Health Care Workforce Census
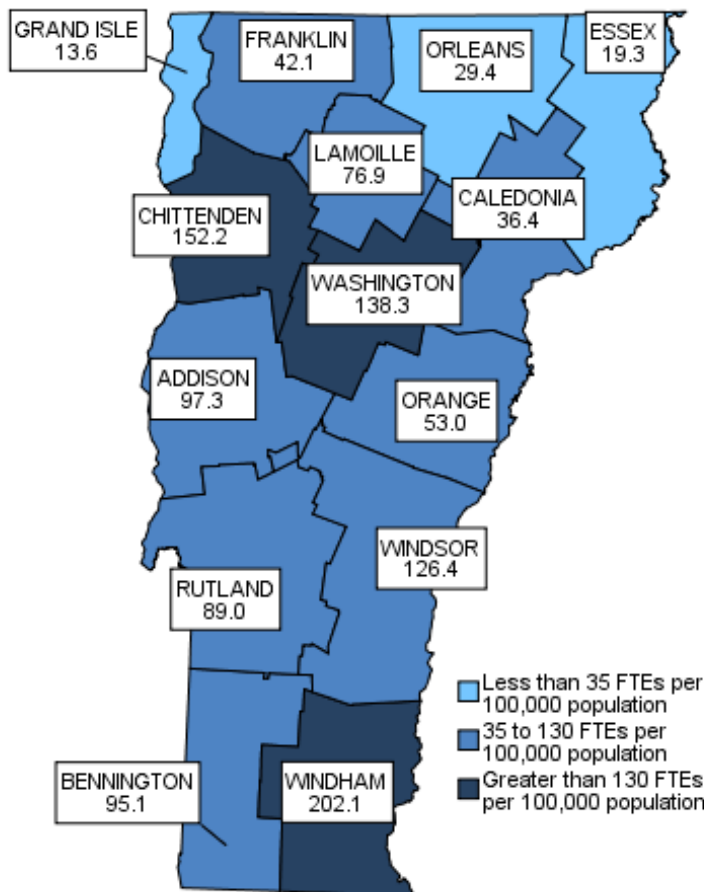# Licensed Clinical Social Workers, 2018

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Overview

This Clinical Social Workers 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 Clinical Social Workers are relicensed every two years. Data for this report were obtained during the January 2018 relicensing period and represent a snapshot of the profession at that time.

Clinical social workers help individuals and families function in their environment, deal with their relationships, and solve personal and family problems using special knowledge of social resources, human capabilities, and the part that motivation plays in determining behavior drawn from social work theory.

Social Worker FTEs to 100,000 population ratio by Vermont counties

GRAND ISLE 13.6	FRANKLIN 42.1	ORLEANS 29.4	ESSEX 19.3
CHITTENDEN 152.2	LAMOILLE 76.9	CALEDONIA 36.4	
ADDISON 97.3	WASHINGTON 138.3	ORANGE 53.0	
RUTLAND 89.0	WINDSOR 126.4		
BENNINGTON 95.1	WINDHAM 202.1		

Less than 35 FTEs per 100,000 population
35 to 130 FTEs per 100,000 population
Greater than 130 FTEs per 100,000 population

In Brief

Workforce
Census period – January 2018
Response Rate: 100%
Licenses renewed: 1144
Active in VT: 864
Full-time Equivalents (FTEs): 685.8

Demographics
% Female: 82.1%
Median Age: 52
% 60 or older: 32.6%

Education and Training
% PhD: 1.3%
% educated in VT: 26.2%
% educated in Northeast: 77.5%
% ABE certified: 38.4%

Main Specialties
Mental Health: 83.9%

Current Employment
Accepting new patients: 86.6%
Full-time at main site: 45.4%
Full-time at all sites: 47.9%
Plans to reduce hours: 4.1%
Plans to retire or stop working in VT: 0.9%

Geographical Distribution
(FTE to 100,000 pop. ratio)
Highest: 202, Windham County
Lowest: 14, Grand Isle County

