# INDIANA'S ADDICTION COUNSELORS & MENTAL HEALTH COUNSELOR WORKFORCE DEMAND

## NATIONAL AVERAGE
The U.S. Bureau of Labor Statistics that employment for Addiction Counselors & Mental Health Counselors will grow at **+18.4%**

Nationally between 2022 and 2032.[1]

## INDIANA
The Indiana Department of Workforce Development projects an average percent change of **+31%**

or an increase of 10,293 Addiction Counselors & Mental Health Counselors over a ten-year period (from 2020 to 2030).[2]

### ⚠ COUNTY DEMAND
36 counties have an estimated percent increase of 25% or greater in this time period:

- Greene (+160%)
- Randolph (+120%)
- Boone (+89%)
- Fountain (+82%)
- Porter (+77%)
- Grant (+71%)
- Hancock (+71%)
- Wells (+67%)
- Vermillion (+63%)
- Jackson (+62%)
- Jefferson (+61%)
- Lawrence (+53%)
- Lake (+49%)
- Shelby (+48%)
- Hendricks (+46%)
- Decatur (+45%)
- Wayne (+45%)
- Monroe (+45%)
- Clark (+44%)
- Madison (+42%)
- Whitley (+42%)
- La Porte (+41%)
- Warrick (+41%)
- Cass (+40%)
- Harrison (+39%)
- Howard (+38%)
- Montgomery (+37%)
- Johnson (+37%)
- Morgan (+36%)
- Hamilton (+36%)
- Tippecanoe (+35%)
- Fayette (+35%)
- Ripley (+33%)
- Vigo (+32%)
- Clay (+29%)
- Elkhart (+29%)

## DEMAND DATA DEFINED:

- Percent Change: The overall change in total jobs between a time period.
- Job: Any position in which a worker provides labor in exchange for monetary compensation. Represents jobs, not workers (1 worker may hold many jobs). Represents jobs, not full-time equivalency (full-time and part-time jobs are counted equally). Self-employed are included, but unpaid workers are not.
- Total Openings: Total openings = sum of Growth jobs + Replacement jobs
- Growth Jobs:  New jobs in an occupation.
- Replacement Jobs: Workers permanently leaving an occupation. Replacements exclude individuals working in the same occupation but a different geographic region and excludes individuals switching to a different employer but staying in the same line of work.

## QUICK FACTS
- 2020 Jobs: **7,275**
- 2030 Jobs: **9,540**
- 2020-2030 Openings: **10,293**
  (Avg. Annual Openings: 1,041)
  - 2020 – 2030 Growth Jobs: **2,444**
  - 2020 – 2030 Replacement Jobs: **7,849**

⭐ It is important to note the variations between supply data captured through licensing (as is available in the comparable year's Behavioral Health Workforce Data Report), and employment data sourced from employers. In 2020, Indiana had 2,057 mental health counselors, and 302 addiction counselors compared to the 7,275 jobs cited in labor estimates.

**Common Demand Data Sources:**
The most widely accepted sources for demand data include 1) Lightcast (formerly known as Emsi Burning Glass) for industry data and staffing patters, and 2) occupational estimates from the federal Bureau of Labor Statistics. The Indiana Department of Workforce Development uses both sources to examine trends in Indiana occupations' supply and demand over time.

