

INDIANA'S BEHAVIORAL HEALTH WORKFORCE

BRIEF

BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH AND POLICY // AUGUST 2019

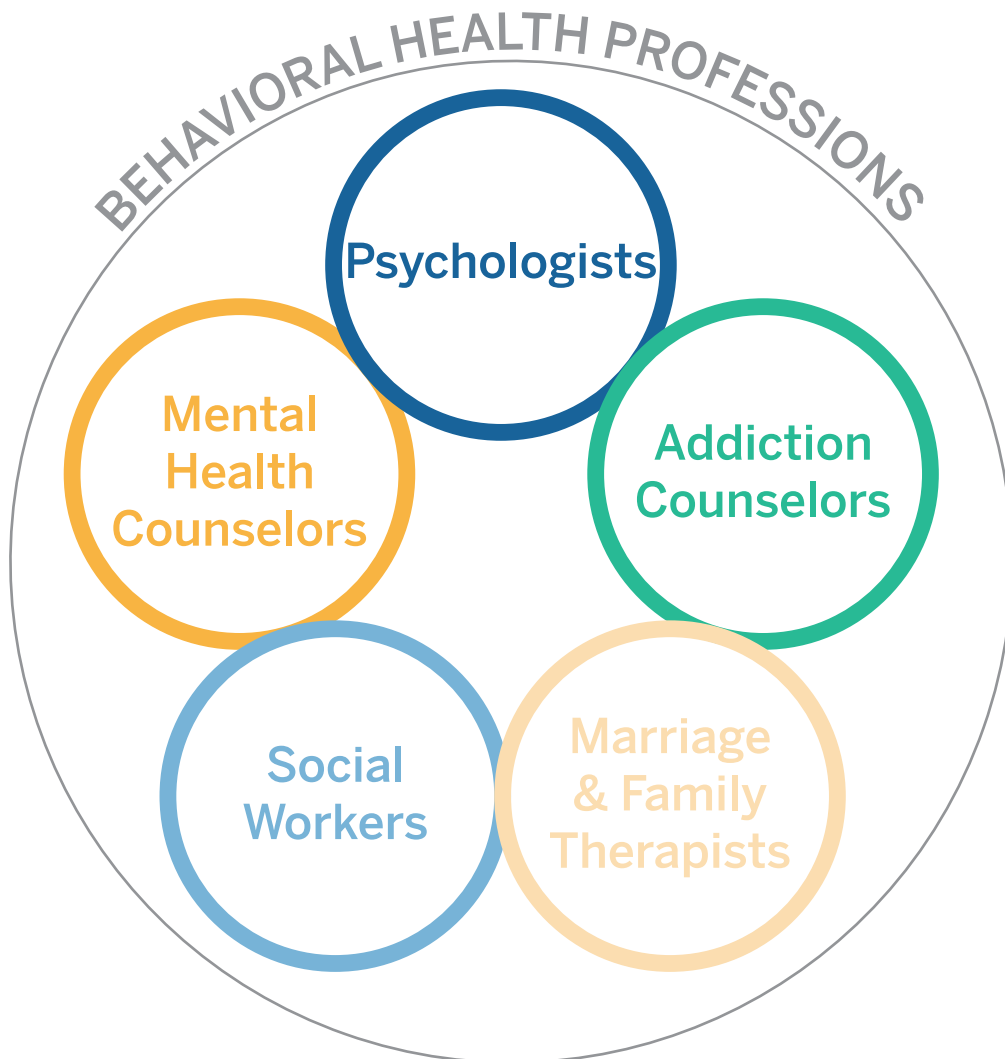


SCHOOL OF MEDICINE

BOWEN CENTER FOR HEALTH
WORKFORCE RESEARCH & POLICY

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DATA SOURCES

- 1. License:** collected at time of initial license application and updated at renewal
Data points include:
 License status, license address, demographic characteristics (selected, varies by profession), initial license data, license expiration date
- 2. Survey:** collected during online license renewal
Data points include:
 Demographic characteristics, educational characteristics, practice characteristics

SENATE ENROLLED ACT 223 (2018)

