race</b>						
White	145	78.8	99	83.9	244	80.8
Black or African American	33	17.9	17	14.4	50	16.6
Asian	1	0.5	1	0.8	2	0.7
American Indian or Alaska Native	0	0.0	0	0.0	0	0.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	3	1.6	1	0.8	4	1.3
Multiracial	2	1.1	0	0.0	2	0.7
<b>Ethnicity</b>						
Hispanic or Latino	15	8.2	5	4.2	20	6.6
Not Hispanic or Latino	169	91.8	113	95.8	282	93.4

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

## EDUCATION

Information on the qualifying education of addiction counselors can be found in Table 2.2. Overall, 57% reported qualifying for their addiction counseling license with a master’s degree in counseling or a related field, and another 17.5% reported having a bachelor’s degree in counseling or related field. Additionally, more than half of addiction counselors (n=212; 70.2%) reported completing their qualifying education in Indiana, followed by 48 (15.9%) who completed their qualifying education in another state outside the contiguous states.

Regarding highest education, more than half of addiction counselors reported having a master’s degree in counseling or related field (57%) (see Table 2.3). In addition to this, 14.9% reported having a bachelor’s degree in counseling or related field as their highest education, and 5% reported having a doctoral degree in counseling or a related field.

**Table 2.2:** Qualifying Education Characteristics, Addiction Counselors

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	10	4.7	0	0.0	0	0.0	0	0.0	10	3.3
High School Diploma/GED – other	3	1.4	0	0.0	0	0.0	0	0.0	3	1.0
Vocational/Practical certificate – counseling or related field	5	2.4	0	0.0	0	0.0	0	0.0	5	1.7
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	2	0.9	1	2.4	1	2.1	0	0.0	4	1.3
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor’s Degree – counseling or related field	44	20.8	4	9.5	5	10.4	0	0.0	53	17.5
Bachelor’s Degree – other	16	7.5	1	2.4	0	0.0	0	0.0	17	5.6
Master’s Degree – counseling or related field	110	51.9	28	66.7	34	70.8	0	0.0	172	57.0
Master’s Degree – other	17	8.0	3	7.1	5	10.4	0	0.0	25	8.3
Doctoral Degree – counseling or related field	3	1.4	3	7.1	3	6.3	0	0.0	9	3.0
Doctoral Degree – other	2	0.9	2	4.8	0	0.0	0	0.0	4	1.3
<b>Total</b>	<b>212</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>	<b>48</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>302</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

Notes: Contiguous States include Michigan, Ohio, Kentucky, and Illinois.

**Table 2.3:** Highest Education Characteristics, Addiction Counselors

	N	%
<b>Total</b>	<b>302</b>	
<b>Highest Education</b>		
High School Diploma/GED – counseling or related field	9	3.0
High School Diploma/GED – other	4	1.3
Vocational/Practical certificate – counseling or related field	5	1.7
Vocational/Practical certificate – other	0	0.0
Associate Degree – counseling or related field	1	0.3
Associate Degree – other	0	0.0
Bachelor’s Degree – counseling or related field	45	14.9
Bachelor’s Degree – other	17	5.6
Master’s Degree – counseling or related field	172	57.0
Master’s Degree – other	28	9.3
Doctoral Degree – counseling or related field	15	5.0
Doctoral Degree – other	6	2.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

## PRACTICE CHARACTERISTICS

### EMPLOYMENT CHARACTERISTICS

Reported employment characteristics of addiction counselors is summarized in Table 2.4. The majority of addiction counselors reported no plans to change their employment status for the next 12 months (82.5%), followed by plans to increase hours in patient care (12.9%). Just under one-fifth (19.2%) reported providing behavioral health services by using telemedicine as defined by Indiana statute<sup>3</sup>. More than one-fifth of addiction counselors reported holding more than one BHHS license (22.2%).

**Table 2.4** Employment Characteristics, Addiction Counselors

	N	%
Total	302	
<b>Employment Plans for the next 12 months</b>		
Continue as you are	249	82.5
Increase hours in patient care	39	12.9
Decrease hours in patient care	11	3.6
Seek employment in a field outside of patient care	0	0.0
Leave direct patient care to complete further training	0	0.0
Leave direct patient care for family reasons/commitments	0	0.0
Leave direct patient care due to physical demands	0	0.0
Leave direct patient care due to stress/burnout	0	0.0
Retire	3	1
<b>Delivering Telemedicine Services</b>		
Yes	58	19.2
No	244	80.8
<b>Holds more than one BHHS license</b>		
Yes	67	22.2
No	235	77.8

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

### PRACTICE FIELD

Information on addiction counselors primary practice specialty can be found in Table 2.5. More than half of survey respondents reported their primary practice specialty as addictions (69.5%), followed by mental health (18.2%). A smaller proportion of survey respondents reported family and children services (2.8%) and administration (2.0%) as their primary practice specialty.

**Table 2.5** Practice Field, Addiction Counselors

	N	%
Total	302	
<b>Primary Practice Specialty</b>		
Addictions	210	69.5
Mental Health	55	18.2
Family and Children Services	8	2.6
Administration	6	2.0
Juvenile and/or Adult Corrections	5	1.7
Other	5	1.7
Health and Rehabilitation	1	0.3
Occupational	1	0.3
Violence and Abuse Services	1	0.3
Community Development	0	0.0
Developmental and Other Disabilities	0	0.0
Gerontological Services	0	0.0
Income Maintenance	0	0.0
Information and Retrieval	0	0.0
Not applicable	10	3.3

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

<sup>3</sup> Indiana State Code for telemedicine (IC 25-1-9.5-6)

## PRACTICE SETTING

Table 2.6 presents reported practice setting among addiction counselors. One fifth of survey respondents reported practicing in a community mental health center/mental health clinic (20.2%) followed by private practice (16.9%) and specialized substance abuse treatment facility (11.9%). The remaining survey respondents reported a wide variety of practice settings, including but not limited to criminal justice (7.3%), recovery support services (6.3%), residential setting (6.3%), and methadone clinic (5%).

**Table 2.6** Practice Setting of Addiction Counselors

	N	%
Total	302	
<b>Primary Work Setting</b>		
Community Mental Health Center/Mental health clinic	61	20.2
Private practice	51	16.9
Specialized substance abuse treatment facility	36	11.9
Criminal justice	22	7.3
Residential setting	19	6.3
Recovery Support Services	19	6.3
Methadone clinic	15	5.0
Other	12	4.0
Non-federal hospital: Psychiatric	11	3.6
Community health center	9	3.0
Rehabilitation	8	2.6
Faith-based Setting	8	2.6
Child welfare	4	1.3
Federal Government hospital	4	1.3
Non-federal hospital: Inpatient	3	1.0
School health service	3	1.0
In-home setting	3	1.0
Detox	3	1.0
Telemedicine	2	0.7
Primary or specialist medical care	1	0.3
Non-federal hospital: General Medical	1	0.3
Non-federal hospital: Other – e.g. nursing home unit	0	0.0
Not applicable	7	2.3

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

## POPULATIONS SERVED

Table 2.7 depicts the total number of licensed addiction counselors providing services to selected populations. Overall, the highest number (n=263) providing services to adults, followed by individuals in recovery (n=162) and adolescents (n=101). Those who reported serving adolescents also had the highest percentage who reported providing telemedicine services (26.7%), followed by those who reported serving children (23.8%).

**Table 2.7** Reported Populations Served by Telemedicine Services, Addiction Counselors

Telemedicine	Newborns		Children (ages 2 - 10)		Adolescents (ages 11 - 19)		Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	0	0.0	5	23.8	27	26.7	55	20.9	11	18.3	11	18.4	10	18.5	8	18.6	32	19.8
No	1	0.0	16	76.2	74	73.3	208	79.1	49	81.7	48	81.7	44	81.5	35	81.4	130	80.3
<i>Total</i>	<i>1</i>	<i>100.0</i>	<i>21</i>	<i>100.0</i>	<i>101</i>	<i>100.0</i>	<i>263</i>	<i>100.0</i>	<i>60</i>	<i>100.0</i>	<i>59</i>	<i>100.0</i>	<i>54</i>	<i>100.0</i>	<i>43</i>	<i>100.0</i>	<i>162</i>	<i>100.0</i>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## SERVICES PROVIDED

The reported services provided by addiction counselors is summarized in Table 2.8. Unsurprisingly, the highest number of addiction counselors (n=273) reported providing addiction counseling services, followed by 92 who reported providing crisis counseling. Those who reported providing crisis counseling also had the highest percentage of those who reported offering telemedicine services (21.7%).

