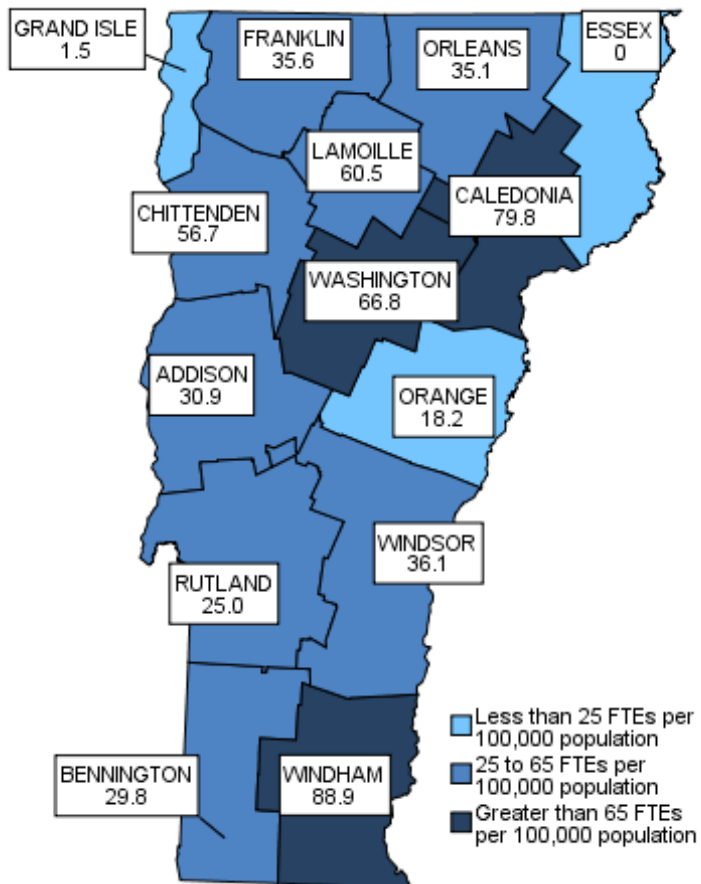


## Overview

This Mental Health Counselors 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 Mental Health Counselors are relicensed every two years. Data for this report were obtained during the January 2015 relicensing period and represent a snapshot of the profession at that time.

Mental Health Counselors diagnose and treat mental conditions, psychiatric disabilities, and emotional disorders; provide professional counseling services; and promote optimal mental health to individuals, couples, families, and groups. They are part of the allied mental health professional workforce in Vermont. To be licensed in Vermont, counselors must have completed a graduate degree with specific mental health counseling focus, have two years (at least 3000 hours) of supervised practice, and pass both the National Counselor Examination and the National Clinical Mental Health Counseling Examination.

**Mental Health Counselor FTEs\* per 100,000 population by county**  
\*underestimate due to response rate of 75.9%



## In Brief

### Workforce

Survey period: January 2015  
Response Rate: 75.9%  
Licenses renewed: 686  
Active in VT: 440  
Full-time Equivalents\*: 300.3

### Demographics

% Female: 75.7%  
Median Age: 55  
% 60 or older: 33.0%

### Education and Training

% PhD: 2.7%  
% educated in VT: 49.2%  
% educated in Northeast: 88.6%

### Main Specialties

Psychotherapy: 55.9%  
Cognitive Behavioral Therapy: 10.5%

### Current Employment

Accepting new patients: 97.7%  
Full time hours at main site: 26.5%  
Plans to increase hours: 13.1%  
Plans to reduce hours: 4.4%

### Geographic Distribution

(FTE\* to 100,000 pop. ratio)  
Highest: 88.9, Windham County  
Lowest: 0, Essex County

\*FTEs are underestimated due to response rate of 75.9%. We have no hours or work information on 24.1% of MHCs who renewed licenses in 2015.

## Workforce

- 686 Mental Health Counselors (MHCs) renewed their licenses during the census period and 521 completed the workforce survey for a response rate of 75.9%.
- Out of the 521 respondents, 440 (84.5%) indicated that they were active and providing direct patient care in Vermont as Mental Health Counselors.
- Of the 81 respondents currently reporting a non-active status, 33 (40.7%) indicated they planned to start providing direct patient care in Vermont within the next 12 months.
- The remainder of this report is based on the 440 Mental Health Counselors who reported being active and providing direct patient care in Vermont as Mental Health Counselors. Two active respondents did not provide any site or hour information, so they were not included in totals of practice characteristics or FTEs.