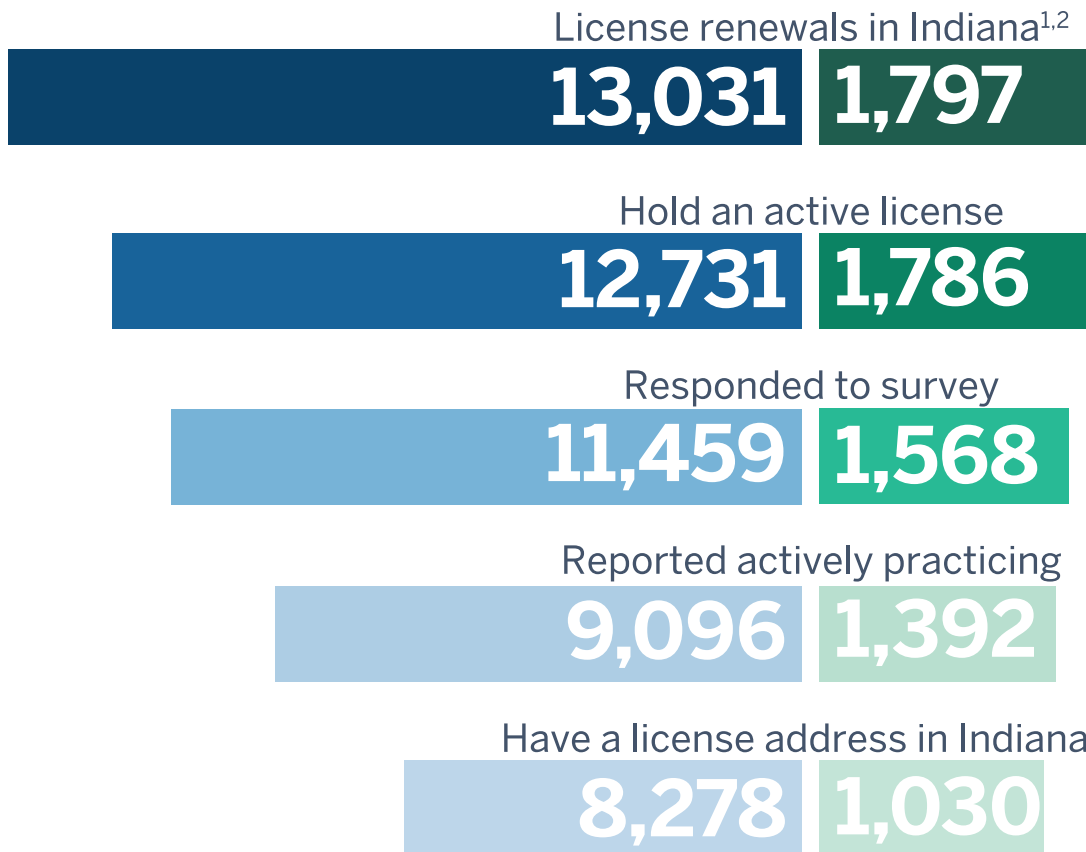
KEY INFORMATION

Until 2019, license renewal surveys were voluntary (meaning key information has not been/is not available for non-respondents).³ Beginning in 2019, Senate Enrolled Act 223 (2018) will be implemented in Indiana and licensees will be required to provide certain information on the online renewal survey (meaning Indiana will have more comprehensive, high-quality data on the licensed health workforce than was previously available).⁴

Exclusion/Inclusion Criteria

Professions regulated by the
**BEHAVIORAL HEALTH AND
 HUMAN SERVICES BOARD**

**LICENSED
 PSYCHOLOGISTS**



In an effort to maximize the number of respondents included in report, the 2018 sample includes licensees with a verified license address in Indiana, as opposed to the 2016 sample that included licensees with a verified practice address in Indiana.