**OTHER DEMAND SOURCES:**
Employers generally understand the labor environment and health workforce demand before any other source. An emerging trend in workforce development is the use of employer "sentinels" to report on emerging workforce needs. The State of Washington uses this model to keep close tabs on workforce demand trends in the health sector through the Washington Health Workforce Sentinel Network.
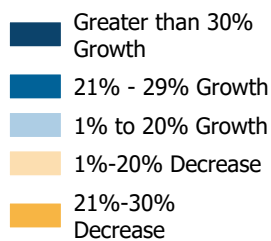
Sources:
1. U.S. Bureau of Labor Statistics. National Employment Matrix, Data for SOC 21-1018 Substance abuse, behavioral disorder, and mental health counselors. Available at: https://data.bls.gov/projections/nationalMatrix?queryParams=21-1018&ioType=o
2. State Demand for Addiction Counselors and Mental Health Counselors: Obtained from the Indiana Department of Workforce Development.
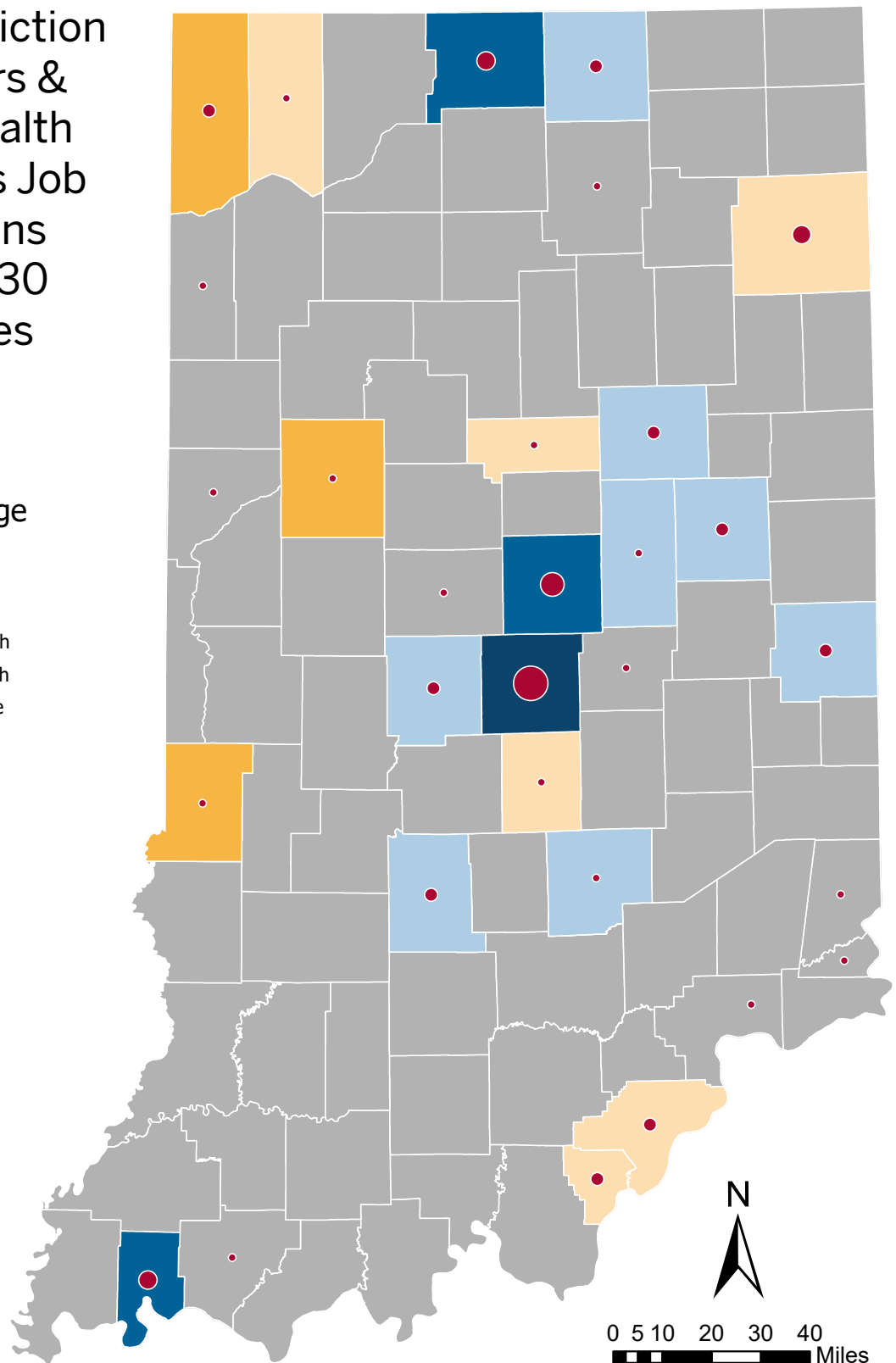Note: Demand data included in SOC 21-1018 for Addiction counselors and mental health counselors includes 2018 SOC occupations 21-1011 Substance Abuse and Behavioral Disorder Counselors and 21-1014 Mental Health Counselors https://www.bls.gov/oes/current/oes211018.htm

# Indiana Addiction Counselors & Mental Health Counselors Job Projections 2020-2030 Estimates



## Projected Change in Demand

- ■ Greater than 30% Growth
- ■ 21% - 29% Growth
- ■ 1% to 20% Growth
- ■ 1%-20% Decrease
- ■ 21%-30% Decrease

## Projected Job Openings

- • Less than 23
- • 24-50
- ● 51-100
- ● 101-150
- ● Greater than 151
- ■ Insufficient data*

### The Takeaways:

- • 16 counties are projected to have overall increases (blue color) in employment.
- • 16 counties are projected to have overall decrease or no change (yellow color) in employment.
- • 60 counties have insufficient data to determine workforce projections.
- • Overall projected employment trends and job openings vary widely across the counties.

# INDIANA'S SOCIAL WORK WORKFORCE DEMAND

Social Workers*Includes LBSW, LSW, LCSW that renewed their licenses in Indiana in 2020

## NATIONAL AVERAGE
The U.S. Bureau of Labor Statistics that employment for Social Workers will grow at **+10.1%**

Nationally between 2022 and 2032.[1]

## INDIANA
The Indiana Department of Workforce Development projects an average percent change of **+27%**

or an increase of 1,476 Social Workers over a ten-year period (from 2020 to 2030).[2]

## ⚠ COUNTY DEMAND

18 counties have an estimated percent increase of 25% or greater in this time period:

- Benton (+83%)
- Starke (+82%)
- Spencer (+81%)
- Warrick (+75%)
- Franklin (+69%)
- Posey (+57%)
- Whitley (+54%)
- Hendricks (+46%)
- Gibson (+44%)
- Steuben (+43%)
- Wells (+43%)
- White (+36%)
- Hancock (+30%)
- Shelby(+30%)
- Orange (+29%)
- Boone (+28%)
- Jefferson (+27%)
- Porter (+25%)

## DEMAND DATA DEFINED:

- Percent Change: The overall change in total jobs between a time period.
- Job: Any position in which a worker provides labor in exchange for monetary compensation. Represents jobs, not workers (1 worker may hold many jobs). Represents jobs, not full-time equivalency (full-time and part-time jobs are counted equally). Self-employed are included, but unpaid workers are not.
- Total Openings: Total openings = sum of Growth jobs + Replacement jobs
- Growth Jobs: New jobs in an occupation.
- Replacement Jobs: Workers permanently leaving an occupation. Replacements exclude individuals working in the same occupation but a different geographic region and excludes individuals switching to a different employer but staying in the same line of work.