## Demographics

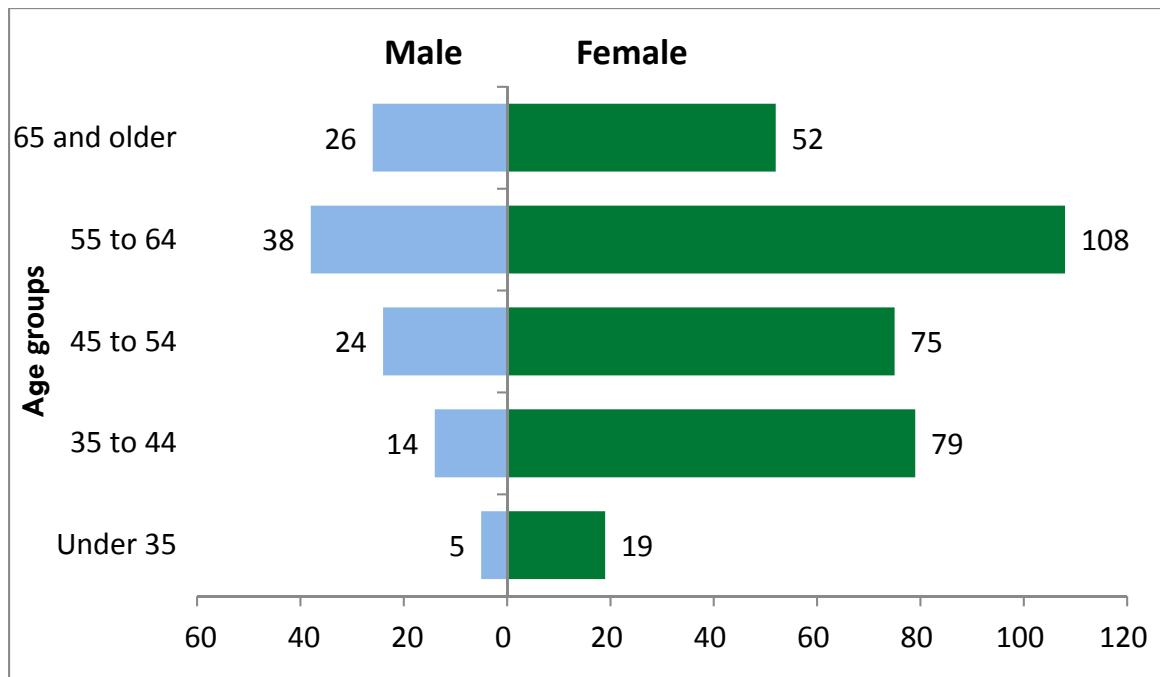
### Gender

- 75.7% were female
- 24.3% were male

### Age

- 26.6% of MHCs were younger than 45
- 17.7% of MHCs were 65 or older

*Age and gender of MHCs*



### Education and Training

- All MHCs must have master’s degree to be licensed.
  - 2.7% (12) had a PhD.
- 88.6% completed their education in the Northeast.

State in which highest degree awarded	Number	Percent
Vermont	212	49.2%
Northeast excluding Vermont	170	39.4%
Midwest	13	3.0%
South	14	3.2%
West	21	4.9%
Foreign Country	1	0.2%

### Additional licenses

- Many MHCs maintained more than one mental health care license.
  - 89 were substance abuse and/or addiction counselors
  - 8 were psychologists
  - 2 were clinical social workers
  - 1 was a marriage and family therapist
  - 1 was a board certified psychiatric nurse
  - 4 were registered nurses

### Practice Characteristics

#### Specialties

- Psychotherapy and cognitive behavioral therapy were the most common specialties.