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Workforce

- 1144 licensed clinical social workers (LCSWs) renewed their licenses during the census period and all of them completed the workforce census for a response rate of 100%.
- Out of the 1144 respondents, 864 (75.5%) indicated that they were active and provided direct patient care in Vermont as LCSWs.
- Of the 280 respondents currently reporting a non-active status, 98 (35%) 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 864 LCSWs who reported being active and provided direct patient care in Vermont as LCSWs.
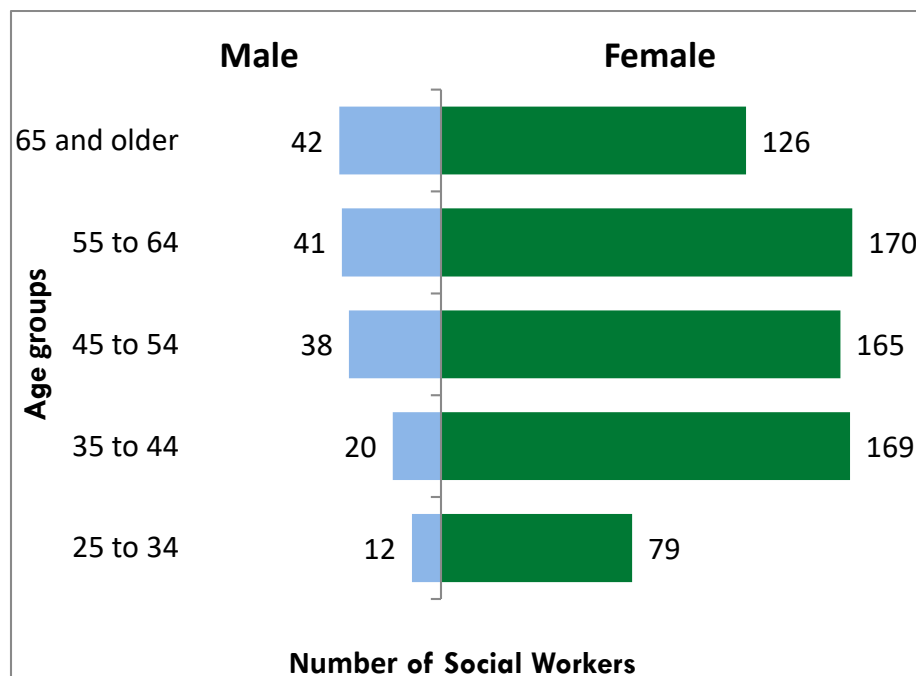
Demographics

Gender

- 82.1% of social workers were female (709).
- 17.7% of social workers were male (153).
- 0.2% reported other gender or did not report gender (2).

Age

- 48.0% of social workers were between ages 45 to 64.
- 10.5% of social workers were under age 35.
- 19.5% of social workers were 65 and older.
- Male social workers made up a larger percentage of older social workers than younger social workers. Male social workers were 25% of the 65 and older age group but only 13.2% of the 25 to 34 age group.

Social workers by age and gender

Education and Training

- Master's degrees are required to hold a Vermont license for social work. 1.3% of licensed social workers in Vermont have a doctoral level degree.
- 77.5% received their schooling in the Northeast.
- 38.4% were certified as clinical social workers by the American Board of Examiners in Clinical Social Work.
- 20.7% were registered on the National Association of Social Workers Clinical Register.
- Large proportions of social workers did not know their certification or registry status.
  - 35.5% did not know ABE certification status.
  - 61.0% did not know NASW registry status.

Region in which highest degree awarded	Number	Percent
Vermont	226	26.2%
Northeast excluding Vermont	441	51.2%
Midwest	66	7.7%
South	61	7.1%
West	60	7.0%
Canada	4	0.5%
Other foreign country	3	0.3%

Practice Characteristics

Specialties

- Mental health was the most common specialty selected by social workers, with 506 FTEs or 74% of the total FTEs.