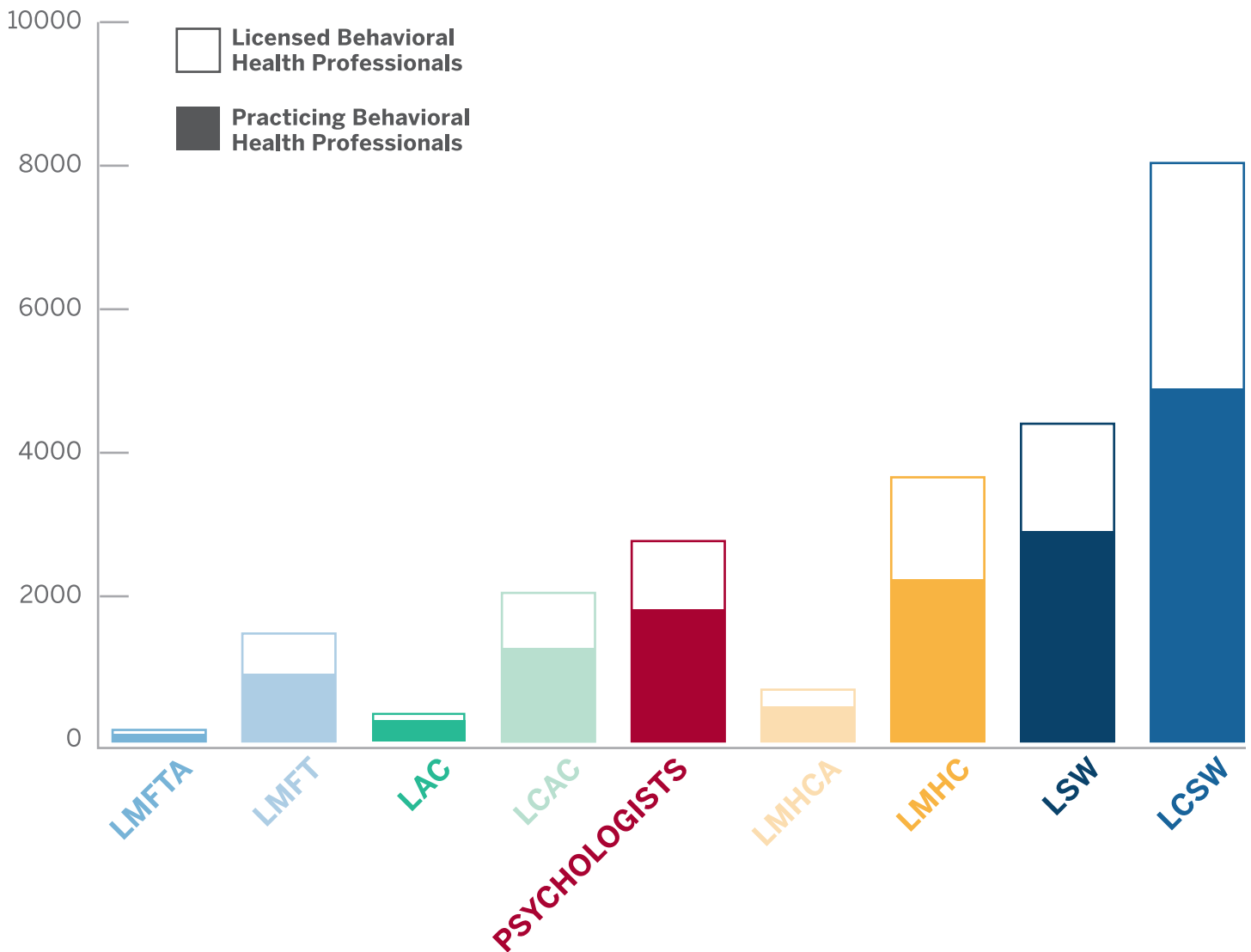
Had a confirmed Indiana license address

7,878 **966**

BEHAVIORAL HEALTH PROFESSIONALS INCLUDED IN THIS BRIEF

	Licensed Behavioral Health Professionals	Practicing Behavioral Health Professionals*
Licensed Marriage and Family Therapist Associate- LMFTA	87	58
Licensed Marriage and Family Therapist- LMFT	924	565
Licensed Addiction Counselors- LAC	249	137
Licensed Clinical Addiction Counselor- LCAC	1,284	769
Psychologist	1,797	966
Licensed Mental Health Counselor Associate- LMHCA	461	244
Licensed Mental Health Counselor- LMHC	2,223	1,450
Licensed Social Worker- LSW	2,908	1,500
Licensed Clinical Social Worker- LCSW	4,895	3,155

(Practicing Professionals include those that have an active license, responded to the survey, report actively practicing in their field, and have a license address in Indiana)