## QUICK FACTS

- 2020 Jobs: **14,736**
- 2030 Jobs: **16,212**
- 2020-2030 Openings: **17,044**
  (Avg. Annual Openings: 1,705)
  - 2020 – 2030 Growth Jobs: **2,816**
  - 2020 – 2030 Replacement Jobs: **14,228**

⭐ It is important to note the variations between supply data captured through licensing (as is available in the comparable year's Behavioral Health Workforce Data Report), and employment data sourced from employers. In 2020, Indiana had 4,998 Social Workers, compared to the 14,736 jobs cited in labor estimates.

**Common Demand Data Sources:**

The most widely accepted sources for demand data include 1) Lightcast (formerly known as Emsi Burning Glass) for industry data and staffing patters, and 2) occupational estimates from the federal Bureau of Labor Statistics. The Indiana Department of Workforce Development uses both sources to examine trends in Indiana occupations' supply and demand over time.

**OTHER DEMAND SOURCES:**

Employers generally understand the labor environment and health workforce demand before any other source. An emerging trend in workforce development is the use of employer "sentinels" to report on emerging workforce needs. The State of Washington uses this model to keep close tabs on workforce demand trends in the health sector through the Washington Health Workforce Sentinel Network.
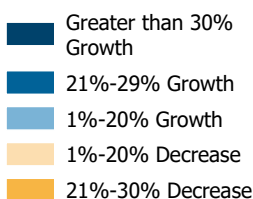
Sources:
1. U.S. Bureau of Labor Statistics. National Employment Matrix, Data for SOC 21-1022 Healthcare social workers , and SOC 21-1023 Mental health and substance abuse social workers. Available at: https://data.bls.gov/projections/nationalMatrix?queryParams=21-1022&ioType=o and https://data.bls.gov/projections/nationalMatrix?queryParams=21-1023&ioType=o
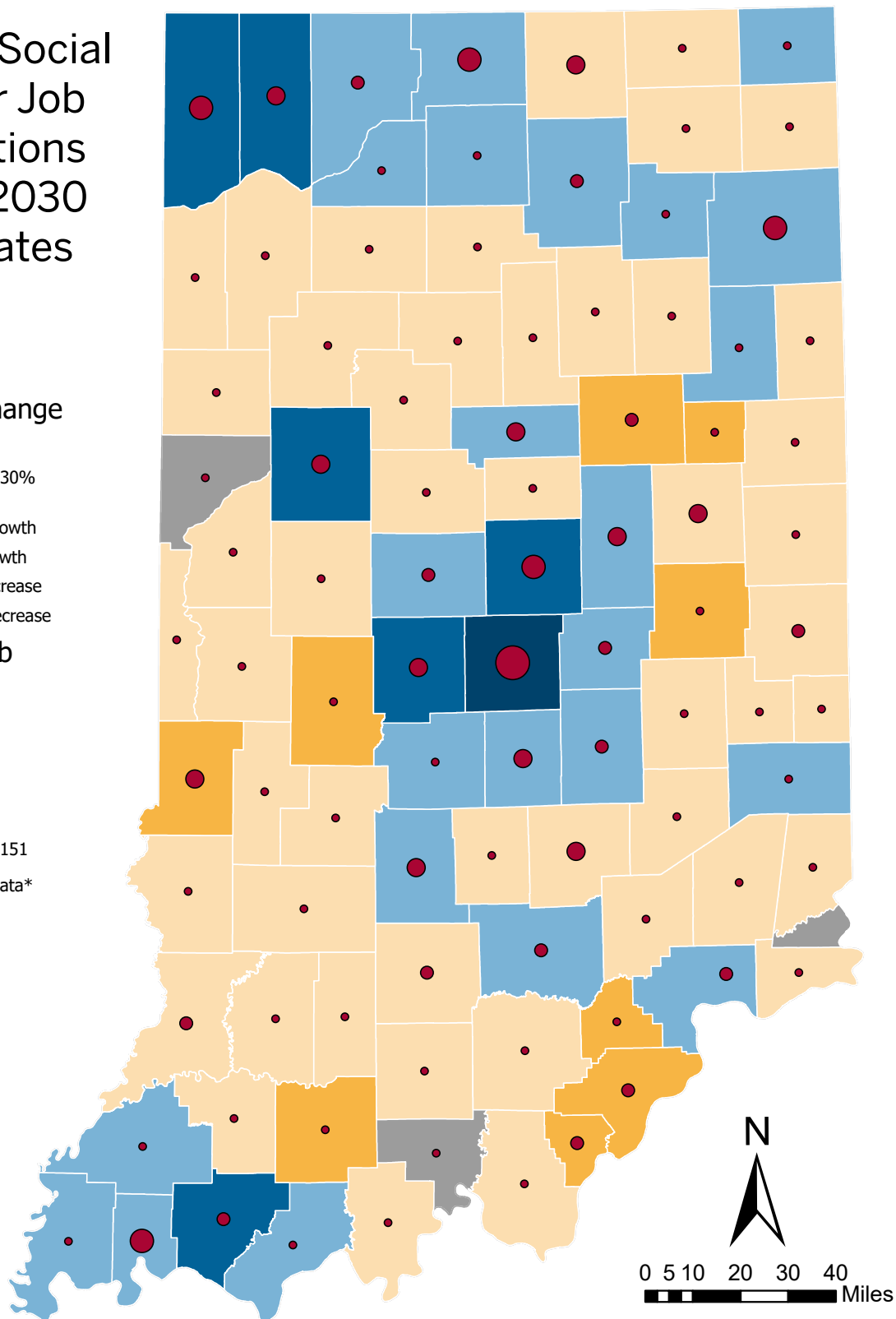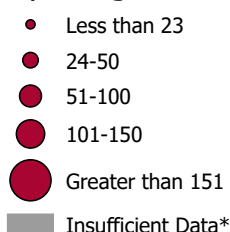2. State Demand for Social Workers: Obtained from the Indiana Department of Workforce Development.