**Table 2.8** Reported Services Provided by Telemedicine Services, Addiction Counselors

Telemedicine	Addiction Counseling		Crisis Counseling		Dementia/ Alzheimer's Care		School Counseling	
	N	%	N	%	N	%	N	%
Yes	53	19.4	20	21.7	0	0.0	1	16.7
No	220	80.6	72	78.3	3	100.0	5	83.3
<i>Total</i>	<i>273</i>	<i>100.0</i>	<i>92</i>	<i>100.0</i>	<i>3</i>	<i>100.0</i>	<i>6</i>	<i>100.0</i>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## GEOGRAPHIC DISTRIBUTION

A summary of county-level licensed addiction counselors' capacity can be found in Table 2.9. A total of 11 Indiana counties have no reported FTE from addiction counselors. Therefore, around 12% of Indiana Counties either lack sufficient capacity or have no direct access to an addiction counselor.

**Table 2.9:** Geographic Distribution, Addiction Counselors

County	Population	# of Licenses	FTE	Population to Addiction Counselors FTE
Adams	35,777	2	2.1	17,036.67
Allen	379,299	101	45.2	8,391.57
Bartholomew	83,779	17	8.8	9,520.34
Benton	8,748	1	0.6	14,580.00
Blackford	11,758	2	0.7	16,797.14
Boone	67,843	12	6.2	10,942.42
Brown	15,092	7	0.7	21,560.00
Carroll	20,257	2	0	-
Cass	37,689	12	3.5	10,768.29
Clark	118,302	20	15.8	7,487.47
Clay	26,225	4	1.4	18,732.14
Clinton	32,399	2	1	32,399.00
Crawford	10,577	4	0	-
Daviess	33,351	5	1.1	30,319.09
Dearborn	49,458	7	2.1	23,551.43
Decatur	26,559	3	1	26,559.00
DeKalb	43,475	5	3.5	12,421.43
Delaware	114,135	18	9.7	11,766.49
Dubois	42,736	3	1.9	22,492.63
Elkhart	206,341	30	17.7	11,657.68
Fayette	23,102	2	3.5	6,600.57
Floyd	78,522	16	4.6	17,070.00
Fountain	16,346	1	1.3	12,573.85
Franklin	22,758	6	1.4	16,255.71
Fulton	19,974	2	2	9,987.00
Gibson	33,659	2	1.3	25,891.54
Grant	65,769	21	9.8	6,711.12
Greene	31,922	1	0.3	106,406.67
Hamilton	338,011	104	27	12,518.93
Hancock	78,168	24	7	11,166.86
Harrison	40,515	3	3	13,505.00
Hendricks	170,311	55	14.3	11,909.86
Henry	47,972	6	2.6	18,450.77
Howard	82,544	23	14.5	5,692.69
Huntington	36,520	5	2.4	15,216.67
Jackson	44,231	4	0.7	63,187.14
Jasper	33,562	4	1.3	25,816.92
Jay	20,436	3	0.1	204,360.00
Jefferson	32,308	11	1.9	17,004.21
Jennings	27,735	3	0.5	55,470.00
Johnson	158,167	37	15.6	10,138.91
Knox	36,594	4	3.5	10,455.43
Kosciusko	79,456	16	8.2	9,689.76
LaGrange	39,614	2	0.9	44,015.56
Lake	485,493	99	49.2	9,867.74
LaPorte	109,888	15	8.9	12,346.97
Lawrence	45,370	5	2.9	15,644.83
Madison	129,569	22	16	8,098.06

**Table 2.9:** Geographic Distribution, Addiction Counselors

County	Population	# of Licenses	FTE	Population to Addiction Counselors FTE
Marion	964,582	305	162.5	5,935.89
Marshall	46,258	8	3.5	13,216.57
Martin	10,255	3	1	10,255.00
Miami	35,516	3	1	35,516.00
Monroe	148,431	32	12.5	11,874.48
Montgomery	38,338	7	3.5	10,953.71
Morgan	70,489	7	0.9	78,321.11
Newton	13,984	0	0	-
Noble	47,744	8	3.9	12,242.05
Ohio	5,875	0	0	-
Orange	19,646	1	0	-
Owen	20,799	0	0.7	29,712.86
Parke	16,937	0	0.6	28,228.33
Perry	19,169	8	2.5	7,667.60
Pike	12,389	0	0	-
Porter	170,389	71	26.2	6,503.40
Posey	25,427	2	0	-
Pulaski	12,353	1	1.8	6,862.78
Putnam	37,576	5	0.2	187,880.00
Randolph	24,665	5	0.6	41,108.33
Ripley	28,324	3	0.7	40,462.86
Rush	16,581	1	0.1	165,810.00
Scott	271,826	0	0	-
Shelby	23,873	6	6.5	3,672.77
Spencer	44,729	2	0.5	89,458.00
St. Joseph	20,277	65	25.3	801.46
Starke	22,995	4	1.4	16,425.00
Steuben	34,594	4	0.8	43,242.50
Sullivan	20,669	2	1.8	11,482.78
Switzerland	10,751	2	0	-
Tippecanoe	195,732	31	19.8	9,885.45
Tipton	15,148	0	1.1	13,770.91
Union	7,054	2	0	-
Vanderburgh	181,451	45	28.6	6,344.44
Vermillion	15,498	2	0.6	25,830.00
Vigo	107,038	18	11.6	9,227.41
Wabash	30,996	5	3.3	9,392.73
Warren	8,265	2	0	-
Warrick	62,998	11	2.9	21,723.45
Washington	28,036	3	1.1	25,487.27
Wayne	65,884	29	11.2	5,882.50
Wells	28,296	5	0.3	94,320.00
White	24,102	3	0.9	26,780.00
Whitley	33,964	3	1.3	26,126.15

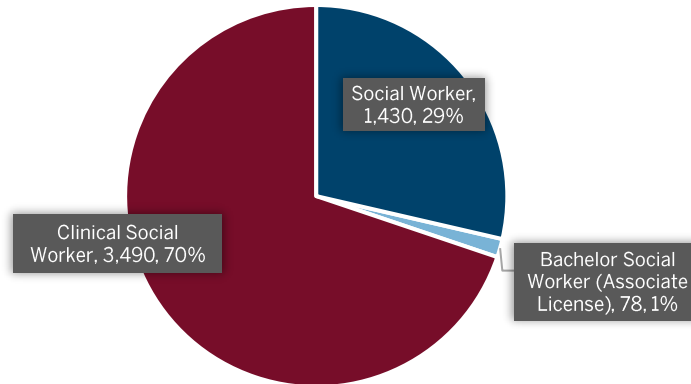
**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020; Annual Estimates of the Resident Population for Counties in Indiana, April 1, 2010 to July 1, 2019 (CO-EST2019-ANNRES-18)



# SECTION III: Social Workers

## LICENSE TYPE

The license types that are included in this section are summarized in Figure 3.1. The majority of individuals (69.8%) were found to have a clinical social worker license, followed by 28.6% with a social worker license. Only 1.6% had a bachelor social worker license.



**Figure 3.1** Distribution of Social Worker Licenses in Reporting Sample

## DEMOGRAPHICS

Table 3.1 provides a summary of the demographic characteristics of Indiana licensed social workers. Overall, this workforce has an average age of 46.6, with the greatest percentage (27.3%) being between ages 35 and 44. Female social workers are slightly younger than their male counterparts, with an average age of 45.7 (versus 52.1 among male social workers). Regarding race and ethnicity, most social workers identified as non-Hispanic (94.0%) and white (89.2%).

