

Overview

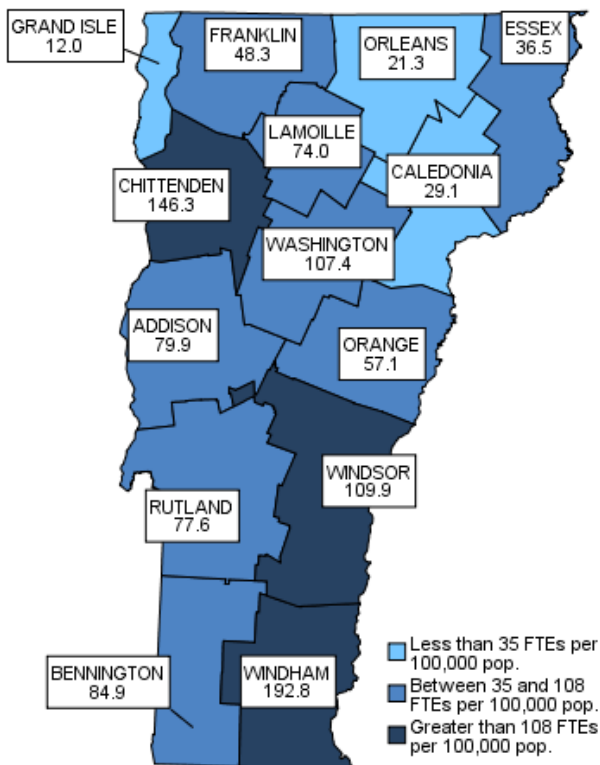
This Clinical Social Workers census is part of the Vermont Department of Health's healthcare provider data program, which is used to monitor and measure the supply of health care providers in Vermont over time.

Vermont Clinical Social Workers are relicensed every two years. Data for this report were obtained during the January 2016 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.

In Vermont, social workers were predominately female and 18.3% were 65 or older. A small percentage (1.4%) have advanced degrees beyond the master's degree required for their license. Three out of four have completed schooling in the Northeast and almost half were certified by the American Board of Examiners in Clinical Social Work. Half of the social workers work full time hours in one location with few planning to reduce hours or retire. Most common specialties selected were adults and mental health.

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



Full time equivalents ratios range widely by county: Chittenden, Windham, and Windsor have greater than 108 FTEs per 100,000 population and Caledonia, Grand Isle and Orleans have less than 35 FTEs per 100,000 population.

In Brief

Workforce

Census period – January 2016

Response Rate: 99.4%

Licenses renewed: 1020

Active in VT: 794

Full-time Equivalents(FTEs): 635.5

Demographics

% Female: 82.1%

Median Age: 52

% 60 or older: 31.7%

Education and Training

% PhD: 1.4%

% educated in VT: 26.5%

% educated in Northeast: 77.7%

% ABE certified: 46.0%

Specialties

Adults: 22.9%

Mental Health: 21.8%

Current Employment

Accepting new patients: 87.9%

Full-time hours at main site: 47.2%

Plans to reduce hours: 4.7%

Plans to retire: 0.9%

Geographical Distribution

(FTE to 100,000 pop. ratio)

Highest: 193, Windham County

Lowest: 12, Grand Isle County

Workforce

- 1020 licensed clinical social workers (LCSWs) renewed their licenses during the census period and 1014 of them completed the workforce census for a response rate of 99.4%
- Out of the 1014 respondents, 794 (78.3%) indicated that they were active and provided direct patient care in Vermont as LCSWs.
- Of the 220 respondents currently reporting a non-active status, 86 (39.1%) 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 794 LCSWs who reported being active and provided direct patient care in Vermont as LCSWs.

