Minnesota’s Licensed Counselor Workforce

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Background
MDH conducts surveys on:

- Physicians
- Physician Assistants
- Nurses
- Dentists
- Dental Assistants
- Dental Hygienists
- Dental Therapists
- Physical Therapists
- Respiratory Therapists
- Pharmacists & Techs

- Mental Health:
  - Social Workers
  - LMFTs
  - Psychologists
  - LPCs & LPCCs
  - LADCs
What data do we collect?

• Basic demographics (BBHT data)
• Education and preparation
• Work location / practice characteristics
• Hours worked
• Future plans
• Use of EHR / telehealth equipment
• Job satisfaction
Why collect data?

- Minnesota Statutes 144.051 and 144.052 and
- Minnesota Rules 4695.0100-4695.0300

- To inform legislative recommendations
- To support decision-making for postsecondary program offerings
- Media, research, and other requests
Findings
Basic counts (March, 2016)

Number of actively licensed...

LADCs: 2,919
LPCCs: 1,112
LPCs: 453
## Counts in context

<table>
<thead>
<tr>
<th>Profession</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Workers</td>
<td>12,678*</td>
</tr>
<tr>
<td>Psychologists</td>
<td>3,824</td>
</tr>
<tr>
<td>Alcohol &amp; Drug Counselors</td>
<td>2,919</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapists</td>
<td>1,807</td>
</tr>
<tr>
<td>LPCs and LPCCs</td>
<td>1,565</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>867</td>
</tr>
<tr>
<td>Psychiatric Nurses</td>
<td>303</td>
</tr>
</tbody>
</table>

**Total Licensed MH Workforce:** 23,976

*Not all licensed social workers are providing mental health services.*
Counselor workforce by region

<table>
<thead>
<tr>
<th>Region</th>
<th>LPCs/LPCCs</th>
<th>LADCs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minneapolis-Saint Paul</td>
<td>64%</td>
<td>54%</td>
</tr>
<tr>
<td>Central Minnesota</td>
<td>12%</td>
<td>17%</td>
</tr>
<tr>
<td>Southeast Minnesota</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>Northwest Minnesota</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>Southwest Minnesota</td>
<td>6%</td>
<td>7%</td>
</tr>
</tbody>
</table>

The chart shows the percentage distribution of LPCs/LPCCs and LADCs across different regions in Minnesota.
Median age of...

Minnesota Workforce: 41

Psychologists: 57
Psychiatrists: 55
LADCs: 48
Marriage & Family Therapists: 45
Social Workers: 43
LPCs/LPCCs: 41
Age of LPC/LPCCs and LADCs

- 34 and younger: 29% LPCs/LPCCs, 25% LADCs
- 35 to 44: 30% LPCs/LPCCs, 18% LADCs
- 45 to 54: 21% LPCs/LPCCs, 20% LADCs
- 55 to 64: 16% LPCs/LPCCs, 24% LADCs
- 65 and older: 4% LPCs/LPCCs, 12% LADCs
What share of counselors are working in the field?

LPCs/LPCCs: 89.9%

LADCs: 85.4%

Compared to about 85% of LMFTs*, 91% of social workers, and 94% of psychologists.

*Preliminary data
What share of counselors plan to leave the field in five years or less?

LPCs/LPCCs: 6%

LADCs: 17%

Compared to about 11% of LMFTs, 14% of social workers, and 26% of psychologists.
Education level, LPCs/LPCCs and LADCs

- Doctorate or professional: 7%
- Graduate certificate: 10%
- Master's degree: 84%
- Bachelor's degree: 34%
- Associate degree: 10%
- Some college, no degree: 5%
- No college: 1%

LPCs/LPCCs
LADCs
Percent female in mental health professions

- Social Workers: 87%
- LPCs/LPCCs: 81%
- LMFTs: 80%
- LADCs: 68%
- Psychologists: 65%
- Psychiatrists: 38%
Percent providers of color

LADCs: 10.4%
LPCs/LPCCs: 8.4%
Psychologists: 7.9%
LMFTs*: 7.3%
Social Workers: 6%

*Preliminary data
“Which best prepared you to provide culturally competent care?”*

<table>
<thead>
<tr>
<th>Method</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal learning on the job</td>
<td>30%</td>
</tr>
<tr>
<td>Continuing education or professional development coursework</td>
<td>19%</td>
</tr>
<tr>
<td>Formal educational coursework</td>
<td>25%</td>
</tr>
<tr>
<td>Formal on-the-job training</td>
<td>25%</td>
</tr>
<tr>
<td>None</td>
<td>1%</td>
</tr>
</tbody>
</table>

*Preliminary data; LPCs, LPCCs, and LADCs combined
How satisfied have you been with your career...

How satisfied have you been with your career...

In the last 12 months?

- Very satisfied: 43%
- Somewhat satisfied: 50%
- Somewhat dissatisfied: 5%
- Very dissatisfied: 2%

Overall?

- Very satisfied: 49%
- Somewhat satisfied: 47%
- Somewhat dissatisfied: 2%
- Very dissatisfied: 2%
Greatest sources of satisfaction (sneak peek)

- “I truly enjoy working with clients and seeing when they realize their potential.”
- “Knowing that I am helping to make a difference on the heroin epidemic.”
- “Supportive co-workers.”
- “Working with people who have a sincere desire for change.”
Greatest sources of dissatisfaction (sneak peek)

- “Expensive CEUs.”
- “Insurance issues take up a lot of time that could be spent helping clients.”
- “Low pay.”
- “Paperwork. Too much focus on the client chart inhibits focus on the client.”
MN salary data (median hourly salaries)

Total, All Occupations: $18.88
Mental Health Counselors: $21.65
Alcohol and Drug Counselors: $22.04
Mental Health Social Workers: $22.50
Marriage & Family Therapists: $23.60
Clinical, Counseling, & School Psychologists: $33.69
Map 1: Minnesota planning regions