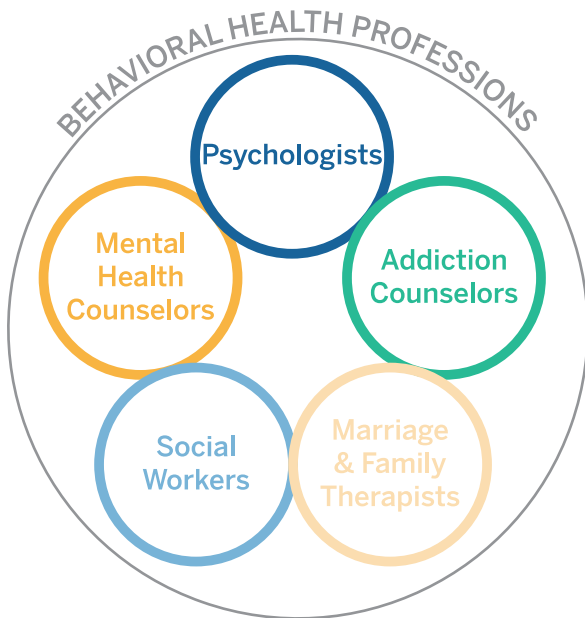


DEFINING AND DESCRIBING THE BEHAVIORAL HEALTH WORKFORCE IN INDIANA

OVERVIEW

The behavioral health workforce is comprised of a cadre of professions that work together synergistically to support behavioral health, much like pieces forming a puzzle. Mental health and addiction services may be provided by many health professionals (such as primary care providers). However, for the purposes of this fact sheet, the following professions are included: psychologists, (clinical) addiction counselors (LACs/LCACs), (clinical) social workers (LSWs/LCSWs), marriage and family therapists, and mental health counselors.

These professionals included in this fact sheet are regulated by two separate licensing boards: the Behavioral Health and Human Services Board (BHHS Board) and the Indiana State Board of Psychology. Among those licensees who are regulated by the BHHS Board, many individuals hold multiple licenses.

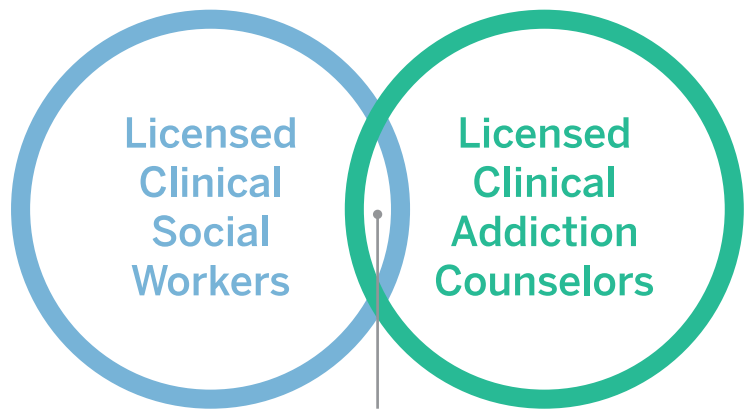


MOST COMMON FINDINGS FOR RESPONDENTS

-  **DEMOGRAPHICS**
Predominantly white and female
-  **HIGHEST EDUCATION EARNED**
Master's Degree in counseling or a related field
-  **PRACTICE SETTING**
Private practice and community mental health center

ALL COUNSELORS WITH MULTIPLE LICENSURES

Dual/multi-licensure among licensees is a finding that is unique to the behavioral health workforce. In the realm of health workforce regulation, it is common to see an individual holding sequential credentials when there is an overlap in licenses as a part of a career pathway. For example, an individual may hold a license in practical nursing while they are working to meet the requirements for the registered nurse license. Then there is a period of time when he/she holds both the LPN and the RN. However, in the behavioral health space, most occurrences of multi-licensure are in professions that are similar in license requirements and level of practice authority (example: LCAC and LCSW). The finding of dual/multi-licensure in the behavioral health workforce may be attributable to the grandfathering provisions associated with the creation/sunrise of the LAC and LCAC licenses.



362

Individuals hold both a LCSW and LCAC. This is the most common dual-licensure.

892 respondents identified as holding multiple licenses

of those...

