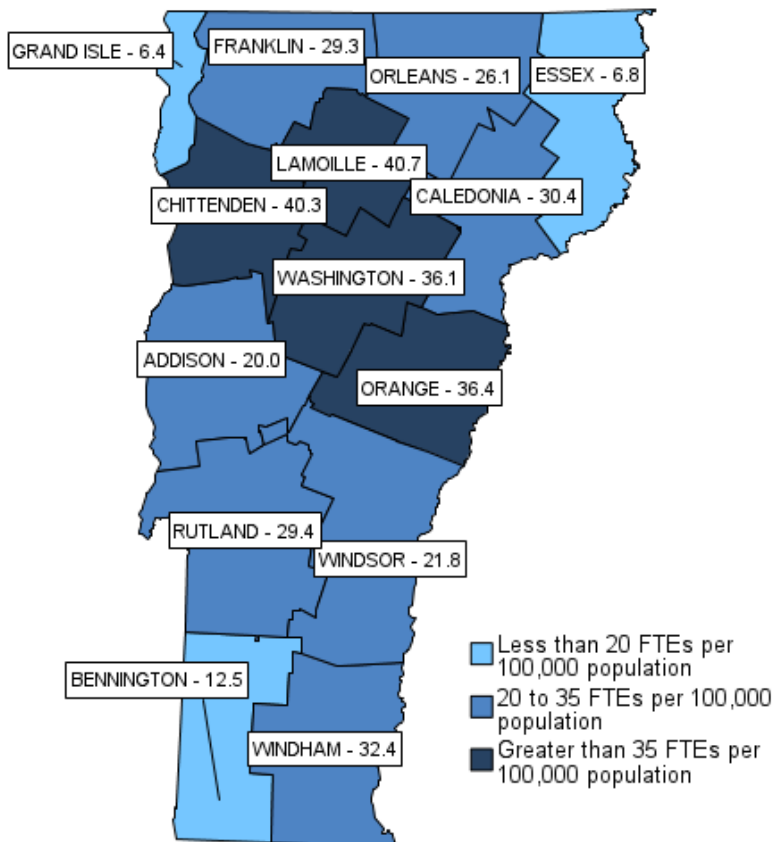


Overview

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 2021 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, 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 2021
 Response Rate: 96.0%
 Licenses renewed: 421
 Active in VT: 336
 VT Full-time Equivalent: 202.4

Demographics

% Female: 70.7%
 Median Age: 53
 % 60 or older: 36.6%

Education and Training

% PhD: 2.7%
 % Educated in VT: 51.0%
 % Educated in Northeast: 89.1%

Main Practice Settings

Private practice: 41.8%
 Co-occurring outpatient: 12.5%

Current Employment

% Accepting new patients: 93.8%
 % Full-time at main site: 14.0%
 % Full-time at all sites: 16.4%
 % Planning to reduce hours: 4.8%
 % Planning to retire: 1.5%

Geographic Distribution

(FTEs per 100,000 population)
 Highest: 40.7, Lamoille County
 40.3, Chittenden County
 Lowest: 6.4, Grand Isle County
 6.8, Essex County

Trends in Statewide FTEs

2021: 202.4
 2019: 264.3
 2015: 182.4 (low response rate of 82%)

Workforce

- 421 LADCs renewed their licenses during the surveyed period and 404 of these completed the workforce survey for a response rate of 96.0%. There were 17 LADCs who renewed their licenses but did not fill out the survey – normal follow-up was not completed due to competing demands of COVID-19 pandemic response.
- Out of the 404 respondents, 336 (83.2%) indicated they were actively practicing as a LADC in Vermont.
- Of the 68 respondents reporting a non-active status, 28 (41.2%) indicated they were planning to start working as a LADC in Vermont within the next 12 months.
- The remainder of this report is based on the 336 LADCs who reported actively working in Vermont.

Full Time Equivalent (FTEs)

- 336 LADCs provided 202.4 total FTEs (FTE data was missing for one individual).
- 71.4 FTEs, or 35.3% of total FTEs, were provided by 123 LADCs aged 60 or older.
- 14.0% (47) of LADCs worked 40 or more hours per week at their main site.

