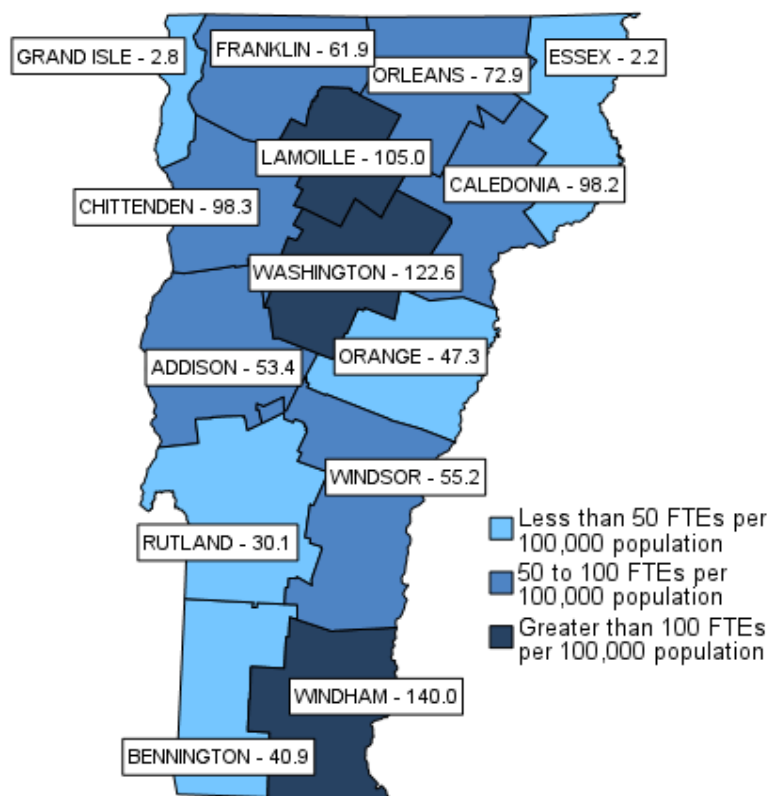


## Overview

This census of Licensed Clinical Mental Health Counselors 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 2019 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



## In Brief

### Workforce

Survey period: January 2019  
Response rate: 99.3%  
Licenses renewed: 850  
Active in VT: 723  
Full-time equivalents: 494.1

### Demographics

% Female: 76.6%  
Median age: 53  
% 60 or older: 33.7%

### Education and Training

% PhD: 2.6%  
% educated in VT: 52.6%  
% educated in Northeast: 87.4%

### Main Specialties

Psychotherapy: 46.3%  
Cognitive behavioral therapy: 13.9%  
Trauma: 11.4%

### Current Employment

Accepting new patients: 93.9%  
Full time hours at main site: 24.7%  
Plans to increase hours: 11.2%  
Plans to reduce hours: 5.1%

### Geographic Distribution

(FTE to 100,000 population ratio)  
Highest: 140.0, Windham County  
Lowest: 2.2, Essex County  
2.8, Grand Isle County

### Trends in Statewide FTEs

2015: 300.3  
2017: 423.4  
2019: 494.1

## Workforce

- 850 mental health counselors (MHCs) renewed their licenses during the census period and 844 completed the workforce survey for a response rate of 99.3%.
- Out of the 844 respondents, 723 (85.7%) indicated that they were active and providing direct patient care in Vermont as mental health counselors.
- Of the 121 respondents currently reporting a non-active status, 48 (39.7%) 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 723 mental health counselors who reported being active and providing direct patient care in Vermont as mental health counselors. One active respondent did not provide any site or hour information, so they were not included in totals of practice characteristics or FTEs.