Demographics

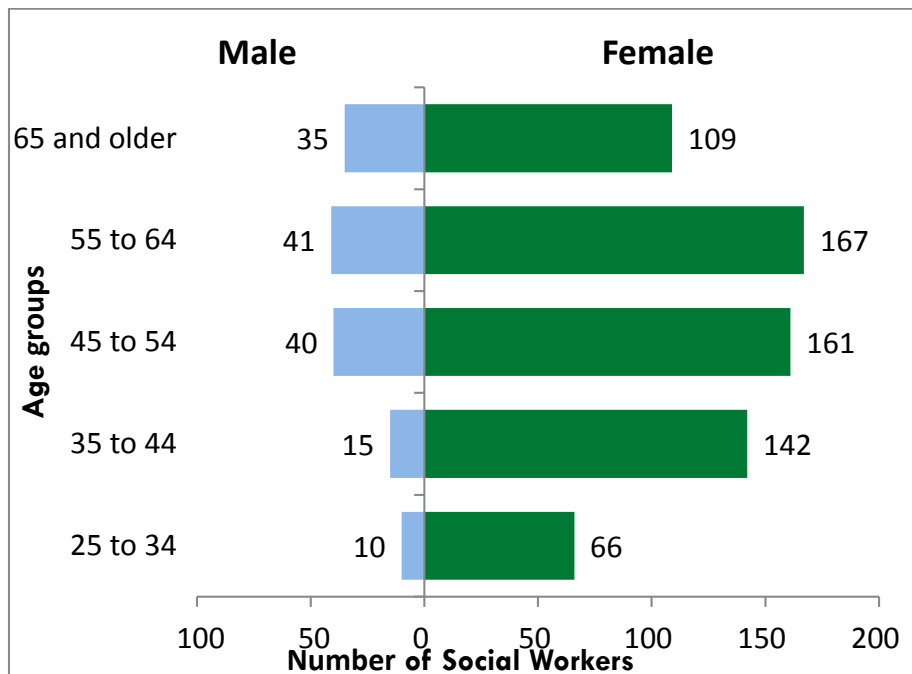
Gender

- 82.1% of active social workers were female (645).
- 17.9% of active social workers were male (141).
- 1.0 % did not report gender (8).

Age

- 52.3% of social workers were between ages 45 to 64.
- 9.6% of social workers were between ages 25 to 34.
- 18.3% 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 24.3% 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. 1.4% of licensed social workers in Vermont have a doctoral level degree.
- 77.7% received their schooling in the Northeast.
- 46.0% were certified as clinical social workers by the American Board of Examiners in Clinical Social Work.
- 24.3% were registered on the National Association of Social Workers Clinical Register.
- Large proportions of social workers did not know certification or registry status.
 - 33.8% did not know ABE certification status.
 - 59.5% did not know NASW registry status.

Region in which highest degree awarded	Number	Percent
Vermont	208	26.5%
Northeast excluding Vermont	402	51.2%
Midwest	62	7.9%
South	53	6.8%
West	54	6.9%
Canada	4	0.5%
Other foreign country	2	0.3%

Practice Characteristics

Specialties

- At social workers’ main practice sites, the most common specialties were Adults and Mental Health.

Specialties - main site	Primary	Secondary	Combined	Percent
Children and Families	155	79	234	16.6%
Adolescents (13-18 years old)	63	100	163	11.5%
Adults (18-65 years old)	224	99	323	22.9%
Older Adults (65+ years old)	26	57	83	5.9%
Veterans	33	4	37	2.6%
Interpersonal Violence	1	8	9	0.6%
Health	24	22	46	3.3%
Mental Health	184	124	308	21.8%
Addiction	22	60	82	5.8%
Other Specialty	62	66	128	9.1%

Access to Care

- 87.9% accepted new clients
- 82.5% participated in Medicaid
- 76.9% accepted new Medicaid clients
- 62.7% participated in Medicare
- 58.5% accepted new Medicare clients

Number of practice sites

- 88.9% had a single practice site
- 10.3% had two practice sites
- 0.8% had three practice sites or more

2016 Licensed Clinical Social Workers

Practice setting

- The most common main settings were private solo practices and mental health clinics.
- 71.2% of social workers worked at a site where supervision to train new social workers is available.
 - 95.2% of social workers at mental health clinic/agencies reported supervision available
 - 44.7% of social workers at private solo practice reported supervision available