**Table 3.1** Demographics, Social Workers

	Female		Male		Total	
	N	%	N	%	N	%
Total	4,307		691		4,998	
Mean Age	45.7		52.1		46.6	
<b>Age Group</b>						
Under 35	1,033	24.0	98	14.2	1,131	22.6
35 - 44	1,229	28.5	136	19.7	1,365	27.3
45 - 54	929	21.6	147	21.3	1,076	21.5
55 - 64	751	17.4	151	21.9	902	18.0
65 and Older	352	8.2	159	23.0	511	10.2
Age Unavailable	13	0.3	0	0.0	13	0.3
<b>Race</b>						
White	3,848	89.3	611	88.4	4,459	89.2
Black or African American	310	7.2	45	6.5	355	7.1
Asian	32	0.7	3	0.4	35	0.7
American Indian or Alaska Native	6	0.1	2	0.3	8	0.2
Native Hawaiian/Pacific Islander	2	0.0	0	0.0	2	0.0
Some Other Race	49	1.1	14	2.0	63	1.3
Multiracial	60	1.4	16	2.3	76	1.5
<b>Ethnicity</b>						
Hispanic or Latino	257	6.0	44	6.4	301	6.0
Not Hispanic or Latino	4,050	94.0	647	93.6	4,697	94.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

## EDUCATION

Information of qualifying education for social workers can be found in Table 3.2. Overall, 85.4% reported qualifying for their license in social work with a master's degree in counseling or related field followed by 7.7% of social workers having a master's degree in another field. Additionally, the majority of social workers (n=3,529; 70.6%) reported completing their qualifying education in Indiana, followed by 945 (18.9%) who completed their qualifying education in a contiguous state.

Regarding highest education, most social workers reported having a master's degree in counseling or related field (86%) (see Table 3.3). Another 8.1% reported having a master's degree in another field as their highest education.

**Table 3.2:** Qualifying Education, Social Workers

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	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
High School Diploma/GED – other	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
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	2	0.1	0	0.0	0	0.0	0	0.0	2	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	207	5.9	37	3.9	15	2.9	0	0.0	259	5.2
Bachelor's Degree – other	51	1.4	6	0.6	2	0.4	0	0.0	59	1.2
Master's Degree – counseling or related field	3,000	85.0	813	86.0	450	86.7	3	60.0	4,266	85.4
Master's Degree – other	252	7.1	84	8.9	47	9.1	2	40.0	385	7.7
Doctoral Degree – counseling or related field	15	0.4	4	0.4	5	1.0	0	0.0	24	0.5
Doctoral Degree – other	2	0.1	1	0.1	0	0.0	0	0.0	3	0.1
<b>Total</b>	<b>3,529</b>	<b>100.0</b>	<b>945</b>	<b>100.0</b>	<b>519</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4,998</b>	<b>100.0</b>

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

**Table 3.3:** Highest Education, Social Workers

	N	%
<b>Total</b>	<b>4,998</b>	
<b>Highest Education</b>		
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	137	2.7
Bachelor's Degree – other	47	0.9
Master's Degree – counseling or related field	4,299	86.0
Master's Degree – other	405	8.1
Doctoral Degree – counseling or related field	74	1.5
Doctoral Degree – other	36	0.7

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

## PRACTICE CHARACTERISTICS

### EMPLOYMENT CHARACTERISTICS

Reported employment characteristics of social workers is summarized in Table 3.4. Regarding plans for the next 12 months, the majority reported having no plans to change their employment status (89.1%), followed by 7.7% who planned to increase their hours in patient care. Just under one-fourth (23%) reported providing professional services by using telemedicine as defined by Indiana statute<sup>4</sup>. Additionally, 9.6% of social work professionals reporting having 2 or more BHHS licenses.

**Table 3.4:** Employment Characteristics, Social Workers

	N	%
Total	4,998	
<b>Employment Plans for the next 12 months</b>		
Continue as you are	4,455	89.1
Increase hours in patient care	385	7.7
Decrease hours in patient care	128	2.6
Seek employment in a field outside of patient care	3	0.1
Leave direct patient care to complete further training	3	0.1
Leave direct patient care for family reasons/commitments	5	0.1
Leave direct patient care due to physical demands	0	0.0
Leave direct patient care due to stress/burnout	6	0.1
Retire	13	0.3
<b>Delivering Telemedicine Services</b>		
Yes	1,148	23.0
No	3,850	77.0
<b>Holds more than one BHHS license</b>		
Yes	482	9.6
No	4516	90.4

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

### PRACTICE FIELD

Information on social worker primary practice specialty can be found in Table 3.5. Just over half of survey respondents reported their primary practice specialty as mental health (54.3%), followed by family and children services (10.9%) and health and rehabilitation (10.8%). A smaller portion of survey respondents reported other practice specialty (8.8%) and addictions (5.6%) as their primary practice specialty.

**Table 3.5:** Practice Field, Social Workers

	N	%
Total	4,998	100
<b>Primary Practice Specialty</b>		
Mental Health	2,716	54.3
Family and Children Services	547	10.9
Health and Rehabilitation	538	10.8
Other	438	8.8
Addictions	280	5.6
Gerontological Services	133	2.7
Administration	60	1.2
Developmental and Other Disabilities	59	1.2
Juvenile and/or Adult Corrections	42	0.8
Violence and Abuse Services	16	0.3
Occupational	8	0.2
Community Development	6	0.1
Income Maintenance	2	0.0
Information and Retrieval	2	0.0
Not applicable	151	3.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

<sup>4</sup> Indiana State Code for telemedicine (IC 25-1-9.5-6)

## PRACTICE SETTING

Table 3.6 represents reported practice setting among social workers. One fifth of survey respondents reported practicing in a private practice (19.7%), followed by community mental health center/mental health clinic (18%), other work setting (8.5%) and school health service (8.3%). The remaining survey respondents reported a wide variety of practice settings, including but not limited to in-home setting (5.3%), non-federal hospital: inpatient (5.3%) and primary or specialist medical care (5.3%).

**Table 3.6:** Practice Setting, Social Workers

	<b>N</b>	<b>%</b>
Total	4,998	
<b>Primary Work Setting</b>		
Private practice	983	19.7
Community Mental Health Center/Mental health clinic	899	18.0
Other	424	8.5
School health service	414	8.3
Primary or specialist medical care	267	5.3
Non-federal hospital: Inpatient	267	5.3
In-home setting	264	5.3
Federal Government hospital	203	4.1
Community health center	180	3.6
Child welfare	168	3.4
Non-federal hospital: Psychiatric	159	3.2
Residential setting	158	3.2
Non-federal hospital: General Medical	127	2.5
Criminal justice	66	1.3
Specialized substance abuse treatment facility	65	1.3
Faith-based Setting	51	1.0
Non-federal hospital: Other – e.g. nursing home unit	43	0.9
Telemedicine	40	0.8
Recovery Support Services	29	0.6
Rehabilitation	27	0.5
Methadone clinic	11	0.2
Detox	4	0.1
Not applicable	149	3.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2020

## POPULATIONS SERVED

Table 3.7 depicts the total number of licensed social workers providing services to selected populations. Overall, the highest number (n=3,960) reported providing services to adults, followed by adolescents (n=2,974) and geriatrics (n=2,246). The lowest number reported providing services to newborns (n=295). Those who reported serving individuals in recovery had the highest percentage who also reported providing telemedicine services (28.5%).

**Table 3.7** Reported Populations Served by Telemedicine Status, Social Workers

Telemedicine	Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	27	9.2	460	23.2	760	25.6	1,028	26.0	586	26.1	340	28.3	84	25.2	407	25.9	457	28.5
No	268	90.9	1,521	76.8	2,214	74.5	2,932	74.0	1,660	73.9	863	71.7	249	74.8	1,164	74.1	1,143	71.4
<b>Total</b>	<b>295</b>	<b>100.0</b>	<b>1,980</b>	<b>100.0</b>	<b>2,974</b>	<b>100.0</b>	<b>3,960</b>	<b>100.0</b>	<b>2,246</b>	<b>100.0</b>	<b>1,203</b>	<b>100.0</b>	<b>333</b>	<b>100.0</b>	<b>1,571</b>	<b>100.0</b>	<b>1,600</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## SERVICES PROVIDED

A summary of the reported services provided by social workers is presented in table 3.8. The highest number of social workers reported providing crisis counseling, (n=2,160) and addiction counseling (n=1,458). Those who reported providing addiction counseling also had the highest percentage who reported providing telemedicine services. (26.1%).

