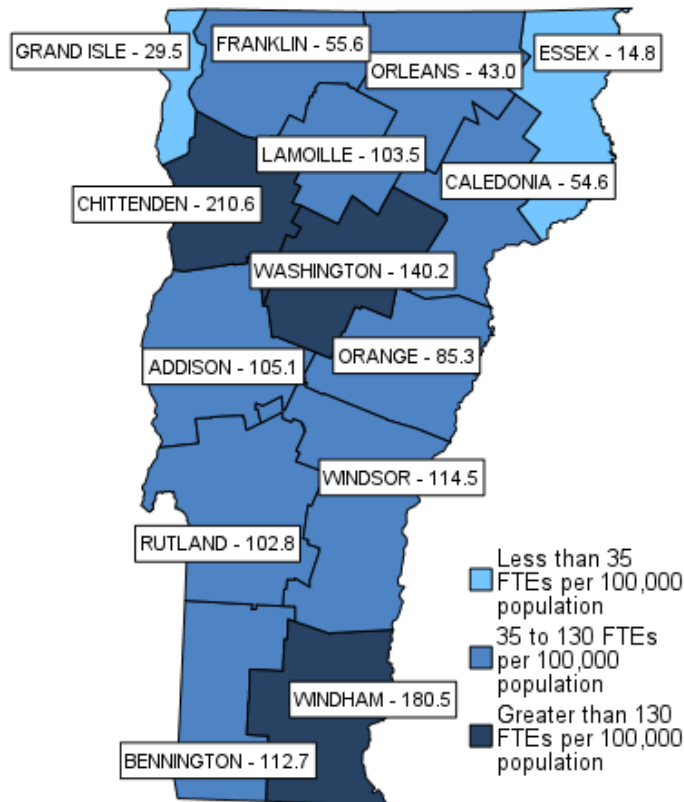


Overview

This Social Workers census is part of the Vermont Department of Health’s healthcare provider data program, which is used to monitor and measure the supply of health care providers in Vermont over time. Vermont Social Workers, including Licensed Independent Clinical Social Workers (LICSW) and Licensed Master’s Social Workers (LMSW), are relicensed every two years. Data for this report were obtained during the January 2022 relicensing period and represent a snapshot of the profession at that time.

LICSWs help individuals and families function in their environment, navigate relationships, and solve personal and family problems using special knowledge of social resources, human capabilities, and social behavior theory. The LMSW license, which was added in 2017, permits the practice of psychotherapy only if they are also on the non-licensed, non-certified psychotherapist roster, which is needed for those seeking supervision hours to become a LICSW. LMSW’s scope of work includes non-clinical work like case management and treatment planning.

Social Worker FTEs per 100,000 population by county



In Brief

Workforce

Survey period: January 2022
 Response Rate: 100%
 Licenses renewed: 1,406
 Active in VT: 1,072
 VT Full-time Equivalents: 859.9

Demographics

% Female: 81.8%
 Median Age: 50
 % 60 or older: 28.3%

Education and Training

% PhD: 1.6%
 % Educated in VT: 30.3%
 % Educated in Northeast: 78.9%
 % ABE certified: 48.8%

Main Specialties

Mental Health: 81.6%

Current Employment

% Accepting new patients: 83.1%
 % Full-time at main site: 46.0%
 % Full-time at all sites: 48.0%
 % Planning to reduce hours: 4.5%
 % Planning to retire: 1.2%

Geographic Distribution

(FTEs per 100,000 population)
 Highest: 210.6, Chittenden County
 Lowest: 14.8, Essex County

Trends in Statewide FTEs

2022: 859.9
 2020: 795.3
 2018: 685.8
 2016: 635.5

Workforce

- 1,406 social workers renewed their licenses during the surveyed period and 1406 of these completed the workforce survey for a response rate of 100%
- Out of the 1,406 respondents, 1,072 (76.2%) indicated they are actively practicing social worker in Vermont.
- 11 social workers are providing direct patient care in Vermont via telehealth but are located out of state. These 11 social workers are excluded from the rest of this report.
- Of the 323 respondents reporting a non-active status, 129 (39.9%) indicated they are planning to start working as a social worker in Vermont within the next 12 months.
- The remainder of this report is based on the 1,072 social workers who reported actively working in Vermont.
- The 1,072 active social workers encompass two licensing types:
 - 1,043 Licensed Independent Clinical Social Workers, and;
 - 29 Licensed Master’s Social Workers. This license type was first reported on in 2020.

