

Minnesota's Licensed Counselor Workforce

Teri Fritsma

Senior Healthcare Workforce Analyst
Minnesota Department of Health

MN Board of Behavioral Health & Therapy
October 28, 2016



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

Social Workers 12,678*

Psychologists 3,824

Alcohol & Drug Counselors 2,919

Marriage & Family Therapists 1,807

LPCs and LPCCs 1,565

Psychiatrists 867

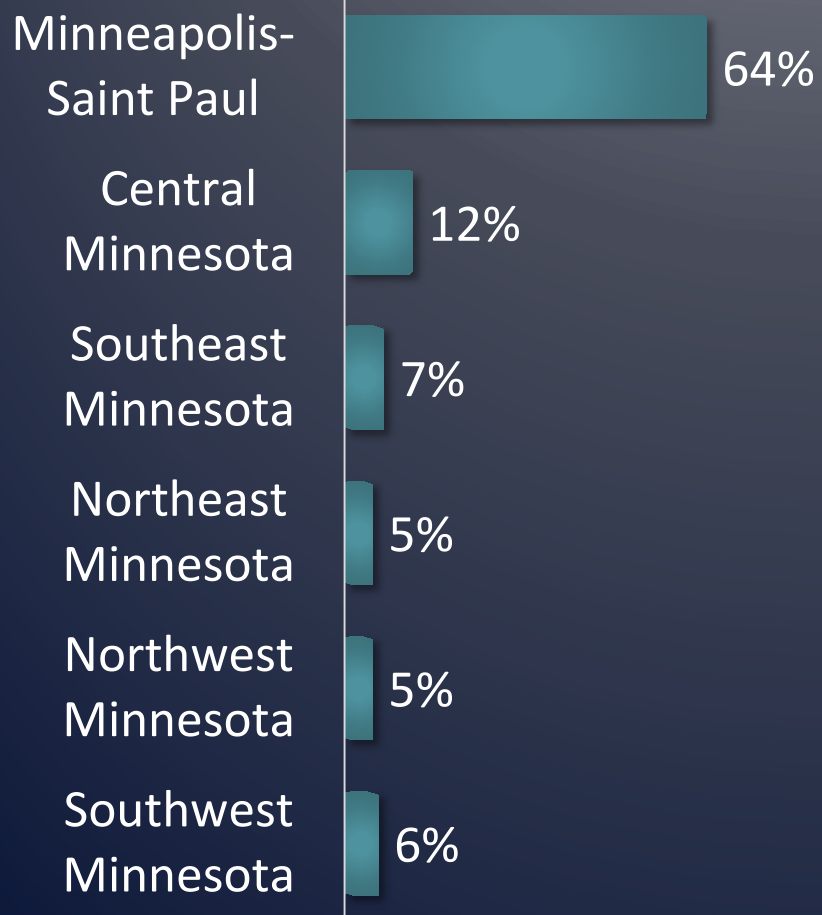
Psychiatric Nurses 303

Total Licensed MH Workforce: 23,976

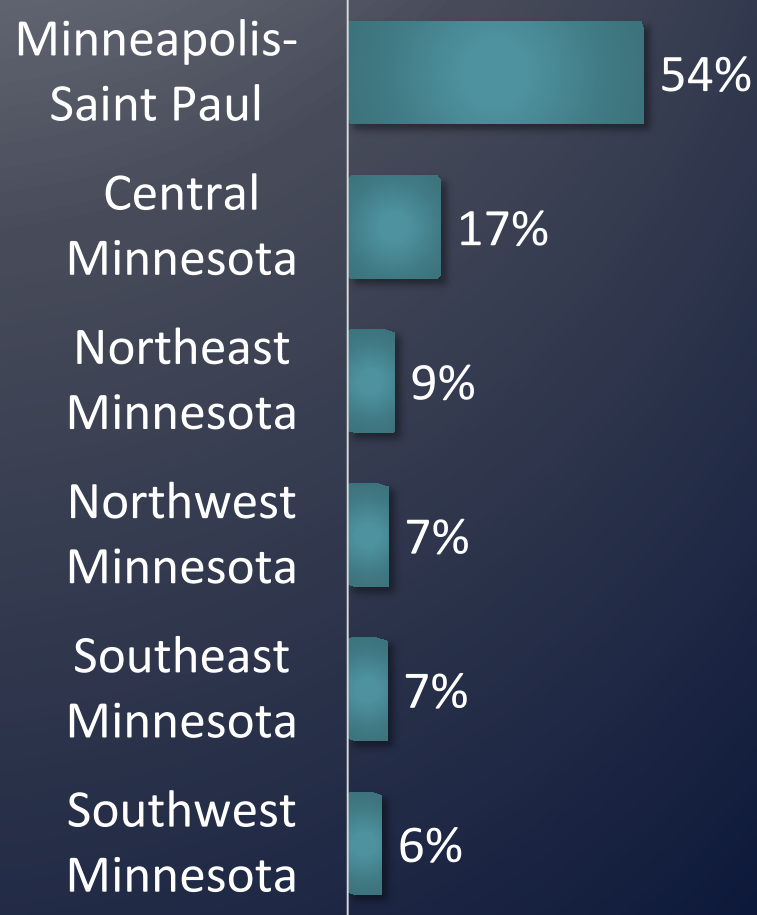
*Not all licensed social workers are providing mental health services.

