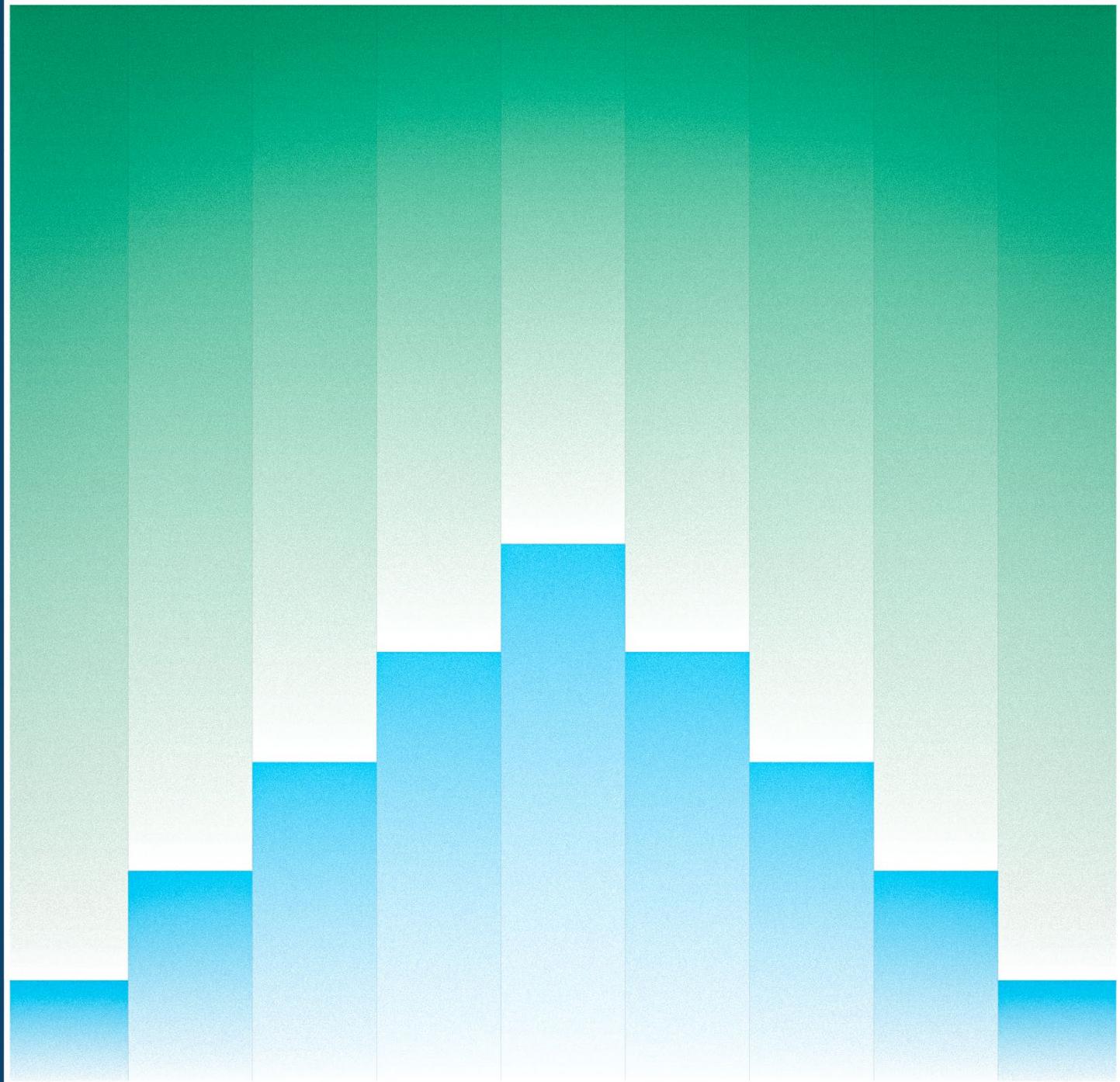


INDIANA BEHAVIORAL HEALTH AND HUMAN SERVICES
WORKFORCE

2024 DATA REPORT



ACKNOWLEDGEMENTS

The Bowen Center for Health Workforce Research and Policy recognizes the many individuals and organizations that contributed to making this report possible. The survey tool used to collect the data presented in this report was developed in collaboration with an expert advisory group and approved by the Governor's Health Workforce Council. The Indiana Professional Licensing Agency administered the survey questions in conjunction with the 2024 Behavioral Health and Human Services (BHHS) license renewal process. The Office of the Dean, Division of Applications Development provided collaborative and technical support for data management.

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EXECUTIVE SUMMARY

The behavioral health workforce plays a pivotal role in providing mental and behavioral health services to various populations. Thus, it is important for researchers, employers, and state agencies to have the relevant data and information to help them understand the workforce. This report summarizes the demographic, educational, and professional characteristics of the licensed Behavioral Health and Human Services (BHHS) professionals who renewed their license during the 2024 license renewal period. This includes licensed addiction counselors, clinical addiction counselors, bachelor social workers, social workers, clinical social workers, marriage and family therapists, and mental health counselors. The post-graduate associate licenses for the respective licenses are also included in this report.

Below is a snapshot of key findings for each profession in the BHHS workforce. Clicking on each sub-header will navigate the report to the respective section.

Overall BHHS Workforce

- A total of 15,921 BHHS licenses were renewed in 2024. Of these 10,419 (65.4%) were held by a professional who was identified as actively practicing in Indiana. Licensed clinical social workers make up 43.6% of Indiana's actively practicing BHHS workforce.
- Demographically, most BHHS professionals identified as White (85.7%) and female (84.4%).
- The majority of BHHS professionals reported qualifying for licensure with a master's degree in counseling or a related field (90.1%). Most of the BHHS professionals also reported completing their qualifying education in Indiana (66.9%).
- Approximately 15.6% of BHHS professionals reported providing clinical supervision to licensees requiring it, and 17.7% reported providing supervision to behavioral health students. Receiving a financial stipend was the most reported incentive for supervision of associate-level licensees (25.7%), while continuing education credit was a common incentive for supervising of behavioral health students (40.4%). When reporting challenges, lacking adequate financial compensation was a major challenge for those supervising associates (16.9%), while those supervising behavioral health students reported challenges such as inadequate compensation (22.3%) and negative impact to productivity (11.7%).
- The largest percentage of BHHS professionals (31.5%) reported their primary practice setting as a private practice, and 12.4% reported practicing in a community mental health center (CMHC).
- A large majority (77.3%) reported providing telehealth services to Indiana residents.

Addiction Counselors

- In 2024, 267 BHHS professionals were licensed either as an addiction counselor (or associate) or a clinical addiction counselor (or associate).
- Approximately 17.9% of addiction counselors and 27.3% of addiction counselor associates reported practicing in a criminal justice/correctional facility.
- The highest percentage of clinical addiction counselors reported working in private practice (19.2%).
- Most (72.0%) clinical addiction counselors also reported providing telehealth services.