Demographics

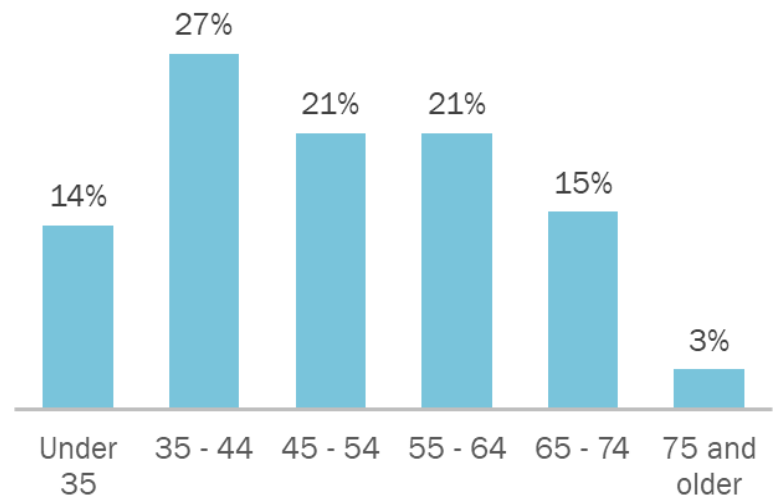
Gender

- 81.8% of the social workers in Vermont (866) are female.
- 17.6% (186) are male.
- 0.7% (7) are another gender.

Age

- The median age of social workers is 50, meaning half of social workers are aged 50 and older.
- 13.5% (145) are under 35 years of age.
- 47.2% (506) are between 35 and 54 years of age.
- 39.3% (421) are 55 years of age and older.

Age Distribution of VT Social Workers



Race and Ethnicity

Respondents were asked to select their race and could select multiple responses or choose not to answer, therefore numbers may not equal the total number of social workers.

- 997 social workers are White (93.0%), 0.8% are Black, 0.8% are Asian, <0.5% are American Indian or Alaskan Native, and <0.5% are Native Hawaiian or Pacific Islander. 13 social workers selected another race that was not listed (1.2%), and 54 preferred not to answer or were missing data for race.
- 21 social workers (2.0%) are Hispanic, Latino/a, or of Spanish origin, and 1,003 (95.1%) are not. 48 social workers preferred not to answer or were missing data for ethnicity.

Education and Training

Master's degrees are required to hold a Vermont license for social work. 1.6% of licensed social workers in Vermont have a doctoral level degree. Becoming a LICSW additionally requires 3,000 hours of supervised practice.

- 78.9% received their schooling in the Northeast, including 30.3% in Vermont.
- 48.8% are certified as clinical social workers by the American Board of Examiners in Clinical Social Work.
- 22.5% are registered on the National Association of Social Workers Clinical Register.
- Large proportions of social workers do not know their certification or registry status.
 - 28.5% do not know their ABE certification status.
 - 59.5% do not know their NASW registry status.

Highest degree awarded in:	Number	Percent
Northeast	833	78.9%
Midwest	71	6.7%
South	69	6.5%
West	71	6.7%
Canada	9	0.9%
Other Foreign Country	3	0.3%
* Missing data from 16 individuals		

Practice Characteristics

Practice Setting

- 37.3% (400) of social workers work in private solo practices.
- 14.2% (152) work at a designated agency.
- 62.0% of social workers work at a site where supervision to train new social workers is available.

Main Setting	Number	Percent
Private Solo Practice	400	37.3%
Designated Agency	152	14.2%
Health Clinic/Outpatient facility	126	11.8%
Hospital/Medical Center	107	10.0%
School or College	92	8.6%
Private Group Practice	56	5.2%
Social Service Agency	41	3.8%
Psychiatric Hospital	15	1.4%
Home Health Agency	15	1.4%
Other Setting	68	6.3%

Number of sites

- 90.9% (974) of social workers practice at a single practice site.
- 9.1% (98) work at two or more sites.