Counselor workforce by region

LPCs/LPCCs



LADCs





Median age of...

Minnesota Workforce: 41

Psychologists: 57

Psychiatrists: 55

LADCs: 48

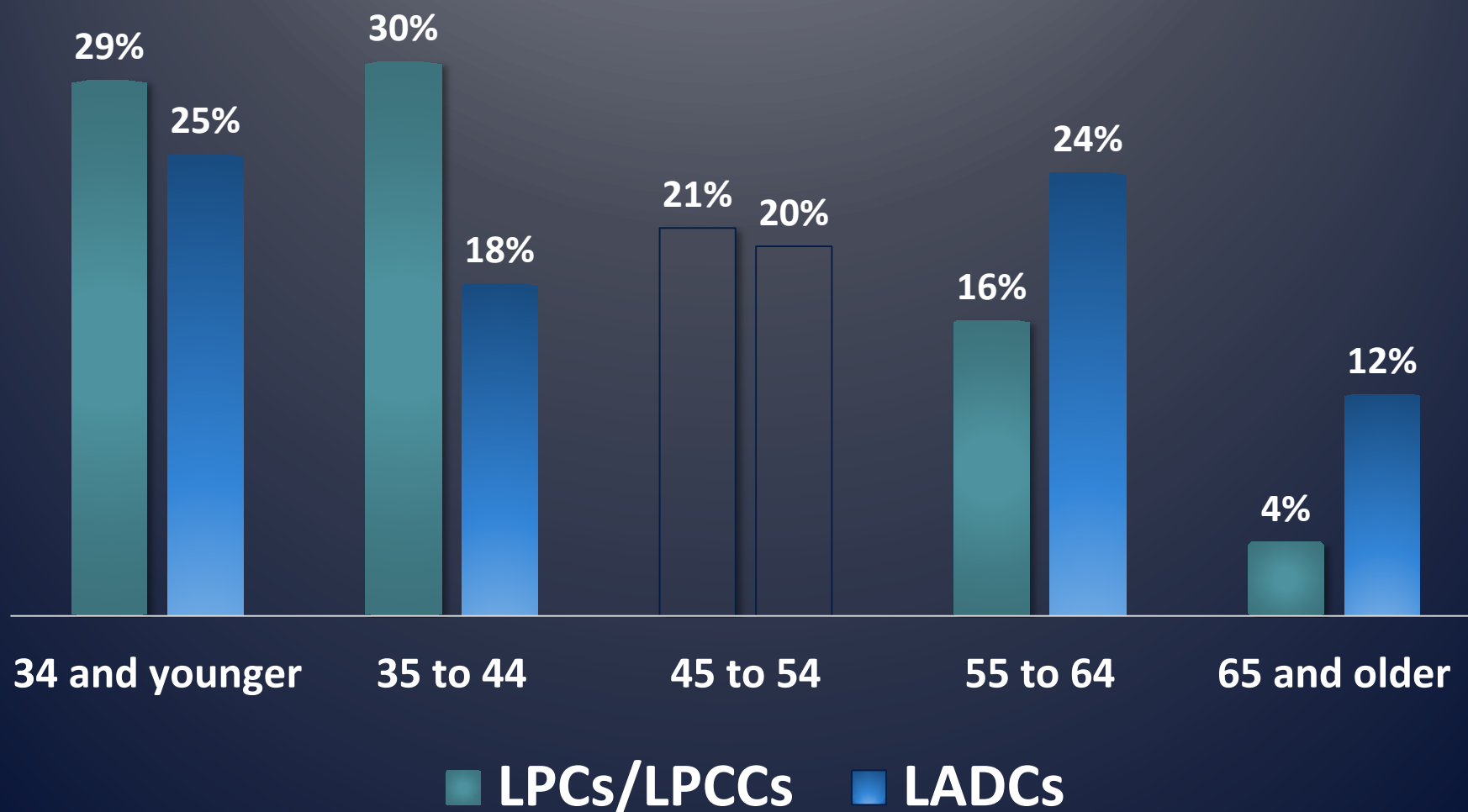
Marriage & Family Therapists: 45