	Main*		Secondary	
Specialty	Count	FTEs	Count	FTEs
Addiction	12	7.4	119	33.9
Health	43	31.2	38	11.1
Interpersonal Violence	1	.5	13	2.4
Mental Health	725	498.6	38	7.4
Other Specialty	83	59.9	126	32.9
*main specialty is one in which most annual hours were reported by individual social workers				

Access to Care

- 86.6% accepted new clients.
- 80.8% participated in Medicaid.
- 76.1% accepted new Medicaid clients.
- 63.8% participated in Medicare.
- 59.0% accepted new Medicare clients.

Number of practice sites

- 89.5% had a single practice site.
- 10.5% had two practice sites.
- No one had three practice sites or more.

Practice setting

- The most common main settings were private solo practices and mental health agencies.
- 70% of social workers worked at a site where supervision to train new social workers is available.
  - 94% of social workers at mental health agencies reported supervision available.
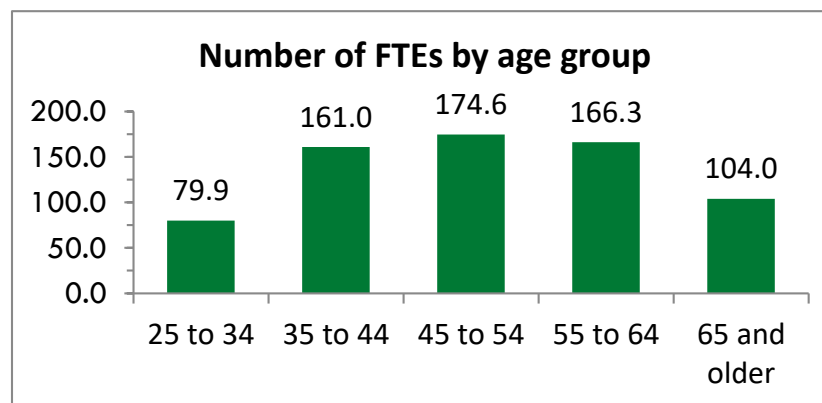 - 39% of social workers at private solo practice reported supervision available.

Main Setting	Number	Percent
Private Solo Practice	279	32.2%
Private Group Practice	55	6.4%
Mental Health Agency	121	14.0%
Substance Abuse Treatment	7	0.8%
Health Clinic/Outpatient	97	11.2%
Social Service Agency	42	4.9%
Psychiatric Hospital	26	3.0%
Hospital/Medical Center	78	9.0%
School or College	68	7.9%
Other	91	10.5%

Full Time Equivalents (FTEs)

- 685.8 total FTEs were provided by 864 social workers.
- Half of social workers worked 37.5 hours or more at their primary location, with 10.4% reporting 60 hours or more.

Weekly hours at main site	Number	Percent
Less than 20 hours	147	17.0%
20 to 39 hours	325	37.6%
40 hours or more	392	45.4%

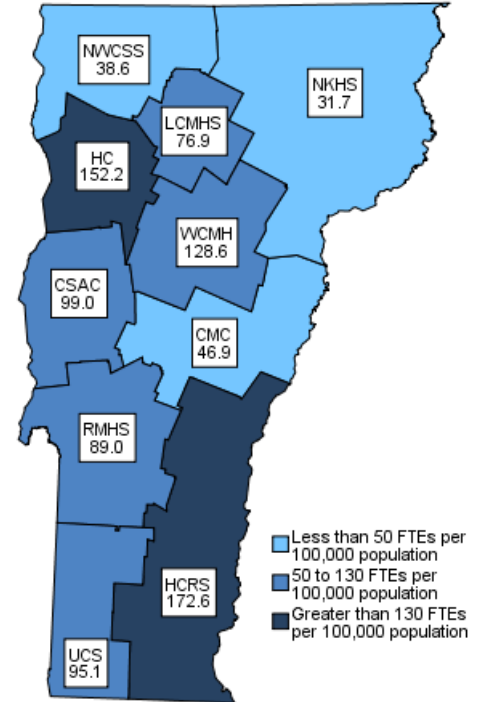- 27.7% of all FTEs were provided by social workers ages 60 and older