Social Workers

- A total of 6,388 BHHS professionals were licensed as a bachelor social worker, licensed social worker (LSW), or licensed clinical social worker.

- Approximately 30.6% of clinical social workers reported working in a private practice. Individuals licensed as social workers primarily reported working in a school health service setting (15.9%) and CMHC (15.2%). For bachelor social workers, 18.8% reported practicing at an in-home setting, while another 15.9% were at a non-federal hospital: inpatient or acute care.
- A large percentage of individuals licensed as social workers (49.6%), and most clinical social workers (80.9%) reported providing telehealth services.

Marriage & Family Therapists

- Of the 693 BHHS professionals with some type of marriage and family therapy license, 629 were licensed as a marriage and family therapist and 64 were licensed as a marriage and family associate.
- Most marriage and family therapists (90.6%) and associates (85.9%) reported providing telehealth services.
- A large percentage of marriage and family therapists (56.8%) and associates (59.4%) reported working in a private practice.

Mental Health Counselors

- Approximately 2,394 mental health counselors and 677 mental health associates were licensed and actively practicing in Indiana.
- Most mental health counselors (89.4%) and associates (79.5%) reported providing telehealth services.
- Though the largest percentage of mental health counselors and associates reported working in a private practice (43.9% and 35.6%, respectively), a notable percentage reported practicing in a CMHC (11.6% and 22.8%).

Geographic Supply and Distribution

- Only two counties in Indiana (Blackford and Warren) reported no BHHS professionals who provide direct patient care in their respective communities.
- Additionally, 76 counties had a population-to-BHHS professional FTE ratio that was 5,000:1 or less.
- Addiction counselors were found to be practicing in 47 counties, social workers in 88 counties, marriage and family therapists in 51 counties, and mental health counselors in 79 counties.

INTRODUCTION

Promoting the health and well-being of every person is crucial to ensuring healthy and productive communities. Mental health is a key factor to health and well-being¹, and because of its fundamental importance, access to mental and behavioral health services and related resources has become an increasing health care priority. Understanding the current state of the behavioral health workforce can inform future workforce initiatives and ensure communities maintain access to the services this workforce provides.

Indiana's behavioral health workforce is comprised of several licensed professionals, including psychiatrists, psychologists, and mental health counselors. This report focuses on licensed health professionals who are regulated through the Behavioral Health and Human Services (BHHS) licensing board. This includes addiction counselors, social workers, marriage and family therapists, and mental health counselors. The post-graduate associate licenses, which behavioral health professionals licensed in Indiana hold for further supervised training, are also included in this report.

Methodology

Data Collection

During the 2024 license renewal cycle, supplemental questions were administered to BHHS professionals to collect information on demographics, education, practice characteristics, and geographic distribution. The most recent supplemental questions administered to these professionals can be found in the Indiana University Indianapolis ScholarWorks repository (<https://hdl.handle.net/1805/18431>).

The Indiana Professional Licensing Agency provided supplemental data and licensing data to the Bowen Center for Health Workforce Research and Policy (Bowen Center) through a secure file transfer around 30 days after the conclusion of the license renewal cycle.

Data Management

Supplemental data were transposed, cleaned and coded using SAS per the data management processes developed by the Bowen Center. After completing these procedures, the new supplemental data set was merged to the license data by unique license number to create a 2024 master file for BHHS professionals. Practice and license addresses related to each individual license were exported into a separate file to be validated and geocoded by Melissa Data, Inc.

Additional variables were generated through this data management process. This includes full-time equivalency and age. FTE was assigned to each reported practice location based on self-reported hours in direct patient care. This assignment is outlined in Table 1 on the next page and used for calculating county-level population-to-provider FTE ratios (a metric used to quantify community-level workforce capacity). Age is only calculated for professionals who responded to the supplemental questions, as this calculation relies on the date in which responses to these questions were submitted, as outlined below.

$$age = \frac{survey\ completion\ date - date\ of\ birth}{365.25}$$

¹ Health and Well-Being. World Health Organization. Accessed: July 23, 2025. Available here: <https://www.who.int/data/gho/data/major-themes/health-and-well-being>

Table 1. Assignment of FTE based on reported hours in patient care

Reported hours per week in patient care	Assigned FTE
0 hours per week	0.0 FTE
1 – 4 hours per week	0.1 FTE
5 – 8 hours per week	0.2 FTE
9 – 12 hours per week	0.3 FTE
13 – 16 hours per week	0.4 FTE
17 – 20 hours per week	0.5 FTE
21 – 24 hours per week	0.6 FTE
25 – 28 hours per week	0.7 FTE
29 – 32 hours per week	0.8 FTE
33 – 36 hours per week	0.9 FTE
37 – 40 hours per week	1.0 FTE
41 or more hours per week	1.0 FTE

Limitations

There are limitations to consider when examining the data in this report. First, the information presented is based largely on self-reported information provided by BHHS professionals during their license renewal. While this presents the potential for some level of response bias, these professionals are required to attest that all information is accurate before completing their license renewal.

Second, the percentages presented in the report tables have been rounded to the nearest decimal. As a result of this rounding, there may be instances in which the percentages do not sum exactly to 100.

Report Structure

This report contains seven sections, which are outlined and summarized below.

Section I

This section provides a summary of the total BHHS licenses that were renewed in 2024, along with the reported employment status of all respondents. Additionally, this section provides a summary of outcomes from the application of criteria for identifying BHHS professionals who are actively practicing in mental health, counseling, or a related field in Indiana.

Section II

This section provides a summary of the reported demographic, educational, and professional characteristics of all actively practicing BHHS professionals.

Section III

This section provides a summary of the reported demographic, educational, and professional characteristics of the actively practicing BHHS professionals licensed as addiction counselors and clinical addiction counselors, including their respective licensed associates.

Section IV

This section provides a summary of the reported demographic, educational, and professional characteristics of the actively practicing BHHS professionals licensed as bachelor social workers, social workers, and clinical social workers.

Section V

This section provides a summary of the reported demographic, educational, and professional characteristics of actively practicing BHHS professionals licensed as marriage and family therapists and marriage and family associates.

Section VI

This section provides a summary of the reported demographic, educational, and professional characteristics of the actively practicing BHHS professionals licensed as mental health counselors and mental health associates.

Section VII

This section provides a summary of the geographic distribution of supply and capacity for BHHS professionals, examining the capacity of the entire workforce and each licensed profession group (addiction counselors, social workers, marriage and family therapists, and mental health counselors).

Final Notes

This report provides a snapshot of Indiana's BHHS workforce. Care should be taken when using the data in this report for informing workforce-related policies and initiatives. For more information on this report and BHHS workforce data, visit the Bowen Portal at <https://bowenportal.org/> or contact the Bowen Center at bowenctr@iu.edu.

SECTION I: TOTAL INDIANA BHHS LICENSES

License Renewals

In 2024, a total of 17,814 BHHS licenses were renewed in Indiana, and nearly all of these (99.2%) were renewed under an active license status. Additionally, the highest number of renewed licenses were clinical social worker licenses (N=6,798; 38.2% of total license renewals), followed by mental health counselor licenses (N=4,482; 25.2% of license renewals).