**Table 3.8** Reported Services Provided by Telemedicine Status, Social Workers

Telemedicine	Addiction Counseling		Crisis Counseling		Dementia/ Alzheimer's Care		School Counseling	
	N	%	N	%	N	%	N	%
Yes	381	26.1	1,627	24.7	66	13.7	111	15.3
No	1,077	73.9	533	75.3	415	86.3	616	84.7
<b>Total</b>	<b>1,458</b>	<b>100.0</b>	<b>2,160</b>	<b>100.0</b>	<b>481</b>	<b>100.0</b>	<b>727</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## GEOGRAPHIC DISTRIBUTION

A summary of county-level licensed social workers' capacity can be found in Table 3.9. Only 2 of Indiana counties (2.2%) have no reported FTE from social workers. Therefore, approximately 2.2% of Indiana Counties either lack sufficient capacity or have no direct access to a licensed social worker.

**Table 3.9:** Geographic Distribution, Social Workers

County	Population	# of Licenses	Social Workers FTE	Population to Social Workers FTE
Adams	35,777	20	7.4	4,834.73
Allen	379,299	413	172.4	2,200.11
Bartholomew	83,779	94	44.9	1,865.90
Benton	8,748	5	1.3	6,729.23
Blackford	11,758	8	2.1	5,599.05
Boone	67,843	117	28.3	2,397.28
Brown	15,092	27	4.8	3,144.17
Carroll	20,257	10	3.3	6,138.48
Cass	37,689	19	10.1	3,731.58
Clark	118,302	90	61.8	1,914.27
Clay	26,225	16	1.8	14,569.44
Clinton	32,399	24	4.5	7,199.78
Crawford	10,577	3	1.2	8,814.17
Daviess	33,351	25	13.8	2,416.74
Dearborn	49,458	26	13.0	3,804.46
Decatur	26,559	26	7.0	3,794.14
DeKalb	43,475	25	7.3	5,955.48
Delaware	114,135	126	45.6	2,502.96
Dubois	42,736	51	25.3	1,689.17
Elkhart	206,341	225	108.4	1,903.51
Fayette	23,102	19	6.9	3,348.12
Floyd	78,522	98	38.4	2,044.84
Fountain	16,346	13	5.6	2,918.93
Franklin	22,758	14	3.3	6,896.36
Fulton	19,974	13	6.8	2,937.35
Gibson	33,659	21	7.4	4,548.51
Grant	65,769	86	39.3	1,673.51
Greene	31,922	19	9.3	3,432.47
Hamilton	338,011	682	158.4	2,133.91
Hancock	78,168	106	27.5	2,842.47
Harrison	40,515	16	8.8	4,603.98
Hendricks	170,311	315	65.9	2,584.39
Henry	47,972	39	16.6	2,889.88
Howard	82,544	81	43.2	1,910.74
Huntington	36,520	26	7.8	4,682.05
Jackson	44,231	28	10.4	4,252.98
Jasper	33,562	17	5.5	6,102.18
Jay	20,436	8	6.2	3,296.13
Jefferson	32,308	40	11.7	2,761.37
Jennings	27,735	7	2.2	12,606.82
Johnson	158,167	229	74.0	2,137.39
Knox	36,594	52	30.9	1,184.27
Kosciusko	79,456	44	18.1	4,389.83
LaGrange	39,614	12	3.8	10,424.74
Lake	485,493	436	213.5	2,273.97

**Table 3.9: Geographic Distribution, Social Workers**

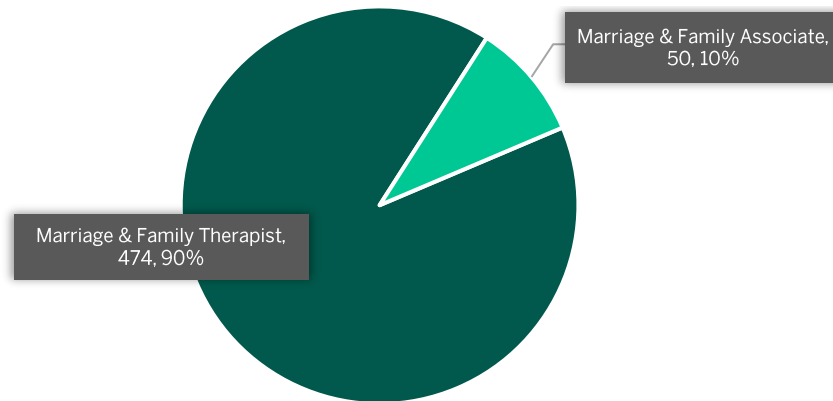
County	Population	# of Licenses	Social Workers FTE	Population to Social Workers FTE
LaPorte	109,888	91	32.9	3,340.06
Lawrence	45,370	20	15.3	2,965.36
Madison	129,569	142	58.8	2,203.55
Marion	964,582	1,778	913.1	1,056.38
Marshall	46,258	42	19.0	2,434.63
Martin	10,255	7	1.7	6,032.35
Miami	35,516	19	6.6	5,381.21
Monroe	148,431	258	122.1	1,215.65
Montgomery	38,338	21	9.8	3,912.04
Morgan	70,489	63	14.3	4,929.30
Newton	13,984	2	1.0	13,984.00
Noble	47,744	20	9.7	4,922.06
Ohio	5,875	2	0.0	-
Orange	19,646	15	6.6	2,976.67
Owen	20,799	13	2.8	7,428.21
Parke	16,937	5	2.9	5,840.34
Perry	19,169	19	11.4	1,681.49
Pike	12,389	6	3.8	3,260.26
Porter	170,389	219	80.1	2,127.20
Posey	25,427	34	7.3	3,483.15
Pulaski	12,353	4	3.1	3,984.84
Putnam	37,576	12	7.8	4,817.44
Randolph	24,665	17	4.1	6,015.85
Ripley	28,324	10	6.5	4,357.54
Rush	16,581	14	5.3	3,128.49
Scott	271,826	17	12.4	21,921.45
Shelby	23,873	33	15.4	1,550.19
Spencer	44,729	22	8.1	5,522.10
St. Joseph	20,277	393	164.0	123.64
Starke	22,995	7	3.0	7,665.00
Steuben	34,594	19	7.5	4,612.53
Sullivan	20,669	5	3.7	5,586.22
Switzerland	10,751	3	1.1	9,773.64
Tippecanoe	195,732	166	84.0	2,330.14
Tipton	15,148	12	2.6	5,826.15
Union	7,054	8	0.0	-
Vanderburgh	181,451	416	232.5	780.43
Vermillion	15,498	8	4.4	3,522.27
Vigo	107,038	99	49.2	2,175.57
Wabash	30,996	23	8.8	3,522.27
Warren	8,265	5	0.9	9,183.33
Warrick	62,998	128	34.7	1,815.50
Washington	28,036	16	6.4	4,380.63
Wayne	65,884	97	43.1	1,528.63
Wells	28,296	26	5.2	5,441.54
White	24,102	17	5.3	4,547.55
Whitley	33,964	27	6.7	5,069.25

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020; Annual Estimates of the Resident Population for Counties in Indiana, April 1, 2010 to July 1, 2019 (CO-EST2019-ANNRES-18)

# SECTION IV: Marriage & Family Therapists

## LICENSE TYPE

This section summarizes information on two marriage & family therapy licenses (Figure 4.1). Most individuals in this section have a marriage & family therapist license (90.5%) while the remainder have a marriage & family associate license.