Specialties

- The most common primary specialty of social workers is mental health (81.6%), followed by health (4.4%).

Social Workers 2022

Access to Care

- 83.1% (838) of social workers are accepting new patients.
- 78.0% participate in Medicaid, and 69.3% accept new Medicaid clients.
- 59.2% participate in Medicare, and 52.5% accept new Medicare clients.

% of Social Workers that	Number	Percent
Accept new patients	838	83.1%
Participate in Medicaid	766	78.0%
Accept new Medicaid patients	678	69.3%
Participate in Medicare	567	59.2%
Accept new Medicare patients	506	52.5%

Full Time Equivalent (FTEs)

- 1072 social workers provide 859.9 total FTEs.
- 206.3 FTEs, or 24.0% of total FTEs, are provided by 303 social workers aged 60 or older.
- 46.0% (493) of social workers work 40 or more hours per week at their main site.

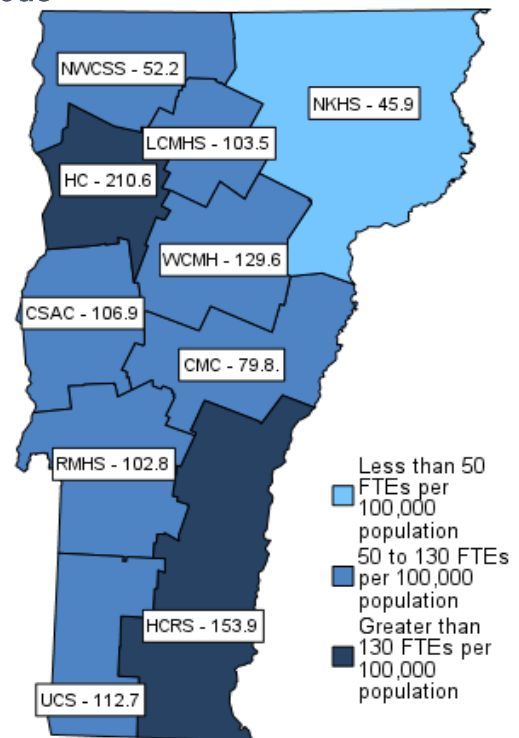
Just under one quarter (24%) of FTEs are provided by social workers aged 60 or older.

Average weekly hours – at main site	Number	Percent
Less than 20 hours	151	14.1%
20-39 hours	428	39.9%
40 hours or more	493	46.0%

Mental Health Catchment Areas (See Appendix for definition)

- The highest ratio of social workers (210.6 FTEs per 100,000 population) is in the Howard Center (HC) catchment area, providing care to Chittenden County. The lowest ratio of social workers (45.9 FTEs per 100,000 population) is found in the Northeast Kingdom Human Services (NKHS) area.

Social Worker FTEs per 100,000 population by Mental Health Catchment Areas



Current Experience and Future Plans

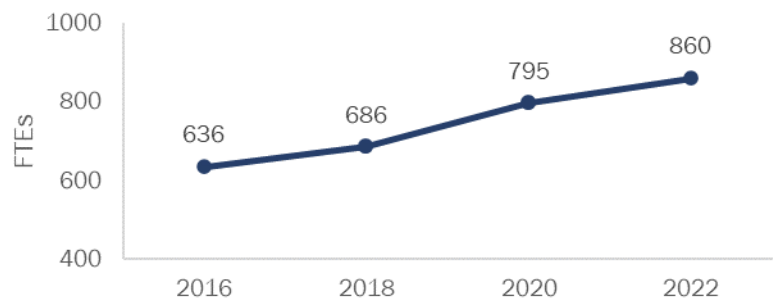
- Median years licensed in Vermont is 10 years.
- 23.3% of social workers have been licensed in Vermont for over 20 years.
- 88.4% plan to continue working the same number of hours in the next 12 months.
- 3.4% plan to increase their hours.
- 4.5% plan to reduce their hours.
- 1.6% plan to retire or stop working in Vermont.