Table 1.1 License status of BHHS Licenses Renewed in 2024

	Total	Active		Probation		Non-Active License Status	
		N	Row %	N	Row %	N	Row %
Total BHHS Licenses	17,814	17,672	99.2	35	0.2	107	0.6
Addiction Counselors	224	223	99.6	1	0.4	0	0.0
Clinical Addiction Counselors	1,248	1,241	99.4	3	0.2	4	0.3
Bachelor Social Workers	269	268	99.6	1	0.4	0	0.0
Social Workers	3,640	3,561	97.8	6	0.2	73	2.0
Clinical Social Workers	6,798	6,792	99.9	5	0.1	1	0.0
Marriage & Family Therapists	1,153	1,145	99.3	4	0.3	4	0.3
Mental Health Counselors	4,482	4,442	99.1	15	0.3	25	0.6

Source: Indiana BHHS License and Supplemental Survey Data, 2024

Notes: Counts include associate licenses

Employment Status

Of the 15,982 BHHS professionals who responded to the supplemental survey, 84.3% reported that they were actively practicing in a position that requires a BHHS license. Another 3.1% reported that they were not currently working, while 2.4% reported being retired. Table 1.2 provides information on the reported employment status of Indiana-licensed BHHS professionals.

Table 1.2 Reported Employment Status of Indiana BHHS Professionals

	N	%
Total	15,982	
Actively working in a position that requires this license	13,470	84.3
Actively working in a related position that does not require this license	1,397	8.7
Actively working in a field not related to this license	237	1.5
Not currently working	498	3.1
Retired	377	2.4
Non-Respondents	3	0.02

Source: Indiana BHHS License and Supplemental Survey Data, 2024

Report Sample

Figure 1.1 on the next page provides a summary of the criteria that were used to identify the BHHS professionals who are actively practicing in Indiana as of 2024. Of the 17,814 licenses renewed in 2024, 17,707 (99.4%) had active statuses – which includes active, valid to practice while under review, and probation statuses. Furthermore, 15,878 (89.1%) renewed their license online and responded to the supplemental questions; 13,373 (75.1%) reported actively working in a field that requires a BHHS license; and 11,406 (64.0%) were identified as either having a validated practice address in Indiana or providing telehealth services to Indiana residents.

Because BHHS professionals can obtain more than one BHHS license, additional examination was conducted to identify individuals with multiple licenses. Once these were identified, a two-step strategy was utilized. First, the respondent's license number was matched to the license number they reported practicing under. This matched license was used as the primary license for reporting. If the responses did not match with any licenses these professionals held, a second step was applied in which a primary license was identified based on the organization of BHHS licenses outlined in Table 1.3. After applying this strategy, the final number of BHHS professionals actively practicing in Indiana was 10,460 unique individuals.

Table 1.3. Levels for BHHS licenses

Group	License Type
Clinical-level licenses	<ul style="list-style-type: none"> Clinical Social Worker Mental Health Counselor Marriage & Family Therapist Clinical Addiction Counselor
Non-clinical master's level licenses	<ul style="list-style-type: none"> Social Worker
Bachelor level licenses	<ul style="list-style-type: none"> Addiction Counselor Bachelor Social Worker
Associate licenses	<ul style="list-style-type: none"> Mental Health Counselor Associate Marriage & Family Therapist Associate Clinical Addiction Counselor Associate
Bachelor level associate licenses	<ul style="list-style-type: none"> Addiction Counselor Associate

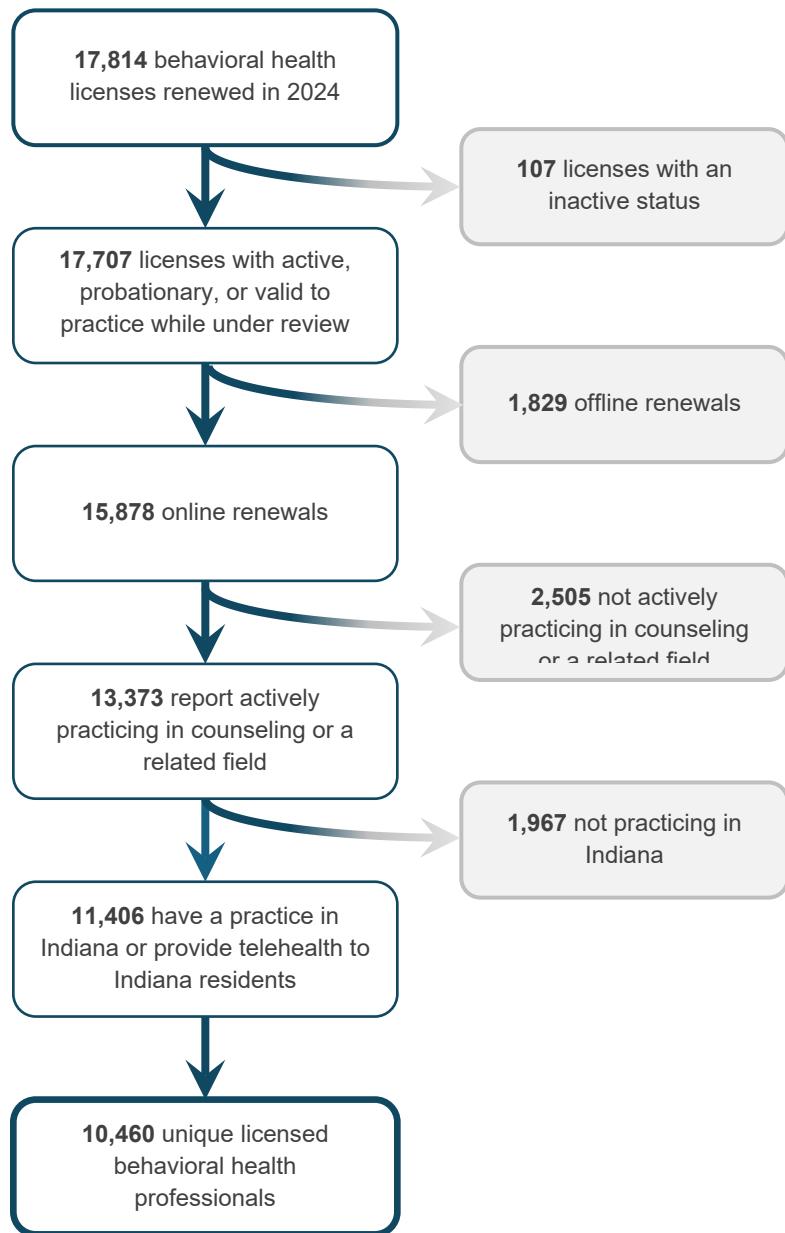


Figure 1.1 Selection criteria for identifying actively practicing Indiana BHHS professionals.