Note: Demand data presented includes SOC 21-1022 Healthcare social workers , and SOC 21-1023 Mental health and substance abuse social workers https://www.bls.gov/oes/current/oes211022.htm and https://www.bls.gov/oes/current/oes211023.htm. We understand that there are other SOC codes that include Social Workers (21-1021: Child, Family, and School Social Workers, and 21-1029: Social Workers, All Other) these were excluded due to the clinical focus of this brief.

# Indiana Social Worker Job Projections 2020-2030 Estimates

### Projected Change in Demand

- Greater than 30% Growth
- 21%-29% Growth
- 1%-20% Growth
- 1%-20% Decrease
- 21%-30% Decrease

### Projected Job Openings

- Less than 23
- 24-50
- 51-100
- 101-150
- Greater than 151
- Insufficient Data*

N

0 5 10   20   30   40 Miles

⭐ **The Takeaways:**

- 53 counties are projected to have overall increases (blue color) in employment.
- 37 counties are projected to have overall decrease (yellow color) in employment.
- 3 counties have insufficient data to determine workforce projections.
- Overall projected employment trends and job openings vary widely across the counties.

Source: Esmi data based primarily on Quarterly Census of Employment and Wages (QCEW) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA)
Note: The percent change is calculated as the differences between the 2020 and 2030 job estimates, divided by 2020 job estimates. The Openings figure estimates the change in growth and replacement jobs (Growth + Replacement = Openings).
* Projected employment could not be calculated for counties with insufficient data or where employment count was less than 10. Counties with insufficient employment between 2020 and 2030 may still have projected job openings within this time period

# INDIANA'S MARRIAGE AND FAMILY THERAPIST WORKFORCE DEMAND

## NATIONAL AVERAGE
The U.S. Bureau of Labor Statistics that employment for Marriage and Family Therapists will grow at **+14.9%**

Nationally between 2022 and 2032.[1]

## INDIANA
The Indiana Department of Workforce Development projects an average percent change of **+27%**

or an increase of 272 Marriage and Family Therapists over a ten-year period (from 2020 to 2030).[2]

## ⚠ COUNTY DEMAND
12 counties have an estimated percent increase of 25% or greater in this time period:

- St. Joseph (+79%)
- Hendricks (+75%)
- Vanderburgh (+72%)
- Elkhart (+62%)
- Delaware (+60%)
- Bartholomew (+58%)
- Grant (+51%)
- Madison (+51%)
- Wayne (+29%)
- Hamilton (+28%)
- Johnson (+26%)
- Marion (+26%)

## DEMAND DATA DEFINED:
- Percent Change: The overall change in total jobs between a time period.
- Job: Any position in which a worker provides labor in exchange for monetary compensation. Represents jobs, not workers (1 worker may hold many jobs). Represents jobs, not full-time equivalency (full-time and part-time jobs are counted equally). Self-employed are included, but unpaid workers are not.
- Total Openings: Total openings = sum of Growth jobs + Replacement jobs
- Growth Jobs: New jobs in an occupation.
- Replacement Jobs: Workers permanently leaving an occupation. Replacements exclude individuals working in the same occupation but a different geographic region and excludes individuals switching to a different employer but staying in the same line of work.

## QUICK FACTS
- 2020 Jobs: **1,010**
- 2030 Jobs: **1,282**
- 2020-2030 Openings: **1,268**
  (Avg. Annual Openings: 150)
  - 2020 – 2030 Growth Jobs: **434**
  - 2020 – 2030 Replacement Jobs: **834**

★ It is important to note the variations between supply data captured through licensing (as is available in the comparable year's Behavioral Health Workforce Data Report), and employment data sourced from employers. In 2020, Indiana had 524 Marriage and Family Therapists, compared to the 1,010 jobs cited in labor estimates.

## Common Demand Data Sources:
The most widely accepted sources for demand data include 1) Lightcast (formerly known as Emsi Burning Glass) for industry data and staffing patters, and 2) occupational estimates from the federal Bureau of Labor Statistics. The Indiana Department of Workforce Development uses both sources to examine trends in Indiana occupations' supply and demand over time.

## OTHER DEMAND SOURCES:
Employers generally understand the labor environment and health workforce demand before any other source. An emerging trend in workforce development is the use of employer "sentinels" to report on emerging workforce needs. The State of Washington uses this model to keep close tabs on workforce demand trends in the health sector through the Washington Health Workforce Sentinel Network.

