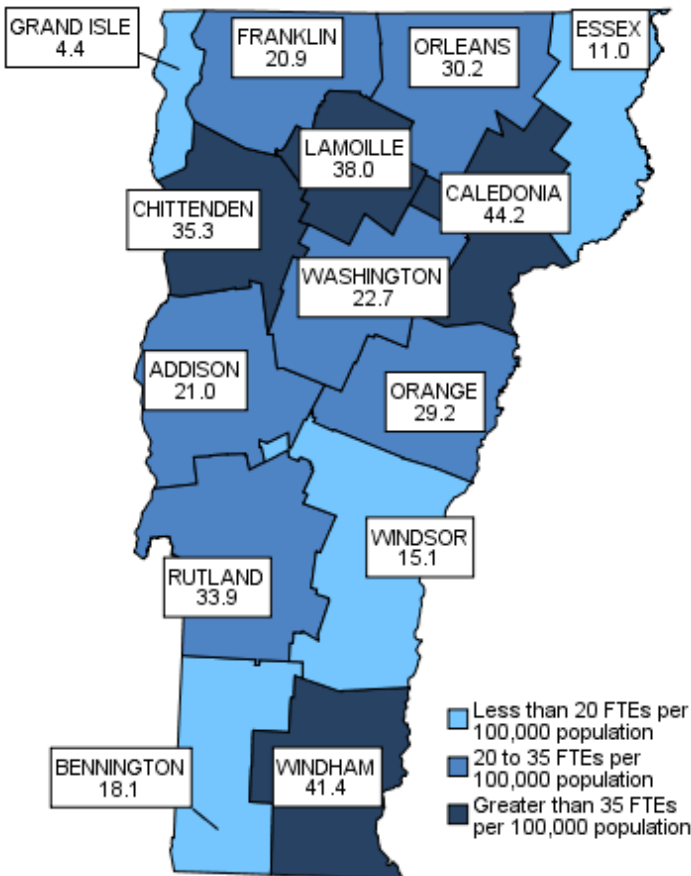


## Overview

This Licensed Alcohol and Drug Abuse 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 Licensed Alcohol and Drug Abuse 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.

Licensed Alcohol and Drug Abuse Counselors use psychotherapy, along with other methods, to assist an individual or groups of individuals understand alcohol and drug abuse dependency problems and define goals and plan actions reflecting the individuals' interests, abilities, and needs. To be licensed in Vermont, LADCs must have completed 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 standards.

*Licensed Alcohol and Drug Abuse Counselor FTEs\* per 100,000 population by county \*underestimate due to response rate of 81.8%*



2015 Licensed Alcohol and Drug Abuse Counselors

## In Brief

### Workforce

Survey period: January 2015  
 Response Rate: 81.8%  
 Licenses renewed: 489  
 Active in VT\*: 314  
 Full-time Equivalent\*: 182.4

### Demographics

% Female: 64.6%  
 Median Age: 54  
 % 60 or older: 32.5%

### Education and Training

% PhD: 3.5%  
 % educated in VT: 46.2%  
 % educated in Northeast: 85.2%

### Current Employment

Accepting new patients: 93.8%  
 Full time hours at main site: 16.2%  
 Plans to increase hours: 10.6%  
 Plans to reduce hours: 4.3%

### Geographic Distribution

*(FTE\* to 100,000 pop. ratio)*

Highest: 44.2, Caledonia County  
 Lowest: 4.4, Grand Isle County

\*Active counselors and FTEs are underestimated due to low response rate of 81.8%. We have no hours or work information on 18.2% of LADCs who renewed licenses in 2015.

## Workforce

- 489 Licensed Alcohol and Drug Abuse Counselors (LADCs) renewed their licenses during the census period and 400 completed the workforce survey for a response rate of 81.8%.
- Out of the 400 respondents, 314 (78.5%) indicated that they were active and providing direct patient care in Vermont as Licensed Alcohol and Drug Abuse Counselors.
- Of the 86 respondents currently reporting a non-active status, 27 (31.4%) 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 314 Licensed Alcohol and Drug Abuse Counselors who reported being active and providing direct patient care in Vermont as Licensed Alcohol and Drug Abuse Counselors.