791 held two active licenses

ADDICTION COUNSELORS

Workforce Policy Review

LACs Licensed Addiction Counselors

LCACs Licensed Clinical Addiction Counselors



Bachelor's degree in addiction counseling or related area (839 IAC 1-5.5-1)

Master's or doctor's degree in addiction counseling, addiction therapy, or related area (839 IAC 1-5.5-3)



2 years of addiction counseling experience (with 150 supervised hours) (IC 25-23.6-10.5-7)

2 years of clinical addiction counseling experience (with 200 supervised hours) (IC 25-23.6-10.5-8)



Structured interviewing, assist in treatment planning, refer for assessment/diagnosis/eval/therapy, provide education, participate in team-based treatments, provide counseling. NO psychotherapy or diagnosis (IC 25-23.6-1-5.7)

Structured interviewing, assist in treatment planning, refer for assessment/diagnosis/eval/therapy, provide education, participate in team-based treatments, provide counseling, psychotherapeutic techniques NO diagnosis (IC 25-23.6-1-5.9)



License Renewals in 2018

249

Actively Practicing in Indiana

137

★ This brief is based on these licenses

License Renewals in 2018

1,284

Actively Practicing in Indiana

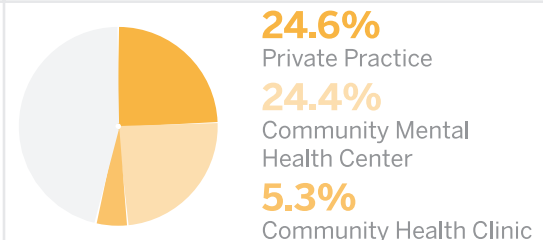
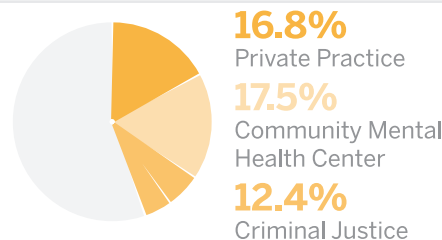
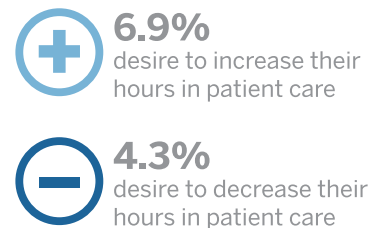
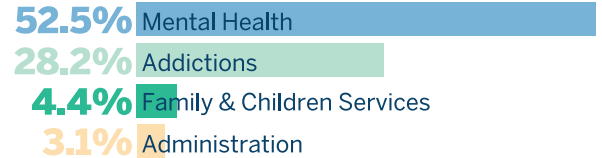
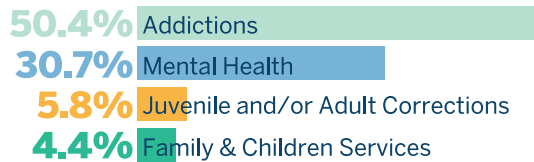
769

★ This brief is based on these licenses



Although the educational requirements for an LAC license are a bachelor's degree, **46.7%** report holding a master's degree or higher

81.1% have a master's degree or higher in counseling or a related field



Workforce Characteristics

SOCIAL WORKERS

LSWs Licensed Social Workers

LCSWs Licensed Clinical Social Workers

Workforce Policy Review

New Bachelor Social Workers License: Beginning in 2019, the new Bachelor Social Workers license type will be offered and the LSW will require a master's degree or higher. Now, individuals with bachelor degrees fulfill education requirements for a license (LBSW) immediately upon completion of education. Individuals with a master's degree fulfill educational requirements for a LSW while obtaining clinical experience requirements for the LCSW.