Sources:
1. U.S. Bureau of Labor Statistics. National Employment Matrix, Data for SOC 21-1013 Marriage and Family Therapists. Available at: https://data.bls.gov/projections/nationalMatrix?queryParams=21-1013&ioType=o

2. State Demand for Marriage and Family Therapists: Obtained from the Indiana Department of Workforce Development.
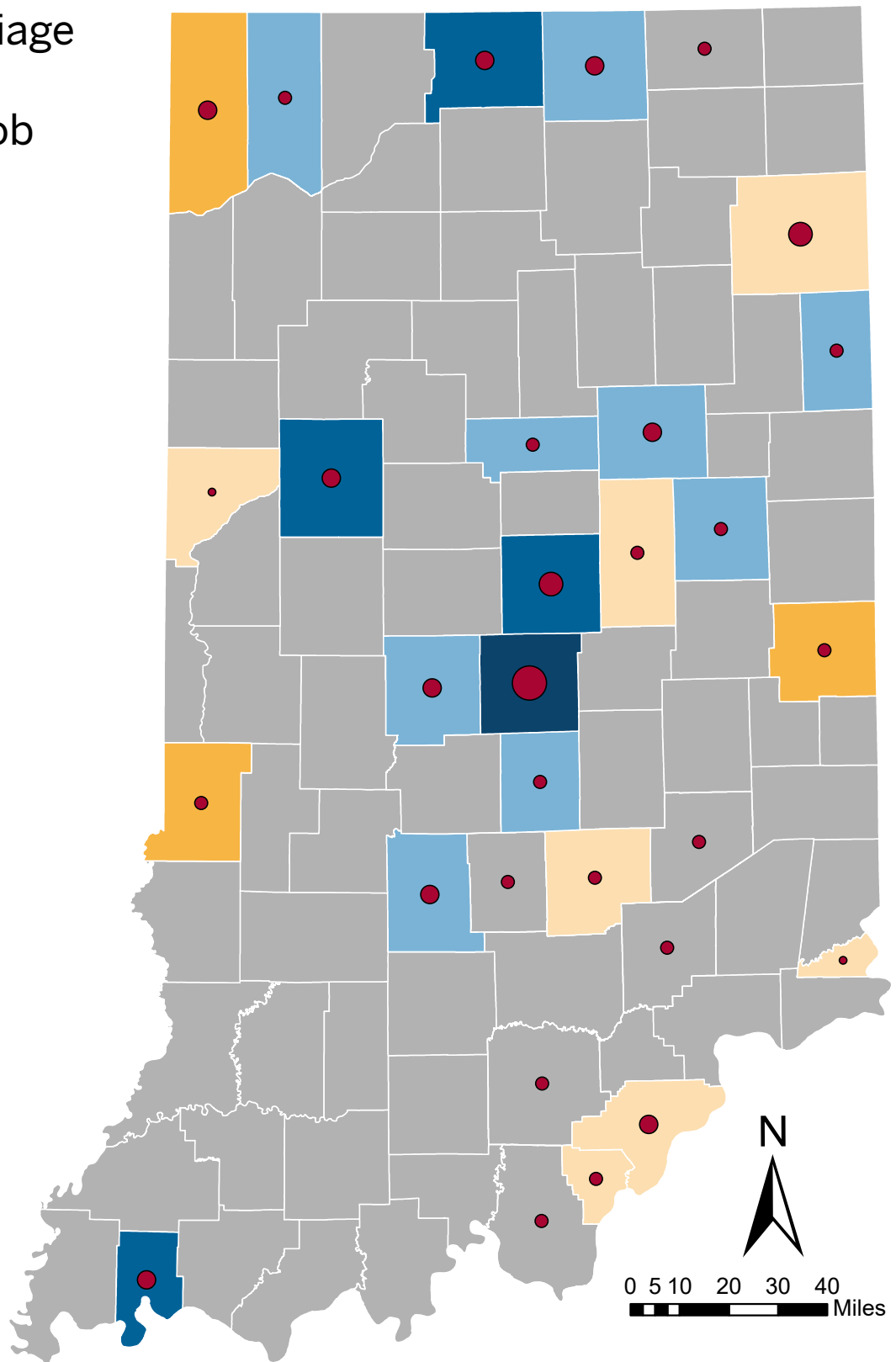
# Indiana Marriage and Family Therapists Job Projections 2020-2030 Estimates

## Projected Change in Demand

- 21%-30% Decrease
- 21%-29% Growth
- 1%-20% Growth
- 1%-20% Decrease
- Greater Than 30% Growth

## Projected Job Openings

- Less than 23
- 24-50
- 51-100
- 101-150
- Greater tha 151
- Insufficient Data*



⭐ **The Takeaways:**

- 15 county is projected to have overall increases (blue color) in employment.
- 9 counties are projected to have an overall decrease or no change in employment
- 68 counties have insufficient data to determine workforce projections.
- Overall projected employment trends and job openings vary widely across the counties.

# INDIANA'S PSYCHOLOGIST WORKFORCE DEMAND

## NATIONAL AVERAGE
The U.S. Bureau of Labor Statistics that employment for psychologists will grow at **+11.4%**

Nationally between 2022 and 2032.[1]

## INDIANA
The Indiana Department of Workforce Development projects an average percent change of **+23%**

or an increase of 582 Psychologists over a ten-year period (from 2020 to 2030).[2]

⚠ **COUNTY DEMAND**

8 counties have an estimated percent increase of 25% or greater in this time period:

- Delaware (+95%)
- Kosciusko (+57%)
- Morgan (+78%)
- Grant (+54%)
- Hancock (+62%)
- Madison (+30%)
- Boone (+60%)
- Johnson (+25%)