**Figure 4.1** Distribution of Marriage & Family Therapist Licenses in Reporting Sample

## DEMOGRAPHICS

Table 4.1 provides a summary of the demographic characteristics of Indiana licensed marriage and family therapists. Overall, this workforce has an average age of 49.3, with the greatest percentage (25.4%) being between ages 35 and 44. Female marriage and family therapists are slightly younger than their male counterparts, with an average age of 47.7 (versus 53.7 among male marriage and family therapists). Regarding race and ethnicity, most marriage and family therapists identified as non-Hispanic (95.4%) and white (90.3%).

**Table 4.1:** Demographics, Marriage and Family Therapist

	Female		Male		Total	
	N	%	N	%	N	%
Total	389		135		524	
Mean Age	47.7		53.7		49.3	
<b>Age Group</b>						
Under 35	81	20.8	15	11.1	96	18.3
35 - 44	103	26.5	30	22.2	133	25.4
45 - 54	74	19.0	21	15.6	95	18.1
55 - 64	70	18.0	32	23.7	102	19.5
65 and Older	53	13.6	36	26.7	89	17.0
Age Unavailable	8	2.1	1	0.7	9	1.7
<b>Race</b>						
White	350	90.0	123	91.1	473	90.3
Black or African American	20	5.1	6	4.4	26	5.0
Asian	5	1.3	2	1.5	7	1.3
American Indian or Alaska Native	0	0.0	0	0.0	0	0.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	8	2.1	1	0.7	9	1.7
Multiracial	6	1.5	3	2.2	9	1.7
<b>Ethnicity</b>						
Hispanic or Latino	14	3.6	10	7.4	24	4.6
Not Hispanic or Latino	375	96.4	125	92.6	500	95.4

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.



## EDUCATION

Information of qualifying education for marriage and family therapists can be found in Table 4.2. Nearly all (92.7%) reported qualifying for their marriage and family therapist license with a master's degree in counseling or a related field, and 5.3% reported having a doctoral degree in counseling or related field. Additionally, more than half of marriage and family therapists (n=336; 64.1%) reported completing their qualifying education in Indiana, followed by 122 (23.3%) who completed their qualifying education in another state.

Regarding highest education, more than half of marriage and family therapists reported having a master's degree in counseling or related field (85.5%) (see Table 4.3). In addition to this, 11.3% reported having a doctoral degree in counseling or related field as their highest education.

**Table 4.2:** Qualifying Education, Marriage and Family Therapist

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	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
High School Diploma/GED – other	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
Vocational/Practical certificate – other	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
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	2	0.6	0	0.0	0	0.0	0	0.0	2	0.4
Bachelor's Degree – other	1	0.3	0	0.0	0	0.0	0	0.0	1	0.2
Master's Degree – counseling or related field	313	93.2	59	90.8	113	92.6	1	100.0	486	92.7
Master's Degree – other	4	1.2	1	1.5	1	0.8	0	0.0	6	1.1
Doctoral Degree – counseling or related field	15	4.5	5	7.7	8	6.6	0	0.0	28	5.3
Doctoral Degree – other	1	0.3	0	0.0	0	0.0	0	0.0	1	0.2
<b>Total</b>	<b>336</b>	<b>100.0</b>	<b>65</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>524</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

**Notes:** Contiguous States include Michigan, Ohio, Kentucky and Illinois.

**Table 4.3:** Highest Education, Marriage and Family Therapist

	N	%
<b>Total</b>	<b>524</b>	
<b>Highest Education</b>		
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	0.2
Bachelor's Degree – other	0	0.0
Master's Degree – counseling or related field	448	85.5
Master's Degree – other	5	1.0
Doctoral Degree – counseling or related field	59	11.3
Doctoral Degree – other	11	2.1

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## PRACTICE CHARACTERISTICS

### EMPLOYMENT CHARACTERISTICS

Reported employment characteristics of marriage and family therapists is summarized in Table 4.4. The majority reported having no plans to change their employment status (80.7%), and another 14.7% who plan to increase their hours in patient care. Additionally, 39.5% of marriage and family therapists reported providing counseling services by using telemedicine as defined by Indiana statute<sup>5</sup>. Additionally, 18.1% of marriage and family therapists reported having 2 or more BHHS licenses.

**Table 4.4:** Employment Characteristics, Marriage and Family Therapist

	N	%
<b>Total</b>	<b>524</b>	
<b>Employment Plans for the next 12 months</b>		
Continue as you are	423	80.7
Increase hours in patient care	77	14.7
Decrease hours in patient care	21	4
Seek employment in a field outside of patient care	1	0.2
Leave direct patient care to complete further training	0	0.0
Leave direct patient care for family reasons/commitments	1	0.2
Leave direct patient care due to physical demands	0	0.0
Leave direct patient care due to stress/burnout	0	0.0
Retire	1	0.2
<b>Delivering Telemedicine Services</b>		
Yes	207	39.5
No	317	60.5
<b>Holds more than one BHHS license</b>		
Yes	95	18.1
No	429	81.9

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

### PRACTICE FIELD

Information on marriage and family therapists' professionals primary practice specialty can be found in Table 4.5. The majority of marriage and family therapists reported their primary practice specialty as mental health (75.8%), followed by family and children services (11.1%). A smaller portion of survey respondents reported other practice field (4%) and addictions (1.7%) as their primary practice specialty.

**Table 4.5:** Practice Field, Marriage and Family Therapist

	N	%
<b>Total</b>	<b>524</b>	
<b>Primary Practice Specialty</b>		
Mental Health	397	75.8
Family and Children Services	58	11.1
Other	21	4.0
Addictions	9	1.7
Administration	6	1.1
Health and Rehabilitation	6	1.1
Developmental and Other Disabilities	4	0.8
Juvenile and/or Adult Corrections	2	0.4
Violence and Abuse Services	2	0.4
Community Development	0	0.0
Gerontological Services	0	0.0
Income Maintenance	0	0.0
Information and Retrieval	0	0.0
Occupational	0	0.0
Not applicable	19	3.6

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

<sup>5</sup> Indiana State Code for telemedicine (IC 25-1-9.5-6)

## PRACTICE SETTING

Table 4.6 represents reported practice setting among marriage and family therapists. More than half of survey respondents reported practicing in a private practice setting (57.1%) followed by, community mental health center/mental health clinic (13.7%). The remaining survey respondents reported a wide variety of practice settings, including but not limited to faith-based setting (5.2%), other setting (3.8%), and school health service (3.4%).

**Table 4.6:** Practice Setting, Marriage and Family Therapist

	N	%
<b>Total</b>	<b>524</b>	
<b>Primary Work Setting</b>		
Private practice	299	57.1
Community Mental Health Center/Mental health clinic	72	13.7
Faith-based Setting	27	5.2
Other	20	3.8
School health service	18	3.4
Residential setting	14	2.7
In-home setting	14	2.7
Community health center	10	1.9
Telemedicine	8	1.5
Primary or specialist medical care	7	1.3
Child welfare	5	1.0
Non-federal hospital: Psychiatric	5	1.0
Non-federal hospital: Inpatient	5	1.0
Specialized substance abuse treatment facility	2	0.4
Criminal justice	1	0.2
Federal Government hospital	1	0.2
Non-federal hospital: Other – e.g. nursing home unit	1	0.2
Methadone clinic	0	0.0
Non-federal hospital: General Medical	0	0.0
Rehabilitation	0	0.0
Detox	0	0.0
Recovery Support Services	0	0.0
Not applicable	15	2.9

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## POPULATIONS SERVED

A summary of populations served by marriage & family therapists is depicted in Table 4.7. The highest number of marriage & family therapists reported serving adults (n=488) and adolescents (n=404). The smallest number reported serving newborns (n=7) and inmates (n=18). Except for children (34.5%) and adolescents (38.9%), more than 40% of those who reported serving selected populations also reported offering telemedicine services.