Master's degree in social work or higher (Before 7/1/19 bachelor's degree or higher in social work) (IC 25-23.6-5-1)

Master's degree or higher in Social Work (839 IAC 1-5.5-3)



N/A (Before 7/1/19, needed 2 years experience)

2 years of supervised clinical social work experience (IC 25-23.6-5-3.5)



Planning, administration, and research for community social services delivery systems. NO psychotherapy or diagnosis (IC 25-23.6-1-8)

Providing psychosocial evals (DSM-IV), using appraisal instruments, counseling and psychotherapeutic techniques, casework social work advocacy, treatment. No diagnosis. (IC 25-23.6-1-6)



License Renewals in 2018

2,908

Actively Practicing in Indiana

1,500

★ This brief is based on these licenses

License Renewals in 2018

4,895

Actively Practicing in Indiana

3,155

★ This brief is based on these licenses



Although the educational requirements for an LSW license are a bachelor's degree, **80.2%** of LSW licensees report holding a masters degree or higher

83.4% have a masters degree or higher in counseling or a related field



30.3% Mental Health
19.3% Health & Rehabilitation
16.3% Family & Children Services
6.0% Addictions
5.7% Gerontological Services

58.2% Mental Health
10.0% Family & Children Services
8.2% Health & Rehabilitation
4.1% Addictions
2.8% Gerontological Services



+ 7.8% desire to increase their hours in direct patient care

- 1.4% desire to decrease their hours in direct patient care

+ 7.1% desire to increase their hours in direct patient care

- 2.8% desire to decrease their hours in direct patient care



12.4% In-Home setting
12.1% Community Mental Health Center
10.7% School Health Service

23.3% Private Practice
20.4% Community Mental Health Center
6.0% School Health Service



21.7% are 55 years old or older
 Mean age: 42.3

37.0% are 55 years old or older
 Mean age: 50.1

Workforce Characteristics

MARRIAGE & FAMILY THERAPISTS

Workforce Policy Review

LMFTAs Licensed Marriage & Family Therapist Associates

LMFTs Licensed Marriage & Family Therapists



Master's or doctor's degree in marriage and family therapy, or in a related area (IC 25-23.6-8-1 / 1.5)

Master's or doctor's degree in marriage and family therapy, or in a related area (IC 25-23.6-8-1 / 1.5)



None other than that obtained in coursework (IC 25-23.6-8-2.5)

2 years postdegree clinical experience (IC 25-23.6-8-2.7)



Counseling and psychotherapeutic techniques, classifications using DSM-IV, appraisal instruments, therapy. Does not include diagnosis. (IC 25-23.6-1-7)

Counseling and psychotherapeutic techniques, classifications using DSM-IV, appraisal instruments, therapy. Does not include diagnosis. (IC 25-23.6-1-7)



License Renewals in 2018

87

Actively Practicing in Indiana

58

★ This brief is based on these licenses

License Renewals in 2018

924

Actively Practicing in Indiana

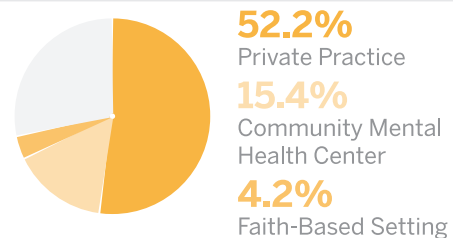
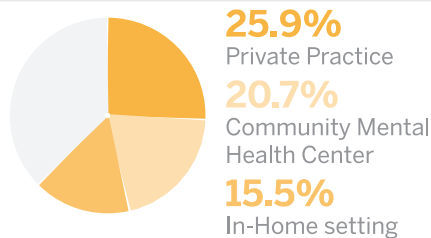
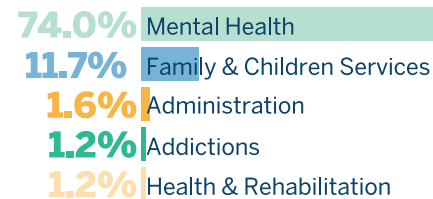
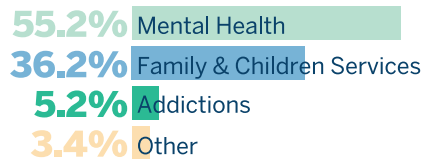
565

★ This brief is based on these licenses



All LMFTAs that responded to the survey reported having a master's degree in counseling or a related field.

All LMFTs that responded to the survey reported having a master's degree or higher. 10.4% reported having a doctoral degree in counseling or a related field.