SECTION II: ACTIVELY PRACTICING INDIANA BHHS PROFESSIONALS

Summary of Key Findings

- Of the 10,460 licensed BHHS professionals actively practicing in Indiana, the largest percentage were licensed as clinical social workers (43.6%). Those licensed as addiction counselors or clinical addiction counselors made up the smallest percentage of the workforce (2.6%). [Figure 2.1](#) provides more information.

Demographics

- Overall, BHHS professionals primarily identified as White (85.7%) and not of Hispanic, Latino or Spanish origin (96.1%). The average age for this workforce is 45.9 years, with 52.7% being younger than 45 years old. See [Table 2.1](#) for more information.
- Most BHHS professionals also identified as female (N = 8,792; 84.1%).

Education

- Qualifying Education: Most BHHS professionals qualified for their license with a master's degree in counseling or a related field (90.1%). The majority also completed their qualifying education in Indiana (N = 6,969; 66.6% of the workforce). [Table 2.2](#) provides more information on BHHS professionals' qualifying education.
- Highest Education: As shown in [Table 2.3](#), most BHHS professionals still reported a master's degree in counseling or a related field as their highest education (87.7%). However, 4.8% went on to complete a doctoral degree or post-graduate certificate in counseling or a related field.

Employment Characteristics

- Professional Characteristics: Continuing in their current employment for the next two years was the reported employment plans for 86.6% of BHHS professionals. Another 8.8% identified a desire to increase hours in patient care. Additionally, 77.3% reported providing telehealth services to Indiana residents. [Table 2.4](#) provides more information.
- Associate Supervision: Approximately 15.6% of BHHS professionals indicated that they provide supervision to associate-level licensees, most of whom were clinical social workers (67.7%). The highest percentage reported providing supervision to social workers (71.0%), though 45.5% reported providing supervision to mental health counselor associates. The most identified incentives for supervision were financial stipend/payment (25.7%), while 16.9% identified a lack of adequate financial compensation for supervision as a barrier to serving as a supervisor. A summary for each license type is available in [Table 2.5](#).
- Student Supervision: Similar to associate supervision, approximately 17.7% of BHHS professionals reported providing supervision to behavioral health students. BHHS professionals were most likely to report supervising students in a Master of Social Work program (64.3%). The most identified incentive received was merit for continuing education for license renewal (40.4%), while the most identified barrier to supervision was lack of financial compensation (22.3%). See [Table 2.6](#) for more information.

- Practice Specialty: Approximately 70% of BHHS professionals reported their primary practice specialty being in mental health. Similarly, 79.2% of those with a secondary practice reported a practice specialty in mental health. A summary of practice specialties can be found in [Table 2.7](#).
- Practice Setting: The highest percentage of BHHS professionals reported working in a private practice (31.5%), and 12.4% reported practicing in a community mental health center. The complete breakdown of practice settings can be found in [Table 2.8](#).

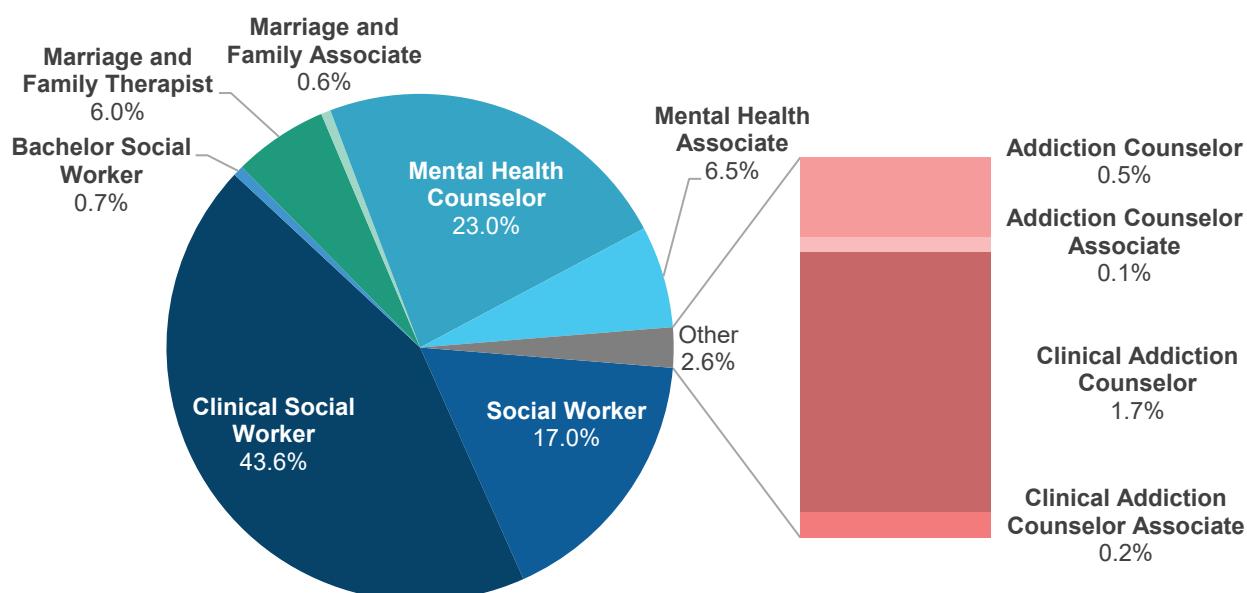
Populations Served

- Pediatric Populations: A total of 6,797 BHHS professionals (65.0% of the workforce) reported providing behavioral health services to pediatric populations. Nearly all of these (97.3%) reported providing services to adolescents ages 11 – 19. See [Table 2.9](#) for more information.
- Adults Populations: A total of 9,554 BHHS professionals (91.3% of the workforce) reported providing services to various adult populations. The highest percentage reported providing services to the general adult population (96.5%), and another 49.8% reported providing care to geriatric persons ages 65 and older. See [Table 2.10](#) for more information.

Services Provided

- [Table 2.11](#) provides a summary of the services BHHS professionals reported providing to Indiana residents, based on their reported practice specialty. Approximately 9,955 BHHS professionals (95.2% of the workforce) reported providing at least one of the listed services, with 85.2% reporting that they provide general counseling/therapy. Other commonly reported services include crisis counseling (40.5%) and mental health diagnosis (49.1%).