Social Workers: 43

LPCs/LPCCs: 41



Age of LPC/LPCCs and LADCs



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

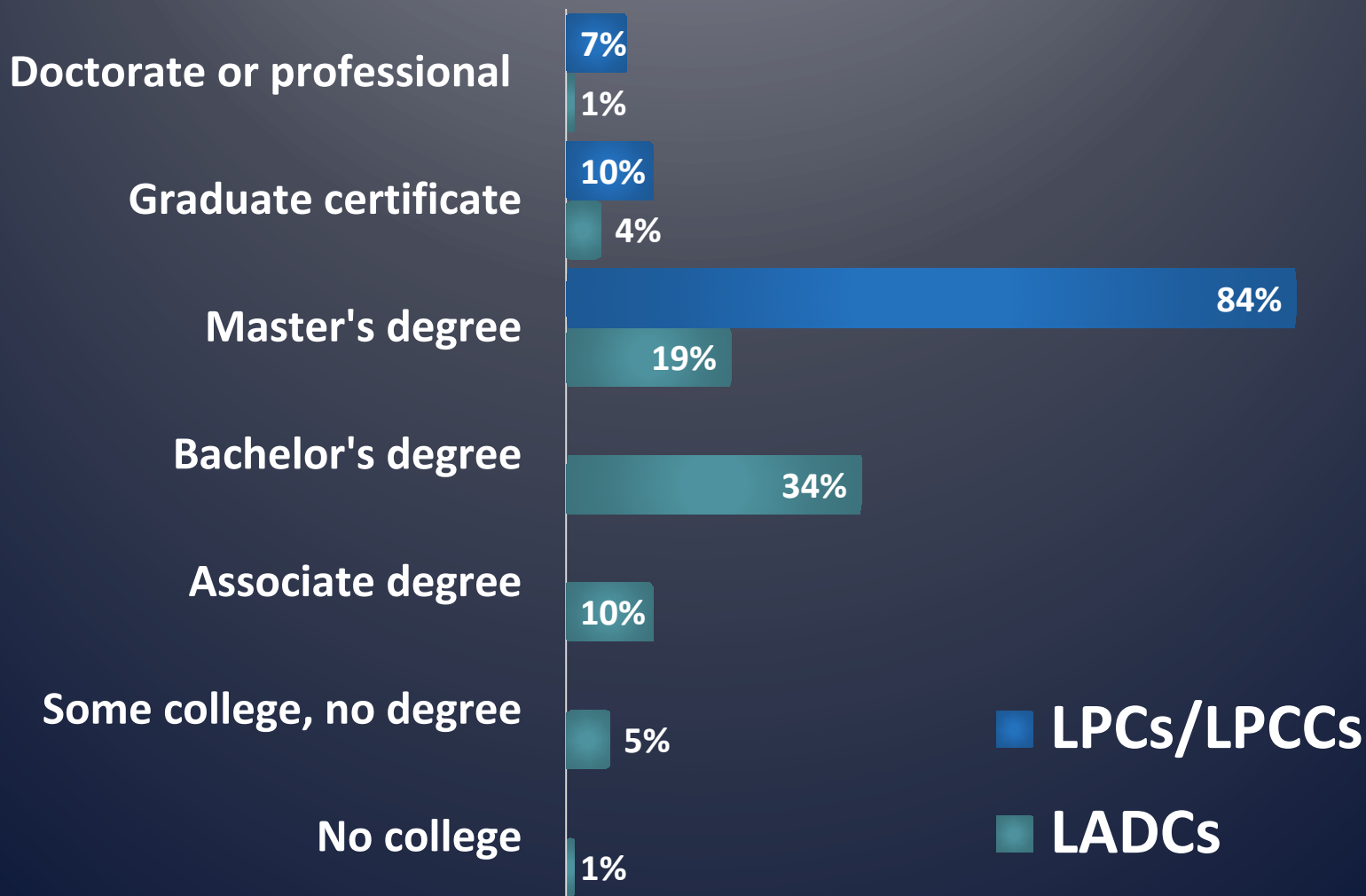
What share of counselors plan to leave the field in five years or less?