Workforce Characteristics

MENTAL HEALTH COUNSELORS




Workforce Policy Review

Workforce Characteristics


	LMHCAs Licensed Mental Health Counselor Associates	LMHCs Licensed Mental Health Counselors
EDUCATION	Master's or doctor's degree in an area related to mental health counseling. (IC 25-23.6-8.5-1.5)	Master's or doctor's degree in an area related to mental health counseling (IC 25-23.6-8.5-1.5)
TRAINING	None other than that obtained in coursework (IC 25-23.6-8.5-3)	3,000 hours of post-graduate clinical experience over a 2 year period (with 100 hours of supervision) (IC 25-23.6-8.5-4)
PRACTICE	Counseling and psychotherapeutic techniques, classifications using DSM-IV, appraisal instruments, therapy. Does not include diagnosis. (IC 25-23.6-1-7)	Counseling and psychotherapeutic techniques, classifications using DSM-IV, appraisal instruments, therapy. Does not include diagnosis. (IC 25-23.6-1-7)
LICENSE RENEWALS VS. ACTIVELY PRACTICING	License Renewals in 2018 461 Actively Practicing in Indiana 244	License Renewals in 2018 2,223 Actively Practicing in Indiana 1,450
EDUCATION	All LMHCAs that responded to the survey reported having a master's degree in counseling or a related field.	89.6% of LMHCs reported having a master's degree or higher in counseling or a related field.
PRIMARY FIELD OF PRACTICE	66.0% Mental Health 17.2% Family & Children Services 7.4% Addictions 3.7% Juvenile and/or Adult Corrections 1.2% Developmental and Other Disabilities	73.8% Mental Health 9.0% Family & Children Services 4.6% Addictions 1.8% Juvenile and/or Adult Corrections 1.5% Administration
LABOR MARKET INDICATORS	+ 13.1% desire to increase their hours in patient care - 0.4% desire to decrease their hours in patient care	+ 7.6% desire to increase their hours in patient care - 3.4% desire to decrease their hours in patient care
PRIMARY PRACTICE SETTING	16.0% Private Practice 30.7% Community Mental Health Center 9.0% In-Home Setting	35.9% Private Practice 21.4% Community Mental Health Center 5.7% Community Health Clinic
OVER 55	6.5% are 55 years old or older Mean age: 35.2	33.9% are 55 years old or older Mean age: 48.4

PSYCHOLOGISTS

Workforce Policy Review

 EDUCATION	Doctoral degree in Psychology (IC 25-33-1-5.1)
 TRAINING	N/A for psychologist license (IC 25-33-1-5.1; 2 years experience for HSPP license)
 PRACTICE	Administer and interpret tests of intellectual/cognitive/personality traits, resolution of interpersonal and social conflicts, interviewing, counseling, psychotherapy, etc. (IC 25-33-1-2)


Workforce Characteristics




LICENSE RENEWALS VS. ACTIVELY PRACTICING


License Renewals in 2018
1,797

Actively Practicing in Indiana
966


 This brief is based on these licenses



EDUCATION



62.8% PhD
35.1% PsyD
2.1% Non-response/Other




PRIMARY FIELD OF PRACTICE

Top Primary Fields


- 67.6%** Direct Client Care/Healthcare Services
- 10.8%** Teaching/Education/Research
- 7.2%** Administration Management
- 4.8%** Clinical Supervision
- 2.6%** Other Human Services (e.g. Forensics, consulting)

Top 3 Practice Specialties


- 45.7%** Clinical Psychology
- 13.7%** Counseling Psychology
- 13.0%** Clinical Child & Adolescent Psychology




LABOR MARKET INDICATORS



8.9%
Desire to increase direct hours in patient care or increase hours in the field of psychology




4.4%
Desire to decrease direct hours in patient care or decrease hours in the field of psychology




PRIMARY PRACTICE SETTING


22.6%
independent solo practice




17.7%
independent group practice




10.5%
mental health clinic





OVER 55



41.5% are 55 years old or older
Mean age: 51.8

POLICY HIGHLIGHTS



PROFESSIONAL PRACTICE IMPLICATIONS

SEA 359⁵

Individualized Mental Health Safety Plans

Mental health professionals must create a mental health safety plan with patients and make effort to coordinate care upon patient discharge

HEA 1007⁶

Perinatal Care

healthcare providers are required to provide a verbal screening tool to assess a substance use disorder in pregnancy and provide or refer for treatment

HEA 1200⁷

Telepsychology

Allows a psychologist to use electronic means to deliver psychology services throughout the state of Indiana



