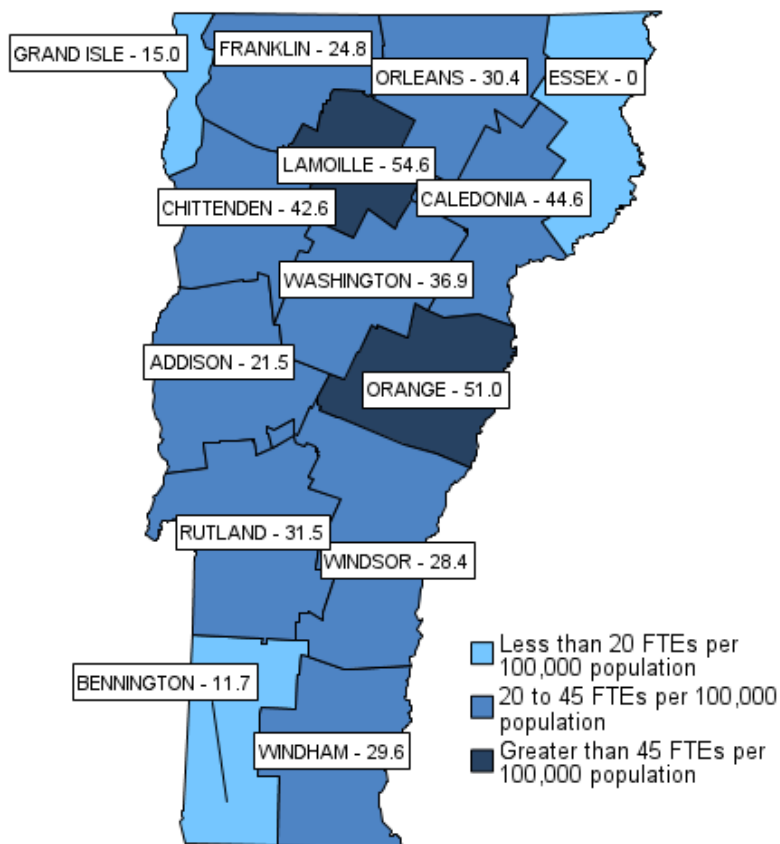


### Overview

This Licensed Alcohol and Drug Abuse Counselors (LADC) 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 Licensed Alcohol and Drug Abuse Counselors are relicensed every two years. Data for this report were obtained during the January 2023 relicensing period and represent a snapshot of the profession at that time.

LADCs use psychotherapy and other methods to assist individuals in understanding alcohol and drug abuse dependency problems, and defining goals, and planning actions reflecting the individuals’ interests, abilities, and needs. To be licensed in Vermont, LADCs must have a master’s degree in a human services field or a health care profession and 300 hours of substance abuse education, have two years (at least 2000 hours) of supervised practice, and pass an exam. Vermont also regulates Certified Alcohol and Drug Abuse Counselors and Apprentice Addiction Professionals who have lesser education and supervised practice hour requirements.

### LADC FTEs per 100,000 population by county



### In Brief

#### Workforce

Survey period: January 2023  
 Response Rate: 99.6%  
 Licenses renewed: 452  
 Active in VT: 382  
 VT Full-time Equivalents: 222.4

#### Demographics

% Female: 69.4%  
 Median Age: 54  
 % 60 or older: 36.6%

#### Education and Training

% PhD: 2.6%  
 % Educated in VT: 49.7%  
 % Educated in Northeast: 87.3%

#### Main Practice Settings

Private practice: 42.9%  
 Co-occurring outpatient: 9.4%

#### Current Employment

% Accepting new patients: 90.6%  
 % Full-time at main site: 13.9%  
 % Full-time at all sites: 16.3%  
 % Planning to reduce hours: 5.0%  
 % Planning to retire: 1.3%  
 % Planning to increase hours: 8.2%

#### Geographic Distribution

(FTEs per 100,000 population)  
 Highest: 54.6, Lamoille County  
 Lowest: 0, Essex County

#### Trends in Statewide FTEs

2023: 222.4  
 2021: 202.4  
 2019: 264.3

## Workforce

- 452 LADCs renewed their licenses during the surveyed period and 450 of these completed the workforce survey for a response rate of 99.6%.
- Out of the 450 respondents, 382 (84.9%) indicated they are actively practicing as a LADC in Vermont.
- Of the 68 respondents reporting a non-active status, 25 (36.8%) indicated they are planning to start working as a LADC in Vermont within the next 12 months.
- The remainder of this report is based on the 382 LADCs who reported actively working in Vermont.

## Full Time Equivalent (FTEs)

- 382 LADCs provide 222.4 total FTEs.
- 75.4 FTEs, or 33.9% of total FTEs, are provided by 140 LADCs aged 60 or older.
- 13.9% (53) of LADCs work 40 or more hours per week at their main site.

