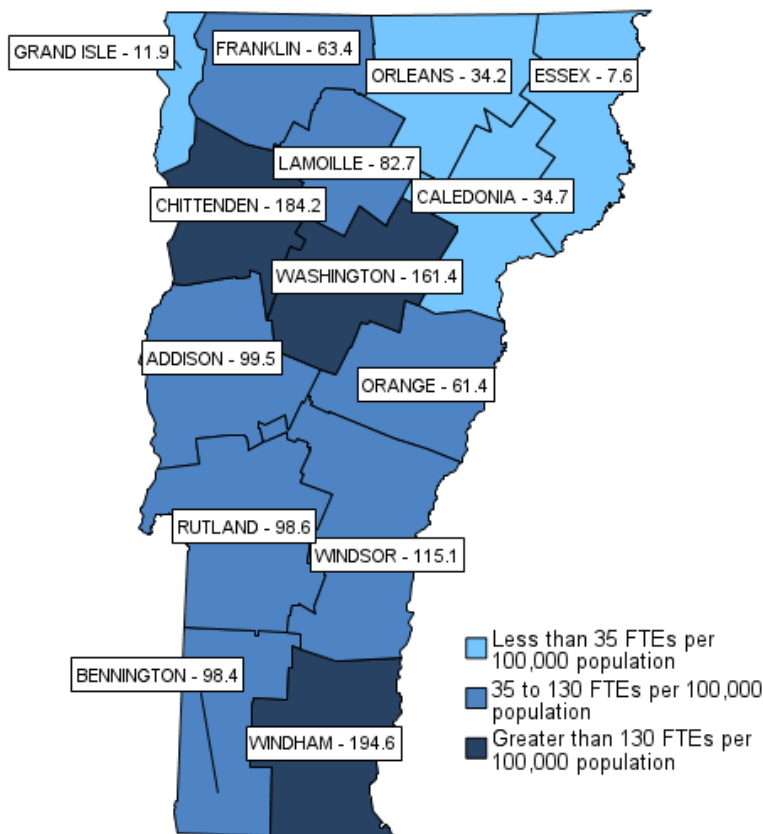


## Overview

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 2020 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 2020  
Response Rate: 99.8%  
Licenses renewed: 1,230  
Active in VT: 982  
VT Full-time Equivalents: 795.3

### Demographics

% Female: 81.9%  
Median Age: 50  
% 60 or older: 30.1%

### Education and Training

% PhD: 1.2%  
% Educated in VT: 30.4%  
% Educated in Northeast: 79.5%  
% ABE certified: 44.3%

### Main Specialties

Mental Health: 81.0%

### Current Employment

% Accepting new patients: 84%  
% Full-time at main site: 47.5%  
% Full-time at all sites: 49.4%  
% Planning to reduce hours: 3.8%  
% Planning to retire: 0.5%

### Geographic Distribution

(FTEs per 100,000 population)  
Highest: 194.6, Windham County  
Lowest: 7.6, Essex County

### Trends in Statewide FTEs

2020: 795.3  
2018: 685.8  
2016: 635.5

## Workforce

- 1,230 social workers renewed their licenses during the surveyed period and 1,227 of these completed the workforce survey for a response rate of 99.8%.
- Out of the 1,227 respondents, 982 (80.0%) indicated they were active practicing social workers in Vermont.
- Of the 245 respondents reporting a non-active status, 78 (31.8%) indicated they were planning to start working as a social worker in Vermont within the next 12 months.
- The remainder of this report is based on the 982 social workers who reported being actively working in Vermont.
- The 982 active social workers encompass two licensing types:
  - 967 Licensed Independent Clinical Social Workers, and;
  - 15 Licensed Master’s Social Workers. This census report is the first to include this license type.