LPCs/LPCCs: 6%

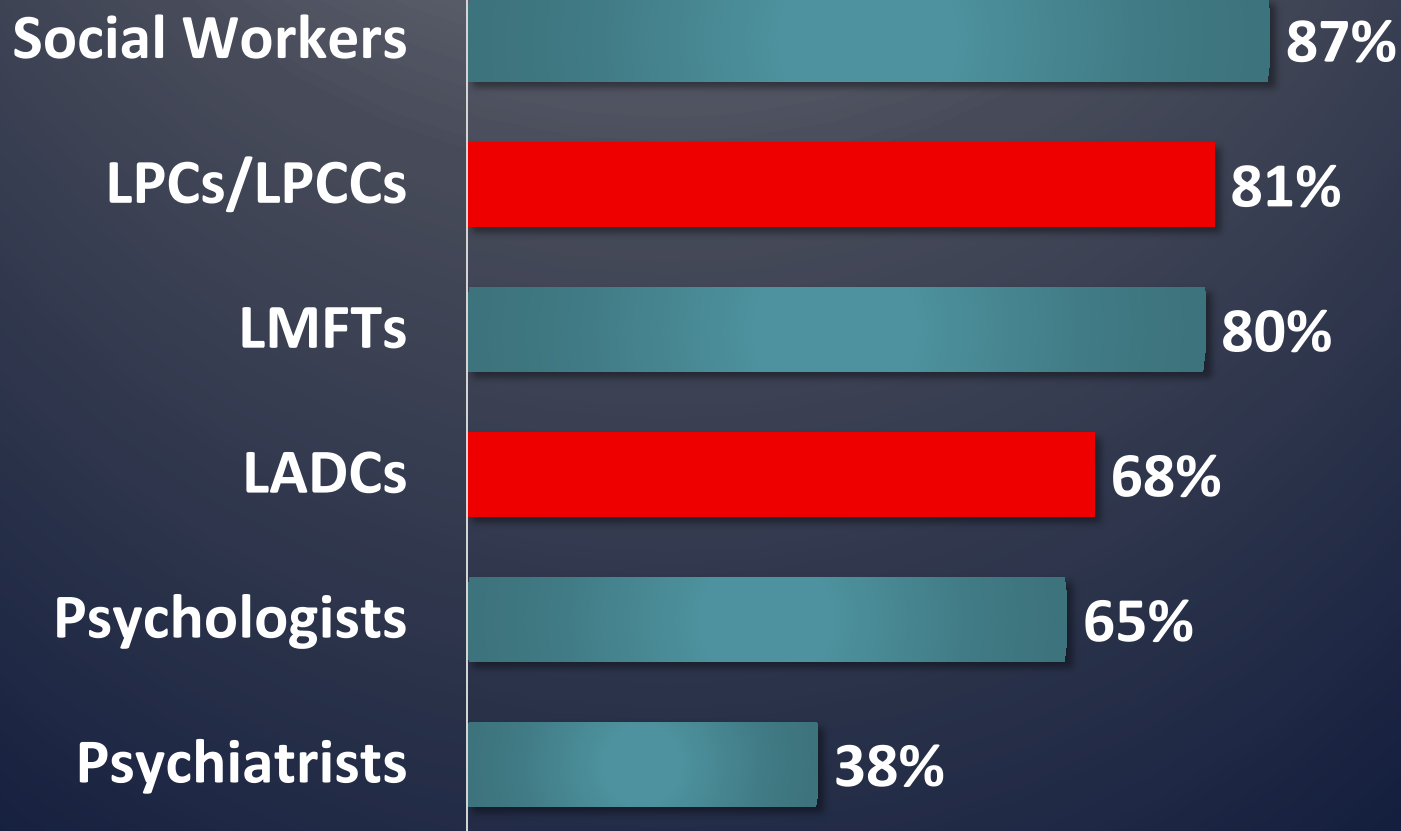
LADCs: 17%

Compared to about 11% of LMFTs, 14% of social workers, and 26% of psychologists.