Figure 2.1 Distribution of BHHS license types



Demographics

Table 2.1 Demographic Characteristics of total BHHS Report Sample

	Female		Male		Total	
	N	%	N	%	N	%
Total	8,792		1,627		10,419	
Mean Age	45.1		49.7		45.9	
Age Group						
Under 35	2,218	25.2	275	16.9	2,493	23.9
35 - 44	2,583	29.4	417	25.6	3,000	28.8
45 - 54	1,967	22.4	339	20.8	2,306	22.1
55 - 64	1,312	14.9	304	18.7	1,616	15.5
65 and Older	677	7.7	286	17.6	964	9.3
Age Unavailable	34	0.4	6	0.4	40	0.4
Race						
White	7,527	85.6	1,399	86.0	8,926	85.7
American Indian or Alaska Native	16	0.2	10	0.6	26	0.3
Asian	93	1.1	13	0.8	106	1.0
Black or African American	819	9.3	127	7.8	946	9.1
Native Hawaiian/Pacific Islander	3	0.03	0	0.0	3	0.03
Some Other Race	117	1.3	32	2.0	149	1.4
Multiracial	217	2.5	46	2.8	263	2.5
Ethnicity						
Hispanic, Latino/a or Spanish Origin	355	4.0	52	3.2	407	3.9
Not Hispanic or Latino/a or Spanish Origin	8,437	96.0	1,575	96.8	10,012	96.1

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Education

Table 2.2 Reported qualifying education among BHHS professionals

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	3	0.04	1	0.1	0	0.0	0	0.0	4	0.04
High School Diploma/GED – other	3	0.04	0	0.0	0	0.0	0	0.0	3	0.03
Vocational/Practical certificate – counseling or related field	1	0.01	0	0.0	0	0.0	0	0.0	1	0.01
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – counseling or related field	2	0.03	0	0.0	0	0.0	0	0.0	2	0.02
Associate's Degree – other	2	0.03	0	0.0	1	0.1	0	0.0	3	0.03
Bachelor's Degree – counseling or related field	247	3.5	54	2.9	31	2.0	1	6.7	333	3.2
Bachelor's Degree – other	44	0.6	9	0.5	6	0.4	0	0.0	59	0.6
Master's Degree – counseling or related field	6,285	90.2	1,695	89.5	1,397	90.7	8	53.3	9,385	90.1
Master's Degree – other	302	4.3	93	4.9	54	3.5	5	33.3	454	4.4
Doctoral Degree – counseling or related field	34	0.5	27	1.4	39	2.5	1	6.7	101	1.0
Doctoral Degree – other	2	0.03	3	0.2	0	0.0	0	0.0	5	0.1
Post-graduate certificate - counseling or related field	43	0.6	12	0.6	12	0.8	0	0.0	67	0.6
Post-graduate certificate - other	1	0.01	0	0.0	1	0.1	0	0.0	2	0.02
Total	6,969	100.0	1,894	100.0	1,541	100.0	15	100.0	10,419	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky, and Illinois.

Table 2.3 Reported highest education, BHHS workforce

	N	%
Total	10,419	
Highest Education		
High School Diploma/GED – counseling or related field	3	0.0
High School Diploma/GED – other	2	0.0
Vocational/Practical certificate – counseling or related field	0	0.0
Vocational/Practical certificate – other	0	0.0
Associate Degree – counseling or related field	1	0.0
Associate Degree – other	1	0.0
Bachelor's Degree – counseling or related field	133	1.3
Bachelor's Degree – other	39	0.4
Master's Degree – counseling or related field	9,137	87.7
Master's Degree – other	515	4.9
Doctoral Degree – counseling or related field	321	3.1
Doctoral Degree – other	77	0.7
Post-graduate certificate - counseling or related field	173	1.7
Post-graduate certificate - other	17	0.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Employment Characteristics

Table 2.4 Professional characteristics, BHHS professionals

	N	%
Total	10,419	
No planned change	9,026	86.6
Increase hours in patient care	920	8.8
Decrease hours in patient care	279	2.7
Transition to a non-direct service role	42	0.4
Leave my current role to complete further training	16	0.2
Leave my current role for family reasons/commitments	20	0.2
Leave my current role due to physical demands	3	0.03
Leave my current role due to stress/burnout	66	0.6
Retire	47	0.5
Delivering Telehealth Services		
Yes	8,053	77.3
No	2,366	22.7
Holds more than one BHHS license		
Yes	873	8.4
No	9,546	91.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 2.5 BHHS Supervision: post-graduate associates

	Total		Addiction Counselor		Clinical Addiction Counselor		Clinical Social Worker		Social Worker		Marriage and Family Therapist		Mental Health Counselor	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Served as field supervisor to post-graduate licensees requiring supervision														
Yes	1,626	15.6	1	1.8	32	17.6	1,100	24.2	14	0.8	98	15.6	381	15.9
No	7,941	76.2	55	98.2	150	82.4	3,434	75.6	1,759	99.1	531	84.4	2,012	84.0
Non-Respondent	852	8.2	0	0.0	0	0.0	10	0.2	2	0.1	0	0.0	1	0.04
Types of post-graduates supervised	Out of		1,626	1	32	1,100	14	98	381					
Social Worker	1,155	71.0	0	0.0	12	37.5	1,042	94.7	13	92.9	18	18.4	70	18.4
Marriage and Family Therapy Associate	243	14.9	0	0.0	3	9.4	106	9.6	0	0.0	65	66.3	69	18.1
Mental Health Counselor Associate	739	45.5	0	0.0	14	43.8	306	27.8	1	7.1	57	58.2	361	94.8
Addiction Counselor Associate	127	7.8	1	100.0	23	71.9	69	6.3	0	0.0	4	4.1	30	7.9
Clinical Addiction Counselor Associate	85	5.2	0	0.0	16	50.0	42	3.8	0	0.0	4	4.1	23	6.0
Incentive received for providing field supervision														
Financial stipend/payment	417	25.7	0	0.0	2	6.3	269	24.5	0	0.0	40	40.8	106	27.8
Adjunct faculty title or similar designation at trainee's academic program	11	0.7	0	0.0	0	0.0	5	0.5	0	0.0	2	2.0	4	1.1
Part of employment	202	12.4	0	0.0	6	18.8	123	11.2	3	21.4	11	11.2	59	15.5
Continuing education requirements associated with my license renewal	361	22.2	1	100.0	4	12.5	258	23.5	5	35.7	17	17.4	76	20.0
Personal motivation	9	0.6	0	0.0	0	0.0	7	0.6	0	0.0	1	1.0	1	0.3
Supporting the profession/improving access to care	6	0.4	0	0.0	0	0.0	3	0.3	0	0.0	0	0.0	3	0.8
None of the above	771	47.4	0	0.0	21	65.6	536	48.7	7	50.0	37	37.8	170	44.6
Challenges experienced in serving as field supervisor														
Lack of understanding expectations to support trainee in qualifying for full license	73	4.5	0	0.0	1	3.1	48	4.4	0	0.0	6	6.1	18	4.7
Board regulations for supervision	15	0.9	0	0.0	1	3.1	3	0.3	0	0.0	2	2.0	9	2.4
Negative impact to workflow and/or productivity	150	9.2	0	0.0	3	9.4	104	9.5	0	0.0	6	6.1	37	9.7
Lack of communication with the associate-level licensee	21	1.3	0	0.0	1	3.1	13	1.2	0	0.0	0	0.0	7	1.8
Lack of space to provide proper supervision	34	2.1	0	0.0	1	3.1	26	2.4	0	0.0	0	0.0	7	1.8
Lack of employer support	70	4.3	0	0.0	1	3.1	53	4.8	0	0.0	2	2.0	14	3.7
Lack of adequate financial compensation for time/effort	275	16.9	1	100.0	6	18.8	191	17.4	2	14.3	17	17.4	58	15.2
Lack of sufficient training from program	6	0.4	0	0.0	0	0.0	3	0.3	0	0.0	1	1.0	2	0.5
Lack of time to provide sufficient supervision	9	0.6	0	0.0	0	0.0	7	0.6	0	0.0	1	1.0	1	0.3
None of the above	1,156	71.1	0	0.0	21	65.6	781	71.0	12	85.7	70	71.4	272	71.4