Specialty	Main*		Secondary	
	Count	FTEs	Count	FTEs
Alcoholism and substance abuse treatment	40	16.1	39	6.3
Assessment and diagnosis	11	5.5	19	2.0
Brief and solution-focused therapy	28	11.4	37	5.5
Case management	12	6.9	22	4.2
Child/Family Therapy	2	1.0	9	1.7
Cognitive behavioral therapy	46	20.2	97	23.2
Crisis management	10	6.1	13	2.4
Distance counseling (VT / other state)	---	---	4	0.4
Psychoeducational and prevention programs	8	2.9	21	3.4
Psychotherapy	245	126.8	73	16.0
Trauma	5	2.0	17	4.9
Treatment planning and utilization review	7	3.3	3	0.4
Other	24	13.8	55	13.2

### Access to care

- 97.7% accepted new clients
- 89.0% participated in Medicaid
- 86.2% accepted new Medicaid clients
- Medicare does not reimburse mental health counselors directly so MHCs accepting Medicare must be able to bill using another provider type or provide services under supervision of a covered license type.
  - 22.4% participated in Medicare
  - 21.6% accepted new Medicare clients

### Number of practice sites

- 15.5% (68) of mental health counselors practiced at more than one location.
- 1.6% (7) of those practiced at 3 or more locations.

### Practice setting

- For mental health counselors' main practice location, the most common setting was individual private practices, followed by outpatient mental health clinics.

Main Setting	Number	Percent
Outpatient Care: Community health center	27	6.2%
Outpatient Care: Mental health clinic	79	18.0%
Outpatient Care: Methadone clinic	5	1.1%
Outpatient Care: Primary or specialist medical care	6	1.4%
Outpatient Care: Specialized substance abuse treatment facility	9	2.1%
Criminal Justice	4	0.9%
Hospital: general	1	0.2%
Hospital: psychiatric	3	0.7%
Private practice - individual	209	47.7%
Private practice - group	30	6.8%
Residential setting	8	1.8%
School-based mental health service	30	6.8%
In-home setting	2	0.5%
Other setting	25	5.7%

### Full Time Equivalents

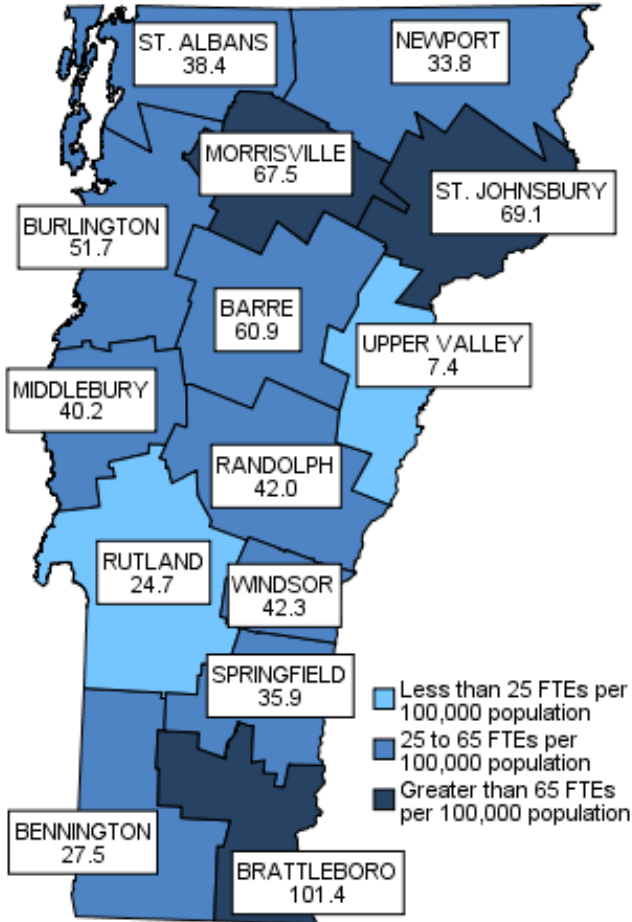
- 26.5% worked 40 hours or more per week at their main site.
- 300.3 total FTEs were provided by 440 mental health counselors.
- 94.7 FTEs, or 31.5% of total FTEs, were age 60 and older (144 individuals).

Weekly hours at main site	Number	Percent
Less than 20 hours	118	26.9%
20 to 39 hours	204	46.6%
40 hours or more	116	26.5%