Number of FTEs by age group

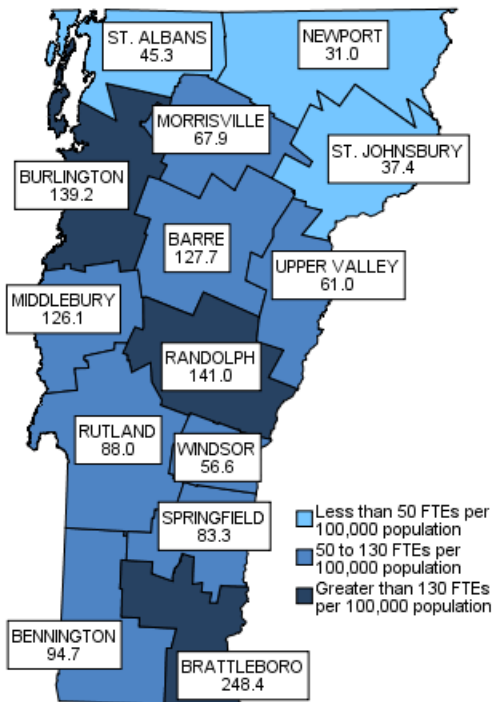| Age group	FTEs
25 to 34	79.9
35 to 44	161.0
45 to 54	174.6
55 to 64	166.3
65 and older	104.0

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

- The highest ratio of social workers (173 FTEs per 100,000 population) was found in the Health Care & Rehabilitation Services of Vermont (HCRS) providing care to Windsor and Windham counties.
- The lowest ratio of social workers (32 FTEs per 100,000 population) was found in the Northeast Kingdom Human Services (NKHS) area.

Social Worker FTEs to 100,000 population ratio by Mental Health Catchment Areas

Social Worker FTEs to 100,000 population ratio by Blueprint Health Care Areas

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

- When comparing to the larger mental health catchment areas, most differences were seen within the southeastern area (HCRS) which is comprised of four different health care areas.
- Brattleboro Health Care Area had the highest ratio with 248 FTEs per 100,000 population, followed by Burlington (139) and Randolph (141).
- Newport Health Care Area had the lowest ratio with 31 FTES per 100,000 population, followed by St. Johnsbury (37) and St. Albans (45).

Current Experience and Future Plans

- Median years licensed in Vermont = 10 years.

- 22.8% of currently active social workers have been licensed in Vermont over 20 years.

- 89.0% plan to continue working as they have been.

- 3.9% plan to increase their hours.

- 4.1% plan to reduce their hours.

- 0.9% plan to retire or stop working in Vermont.

Years licensed in Vermont	Number	Percent
0 to 5 years	259	30.8%
6 to 10 years	175	20.8%
11 to 15 years	110	13.1%
16 to 20 years	106	12.6%
21 to 25 years	70	8.3%
Over 25 years	122	14.5%

Observations

- Since 2016, there has been an increase of 70 more social workers practicing in Vermont and 50 more FTEs.

- Lower numbers of 25 to 34-year-old social workers may lead to a shortage of social workers over time as older social workers leave the workforce.

- Lower numbers of male social workers may limit access to social work services for men who feel more comfortable with accessing care through a social worker of the same gender.

- There is an uneven geographical distribution of FTEs to population ratio – over a 14-fold difference (from highest to lowest) in counties, 5-fold between mental health catchment areas, and 8-fold between health care areas. This indicates lower access to social workers in areas with smaller FTE to population ratios; however, this does not take into account the other mental health care workers in those areas (such as mental health counselors or psychologists, for example).

Questions

For tables detailing these data or further information, contact:

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Burlington, VT 05402-0070
Tel. 802-863-7300
Email: AHS.VDHPhysicianCensus@vermont.gov

Appendix

Active Social Worker

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

Census

The census was taken during the biennial relicensing process which ended on January 31, 2018. The data include all licensed social workers except for new licensees enrolled less than three months before the renewal date (October – December 2017), as their license was valid until the next renewal date of January 31, 2020. 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 <u>one</u> 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.

Limitations

Accuracy of setting data is difficult to interpret since many social workers 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 social worker worked the greatest number of annual hours.

Map Quartiles

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

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 2017 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.