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 2.6 BHHS Supervision: behavioral health students

	Total		Addiction Counselor		Clinical Addiction Counselor		Clinical Social Worker		Social Worker		Marriage and Family Therapist		Mental Health Counselor	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Served as field supervisor to behavioral health students														
Yes	1,842	17.7	7	12.5	44	24.2	1,049	23.1	235	13.2	106	16.9	401	16.8
No	7,736	74.3	49	87.5	138	75.8	3,493	76.9	1,540	86.8	523	83.2	1,993	83.3
Non-Respondent	841	8.1	0	0.0	0	0.0	2	0.04	0	0.0	0	0.0	0	0.0
Types of students supervised	Out of	1,842		7	44		1049		235		106		401	
Association Programs or Less														
High School Students	1	0.1	0	0.0	1	2.3	0	0.0	0	0.0	0	0.0	0	0.0
Health Sciences	5	0.3	1	14.3	0	0.0	2	0.2	1	0.4	0	0.0	1	0.3
another program	3	0.2	1	14.3	0	0.0	2	0.2	0	0.0	0	0.0	0	0.0
Bachelor Programs														
Bachelor in Social Work	512	27.8	1	14.3	13	29.6	332	31.7	119	50.6	7	6.6	40	10.0
Bachelor in Human Services	6	0.3	1	14.3	0	0.0	2	0.2	0	0.0	0	0.0	3	0.8
Bachelor in Psychology	5	0.3	0	0.0	0	0.0	2	0.2	0	0.0	0	0.0	3	0.8
Bachelor in Counseling	51	2.8	4	57.1	15	34.1	17	1.6	5	2.1	1	0.9	9	2.2
Bachelor in another program	1	0.05	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0
Masters Programs														
Masters in Social Work	1,185	64.3	0	0.0	16	36.4	912	86.9	159	67.7	21	19.8	77	19.2
Masters in Marriage and Family Therapy	176	9.6	0	0.0	4	9.1	75	7.2	1	0.4	59	55.7	37	9.2
Masters in Counseling	677	36.8	1	14.3	22	50.0	238	22.7	5	2.1	65	61.3	346	86.3
Masters in Art Therapy	10	0.5	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	9	2.2
Masters in another program	77	4.2	0	0.0	15	34.1	32	3.1	1	0.4	6	5.7	23	5.7
Masters in Public Health	1	0.05	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Masters in Nursing - Psychology	10	0.5	0	0.0	1	2.3	7	0.7	0	0.0	0	0.0	2	0.5
Doctoral Programs														
Doctorate in Education	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Doctorate in Psychology	34	1.9	0	0.0	5	11.4	16	1.5	0	0.0	4	3.8	9	2.2
Doctorate in Social Work	3	0.2	0	0.0	1	2.3	2	0.2	0	0.0	0	0.0	0	0.0
Incentive received for providing field supervision														
Financial stipend/payment from student/school	91	4.9	0	0.0	0	0.0	47	4.5	8	3.4	13	12.3	23	5.7
Financial stipend/payment from employer	174	9.5	0	0.0	1	2.3	87	8.3	9	3.8	18	17.0	59	14.7
Financial stipend/payment from other source	19	1.0	0	0.0	0	0.0	9	0.9	0	0.0	5	4.7	5	1.3
Adjunct faculty title or similar designation at student/learner's academic program	71	3.9	1	14.3	2	4.6	24	2.3	7	3.0	13	12.3	24	6.0
Requirement for employment and title	112	6.1	1	14.3	5	11.4	59	5.6	5	2.1	13	12.3	29	7.2

Table 2.6 BHHS Supervision: behavioral health students

	Total		Addiction Counselor		Clinical Addiction Counselor		Clinical Social Worker		Social Worker		Marriage and Family Therapist		Mental Health Counselor	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Merit for continuing education requirements associated with license renewal	744	40.4	1	14.3	8	18.2	481	45.9	133	56.6	21	19.8	100	24.9
Increased capacity	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.5
Personal Motivation	11	0.6	0	0.0	1	2.3	3	0.3	0	0.0	1	0.9	6	1.5
Exploration for potential employment	2	0.1	0	0.0	0	0.0	1	0.10	1	0.4	0	0.0	0	0.0
None of the above	794	43.1	4	57.1	29	65.9	431	41.1	88	37.5	43	40.6	199	49.6
Challenges experienced in serving as field supervisor														
Lack of understanding expectations from the academic program	99	5.4	0	0.0	3	6.8	57	5.4	10	4.3	9	8.5	20	5.0
Negative impact to workflow and/or productivity	216	11.7	0	0.0	5	11.4	141	13.4	19	8.1	11	10.4	40	10.0
Lack of communication with the academic institution	115	6.2	0	0.0	2	4.6	67	6.4	9	3.8	6	5.7	31	7.7
Lack of space to provide proper supervision	57	3.1	0	0.0	1	2.3	42	4.0	7	3.0	1	0.9	6	1.5
Lack of employer support	61	3.3	0	0.0	2	4.6	38	3.6	4	1.7	5	4.7	12	3.0
Lack of adequate financial compensation for time/effort	411	22.3	1	14.3	12	27.3	238	22.7	52	22.1	23	21.7	85	21.2
None of the above	1,197	65.0	6	85.7	27	61.4	662	63.1	159	67.7	70	66.0	273	68.1

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 2.7 Practice field, BHHS Professionals

	Primary Practice		Secondary Practice	
	N	%	N	%
Total	10,390		1,366	
Practice Specialty				
Addictions	603	5.8	56	1.4
Administration	75	0.7	7	0.5
Behavioral Assessment	8	0.1	0	0.0
Community Development	17	0.2	3	0.2
Crisis Counseling/Management	9	0.1	0	0.0
Developmental and Other Disabilities	81	0.8	14	1.0
Family and Children Services	714	6.9	63	4.6
Forensics/Criminal Justice	2	0.02	0	0.0
Gerontological Services	147	1.4	10	0.7
Grief Counseling	3	0.03	0	0.0
Health/Wellness/Rehabilitation	551	5.3	48	3.5
Home Health/Hospice Care	45	0.4	2	0.2
Housing/Homelessness	12	0.1	0	0.0
Individual, Family, or Group Counseling	41	0.4	11	0.8
Income Maintenance	1	0.01	1	0.1
Information and Retrieval	7	0.1	1	0.1
Insurance/Managed Care	3	0.03	3	0.2
Integrated Medical Treatment	79	0.8	13	1.0
Juvenile and/or Adult Corrections	83	0.8	7	0.5
Mental Health	7,292	70.0	1,083	79.2
Occupational/Employee Assistance	18	0.2	2	0.2
School-Based Counseling or Services	109	1.1	3	0.2
Social Services/Case Management/Care Coordination	56	0.5	4	0.3
Teaching/Training	26	0.3	7	0.5
Telehealth	3	0.03	2	0.2
Violence/Trauma/Abuse Services	34	0.3	4	0.3
Other	5	0.1	0	0.0
Not applicable	366	3.5	22	1.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 2.8 Practice setting, BHHS Professionals