## 2015 Licensed Mental Health Counselors

### Mental Health Counselor FTEs\* per 100,000 population by Blueprint Health Care Areas

\*underestimate due to response rate of 75.9%

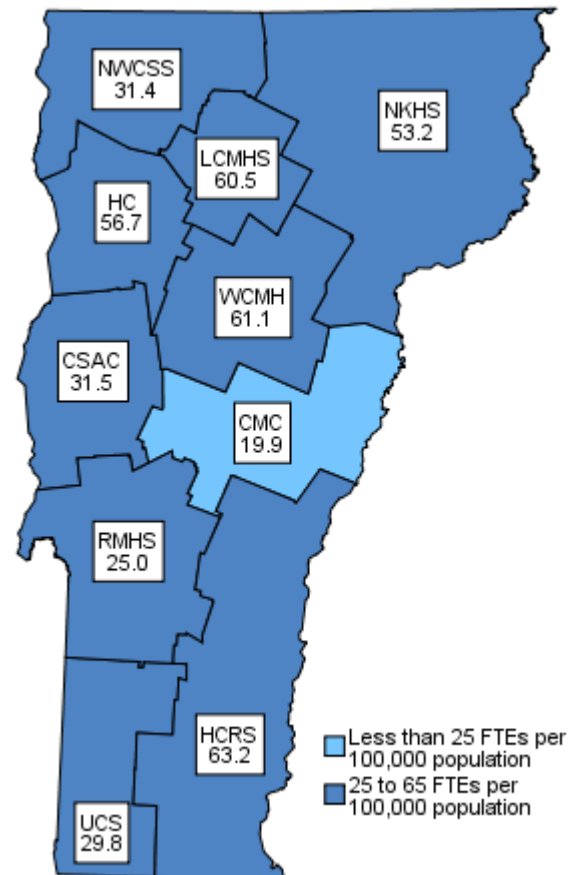


### Blueprint Health Care Areas (see Appendix for details)

- Brattleboro (101.4), St. Johnsbury (69.1), and Morrisville (67.5) Health Care Areas had the highest ratio of mental health counselor FTEs to population.
- Upper Valley and Rutland Health Care Areas had less than 25 FTEs per 100,000 population.

### Mental Health Counselor FTEs\* per 100,000 population by Mental Health Catchment Areas

\*underestimate due to response rate of 75.9%



### Mental Health Catchment Areas (see Appendix for details)

- Clara Martin Center (CMC) had the lowest ratio of 19.9 FTEs to 100,000 population.
- Highest ratio was 63.2 in Health Care and Rehabilitation Services of Southeastern Vermont (HCRS) area.

### Current Experience and Future Plans

- Median amount of time licensed in Vermont: 12 years

#### In the next 12 months

- 78.7% planned to continue working as they had been.
- 13.1% planned to increase their hours.
- 4.4% planned to reduce their hours.

Years licensed in Vermont	Number	Percent
0 to 5 years	103	24.0%
6 to 10 years	104	24.2%
11 to 15 years	64	14.9%
16 to 20 years	74	17.2%
21 to 25 years	49	11.4%
Over 25 years	36	8.4%

### Observations

- Response rate for the 2015 MHC census was 75.9% so estimates of FTEs will be an underestimate of actual FTEs in Vermont and other values reported are subject to non-responder bias and will not be as accurate as data taken from a complete census.
- Many counselors indicated a desire to serve Medicare clients, but an inability to do so due to their practice structure and Medicare's reimbursement and billing requirements.

### Questions

For tables detailing these data or further information, contact:

Vermont Department of Health  
 Division of Health Surveillance – Workforce Census  
 108 Cherry Street, Drawer 41  
 PO Box 70  
 Burlington, VT 05402-0070  
 Tel. 802-863-7300  
 Email: [AHS.VDHPhysicianCensus@vermont.gov](mailto:AHS.VDHPhysicianCensus@vermont.gov)

## Appendix

### Active Mental Health Counselor

A mental health counselor who reported working in Vermont as such (regardless of how many hours) is considered active.

### Census

The census was taken during the biennial mental health counselor relicensing process which ended on January 31, 2015. The data include all licensed mental health counselors except for new licensees enrolled less than three months before the renewal date (November 2014 – January 2015), as their license was valid until the next renewal date of January 31, 2017. 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.

### Health Care Areas

The Health Care Areas in this report are those used by the Vermont Blueprint for Health, an initiative working to transform the way primary care and comprehensive health services are delivered and paid for. It disseminates information on healthcare expenditures, utilization, and care quality measures within these regions (see <http://blueprintforhealth.vermont.gov/>). Data are available for other regional definitions from the Division of Health Surveillance. See the contact information at the end of this report.

### Main Practice, Site, Setting, and Specialty

The main practice site, setting, or specialty of an individual refer to the practice site, setting, or specialty with the greatest number of reported annual hours.

### Maps

For county map, 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.

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	WCMHS

## 2015 Licensed Mental Health Counselors

### 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 2015 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.