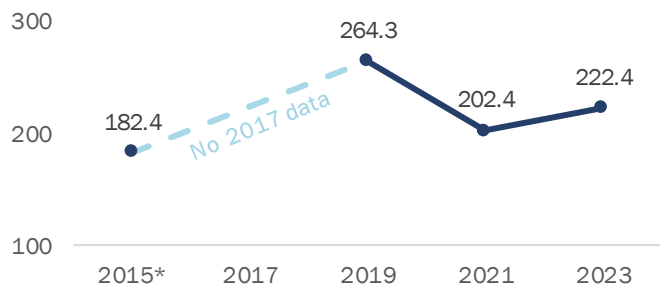
**Over one third of FTEs (33.9%) are provided by LADCs aged 60 or older.**

Average weekly hours – at main site	Number	Percent
Less than 20 hours	132	34.6%
20-39 hours	197	51.6%
40 hours or more	53	13.9%

## Trends in Statewide FTEs

- After decreasing from 264.3 in 2019 to 202.4 in 2021, LADC FTEs increased to 222.4 in 2023, remaining lower than 2019 levels.
- \*The data from 2015 may be artificially low due to a low response rate of 82%
- There was no data for 2017.

**LADC FTEs by Year**



## Demographics

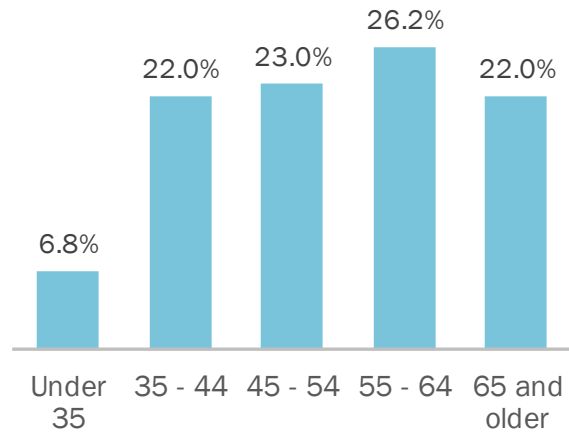
### Gender

- 69.4% (263) of the active LADCs in Vermont are female.
- 27.4% (104) are male.
- 3.2% (12) preferred not to answer.

### Age

- The median age of LADCs is 54, meaning half of LADCs are aged 54 and older.
- 6.8% (26) are under 35 years of age.
- 45.0% (172) are between 35 and 54 years of age.
- 48.2% (184) are 55 years of age and older.

### Age Distribution of VT LADCs



### Race and Ethnicity

Respondents were asked to select their race and could select multiple responses or choose not to answer so numbers may not equal the total number of LADCs.

- 91.1% of LADCs are white, 1.6% are American Indian or Alaskan Native, 1.3% are Black, and 0.5% are Asian. No LADCs selected Native Hawaiian or Pacific Islander. Three LADCs selected another race that was not listed (0.8%), and 23 preferred not to answer or are missing data for race.
- 0.5% of LADCs are Hispanic, Latino/a, or of Spanish origin, and 358 (94.7%) are not. 22 LADCs preferred not to answer or are missing data for ethnicity.

### Education and Training

Master's degrees are required to hold a LADC license in Vermont. 2.6% of LADCs in Vermont (10) had a doctoral level degree.

- 87.3% of LADCs completed their education in the Northeast.

Highest degree awarded in:	Number	Percent
Vermont	149	49.7%
Northeast excluding VT	113	37.7%
Midwest	8	2.7%
South	20	6.7%
West	8	2.7%
Other country	2	0.7%
* Missing data from 82 individuals		

### Additional licenses

Many LADCs maintain more than one mental health care license:

- 176 are licensed clinical mental health counselors.
- 80 are social workers.
- 13 are psychologists.
- 4 are marriage and family therapists.

## Practice Characteristics

### Access to Care

- 90.6% (337) of LADCs are accepting new patients.
- 83.8% (311) participate in Medicaid and 79.2% (294) accept new Medicaid clients.
- Medicare does not reimburse Licensed Alcohol and Drug Abuse counselors directly so LADCs accepting Medicare must be able to bill using another provider type or provide services under supervision of a covered license type.
  - 43.4% (160) participate in Medicare and 41.0% (151) accept new Medicare clients.

### Client populations served

LADCs were asked which populations they typically serve and could select multiple responses.

- 27.5% (105) of counselors serve youth age 4-17.
- 94.2% (360) of counselors serve adults age 18-64.
- 47.6% (182) of counselors serve older adults 65 and older.
- 27.5% (105) of counselors serve military populations.
- 68.9% (230) of counselors participate in counseling patients receiving medically assisted treatment (data missing for 48 individuals).

### Practice Setting

- 42.9% of LADCs work in private practices and 9.4% work at an integrated mental health/substance use treatment center. Setting data can be difficult to interpret since many LADCs employed at the same work location chose different settings to describe it.