## Demographics

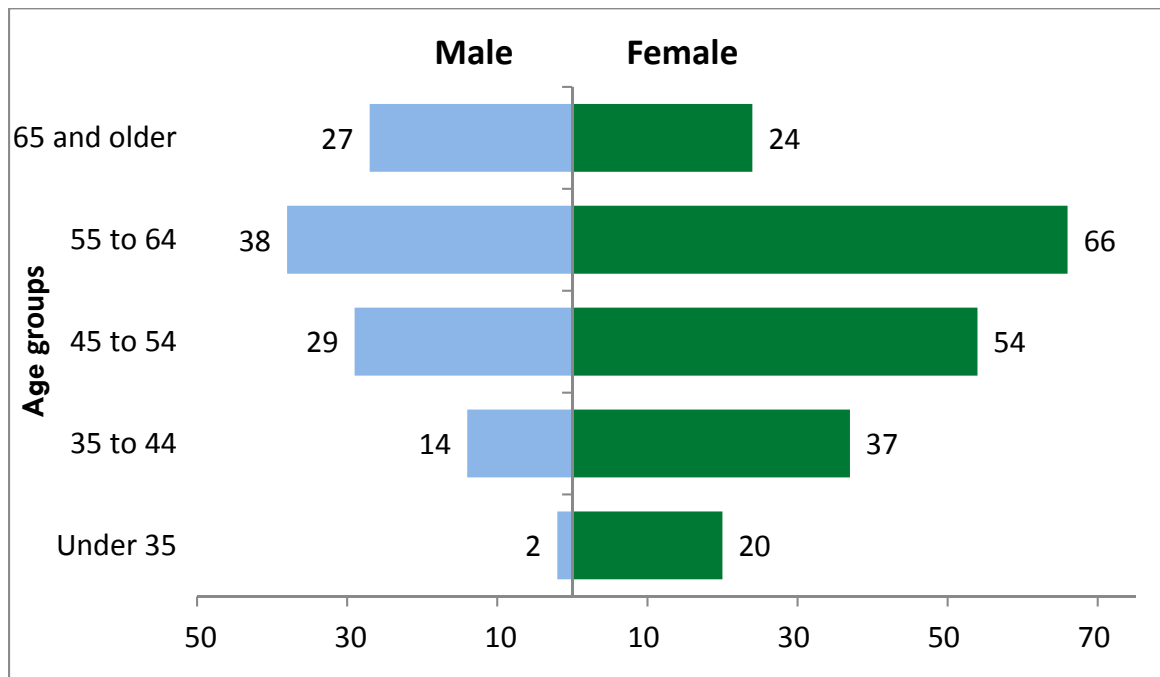
### Gender

- 64.6% were female
- 35.4% were male

### Age

- 23.5% of LADCs were younger than 45
- 16.4% of LADCs were 65 or older

*Age and gender of LADCs*



## Education and Training

- All LADCs must have master’s degree to be licensed.
  - 3.5% (11) had a PhD.
- 85.2% completed their education in the Northeast.

Region in which highest degree awarded	Number	Percent
Vermont	134	46.2%
Northeast excluding Vermont	113	39.0%
Midwest	13	4.5%
South	17	5.9%
West	10	3.4%
Canada	1	0.3%
Other Foreign Country	2	0.7%

### Additional licenses

- Many LADCs maintained more than one mental health care license.
  - 113 were mental health counselors
  - 17 were psychologists
  - 58 were clinical social workers
  - 4 were marriage and family therapists
  - 4 were nurse practitioners
  - 5 were registered nurses

## Practice Characteristics

### Access to care

- 93.8% accepted new clients
- 78.9% participated in Medicaid
- 76.6% 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.
  - 43.2% participated in Medicare
  - 41.8% accepted new Medicare clients

### Number of practice sites

- 19.2% (60) of Licensed Alcohol and Drug Abuse counselors practiced at two locations.
- 2.9% (9) practiced at three or more locations.

### Client population served

- 37.6% (118) of counselors served youth age 4-17.
- 92.4% (290) of counselors served adults age 18-64.
- 42.7% (134) of counselors served older adults 65 and older.
- 27.7% (87) of counselors served military populations.

### Practice setting

- For Licensed Alcohol and Drug Abuse counselors' main practice location, the most common setting was private practice, followed by substance abuse clinics.

Main Setting	Number	Percent
Community health center	27	8.6%
Criminal Justice	7	2.2%
Detox	1	0.3%
Hospital: general	4	1.3%
Hospital: psychiatric	8	2.5%
Medical care	8	2.5%
Methadone clinic	8	2.5%
Mental health clinic	31	9.9%
Private practice	106	33.8%
Recovery support	1	0.3%
Rehabilitation	3	1.0%
Residential	13	4.1%
School health service	12	3.8%
Substance abuse clinic	56	17.8%
Other setting	29	9.2%

### Full Time Equivalents

- 16.2% worked 40 hours or more per week at their main site.

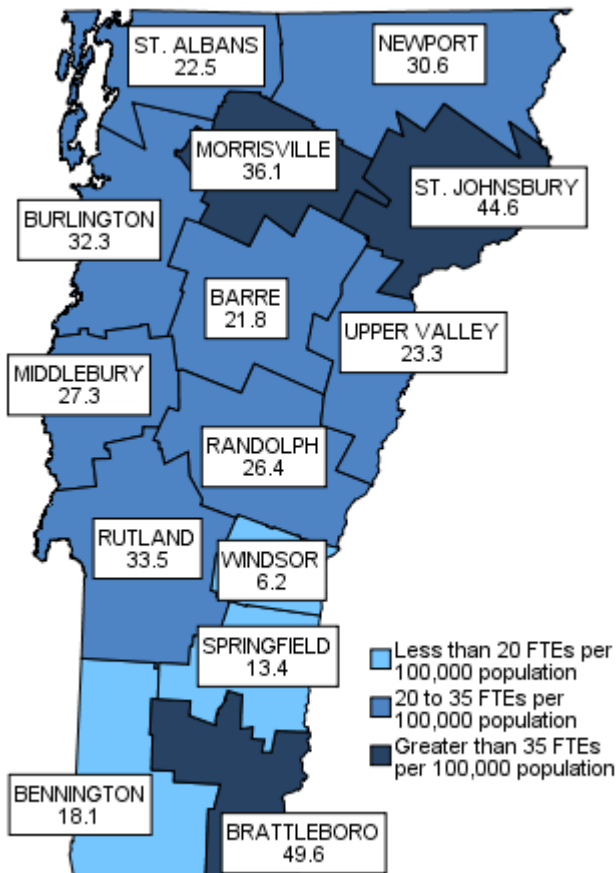
Weekly hours at main site	Number	Percent
Less than 20 hours	127	40.4%
20 to 39 hours	136	43.3%
40 hours or more	51	16.2%