## QUICK FACTS
- 2020 Jobs: **2,576**
- 2030 Jobs: **3,158**
- 2020-2030 Openings: **2,838**
  (Avg. Annual Openings: 309)
  - 2020 – 2030 Growth Jobs: **932**
  - 2020 – 2030 Replacement Jobs: **1,906**

## DEMAND DATA DEFINED:
- Percent Change: The overall change in total jobs between a time period.
- Job: Any position in which a worker provides labor in exchange for monetary compensation. Represents jobs, not workers (1 worker may hold many jobs). Represents jobs, not full-time equivalency (full-time and part-time jobs are counted equally). Self-employed are included, but unpaid workers are not.
- Total Openings: Total openings = sum of Growth jobs + Replacement jobs
- Growth Jobs: New jobs in an occupation.
- Replacement Jobs: Workers permanently leaving an occupation. Replacements exclude individuals working in the same occupation but a different geographic region and excludes individuals switching to a different employer but staying in the same line of work.

⭐ It is important to note the variations between supply data captured through licensing (as is available in the comparable year's Behavioral Health Workforce Data Report), and employment data sourced from employers. In 2020, Indiana had 1,229 Psychologists, compared to the 2,576 jobs cited in labor estimates.

**Common Demand Data Sources:**

The most widely accepted sources for demand data include 1) Lightcast (formerly known as Emsi Burning Glass) for industry data and staffing patters, and 2) occupational estimates from the federal Bureau of Labor Statistics. The Indiana Department of Workforce Development uses both sources to examine trends in Indiana occupations' supply and demand over time.

**OTHER DEMAND SOURCES:**

Employers generally understand the labor environment and health workforce demand before any other source. An emerging trend in workforce development is the use of employer "sentinels" to report on emerging workforce needs. The State of Washington uses this model to keep close tabs on workforce demand trends in the health sector through the Washington Health Workforce Sentinel Network.

Sources:
1. U.S. Bureau of Labor Statistics. National Employment Matrix, Data for SOC 19-3033 Clinical and counseling psychologists. Available at: https://data.bls.gov/projections/nationalMatrix?queryParams=19-3033&ioType=o
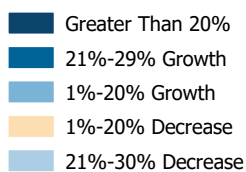2. State Demand for Psychologists: Obtained from the Indiana Department of Workforce Development.
Note: Demand data presented includes psychologists categories included in SOC 19-3032 Clinical and counseling psychologists
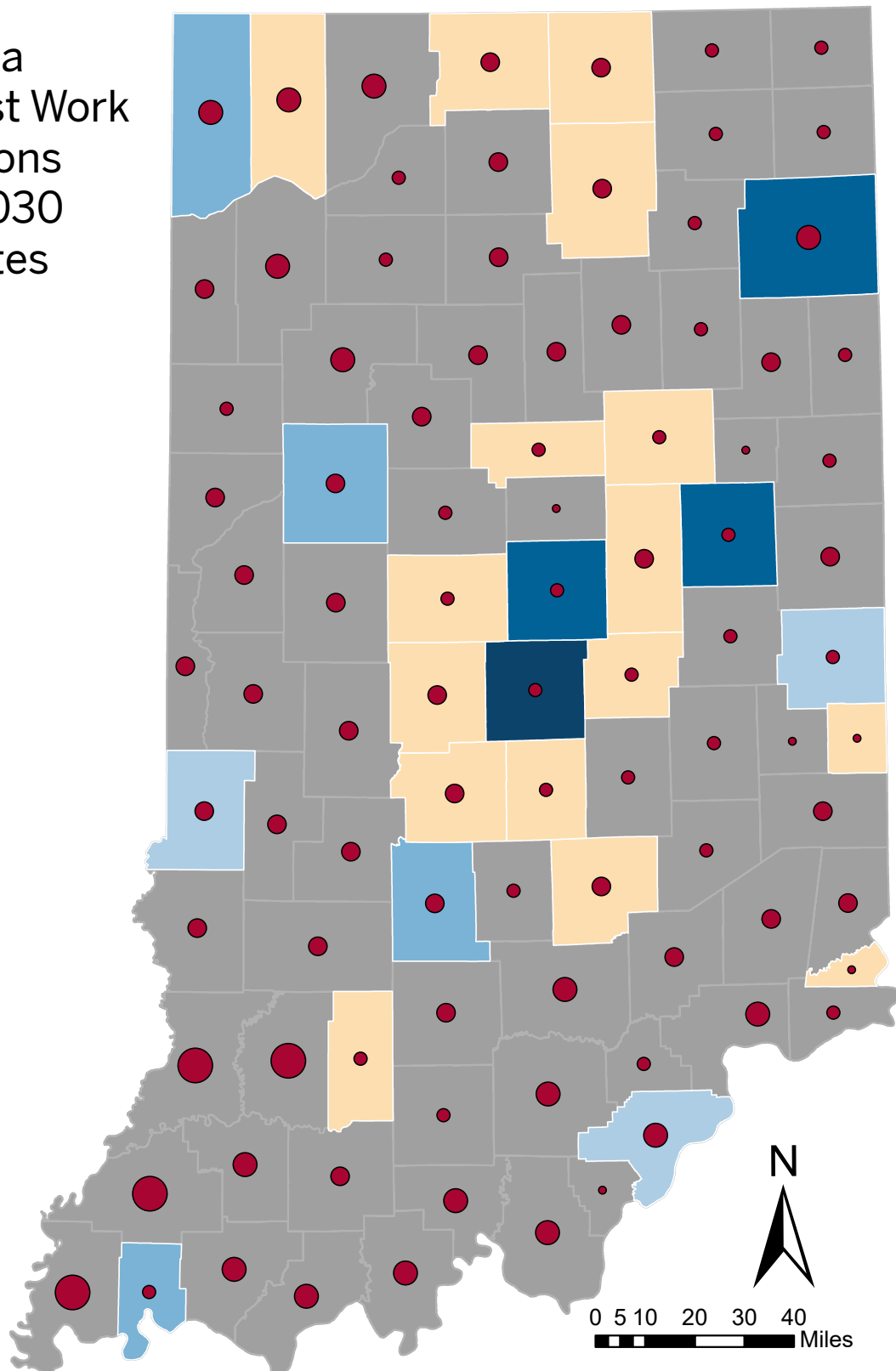https://data.bls.gov/projections/nationalMatrix?queryParams=19-3033&ioType=. We understand that there are other SOC codes that include Psychologists (SOC: 19-3032 Industrial-Organizational Psychologists, 19-3034 School Psychologists, and 19-3039 Psychologists, All Other) these were excluded due to the clinical focus of this brief.