Main Setting	Number	Percent
Private Practice	164	42.9%
Integrated mental health/substance use treatment center	36	9.4%
Community health center	35	9.2%
School health service	23	6.0%
Hub	22	5.8%
Medical care	18	4.7%
Mental health clinic	16	4.2%
Hospital: psychiatric	12	3.1%
Hospital: general	11	2.9%
Residential setting	9	2.4%
Criminal justice	8	2.1%
Community mental health/Designated agency	7	1.8%
Medication-assisted treatment/spoke	4	1.0%
Other setting	17	4.5%

### Number of sites

- 89.5% (342) of LADCs practice at a single practice site.
- 10.5% (40) work at two or more sites.

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

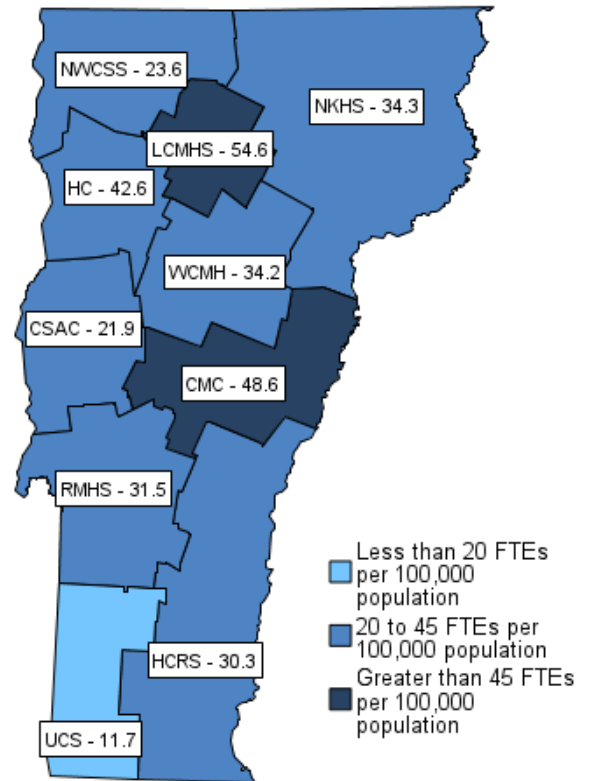
- The highest ratio of LADCs (54.6 FTEs per 100,000 population) is in the Lamoille County Mental Health Services (LCMHS) catchment area, followed by the Clara Martin Center (CMC) at 48.6 FTEs per 100,000 population.
- The lowest ratio of LADCs (11.7 FTEs per 100,000 population) is in the United Counseling Services (UCS) area in southwestern Vermont.

## Current Experience and Future Plans

- The median years licensed in Vermont for LADCs is 11 years.
- 23.6% of LADCs have been licensed in Vermont for over 20 years.
- 79.7% plan to continue working the same number of hours in the next 12 months.
- 8.2% plan to increase their hours.
- 5.0% plan to reduce their hours.
- 1.3% plan to retire.

Years Licensed in Vermont	Number	Percent
0 to 5 years	52	16.2%
6 to 10 years	104	32.4%
11 to 15 years	58	18.1%
16 to 20 years	31	9.7%
21 to 25 years	37	11.5%
Over 25 years	39	12.1%
* Missing data from 61 individuals		

## LADC FTEs per 100,000 population by Mental Health Catchment Areas



## Certified Alcohol and Drug Abuse Counselors & Apprentice Addiction Professionals

- 20 certified alcohol and drug abuse counselors provided 13.1 FTEs.
  - 7 planned to earn their LADC license in the next two years.
  - Not having or desiring the necessary degree, age, and plans to retire were listed as reasons for not planning to pursue the license.
- 50 apprentice addiction professionals provided 32.0 FTEs.
  - 20 planned to earn their LADC license in the next two years.
  - Cost of education, lack of time to complete education or hours required for LADC, plans to retire, and not needing additional credentials for current work were listed as reasons for not planning to pursue the license.

## Key Takeaways

- There was an increase of 20 LADC FTEs statewide between 2021 and 2023, but the number of FTEs (222.4) is still below the high of 264 in 2019.
- Just over one third of FTEs (33.9%) are provided by LADCs aged 60 or older.
- Relative to population, LADCs are most common in Lamoille and Orange Counties, and there are no LADCs in Essex County.
- Just 16.3% of LADCs work full-time as an LADC, though many also maintain other mental health or health licenses, including 176 as Licensed Clinical Mental Health Counselors.
- Over 90% of LADCs are accepting new patients.

For more information, contact: [AHS.VDHPhysicianCensus@vermont.gov](mailto:AHS.VDHPhysicianCensus@vermont.gov)

## Appendix

### Active LADC

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

### Census

The census was taken during the biennial relicensing process which ended on January 31, 2023. The data include all licensed LADCs except for new licensees enrolled less than three months before the renewal date (October – December 2022), as their license was valid until the next renewal date of January 31, 2025. 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 LADCs 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 LADC 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 2022 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.