**Table 4.7** Reported Populations Served, Marriage & Family Therapists

Telemedicine	Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	3	42.9	81	34.5	157	38.9	199	40.8	89	40.8	65	50.0	9	50.0	56	41.8	75	46.6
No	4	57.1	154	65.5	247	61.1	289	59.2	129	59.2	89	57.8	9	50.0	78	58.2	86	53.4
<b>Total</b>	<b>7</b>	<b>100.0</b>	<b>235</b>	<b>100.0</b>	<b>404</b>	<b>100.0</b>	<b>488</b>	<b>100.0</b>	<b>218</b>	<b>100.0</b>	<b>154</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>161</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## SERVICES PROVIDED

The number of marriage & family therapists who reported providing selected services is summarized in Table 4.8. The largest number reported providing crisis counseling (n=179) and addiction counseling (n=115). Those providing addiction counseling also had the highest percentage who reported providing telemedicine services (40.0%).

**Table 4.8** Reported Services Provided by Telemedicine Status, Marriage & Family Therapists

Telemedicine	Addiction Counseling		Crisis Counseling		Dementia/ Alzheimer's Care		School Counseling	
	N	%	N	%	N	%	N	%
Yes	46	40.0	67	37.4	0	0.0	11	25.6
No	69	60.0	112	62.6	5	100.0	32	74.4
<b>Total</b>	<b>115</b>	<b>100.0</b>	<b>179</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>43</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## GEOGRAPHIC DISTRIBUTION

A summary of county-level licensed marriage and family therapists' capacity can be found in Table 4.9. A total of 27 Indiana counties have no reported FTE from marriage and family therapists. Therefore, nearly 30% of Indiana Counties either lack sufficient capacity and have no direct access to a licensed marriage and family therapist.

**Table 4.9:** Geographic Distribution, Marriage & Family Therapists

County	Population	# of Licenses	FTE	Population to Marriage & Family Therapists FTE
Adams	35,777	1	0.8	44,721.25
Allen	379,299	118	54.0	7,024.06
Bartholomew	83,779	11	2.7	31,029.26
Benton	8,748	0	0.0	-
Blackford	11,758	2	0.1	117,580.00
Boone	67,843	17	6.3	10,768.73
Brown	15,092	1	0.0	-
Carroll	20,257	3	1.0	20,257.00
Cass	37,689	2	0.1	376,890.00
Clark	118,302	12	6.9	17,145.22
Clay	26,225	1	0.0	-
Clinton	32,399	3	0.8	40,498.75
Crawford	10,577	1	0.0	-
Daviess	33,351	0	1.0	33,351.00
Dearborn	49,458	1	0.8	61,822.50
Decatur	26,559	0	0.0	-
DeKalb	43,475	6	4.9	8,872.45
Delaware	114,135	9	3.6	31,704.17
Dubois	42,736	3	1.6	26,710.00
Elkhart	206,341	17	7.3	28,265.89
Fayette	23,102	1	0.4	57,755.00
Floyd	78,522	9	5.2	15,100.38
Fountain	16,346	1	0.8	20,432.50
Franklin	22,758	1	0.3	75,860.00
Fulton	19,974	1	1.0	19,974.00
Gibson	33,659	3	1.3	25,891.54
Grant	65,769	12	1.8	36,538.33
Greene	31,922	1	0.8	39,902.50
Hamilton	338,011	114	30.9	10,938.87
Hancock	78,168	22	6.1	12,814.43
Harrison	40,515	1	1.2	33,762.50
Hendricks	170,311	34	11.3	15,071.77
Henry	47,972	0	0.2	239,860.00
Howard	82,544	12	5.9	13,990.51
Huntington	36,520	5	0.4	91,300.00
Jackson	44,231	1	1.0	44,231.00
Jasper	33,562	2	1.1	30,510.91
Jay	20,436	0	0.0	-
Jefferson	32,308	4	1.9	17,004.21
Jennings	27,735	1	0.0	-
Johnson	158,167	25	9.6	16,475.73
Knox	36,594	1	0.0	-
Kosciusko	79,456	7	3.8	20,909.47
LaGrange	39,614	3	0.6	66,023.33
Lake	485,493	40	16.1	30,154.84
LaPorte	109,888	8	2.5	43,955.20
Lawrence	45,370	0	0.8	56,712.50
Madison	129,569	18	8.2	15,801.10
Marion	964,582	207	92.3	10,450.51
Marshall	46,258	4	0.0	-
Martin	10,255	1	1.7	6,032.35
Miami	35,516	1	2.0	17,758.00
Monroe	148,431	23	10.2	14,552.06

**Table 4.9:** Geographic Distribution, Marriage & Family Therapists

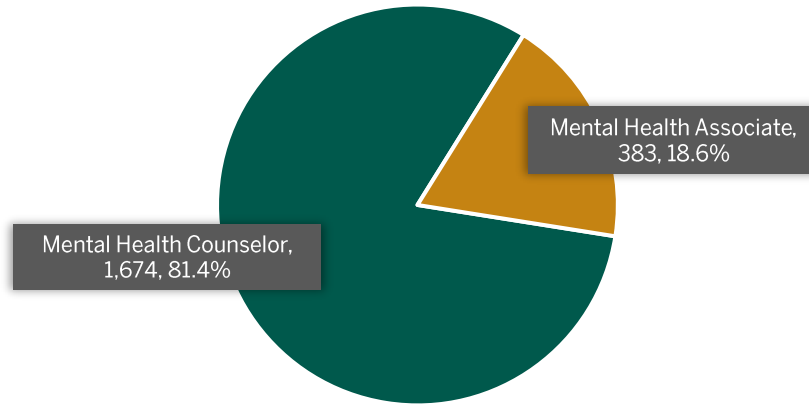
County	Population	# of Licenses	FTE	Population to Marriage & Family Therapists FTE
Montgomery	38,338	4	1.4	27,384.29
Morgan	70,489	6	1.3	54,222.31
Newton	13,984	1	0.0	-
Noble	47,744	6	1.0	47,744.00
Ohio	5,875	0	0.0	-
Orange	19,646	0	0.0	-
Owen	20,799	1	0.0	-
Parke	16,937	0	0.0	-
Perry	19,169	1	0.2	95,845.00
Pike	12,389	0	0.0	-
Porter	170,389	25	8.2	20,779.15
Posey	25,427	0	0.0	-
Pulaski	12,353	0	0.5	24,706.00
Putnam	37,576	3	0.6	62,626.67
Randolph	24,665	0	0.0	-
Ripley	28,324	0	0.0	-
Rush	16,581	1	0.8	20,726.25
Scott	271,826	0	0.0	-
Shelby	23,873	5	1.6	14,920.63
Spencer	44,729	1	0.0	-
St. Joseph	20,277	31	14.9	1,360.87
Starke	22,995	0	0.0	-
Steuben	34,594	10	4.4	7,862.27
Sullivan	20,669	2	0.4	51,672.50
Switzerland	10,751	0	0.0	-
Tippecanoe	195,732	23	10.5	18,641.14
Tipton	15,148	3	0.0	-
Union	7,054	0	0.0	-
Vanderburgh	181,451	22	9.2	19,722.93
Vermillion	15,498	1	0.0	-
Vigo	107,038	10	4.4	24,326.82
Wabash	30,996	3	0.9	34,440.00
Warren	8,265	0	0.0	-
Warrick	62,998	6	1.0	62,998.00
Washington	28,036	5	0.7	40,051.43
Wayne	65,884	11	4.7	14,017.87
Wells	28,296	2	0.5	56,592.00
White	24,102	2	0.0	-
Whitley	33,964	9	1.5	22,642.67

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020; Annual Estimates of the Resident Population for Counties in Indiana, April 1, 2010 to July 1, 2019 (CO-EST2019-ANNRES-18)

# SECTION V: Mental Health Counselors

## LICENSE TYPE

This section provides a summary of mental health counselor licenses regulated by the BHHS licensing board. Majority of individuals were identified as having a mental health counselor license (81.4%), while just under one-fifth (18.6%) had a mental health associate license (Figure 5.1).