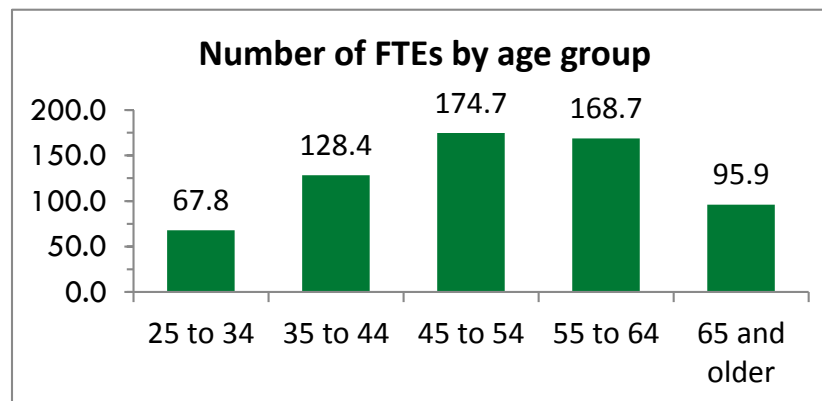
Main Setting	Number	Percent
Private Solo Practice	263	33.1%
Private Group Practice	50	6.3%
Mental Health Clinic/Agency	148	18.6%
Substance Abuse Treatment	11	1.4%
Health Clinic/Outpatient	62	7.8%
Social Service Agency	34	4.3%
Public Health Agency	9	1.1%
Home Health Agency	10	1.3%
Criminal Justice Agency	6	0.8%
Other Gov.	14	1.8%
Psychiatric Hospital	29	3.7%
Hospital/Medical Center	62	7.8%
School or College	65	8.2%
Nursing Home	4	0.5%
Hospice	5	0.6%
Other	10	1.3%
Residential	12	1.5%

Full Time Equivalent (FTEs)

- 635.5 total FTEs were provided by 794 social workers.
- 8.2 FTEs by 10 social workers based outside the state of Vermont worked through telemedicine or located near a Vermont border and serving Vermont clients with an out-of-state location.
- Half of social workers worked 37.5 hours or more at their primary location, with 15.1% reporting 60 hours or more.

Average weekly hours, primary site	Number	Percent
Less than 20 hours	127	16.0%
20 to 39 hours	292	36.8%
40 to 59 hours	255	32.1%
60 hours or more	120	15.1%