	Primary Practice		Secondary Practice	
	N	%	N	%
Total	10,391		1,368	
Primary Work Setting				
Aging and Disabled	10	0.1	3	0.2
Care Coordination Agency	17	0.2	1	0.1
Child Welfare/Family Services	157	1.5	15	1.1
Community Health Center (RHC, FQHC, Look-alike)	395	3.8	21	1.5
Community Mental Health Center (CMHC)	1,284	12.4	56	4.1
College or University Setting	35	0.3	5	0.4
Crisis Center	7	0.1	0	0.0
Criminal Justice/Correctional Facility	115	1.1	8	0.6
Detox	16	0.2	1	0.1
Faith-based Setting	140	1.4	30	2.2
Federal Government hospital	250	2.4	2	0.2
Hospice Care	32	0.3	6	0.4
In-Home Setting	362	3.5	50	3.7
Insurance Company/Agency	11	0.1	1	0.1
Local Health Department or State Agency	7	0.1	1	0.1
Mental Health Clinic (Not a CMHC)	869	8.4	103	7.5
Methadone Clinic	27	0.3	1	0.1
Military Setting	5	0.1	0	0.0
Non-Federal Hospital: General Medicine	166	1.6	15	1.1
Non-Federal Hospital: Ambulatory/Outpatient	21	0.2	1	0.1
Non-Federal Hospital: Emergency Department	8	0.1	1	0.1
Non-Federal Hospital: Inpatient or Acute Care	260	2.5	12	0.9
Non-Federal Hospital: Other – e.g. nursing home unit	32	0.3	2	0.2
Non-Federal Hospital: Psychiatric	148	1.4	21	1.5
Occupational Health/Employment Assistance	17	0.2	2	0.2
Primary or Specialist Medical Care (Non-behavioral health setting)	348	3.4	39	2.9
Private Practice	3,272	31.5	601	43.9
Recovery Support Services	53	0.5	9	0.7
Rehabilitation	40	0.4	7	0.5
Residential Setting	252	2.4	26	1.9
School Health Service	705	6.8	31	2.3
Skilled Nursing Facility	8	0.1	3	0.2
Specialized Substance Abuse Outpatient Treatment Facility	111	1.1	12	0.9
Telehealth	892	8.6	259	18.9
Other Community-based Organization	53	0.5	5	0.4
Other	5	0.1	2	0.2
Not applicable	261	2.5	16	1.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Populations Served

Table 2.9 Reported Pediatric Populations Served by Practice Specialty, BHHS Professionals

Primary Practice Specialty	Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Unique Count Serving These Populations	
	N	%	N	%	N	%	N	%
Addictions	2	0.6	40	1.1	153	2.3	158	2.3
Administration	3	0.9	22	0.6	39	0.6	39	0.6
Behavioral Assessment	0	0.0	3	0.1	4	0.1	4	0.1
Community Development	0	0.0	5	0.1	10	0.2	10	0.2
Crisis Counseling/Management	1	0.3	4	0.1	8	0.1	8	0.1
Developmental and Other Disabilities	8	2.4	50	1.4	68	1.0	72	1.1
Family and Children Services	89	26.9	564	15.5	646	9.8	687	10.1
Forensics/Criminal Justice	1	0.3	1	0.03	1	0.02	1	0.01
Gerontological Services	6	1.8	11	0.3	17	0.3	19	0.3
Grief Counseling	1	0.3	3	0.1	3	0.1	3	0.04
Health/Wellness/Rehabilitation	104	31.4	136	3.7	186	2.8	210	3.1
Home Health/Hospice Care	5	1.5	11	0.3	13	0.2	14	0.2
Housing/Homelessness	1	0.3	0	0.0	1	0.02	2	0.03
Income Maintenance	0	0.0	0	0.0	0	0.0	0	0.0
Individual, Family, or Group Counseling	1	0.3	11	0.3	22	0.3	23	0.3
Information and Retrieval	2	0.6	2	0.1	3	0.1	3	0.04
Insurance/Managed Care	0	0.0	0	0.0	0	0.0	0	0.0
Integrated Medical Treatment	9	2.7	18	0.5	29	0.4	30	0.4
Juvenile and/or Adult Corrections	0	0.0	3	0.1	42	0.6	43	0.6
Mental Health	61	18.4	2,521	69.1	5,005	75.7	5,079	74.7
Occupational/Employee Assistance	0	0.0	5	0.1	10	0.2	10	0.2
School-Based Counseling or Services	0	0.0	74	2.0	90	1.4	108	1.6
Social Services/Case Management/Care Coordination	16	4.8	24	0.7	31	0.5	32	0.5
Teaching/Training	0	0.0	8	0.2	14	0.2	16	0.2
Telehealth	0	0.0	2	0.1	2	0.03	2	0.03
Violence/Trauma/Abuse Services	5	1.5	13	0.4	21	0.3	22	0.3
Other	0	0.0	0	0.0	2	0.03	2	0.03
Not Applicable	16	4.8	115	3.2	185	2.8	194	2.9
Non-Respondent	0	0.0	3	0.1	6	0.1	6	0.1
Total	331	100.0	3,649	100.0	6,611	100.0	6,797	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 2.10 Reported Populations Served by Telemedicine Status, BHHS Professionals