- 182.4 total FTEs were provided by 314 Licensed Alcohol and Drug Abuse counselors.
- 57.2 FTEs, or 31.4% of total FTEs, were age 60 and older (102 individuals).

## 2015 Licensed Alcohol and Drug Abuse Counselors

**Licensed Alcohol and Drug Abuse Counselor FTEs\* per 100,000 population by Blueprint Health Care Areas** \*underestimate due to response rate of 81.8%

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

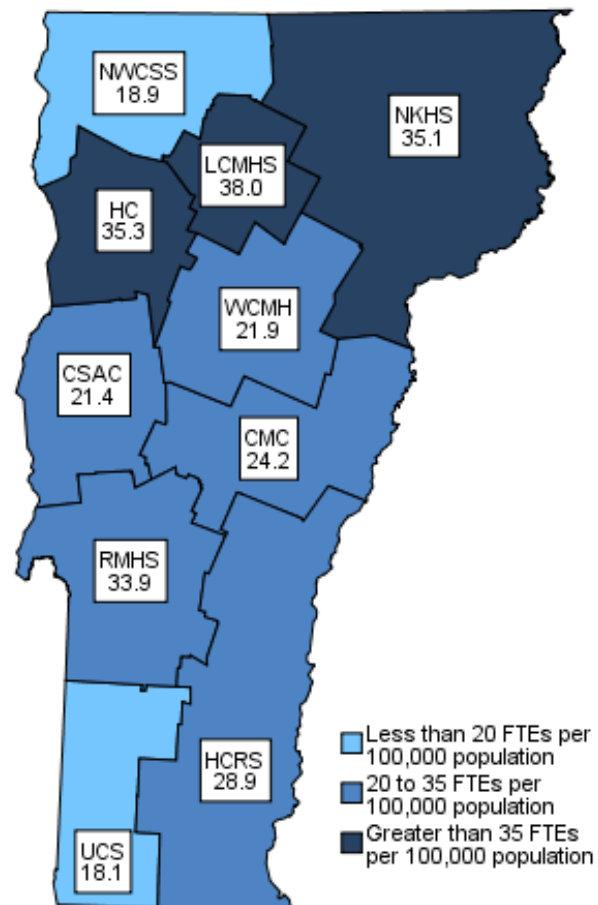


- Brattleboro (49.6), St. Johnsbury (44.6), and Morrisville (36.1) Health Care Areas had the highest ratio of Licensed Alcohol and Drug Abuse counselor FTEs to population.
- Windsor (6.2), Springfield (13.4), and Bennington (18.1) Health Care Areas had the lowest ratio of LADC FTEs to population with less than 20 FTEs per 100,000 population.

**Licensed Alcohol and Drug Abuse Counselor FTEs\* per 100,000 population by Mental Health Catchment Areas** \*underestimate due to response rate of 81.8%

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

- United Counseling Services (UCS) and Northwestern Counseling and Support Services (NWCSS) had the lowest ratios of 18.1 and 18.9 FTEs to 100,000 population.
- Highest ratio was 38.0 in Lamoille County Mental Health Services (LCMHS) area.



## Current Experience and Future Plans

- Median amount of time licensed in Vermont: 10 years
- Slightly less than a third of LADCs had been licensed in Vermont for 5 years or less.

Years licensed in Vermont	Number	Percent
0 to 5 years	93	30.7%
6 to 10 years	66	21.8%
11 to 15 years	62	20.5%
16 to 20 years	34	11.2%
21 to 25 years	26	8.6%
Over 25 years	22	7.3%

### In the next 12 months

- 72.9% planned to continue working as they had been.
- 10.6% planned to increase their hours.
- 4.3% planned to reduce their hours.
- 2.0% planned to move to a different career or retire.

## Observations

- Response rate for the 2015 LADC census was 81.8% so estimates of FTEs are 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 Licensed Alcohol and Drug Abuse Counselor

A Licensed Alcohol and Drug Abuse counselor who reported working in Vermont as such (regardless of how many hours) is considered active.

### Census

The census was taken during the biennial Licensed Alcohol and Drug Abuse counselor relicensing process which ended on January 31, 2015. The data include all Licensed Alcohol and Drug Abuse 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 Alcohol and Drug Abuse 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.