# Indiana Psychologist Work Projections 2020-2030 Estimates

## Projected Change in Demand

- ▓ Greater Than 20%
- ▓ 21%-29% Growth
- ▓ 1%-20% Growth
- ▓ 1%-20% Decrease
- ▓ 21%-30% Decrease

## Projected Job Openings

- • Less than 23
- • 24-50
- • 51-100
- • 101-150
- • Greater than 151
- ▓ Insufficient Data*

N

0 5 10 20 30 40 Miles

⭐ **The Takeaways:**

- • 22 counties are projected to have overall increases (blue color) in employment.
- • 5 counties are projected to have overall decrease or no change (yellow color) in employment.
- • 65 counties have insufficient data to determine workforce projections.
- • Overall projected employment trends and job openings vary widely across the counties.

Source: Esmi data based primarily on Quarterly Census of Employment and Wages (QCEW) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA)
Note: The percent change is calculated as the differences between the 2020 and 2030 job estimates, divided by 2020 job estimates. The Openings figure estimates the change in growth and replacement jobs (Growth + Replacement = Openings).
* Projected employment could not be calculated for counties with insufficient data or where employment count was less than 10. Counties with insufficient employment between 2020 and 2030 may still have projected job openings within this time period

# INDIANA'S PSYCHIATRIST WORKFORCE DEMAND

## NATIONAL AVERAGE
The U.S. Bureau of Labor Statistics that employment for Psychiatrists will grow at **+6.7%**

Nationally between 2022 and 2032.[1]

## INDIANA
The Indiana Department of Workforce Development projects an average percent change of **+23%**

or an increase of 52 Psychiatrists over a ten-year period (from 2020 to 2030).[2]

## ⚠ COUNTY DEMAND
3 counties have an estimated percent increase of 25% or greater in this time period:
- Vanderburgh (+65%)
- St. Joseph (+51%)
- Marion (+38%)

## QUICK FACTS
- 2020 Jobs: **227**
- 2030 Jobs: **280**
- 2020-2030 Openings: **119**
  (Avg. Annual Openings: 25)
  - 2020 – 2030 Growth Jobs: **96**
  - 2020 – 2030 Replacement Jobs: **23**

## DEMAND DATA DEFINED:
- Percent Change: The overall change in total jobs between a time period.
- Job: Any position in which a worker provides labor in exchange for monetary compensation. Represents jobs, not workers (1 worker may hold many jobs). Represents jobs, not full-time equivalency (full-time and part-time jobs are counted equally). Self-employed are included, but unpaid workers are not.
- Total Openings: Total openings = sum of Growth jobs + Replacement jobs
- Growth Jobs:  New jobs in an occupation.
- Replacement Jobs: Workers permanently leaving an occupation. Replacements exclude individuals working in the same occupation but a different geographic region and excludes individuals switching to a different employer but staying in the same line of work.

⭐ It is important to note the variations between supply data captured through licensing (as is available in the comparable year's Behavioral Health Workforce Data Report: Psychiatrists ), and employment data sourced from employers. In 2019, Indiana had 661 Psychiatrists, compared to the 227 jobs cited in 2020 labor estimates.

**Common Demand Data Sources:**
The most widely accepted sources for demand data include 1) Lightcast (formerly known as Emsi Burning Glass) for industry data and staffing patters, and 2) occupational estimates from the federal Bureau of Labor Statistics. The Indiana Department of Workforce Development uses both sources to examine trends in Indiana occupations' supply and demand over time.

**OTHER DEMAND SOURCES:**
Employers generally understand the labor environment and health workforce demand before any other source. An emerging trend in workforce development is the use of employer "sentinels" to report on emerging workforce needs. The State of Washington uses this model to keep close tabs on workforce demand trends in the health sector through the Washington Health Workforce Sentinel Network.