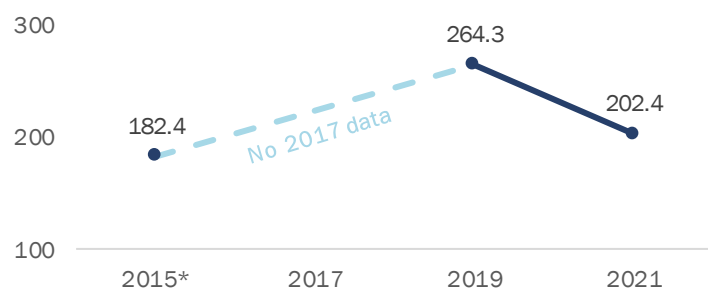
Over one third of FTEs (35.3%) were provided by LADCs aged 60 or older.

| Average weekly hours – at main site | Number | Percent |
|-------------------------------------|--------|---------|
| Less than 20 hours | 105 | 31.3% |
| 20-39 hours | 183 | 54.6% |
| 40 hours or more | 47 | 14.0% |
| *Missing data for 1 individual | | |

Trends in Statewide FTEs

- LADC FTEs decreased by 61.9 from 264.3 in 2019 to 202.4 in 2021.
- *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

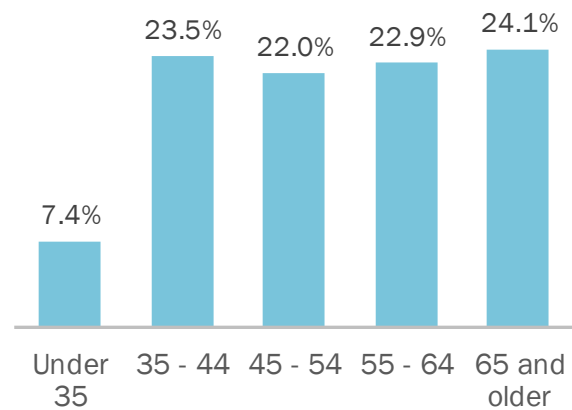
Gender

- 70.7% (237) of the active LADCs in Vermont were female.
- 28.4% (95) were male.
- 0.9% (3) were another gender.

Age

- Half of LADCs were aged 53 and older.
- 7.4% (25) were under 35 years of age.
- 45.5% (153) were between 35 and 54 years of age.
- 47.0% (158) were 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.

- 93.2% of LADCs were white, 2.7% were American Indian or Alaskan Native, 0.6% were Asian, and <0.5% were Black or Native Hawaiian or Pacific Islander. 11 LADCs selected another race that was not listed (3.3%), and four preferred not to answer or were missing data for race.
- 0.6% of LADCs were Hispanic, Latino/a, or of Spanish origin, and 323 (96.1%) were not. 11 LADCs preferred not to answer.

Education and Training

Master's degrees are required to hold a LADC license in Vermont. 2.7% of LADCs in Vermont (9) had a doctoral level degree.

- 89.1% of LADCs completed their education in the Northeast.

| Highest degree awarded in: | Number | Percent |
|------------------------------------|--------|---------|
| Vermont | 150 | 51.0% |
| Northeast excluding VT | 112 | 38.1% |
| Midwest | 11 | 3.7% |
| South | 12 | 4.1% |
| West | 8 | 2.7% |
| Other country | 1 | 0.3% |
| * Missing data from 42 individuals | | |

Additional licenses

Many LADCs maintained more than one mental health care license:

- 117 were licensed clinical mental health counselors.
- 80 were social workers.
- 14 were psychologists.
- 3 were nurse practitioners.
- 2 were marriage and family therapists.

Practice Characteristics

Access to Care

- 93.8% (305) of LADCs were accepting new patients.
- 89.2% (289) participated in Medicaid and 85.5% (278) accepted 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.
 - 48.0% (156) participated in Medicare and 46.3% (150) accepted new Medicare clients.

Client populations served

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

- 35.1% (118) of counselors served youth age 4-17.
- 92.9% (312) of counselors served adults age 18-64.
- 55.1% (185) of counselors served older adults 65 and older.
- 33.0% (111) of counselors served military populations.
- 75.8% (247) of counselors participated in counseling patients receiving medically assisted treatment (data missing for 10 individuals).