Years Licensed in Vermont	Number	Percent
0 to 5 years	345	33.1%
6 to 10 years	195	18.7%
11 to 15 years	153	14.7%
16 to 20 years	107	10.3%
21 to 25 years	94	9.0%
Over 25 years	149	14.3%
* Missing data from 29 individuals		

Trends in Statewide FTEs

- Social Worker FTEs increased by 224.4 from 635.5 in 2016 to 859.9 in 2022.
- From 2020 to 2022, FTEs increased by 64.6.

Social Worker FTEs by Year



Key Takeaways

- The most common settings for social workers are private solo practices and designated agencies.
- Relative to population, social workers are most common in Chittenden, Windham and Washington Counties.
- Half of social workers are over the age of 50, and 30% are over age 60. Just under one quarter (24%) of all FTEs in Vermont are provided by social workers aged 60 and older, which may lead to a shortage in coming years as older social workers leave the workforce.
- Less than 20% of social workers are men, which may limit access to services for those who feel more comfortable with male social workers.
- The number of social workers practicing in Vermont has been increasing steadily since 2016.

For more information, contact: AHS.VDHPhysicianCensus@vermont.gov

Appendix

Active Social Worker

A social worker who reported working in Vermont as a social worker (regardless of how many hours) is considered active.

Census

The census was taken during the biennial relicensing process which ended on January 31, 2022. The data include all licensed social workers except for new licensees enrolled less than three months before the renewal date (October – December 2021), as their license was valid until the next renewal date of January 31, 2024. Copy of census questions available upon request.

Full Time Equivalent (FTE)

Full time is defined as 40 or more working hours in Vermont per week, 48 weeks or more per year. Reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

Limitations

Accuracy of setting data is difficult to interpret since many social workers employed at the same location chose different settings to describe the same work location.

Main Practice, Site, Setting, and Specialty

The main practice, site, setting, or specialty refer to the practice in which the social worker worked the greatest number of annual hours.

Map Quartiles

For county maps, colors define quartiles. The lowest 25% of FTE equivalents to population ratio is displayed in the lightest color, the middle 50% in medium, and highest 25% in the darkest color.

Mental Health Catchment Areas

There are 10 designated agencies across the state of Vermont responsible for helping their local populations access mental health services among other things. When determining shortage areas for mental health care providers, the designated agency catchment areas are the dividing lines for Vermont.

Mental Health Catchment Area	Abbreviation
Clara Martin Center	CMC
Counseling Services of Addison County	CSAC
Howard Center	HC
Health Care and Rehabilitation Services of Southeastern Vermont	HCRS
Lamoille County Mental Health Services	LCMHS
Northeast Kingdom Human Services	NKHS

Social Workers 2022

Northwestern Counseling and Support Services	NWCSS
Rutland Mental Health Services	RMHS
United Counseling Services	UCS
Washington County Mental Health Services	WCMH

Missing data

Unless otherwise noted, missing data are excluded from tables. Thus totals may vary from table to table.

Population Estimates

Population estimates are for July 2021 and were provided by the Department of Health.

States

States were grouped into the following regions:

Northeast	Midwest	South		West
Connecticut	Illinois	Alabama	North Carolina	Alaska
Maine	Indiana	Arkansas	Oklahoma	Arizona
Massachusetts	Iowa	Delaware	South Carolina	California
New Hampshire	Kansas	Florida	Tennessee	Colorado
New Jersey	Michigan	Georgia	Texas	Hawaii
New York	Minnesota	Kentucky	Virginia	Idaho
Pennsylvania	Missouri	Louisiana	Washington DC	Montana
Rhode Island	Nebraska	Maryland	West Virginia	Nevada
Vermont	North Dakota	Mississippi		New Mexico
	Ohio			Oregon
	South Dakota			Utah
	Wisconsin			Washington
				Wyoming

Weekly Hours

Average weekly hours is based on hours and weeks reported, adjusted to a full-time 48-week working year (hours * (weeks/48)). Thus, the average weekly hours for an individual working 40 hours a week for half the year (24 weeks) is 20.