## Demographics

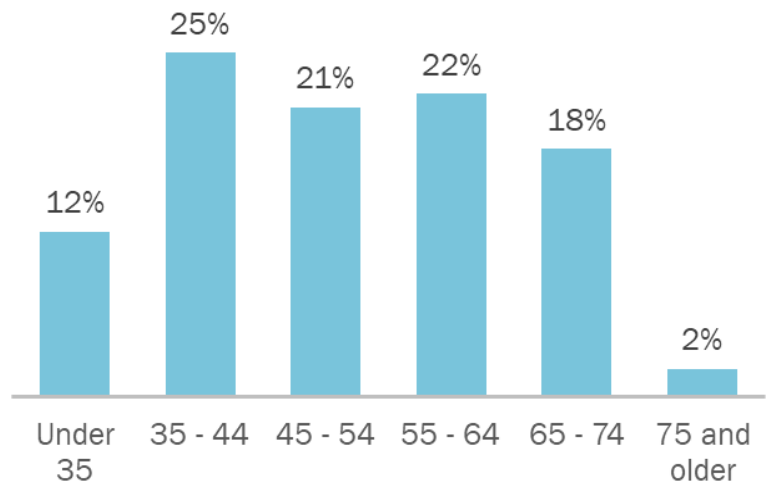
### Gender

- 81.9% of the social workers in Vermont (799) were female.
- 17.4% (170) were male.
- 0.6% (6) reported another gender.

### Age

- The median age of social workers was 50, meaning half of social workers were aged 50 and older.
- 11.9% (117) were under 35 years of age.
- 46.9% (460) were between 35 and 54 years of age.
- 41.2% (405) were 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.

- 916 social workers were white (93.3%), 0.6% were Black, 0.8% were Asian, <0.5% were American Indian or Alaskan Native, and none selected Native Hawaiian or Pacific Islander. Eleven social workers selected another race that was not listed (1.1%), and 50 preferred not to answer or were missing data for race.
- 17 social workers (1.8%) were Hispanic or Latino/a, and 931 (94.8%) were not. 33 social workers preferred not to answer the question or were missing data for ethnicity.

## Education and Training

A master's degree is required to hold a Vermont license for social work. 1.2% of licensed social workers in Vermont have a doctoral level degree. Becoming a LICSW additionally requires 3,000 hours of supervised practice.

- 79.5% received their schooling in the Northeast, including 30.4% in Vermont.
- 44.3% were certified as clinical social workers by the American Board of Examiners (ABE) in Clinical Social Work.
- 23.0% were registered on the National Association of Social Workers (NASW) Clinical Register.
- Large proportions of social workers did not know their certification or registry status.
  - 32.0% did not know ABE certification status.
  - 57.5% did not know NASW registry status.

Highest degree awarded in	Number	Percent
Northeast	775	79.5%
Midwest	68	7.0%
South	62	6.4%
West	63	6.5%
Canada	6	.6%
Other Foreign Country	1	.1%
* Missing data from 7 individuals		

## Practice Characteristics

### Practice Setting

- 32.6% (320) of social workers worked in private solo practices.
- 16.2% (159) worked at a designated agency.
- 67.8% of social workers worked at a site where supervision to train new social workers is available.

Main Setting	Number	Percent
Private Solo Practice	320	32.6%
Designated Agency	159	16.2%
Health Clinic/Outpatient facility	116	11.8%
Hospital/Medical Center	96	9.8%
School or College	79	8.0%
Social Service Agency	68	6.9%
Private Group Practice	50	5.1%
Psychiatric Hospital	19	1.9%
Home Health Agency	13	1.3%
Other Setting	62	6.3%

### Number of sites

- 89.7% (881) of social workers practiced at a single practice site.
- 10.3% (101) worked at two or more sites.

### Specialties

- The most common primary specialty of social workers was Mental Health (81.0%), followed by Health (5.3%).

# Social Workers 2020

## Access to Care

- 84.0% (776) of social workers accepted new patients.
- 80.5% participated in Medicaid, and 73.9% accepted new Medicaid clients.
- 63.0% participated in Medicare, and 57.9% accepted new Medicare clients.

% of Social Workers that	Number	Percent
Accepted new patients	776	84.0%
Participated in Medicaid	741	80.5%
Accepted new Medicaid patients	673	73.9%
Participated in Medicare	563	63.0%
Accepted new Medicare patients	513	57.9%

## Full Time Equivalent (FTEs)

- 982 social workers provided 795.3 total FTEs.
- 199.7 FTEs, or 25.1% of total FTEs, were provided by 296 social workers aged 60 or older.
- 47.5% (466) of social workers worked 40 or more hours per week at their main site.