Practice Setting

- 41.8% of LADCs worked in private practices and 12.5% worked 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 | 140 | 41.8% |
| Integrated mental health/substance use treatment center | 42 | 12.5% |
| Community health center | 31 | 9.3% |
| Hub | 22 | 6.6% |
| Mental health clinic | 21 | 6.3% |
| School health service | 21 | 6.3% |
| Medical care | 11 | 3.3% |
| Hospital: general | 8 | 2.4% |
| Residential setting | 8 | 2.4% |
| Community mental health/Designated agency | 7 | 2.1% |
| Hospital: psychiatric | 6 | 1.8% |
| Criminal justice | 4 | 1.2% |
| Medication-assisted treatment/spoke | 4 | 1.2% |
| Other Setting | 10 | 3.0% |

Number of sites

- 87.1% (291) of LADCs practiced at a single practice site.
- 12.9% (43) worked at two or more sites.

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

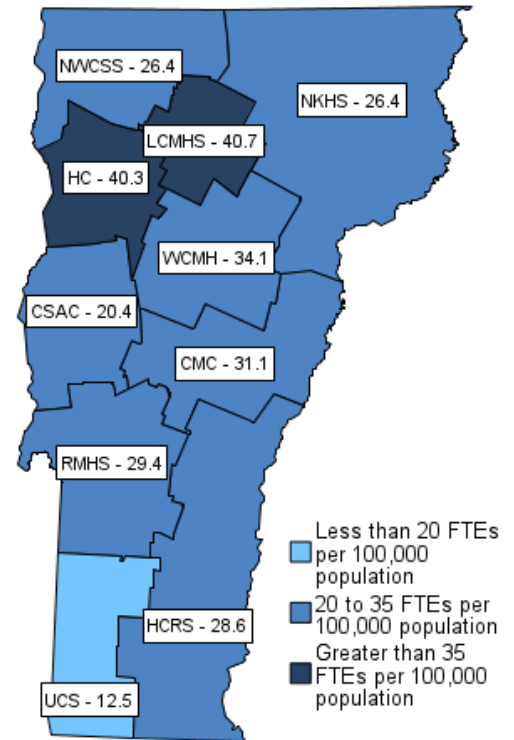
- The highest ratio of LADCs (40.7 FTEs per 100,000 population) was in the Lamoille County Mental Health Services (LCMHS) catchment area, followed by the Howard Center's (HC) at 40.3 FTEs per 100,000 population.
- The lowest ratio of LADCs (12.5 FTEs per 100,000 population) was in the United Counseling Services (UCS) area in southwestern Vermont.

Current Experience and Future Plans

- The median years licensed in Vermont for LADCs was 10 years.
- 23% of LADCs had been licensed in Vermont for over 20 years.
- 77.3% planned to continue working the same number of hours in the next 12 months.
- 6.3% planned to increase their hours.
- 4.8% planned to reduce their hours.
- 1.5% planned to retire.

| Years Licensed in Vermont | Number | Percent |
|------------------------------------|--------|---------|
| 0 to 5 years | 60 | 19.1% |
| 6 to 10 years | 101 | 32.2% |
| 11 to 15 years | 47 | 15.0% |
| 16 to 20 years | 34 | 10.8% |
| 21 to 25 years | 30 | 9.6% |
| Over 25 years | 42 | 13.4% |
| * Missing data from 22 individuals | | |

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



Certified Alcohol and Drug Abuse Counselors & Apprentice Addiction Professionals

- 16 certified alcohol and drug abuse counselors provided 10.4 FTEs.
 - 8 planned to earn their LADC license in the next two years.
 - Respondents' age and cost of schooling were listed as reasons for not planning to pursue the license.
- 39 apprentice addiction professionals provided 26.1 FTEs.
 - 15 planned to earn their LADC license in the next two years.
 - Cost of education, lack of a master's degree, focusing on other licenses (like mental health counselor) or on current work, the amount of time required to pursue the education and license, and not needing additional credentials for current work were listed as reasons for not planning to pursue the license.

Key Takeaways

- There was a decrease of 62 FTEs provided by LADCs between 2019 and 2021.
- Over one third of FTEs (35.3%) were provided by LADCs aged 60 or older.
- Relative to population, LADCs were most common in Lamoille and Chittenden Counties, and least common in Grand Isle and Essex Counties.
- Just 16.4% of LADCs worked full-time as an LADC, though many also maintain other mental health or health licenses.
- Over 90% of LADCs were accepting new patients.

For more information, contact: 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, 2021. The data include all licensed LADCs except for new licensees enrolled less than three months before the renewal date (October – December 2020), as their license was valid until the next renewal date of January 31, 2023. 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 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.