## Demographics

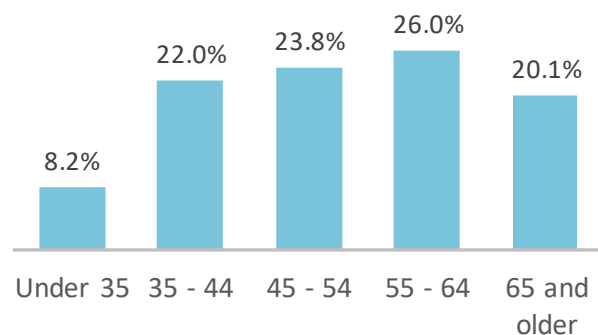
### Gender

- 76.6% of the MHCs in Vermont are female.
- 23.2% are male.

### Age

- 30.2% were younger than 45.
- 20.1% were 65 years of age and older.

### Age Distribution of VT MHCs



### 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 mental health counselors.

- 681 mental health counselors were white (94.2%), 0.7% were American Indian or Alaskan Native, and fewer than 0.5% were Black, Asian, or Native Hawaiian/Pacific Islander. Eight MHCs selected another race that was not listed (1.1%), and 31 preferred not to answer or were missing data for race.
- Seven mental health counselors (1.0%) were Hispanic, Latino/a, or of Spanish origin, and 692 (95.7%) were not. Data was missing for 24 mental health counselors who preferred not to answer or skipped the question.

## Education and Training

- All MHCs must have a master's degree to be licensed.
  - 2.6% (19) had a PhD.
- 87.4% completed their education in the Northeast.

Highest education level completed	Number	Percent
Vermont	379	52.6%
Northeast excluding Vermont	250	34.7%
Midwest	23	3.2%
South	30	4.2%
West	37	5.1%
Foreign country	1	0.1%

## Additional licenses

- Many MHCs maintained more than one mental health care license.
  - 165 were substance abuse and/or addiction counselors
  - 10 were psychologists
  - 8 were psychoanalysts
  - 2 were clinical social workers
  - 9 were marriage and family therapists
  - 7 were school counselors
  - 15 were art therapists

## Practice Characteristics

### Specialties

- Psychotherapy (46%) and cognitive behavioral therapy (14%) were the most common primary specialties.

### Number of sites

- 13.0% (94) of mental health counselors practiced at more than one location.
- 1.1% (8) of those practiced at three or more locations.

### Practice Setting

- The most common setting for main practice locations was individual private practices, followed by outpatient mental health clinics.

Main Setting	Number	Percent
Community health center	58	8.0%
Mental health clinic	97	13.4%
Methadone clinic	3	0.4%
Primary or specialist medical care	11	1.5%
Specialized outpatient substance use treatment facility	14	1.9%
Criminal Justice	5	0.7%
Hospital: psychiatric	16	2.2%
Private practice - individual	330	45.7%
Private practice - group	55	7.6%
Residential setting	11	1.5%
School-based mental health service	56	7.8%
In-home setting	6	0.8%
Distance Counseling	5	0.7%
Other setting	55	7.6%

## Access to Care

- 93.9% accepted new clients.
- 87.0% participated in Medicaid.
- 84.4% 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.
  - 24.6% participated in Medicare.
  - 23.2% accepted new Medicare clients.