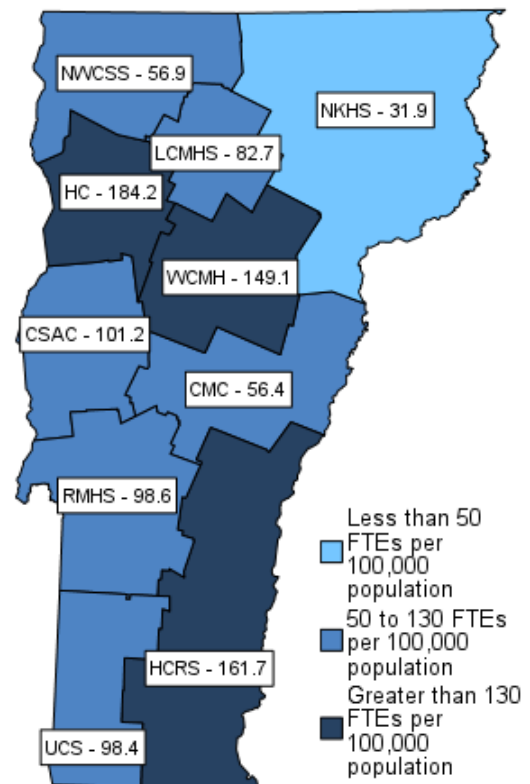
**One quarter of FTEs are provided by social workers aged 60 or older.**

Average weekly hours – at main site	Number	Percent
Less than 20 hours	142	14.5%
20-39 hours	374	38.1%
40 hours or more	466	47.5%

## Mental Health Catchment Areas *(See Appendix for definition)*

- The highest ratio of social workers (161.7 FTEs per 100,000 population) was found in the Health Care & Rehabilitation Services of Vermont (HCRS) providing care to Windsor and Windham counties. The lowest ratio of social workers (31.9 FTEs per 100,000 population) was 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

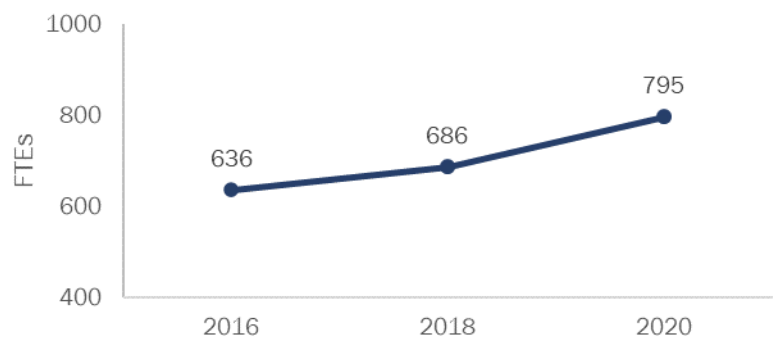
- Median years licensed in Vermont is 10 years.
- 24.3% of social workers have been licensed in Vermont for over 20 years.
- 89.3% plan to continue working the same number of hours in the next 12 months.
- 3.9% plan to increase their hours.
- 3.8% plan to reduce their hours.
- 1.0% plan to retire or stop working in Vermont.

Years Licensed in Vermont	Number	Percent
0 to 5 years	321	33.3%
6 to 10 years	173	18.0%
11 to 15 years	128	13.3%
16 to 20 years	107	11.1%
21 to 25 years	94	9.8%
Over 25 years	140	14.5%
* Missing data from 19 individuals		

## Trends in Statewide FTEs

- Social Workers FTEs increased by 159.8 from 635.5 in 2016 to 795.3 in 2020.
- From 2018 to 2020, FTEs increased by 109.5.

## 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 Windham, Chittenden and Washington Counties.
- Half of social workers are over the age of 50, and 30% are aged 60 and older. One quarter 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.
- Statewide, social worker FTEs increased by 25% between 2016 and 2020.

For more information, contact: [AHS.VDHPhysicianCensus@vermont.gov](mailto: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, 2020. The data include all licensed social workers except for new licensees enrolled less than three months before the renewal date (October – December 2019), as their license was valid until the next renewal date of January 31, 2022. 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
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 2020 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.