LICENSING/REGULATORY CHANGES

SEA 527⁸

Licensed Professionals and Child Service Agencies

Allows for temporary permits for bachelor's degree social workers; exempts licensure requirement for workers in the Department of Child Services

HEA 1199⁹

Mental Health Professionals

Changes licensure requirements for select behavioral health professionals

HEA 1542¹⁰

Human Services Matters

Prohibits a managed care organization from requiring a psychiatrist practicing at a community mental health center to obtain certain credentials



MEDICAID

HEA 1175¹¹

Behavioral Health Professionals

Requires the Medicaid Office to list certain behavioral health professionals as eligible providers for supervision of a treatment plan and reimburse certain behavioral health professionals practicing at a federally-qualified health center or a rural health clinic

HEA 1543¹²

Inpatient Addiction Treatment

Requires Medicaid coverage for inpatient detoxification if determined to be medically necessary



HEALTH SYSTEM DELIVERY IMPLICATIONS

SEA 33¹³

Comprehensive Addiction Recovery Centers

Establishes certification for Comprehensive Addiction Recovery Centers through the Division of Mental Health & Addiction

SEA 141¹⁴

Office-based Opioid Treatment Providers (OBOTs)

Requires rulemaking by the medical licensing board for services provided by an OBOT

SEA 278¹⁵

Fetal-Infant Mortality Review Teams

Behavioral health professionals may be represented on the multidisciplinary review team to study fetal and infant deaths within a specified geography

REFERENCES

- ¹Bowen Center for Health Workforce Research & Policy. 2018 Behavioral Health and Human Services Licensure Survey Data Report. Available at: <https://scholarworks.iupui.edu/bitstream/handle/1805/18657/2018%20BHHS%20Data%20Report%20Final.pdf?sequence=5&isAllowed=y>
- ²Bowen Center for Health Workforce Research & Policy. 2018 Psychologist Licensure Survey Data Report. Available at: <https://scholarworks.iupui.edu/bitstream/handle/1805/19584/2018%20Psychologist%20Data%20Report%20FINAL.pdf?sequence=1&isAllowed=y>
- ³Detailed information on inclusion/exclusion criteria for inclusion in data reports and briefs can be found in the Methods section of either the 2018 Behavioral Health and Human Services Licensure Survey Data Report or the 2018 Psychologist Licensure Survey Data Report.
- ⁴Indiana General Assembly. 2018 Senate Enrolled Act 223 Available at: <http://iga.in.gov/static-documents/b/0/6/0/b0603ddf/SB0223.06.ENRH.pdf>
- ⁵Indiana General Assembly. 2019 Senate Enrolled Act 359. Available at: <http://www.iga.in.gov/legislative/2019/bills/senate/359>
- ⁶Indiana General Assembly. 2019 House Enrolled Bill 1007. Available at: <http://www.iga.in.gov/legislative/2019/bills/house/1007>
- ⁷Indiana General Assembly. 2019 House Enrolled Bill 1200. Available at: <http://www.iga.in.gov/legislative/2019/bills/house/1200>
- ⁸Indiana General Assembly. 2019 Senate Enrolled Act 527. Available at: <http://www.iga.in.gov/legislative/2019/bills/senate/527>
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- ¹¹Indiana General Assembly. 2019 House Enrolled Bill 1175. Available at: <http://www.iga.in.gov/legislative/2019/bills/house/1175>
- ¹²Indiana General Assembly. 2019 House Enrolled Bill 1543. Available at: <http://www.iga.in.gov/legislative/2019/bills/house/1543>
- ¹³Indiana General Assembly. 2019 Senate Enrolled Act 33. Available at: <http://www.iga.in.gov/legislative/2019/bills/senate/33>
- ¹⁴Indiana General Assembly. 2019 Senate Enrolled Act 141. Available at: <http://www.iga.in.gov/legislative/2019/bills/senate/141>
- ¹⁵Indiana General Assembly. 2019 Senate Enrolled Act 278. Available at: <http://www.iga.in.gov/legislative/2019/bills/senate/278>

QUESTIONS?

For inquiries or feedback on this report, please email the Bowen Center for Health Workforce Research and Policy at bowenctr@iu.edu

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