- 27.8% of all FTEs were provided by social workers ages 60 and older

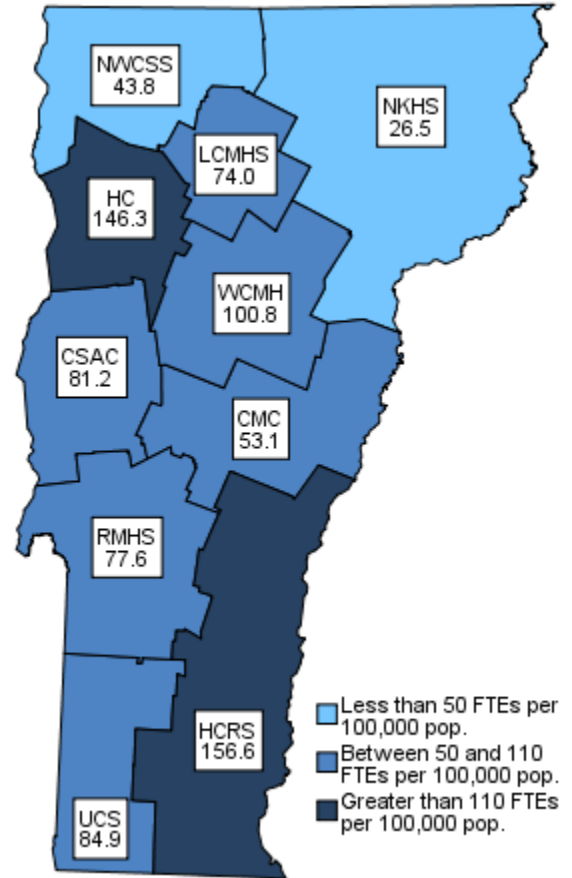


2016 Licensed Clinical Social Workers

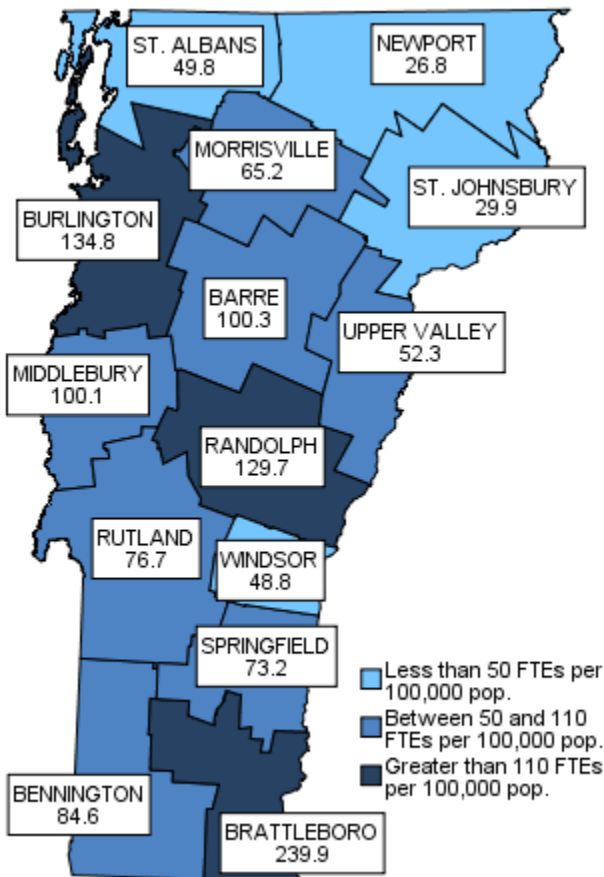
Mental Health Catchment Areas *(See Appendix for definition.)*

- The highest ratio of social workers (157 FTEs per 100,000 population) was found in the Health Care & Rehabilitation Services of Vermont (HCRS) for providing care to Windsor and Windham counties.
- The lowest ratio of social workers (27 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 240 FTEs per 100,000 population, followed by Burlington (135) and Randolph (130).
- Newport Health Care Area had the lowest ratio with 27 FTEs per 100,000 population, followed by St. Johnsbury (30) and Windsor (49).

Current Experience and Future Plans

- Median years licensed in Vermont = 10 years.
- 19.8% of currently active social workers have been licensed in Vermont over 20 years.
- 84.7% plan to continue working as they have been
- 7.7% plan to increase their hours
- 4.7% plan to reduce their hours
- 0.9% plan to retire

Years licensed in Vermont	Number	Percent
0 to 5 years	251	31.7%
6 to 10 years	154	19.4%
11 to 15 years	121	15.3%
16 to 20 years	109	13.8%
21 to 25 years	78	9.8%
Over 25 years	79	10%

Observations

- 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 sex.
- Uneven geographical distribution of FTEs to population ratio – over a 16-fold difference (from highest to lowest) in counties, 6-fold between mental health catchment areas, and 9-fold between health care areas. This indicates lower access to social workers in areas with smaller FTE to population ratios.
- Licensing of social workers will change in the state of Vermont for the 2018 renewal cycle – there will be two license types (LMSW and LICSW) in place of the current system (LCSW). The requirement for supervised practice will be the main difference between the two license types. It is difficult to predict what changes in the workforce may come about due to this change in licensing procedures.

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

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, 2016. The data include all licensed social workers except for new licensees enrolled less than three months before the renewal date (October – December 2015), as their license was valid until the next renewal date of January 31, 2018. 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.

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 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.