Education level, LPCs/LPCCs and LADCs



Percent female in mental health professions



Percent providers of color

LADCs: 10.4%

LPCs/LPCCs: 8.4%

Psychologists: 7.9%

LMFTs*: 7.3%

Social Workers: 6%

*Preliminary data

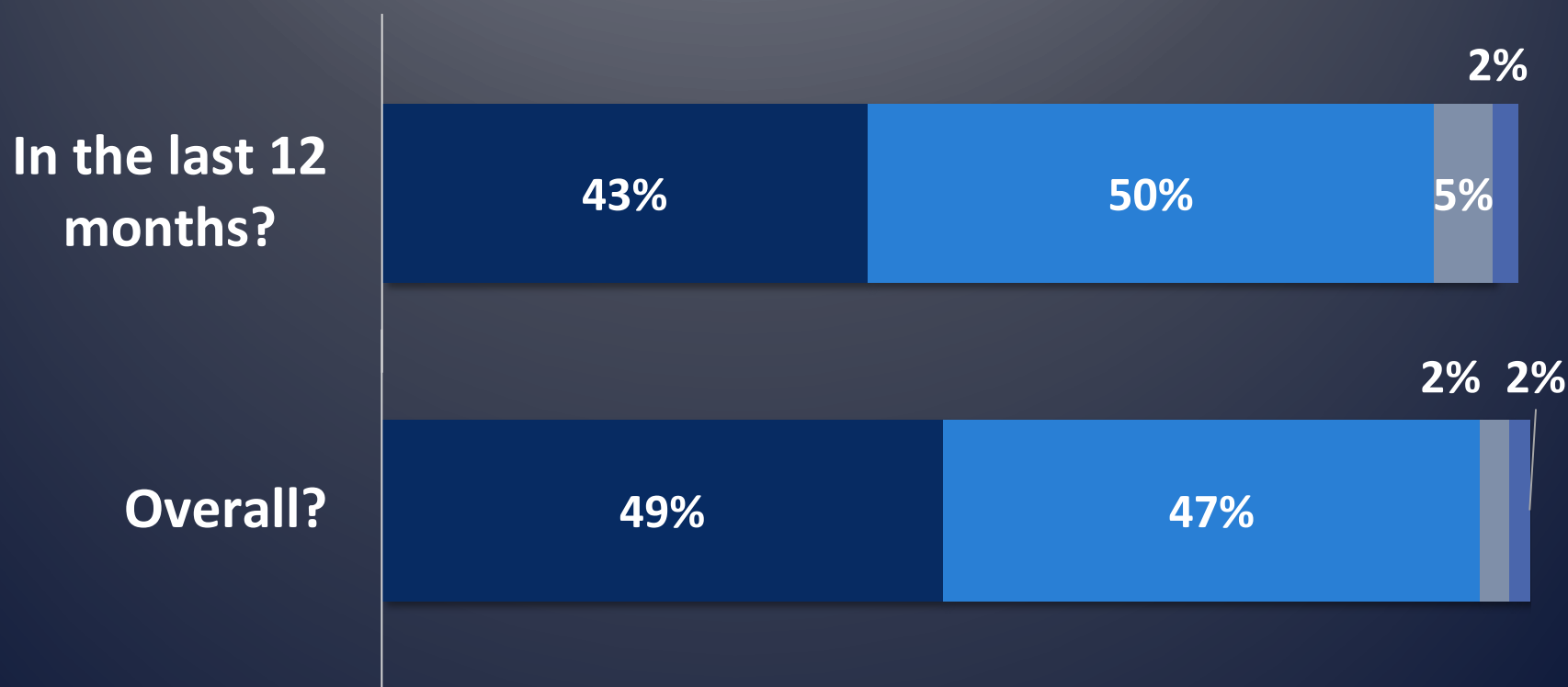
“Which best prepared you to provide culturally competent care?”*

Informal learning on the job	30%
Continuing education or professional development coursework	19%
Formal educational coursework	25%
Formal on-the-job training	25%
None	1%

***Preliminary data; LPCs, LPCCs, and LADCs combined**

Career satisfaction (all counselors)

How satisfied have you been with your career...



■ Very satisfied ■ Somewhat satisfied ■ Somewhat dissatisfied ■ Very dissatisfied



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