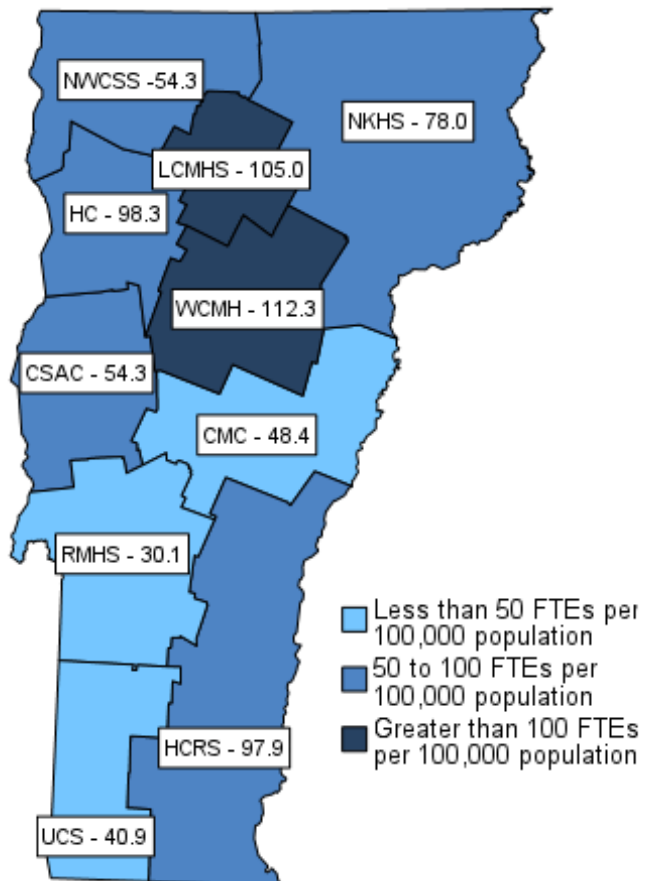
## Full Time Equivalent (FTEs)

- 24.7% worked 40 hours or more per week at their main site.
- 494.1 total FTEs were provided by 722 mental health counselors.
- 156.8 FTEs, or 31.7% of total FTEs, were provided by counselors age 60 and older (244 individuals).

Average weekly hours	Number	Percent
Less than 20 hours	190	26.3%
20 to 39 hours	354	49.0%
40 hours or more	178	24.7%

## Mental Health Catchment Areas FTEs per 100,000 population (see Appendix for details)

- Rutland Mental Health Services (RMHS) had the lowest ratio of 30.1 FTEs to 100,000 population.
- The highest ratio was 112.3 in Washington County Mental Health Services (WCMH) area.



## Current Experience

### Years in Practice

- Median number of years licensed in VT: 13

Years Licensed in VT	Number	Percent
0 to 5 years	181	25.3%
6 to 10 years	172	24.0%
11 to 15 years	112	15.6%
16 to 20 years	102	14.2%
21 to 25 years	64	8.9%
Over 25 years	85	11.9%

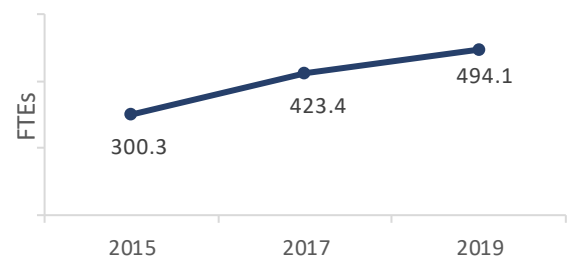
### In the next 12 months

- 81.4% of MHCs planned to continue working the same number of hours as they had been.
- 11.2% planned to increase their hours.
- 5.1% planned to reduce their hours.
- Less than one percent (0.6%) planned to retire.

## Trends in Statewide FTEs

- Mental health counselor FTEs increased by 41.0% from 300.3 in 2015 to 423.4 in 2017.
- From 2017 to 2019, FTEs increased by 16.8%.

### Mental Health Counselors FTEs by Year



## Key Takeaways

- Most Vermont counties saw an increase from 2017 to 2019 in the number of FTEs per 100,000 population. Windham County increased from 118.4 FTEs per 100,000 population in 2017 to 140.0 in 2019, and Washington County increased from 104.4 to 122.6. The number of FTEs per 100,000 population decreased from 2017 to 2019 in Grand Isle County from 4.1 to 2.8, and in Essex County from 10.7 to 2.2.
- 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.

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

## Appendix

### Active Mental Health Counselors

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, 2019. The data include all licensed mental health counselors except for new licensees enrolled less than three months before the renewal date (November 2018 – January 2019), as their license was valid until the next renewal date of January 31, 2021. 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.

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

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

### Map Quartiles

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. 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

# Mental Health Counselors 2019

## 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 2019 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 are 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.