**Figure 5.1** Distribution of Marriage & Family Therapist Licenses in Reporting Sample

## DEMOGRAPHICS

Table 5.1 provides a summary of the demographic characteristics of Indiana licensed mental health counselors. Overall, this workforce has an average age of 44.9, with the greatest percentage (28.5%) being under the age of 35. Female mental health counselors are slightly younger than their male counterparts, with an average age of 44.3 (versus 47.3 among male mental health counselors). Regarding race and ethnicity, most mental health counselors are non-Hispanic (93.8%) and white (89.0%).

**Table 5.1:** Demographics, Mental Health Counselors

	Female		Male		Total	
	N	%	N	%	N	%
Total	1,623		434		2,057	
Mean Age	44.3		47.3		44.9	
<b>Age Group</b>						
Under 35	494	30.4	92	21.2	586	28.5
35 - 44	447	27.5	114	26.3	561	27.3
45 - 54	295	18.2	102	23.5	397	19.3
55 - 64	242	14.9	67	15.4	309	15.0
65 and Older	138	8.5	56	12.9	194	9.4
Age Unavailable	7	0.4	3	0.7	10	0.5
<b>Race</b>						
White	1,445	89.0	386	88.9	1,831	89.0
Black or African American	113	7.0	26	6.0	139	6.8
Asian	15	0.9	5	1.2	20	1.0
American Indian or Alaska Native	1	0.1	2	0.5	3	0.1
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	20	1.2	4	0.9	24	1.2
Multiracial	29	1.8	11	2.5	40	1.9
<b>Ethnicity</b>						
Hispanic or Latino	100	6.2	27	6.2	127	6.2
Not Hispanic or Latino	1,523	93.8	407	93.8	1,930	93.8

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

**Notes:** Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

## EDUCATION

Information of qualifying education for mental health counselors can be found in Table 5.2. Overall, 97.4% reported qualifying for their mental health counselor license with a master's degree in counseling or a related field. Additionally, more than half of mental health counselors (n=1,432; 69.6%) reported completing their qualifying education in Indiana, followed by 330 (16%) who completed their qualifying education in a contiguous state.

Regarding highest education, more than half of mental health counselors reported having a master's degree in counseling or related field (93.2%) (see Table 5.3). In addition to this, 4.7% reported having a doctoral degree in counseling or related field as their highest education.

**Table 5.2:** Qualifying Education, Mental Health Counselors

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	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
High School Diploma/GED – other	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
Vocational/Practical certificate – other	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
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	3	0.2	1	0.3	3	1.0	0	0.0	7	0.3
Bachelor's Degree – other	1	0.1	0	0.0	0	0.0	0	0.0	1	0.0
Master's Degree – counseling or related field	1,405	98.1	321	97.3	276	94.2	1	50.0	2,003	97.4
Master's Degree – other	8	0.6	2	0.6	2	0.7	0	0.0	12	0.6
Doctoral Degree – counseling or related field	15	1.0	6	1.8	10	3.4	1	50.0	32	1.6
Doctoral Degree – other	0	0.0	0	0.0	2	0.7	0	0.0	2	0.1
<b>Total</b>	<b>1,432</b>	<b>100.0</b>	<b>330</b>	<b>100.0</b>	<b>293</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2,057</b>	<b>100.0</b>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

**Notes:** Contiguous States include Michigan, Ohio, Kentucky and Illinois.

**Table 5.3:** Highest Education, Mental Health Counselors

	N	%
<b>Total</b>	<b>2,057</b>	<b>100.0</b>
<b>Highest Education</b>		
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	2	0.1
Bachelor's Degree – other	1	0.0
Master's Degree – counseling or related field	1,918	93.2
Master's Degree – other	23	1.1
Doctoral Degree – counseling or related field	96	4.7
Doctoral Degree – other	17	0.8

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020



## PRACTICE CHARACTERISTICS

### EMPLOYMENT CHARACTERISTICS

Reported employment characteristics of mental health counselors is summarized in Table 5.4. Regarding plans for the next 12 months, the majority reported having no plans to change their employment status (85.3%), followed by 11.5% who planned to increase their hours in patient care. More than one quarter (30.5%) reported providing counseling services by using telemedicine as defined by Indiana statute<sup>6</sup>. Additionally, 11.6% of mental health counselors reported having 2 or more BHHS licenses.

**Table 5.4:** Employment Characteristics, Mental Health Counselors

	N	%
<b>Total</b>	<b>2,057</b>	
<b>Employment Plans for the next 12 months</b>		
Continue as you are	1,754	85.3
Increase hours in patient care	236	11.5
Decrease hours in patient care	56	2.7
Seek employment in a field outside of patient care	4	0.2
Leave direct patient care to complete further training	1	0
Leave direct patient care for family reasons/commitments	1	0
Leave direct patient care due to physical demands	0	0.0
Leave direct patient care due to stress/burnout	1	0
Retire	4	0.2
<b>Delivering Telemedicine Services</b>		
Yes	628	30.5
No	1,429	69.5
<b>Holds more than one BHHS license</b>		
Yes	239	11.6
No	1818	88.4

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

### PRACTICE FIELD

Information on mental health counselors primary practice specialty can be found in Table 5.5. The majority of survey respondents reported their primary practice specialty as mental health (78.5%), followed by family and children services (8.7%). A smaller proportion of survey respondents reported addictions (4.1%) as their primary practice specialty.

**Table 5.5:** Practice Field, Mental Health Counselors

	N	%
<b>Total</b>	<b>2,057</b>	
<b>Primary Practice Specialty</b>		
Addictions	84	4.1
Administration	19	0.9
Community Development	0	0.0
Developmental and Other Disabilities	30	1.5
Family and Children Services	178	8.7
Gerontological Services	4	0.2
Health and Rehabilitation	13	0.6
Income Maintenance	0	0.0
Information and Retrieval	0	0.0
Juvenile and/or Adult Corrections	32	1.6
Mental Health	1,614	78.5
Occupational	2	0.1
Violence and Abuse Services	9	0.4
Other	40	1.9
Not applicable	32	1.6

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

<sup>6</sup> Indiana State Code for telemedicine (IC 25-1-9.5-6)

## PRACTICE SETTING

Table 5.6 represents reported practice setting among mental health counselors. Overall, 37.9% of survey respondents reported practicing in a private practice setting, followed by community mental health center/mental health clinic (23.5%). The remaining survey respondents reported a wide variety of practice settings, including but not limited to school-health service (5.7%), residential setting (4.7%) and community health center (4.1%).

**Table 5.6:** Practice Setting, Mental Health Counselors

	N	%
<b>Total</b>	<b>2,057</b>	
<b>Primary Work Setting</b>		
Private practice	779	37.9
Community Mental Health Center/Mental health clinic	483	23.5
School health service	118	5.7
Other	106	5.2
Residential setting	96	4.7
Community health center	84	4.1
In-home setting	73	3.5
Non-federal hospital: Psychiatric	50	2.4
Faith-based Setting	46	2.2
Child welfare	42	2.0
Criminal justice	38	1.8
Non-federal hospital: Inpatient	22	1.1
Primary or specialist medical care	20	1.0
Telemedicine	13	0.6
Non-federal hospital: General Medical	10	0.5
Specialized substance abuse treatment facility	9	0.4
Rehabilitation	9	0.4
Detox	8	0.4
Recovery Support Services	8	0.4
Federal Government hospital	7	0.3
Methadone clinic	4	0.2
Non-federal hospital: Other – e.g. nursing home unit	4	0.2
Not applicable	28	1.4

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## POPULATIONS SERVED

A summary of the reported populations served can be found in Table 5.7. The largest number of mental health counselors reported serving adults (n=1,797), followed by 1,528 who reported serving adolescents. The smallest number reported serving newborn (n=28) and inmates (n=141). Those who reported serving pregnant women had the highest percentage who reported providing telemedicine services (38.5%).