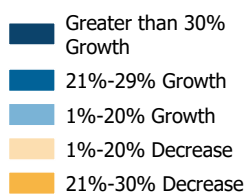Sources:
1. U.S. Bureau of Labor Statistics. National Employment Matrix, Data for SOC 29-1223 Psychiatrists. Available at: https://data.bls.gov/projections/nationalMatrix?queryParams=29-1223&ioType=o
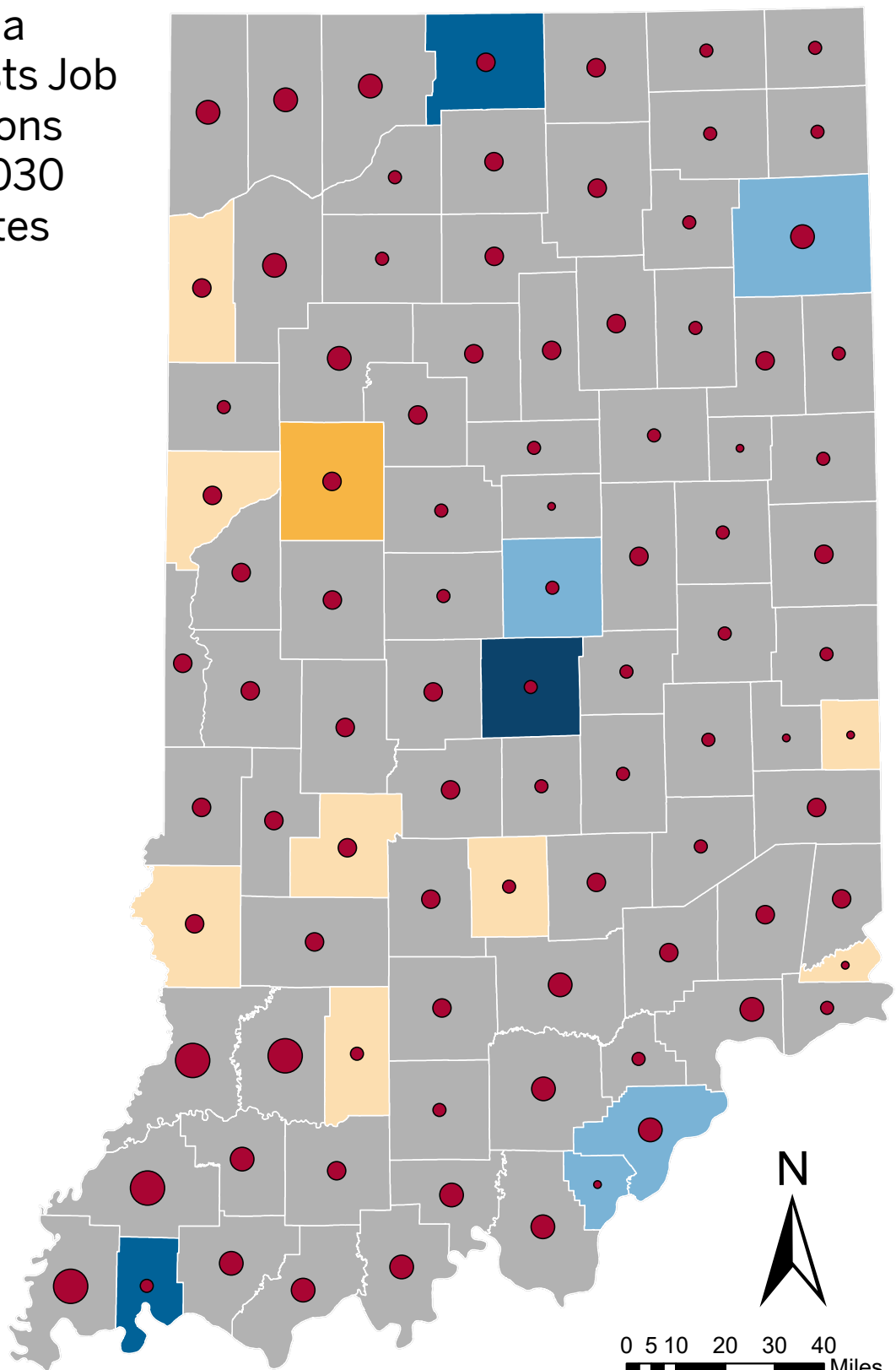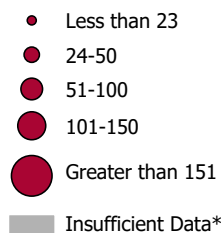
2. State Demand for Psychologists: Obtained from the Indiana Department of Workforce Development.

# Indiana Psychiatrists Job Projections 2020-2030 Estimates



**Projected Change in Demand**

- ■ Greater than 30% Growth
- ■ 21%-29% Growth
- ■ 1%-20% Growth
- ■ 1%-20% Decrease
- ■ 21%-30% Decrease

**Projected Job Openings**

- • Less than 23
- • 24-50
- ● 51-100
- ● 101-150
- ● Greater than 151
- ■ Insufficient Data*

N

0 5 10  20  30  40 Miles

⭐ **The Takeaways:**

- 7 counties are projected to have overall increases (blue color) in employment.
- 9 counties are projected to have overall decrease or no change (yellow color) in employment.
- 76 counties have insufficient data to determine workforce projections.
- Overall projected employment trends and job openings vary widely across the counties.

Source: Esmi data based primarily on Quarterly Census of Employment and Wages (QCEW) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA)
Note: The percent change is calculated as the differences between the 2020 and 2030 job estimates, divided by 2020 job estimates. The Openings figure estimates the change in growth and replacement jobs (Growth + Replacement = Openings).
* Projected employment could not be calculated for counties with insufficient data or where employment count was less than 10. Counties with insufficient employment between 2020 and 2030 may still have projected job openings within this time period