**Table 5.7** Reported Populations Served by Telemedicine Status, Mental Health Counselors

Telemedicine	Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	3	10.7	269	28.9	492	32.2	587	32.7	258	36.1	212	38.5	45	31.9	162	31.3	240	31.8
No	25	89.3	661	71.1	1,036	67.8	1,210	67.3	456	63.9	339	61.5	96	68.1	356	68.7	514	68.2
<i>Total</i>	<i>28</i>	<i>100.0</i>	<i>930</i>	<i>100.0</i>	<i>1,528</i>	<i>100.0</i>	<i>1,797</i>	<i>100.0</i>	<i>714</i>	<i>100.0</i>	<i>551</i>	<i>100.0</i>	<i>141</i>	<i>100.0</i>	<i>518</i>	<i>100.0</i>	<i>754</i>	<i>100.0</i>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## SERVICES PROVIDED

A summary of the services provided by mental health counselors can be found in Table 5.8. The highest number of mental health counselors reported providing crisis counseling (n=946), followed by addiction counseling (n=691). Those who reported providing Dementia/Alzheimer's care had the highest percentage who reported providing telemedicine services (32.5%).

**Table 5.8** Reported Services Provided by Telemedicine Status, Mental Health Counselors

Telemedicine	Addiction Counseling		Crisis Counseling		Dementia/ Alzheimer's Care		School Counseling	
	N	%	N	%	N	%	N	%
Yes	185	26.8	266	28.1	13	32.5	58	23.6
No	506	73.2	680	71.9	27	67.5	188	76.4
<i>Total</i>	<i>691</i>	<i>100.0</i>	<i>946</i>	<i>100.0</i>	<i>40</i>	<i>100.0</i>	<i>246</i>	<i>100.0</i>

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020

## GEOGRAPHIC DISTRIBUTION

A summary of county-level licensed mental health counselors' capacity can be found in Table 5.9. A total of 9 Indiana counties (9.8%) have no reported FTE from mental health counselors. Therefore, slightly less than 10% of Indiana counties have no direct access to a licensed mental health counselor.

**Table 5.9:** Geographic Distribution, Mental Health Counselors

County	Population	# of Licenses	FTE	Population to Mental Health Counselors FTE
Adams	35,777	11	3.5	10,222.00
Allen	379,299	275	126.8	2,991.32
Bartholomew	83,779	39	15.0	5,585.27
Benton	8,748	2	0.9	9,720.00
Blackford	11,758	0	0.0	-
Boone	67,843	39	14.1	4,811.56
Brown	15,092	11	2.2	6,860.00
Carroll	20,257	1	1.1	18,415.45
Cass	37,689	9	5.3	7,111.13
Clark	118,302	25	10.5	11,266.86
Clay	26,225	5	0.7	37,464.29
Clinton	32,399	4	1.2	26,999.17
Crawford	10,577	4	0.0	-
Daviess	33,351	1	2.0	16,675.50
Dearborn	49,458	8	13.2	3,746.82
Decatur	26,559	3	1.1	24,144.55
DeKalb	43,475	13	4.2	10,351.19
Delaware	114,135	79	38.4	2,972.27
Dubois	42,736	7	3.5	12,210.29
Elkhart	206,341	63	21.4	9,642.10
Fayette	23,102	1	1.0	23,102.00
Floyd	78,522	28	13.7	5,731.53
Fountain	16,346	4	1.3	12,573.85
Franklin	22,758	5	1.3	17,506.15
Fulton	19,974	5	1.7	11,749.41
Gibson	33,659	1	0.0	-
Grant	65,769	49	14.3	4,599.23
Greene	31,922	4	1.9	16,801.05
Hamilton	338,011	284	83.9	4,028.74
Hancock	78,168	41	10.4	7,516.15
Harrison	40,515	6	1.3	31,165.38
Hendricks	170,311	79	26.0	6,550.42
Henry	47,972	12	6.4	7,495.63
Howard	82,544	30	23.4	3,527.52
Huntington	36,520	31	8.3	4,400.00
Jackson	44,231	7	7.3	6,059.04
Jasper	33,562	8	2.0	16,781.00
Jay	20,436	4	0.4	51,090.00
Jefferson	32,308	17	5.9	5,475.93
Jennings	27,735	10	2.8	9,905.36
Johnson	158,167	68	30.4	5,202.86
Knox	36,594	4	2.5	14,637.60
Kosciusko	79,456	57	27.0	2,942.81
LaGrange	39,614	5	2.0	19,807.00
Lake	485,493	179	100.3	4,840.41
LaPorte	109,888	33	14.5	7,578.48
Lawrence	45,370	12	10.4	4,362.50
Madison	129,569	49	23.8	5,444.08
Marion	964,582	593	325.7	2,961.57
Marshall	46,258	14	13.1	3,531.15
Martin	10,255	1	0.0	-
Miami	35,516	4	0.9	39,462.22
Monroe	148,431	126	54.7	2,713.55

**Table 5.9:** Geographic Distribution, Mental Health Counselors

County	Population	# of Licenses	FTE	Population to Mental Health Counselors FTE
Montgomery	38,338	12	8.1	4,733.09
Morgan	70,489	9	6.4	11,013.91
Newton	13,984	1	0.6	23,306.67
Noble	47,744	9	7.3	6,540.27
Ohio	5,875	2	0.0	-
Orange	19,646	2	0.9	21,828.89
Owen	20,799	4	2.0	10,399.50
Parke	16,937	3	1.3	13,028.46
Perry	19,169	0	1.0	19,169.00
Pike	12,389	1	0.4	30,972.50
Porter	170,389	138	51.9	3,283.03
Posey	25,427	3	0.4	63,567.50
Pulaski	12,353	1	1.0	12,353.00
Putnam	37,576	8	6.1	6,160.00
Randolph	24,665	6	1.6	15,415.63
Ripley	28,324	7	3.3	8,583.03
Rush	16,581	1	1.5	11,054.00
Scott	271,826	3	1.4	194,161.43
Shelby	23,873	14	4.5	5,305.11
Spencer	44,729	2	1.0	44,729.00
St. Joseph	20,277	127	58.0	349.60
Starke	22,995	6	0.0	-
Steuben	34,594	14	9.1	3,801.54
Sullivan	20,669	10	6.3	3,280.79
Switzerland	10,751	3	1.7	6,324.12
Tippecanoe	195,732	66	36.8	5,318.80
Tipton	15,148	4	0.0	-
Union	7,054	2	0.0	-
Vanderburgh	181,451	38	20.7	8,765.75
Vermillion	15,498	4	1.5	10,332.00
Vigo	107,038	47	25.2	4,247.54
Wabash	30,996	26	19.3	1,606.01
Warren	8,265	2	0.0	-
Warrick	62,998	15	4.5	13,999.56
Washington	28,036	6	0.5	56,072.00
Wayne	65,884	12	4.7	14,017.87
Wells	28,296	11	4.0	7,074.00
White	24,102	4	2.2	10,955.45
Whitley	33,964	16	3.7	9,179.46

**Source:** Indiana Behavioral Health Board Re-Licensure Survey, 2020; Annual Estimates of the Resident Population for Counties in Indiana, April 1, 2010 to July 1, 2019 (CO-EST2019-ANNRES-18)

# CONCLUSION

This report is part of a behavioral health profession series summarizing the demographic and professional characteristics of behavioral health and human services (BHHS) licensed professionals actively practicing in Indiana. The BHHS workforce is the largest aspect of behavioral health professionals, consisting of addiction counselors, social workers, marriage and family therapists, and mental health counselors. Though a small percentage of licensed BHHS professionals reported having multiple licenses (11.8%), such information is important for understanding and accurately assessing the supply and capacity of this workforce.

Demographically, licensed BHHS professionals are predominantly female, not Hispanic or Latino and White. With regards to education, the majority qualified for their BHHS license with a master's degree in counseling or a related field and obtained their qualifying education in Indiana. Such findings reflect Indiana's significant contribution to sustaining the behavioral health workforce. However, the geographical analysis also demonstrates an uneven distribution of the certain license types. Additionally, just over one-fourth of all BHHS professionals reported providing telemedicine services, with marriage & family therapists having the highest percentage who reported offering telemedicine services.

The 2020 Behavioral Health and Human Services License and Supplemental Survey Data Report provides key information which may be useful for workforce planning. More Information on these professionals can be requested at [www.bowenportal.org](http://www.bowenportal.org).