Practice Specialty	Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery		Veterans		Unique Count Serving these Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Addictions	569	6.2	188	4.0	160	5.3	84	11.8	121	3.5	487	12.5	208	6.7	591	6.2
Administration	59	0.6	30	0.6	16	0.5	12	1.7	24	0.7	32	0.8	24	0.8	66	0.7
Behavioral Assessment	7	0.1	3	0.1	0	0.0	0	0.0	2	0.1	2	0.1	2	0.1	8	0.1
Community Development	14	0.2	10	0.2	8	0.3	4	0.6	10	0.3	11	0.3	8	0.3	15	0.2
Crisis Counseling/Management	9	0.1	5	0.1	4	0.1	2	0.3	4	0.1	6	0.2	3	0.1	9	0.1
Developmental and Other Disabilities	64	0.7	33	0.7	9	0.3	1	0.1	66	1.9	7	0.2	7	0.2	73	0.8
Family and Children Services	502	5.5	131	2.8	168	5.6	75	10.5	204	5.9	209	5.4	96	3.1	529	5.5
Forensics/Criminal Justice	2	0.02	1	0.02	1	0.03	1	0.1	1	0.03	2	0.1	1	0.03	2	0.02
Gerontological Services	92	1.0	142	3.0	10	0.3	2	0.3	53	1.5	14	0.4	59	1.9	146	1.5
Grief Counseling	3	0.03	3	0.1	2	0.1	1	0.1	2	0.1	2	0.1	2	0.1	3	0.03
Health/Wellness/Rehabilitation	508	5.5	447	9.4	147	4.9	56	7.8	285	8.3	162	4.2	244	7.8	541	5.7
Home Health/Hospice Care	38	0.4	42	0.9	3	0.1	2	0.3	17	0.5	6	0.2	18	0.6	44	0.5
Housing/Homelessness	12	0.1	5	0.1	3	0.1	3	0.4	5	0.2	5	0.1	11	0.4	12	0.1
Income Maintenance	1	0.01	0	0.0	0	0.0	0	0.0	0	0.0	1	0.03	1	0.03	1	0.01
Individual, Family, or Group Counseling	41	0.4	26	0.6	12	0.4	0	0.0	11	0.3	9	0.2	13	0.4	41	0.4
Information and Retrieval	6	0.1	5	0.1	1	0.03	0	0.0	4	0.1	2	0.1	2	0.1	6	0.1
Insurance/Managed Care	2	0.02	1	0.02	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.02
Integrated Medical Treatment	77	0.8	64	1.3	20	0.7	6	0.8	41	1.2	17	0.4	31	1.0	78	0.8
Juvenile and/or Adult Corrections	56	0.6	14	0.3	8	0.3	51	7.1	18	0.5	37	1.0	20	0.6	72	0.8
Mental Health	6,713	72.8	3,402	71.4	2,311	77.2	375	52.5	2,409	70.1	2,748	70.6	2,252	72.0	6,837	71.6
Occupational/Employee Assistance	18	0.2	9	0.2	3	0.1	0	0.0	2	0.1	2	0.1	6	0.2	18	0.2
School-based Counseling or Services	25	0.3	5	0.1	1	0.03	2	0.3	20	0.6	3	0.1	2	0.1	35	0.4
Social Services/Case Management/Care Coordination	51	0.6	38	0.8	15	0.5	11	1.5	27	0.8	20	0.5	23	0.7	55	0.6
Teaching/Training	15	0.2	0	0.0	0	0.0	0	0.0	5	0.2	1	0.03	0	0.0	18	0.2
Telehealth	3	0.03	0	0.0	1	0.03	0	0.0	0	0.0	0	0.0	0	0.0	3	0.03
Violence/Trauma/Abuse Services	31	0.3	18	0.4	13	0.4	6	0.8	10	0.3	16	0.4	12	0.4	32	0.3
Other	5	0.1	2	0.04	0	0.0	0	0.0	1	0.03	0	0.0	0	0.0	5	0.1
Not Applicable	288	3.1	135	2.8	75	2.5	21	2.9	93	2.7	90	2.3	80	2.6	305	3.2
Non-Respondent	7	0.1	3	0.1	2	0.1	0	0.0	1	0.03	1	0.03	1	0.03	7	0.1
Total	9,218	100.0	4,762	100.0	2,993	100.0	715	100.0	3,436	100.0	3,892	100.0	3,126	100.0	9,554	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2022

Services Provided

Table 2.11 Reported Services Provided by Telemedicine Status, BHHS Professionals

Practice Specialty	Addiction Counseling		Crisis Counseling		Case Management		General Counseling/Therapy		Mental health Diagnosis		Dementia/Alzheimer's Care		Telehealth Services to Patients/Clients Outside of Indiana		Unique Count Providing these Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Addictions	581	19.9	250	6.2	214	7.3	366	4.3	261	5.3	5	1.2	52	3.1	598	6.0
Administration	22	0.8	34	0.8	30	1.0	45	0.5	27	0.6	5	1.2	8	0.5	62	0.6
Behavioral Assessment	1	0.03	4	0.1	2	0.1	3	0.04	2	0.04	0	0.0	2	0.1	6	0.1
Community Development	5	0.2	11	0.3	8	0.3	13	0.2	8	0.2	0	0.0	2	0.1	17	0.2
Crisis Counseling/Management	3	0.1	8	0.2	5	0.2	4	0.1	1	0.02	0	0.0	1	0.1	9	0.1
Developmental and Other Disabilities	7	0.2	23	0.6	28	1.0	59	0.7	29	0.6	6	1.4	9	0.5	73	0.7
Family and Children Services	137	4.7	335	8.3	295	10.1	557	6.6	268	5.5	5	0.2	65	3.9	628	6.3
Forensics/Criminal Justice	0	0.0	2	0.1	1	0.03	2	0.02	0	0.0	0	0.0	1	0.1	2	0.02
Gerontological Services	8	0.3	36	0.9	87	3.0	56	0.7	30	0.6	98	22.8	11	0.7	139	1.4
Grief Counseling	0	0.0	1	0.02	0	0.0	1	0.01	0	0.0	0	0.0	0	0.0	2	0.02
Health/Wellness/Rehabilitation	95	3.3	215	5.3	398	13.7	236	2.8	94	1.9	113	26.3	27	1.6	502	5.0
Home Health/Hospice Care	0	0.0	11	0.3	24	0.8	19	0.2	3	0.1	19	4.4	1	0.1	34	0.3
Housing/Homelessness	3	0.1	7	0.2	11	0.4	5	0.1	4	0.1	0	0.0	1	0.1	12	0.1
Income Maintenance	1	0.03	1	0.02	1	0.03	1	0.01	1	0.02	0	0.0	0	0.0	1	0.01
Individual, Family, or Group Counseling	4	0.1	8	0.2	8	0.3	36	0.4	10	0.2	2	0.5	10	0.6	38	0.4
Information and Retrieval	2	0.1	1	0.02	4	0.1	1	0.01	2	0.04	2	0.5	2	0.1	4	0.04
Insurance/Managed Care	0	0.0	1	0.02	1	0.03	0	0.0	0	0.0	0	0.0	1	0.1	2	0.02
Integrated Medical Treatment	5	0.2	32	0.8	49	1.7	44	0.5	17	0.4	10	2.3	3	0.2	71	0.7
Juvenile and/or Adult Corrections	41	1.4	46	1.1	31	1.1	62	0.7	36	0.7	2	1.5	2	0.1	81	0.8
Mental Health	1,900	65.2	2,781	69.0	1,480	50.8	6,590	77.7	3,932	80.5	135	31.5	1,408	84.1	7,142	71.7
Occupational/Employee Assistance	2	0.1	9	0.2	5	0.2	17	0.2	5	0.1	1	0.2	2	0.1	18	0.2
School-based Counseling	3	0.1	43	1.1	41	1.4	52	0.6	12	0.3	1	0.2	4	0.2	68	0.7
Social Services/Case Management/Care Coordination	7	0.2	15	0.4	43	1.5	17	0.2	8	0.2	8	1.9	2	0.1	52	0.5
Teaching/Training	1	0.03	6	0.2	5	0.2	8	0.1	3	0.1	0	0.0	1	0.1	10	0.1
Telehealth	1	0.03	0	0.0	0	0.0	1	0.01	1	0.02	0	0.0	3	0.2	3	0.03
Violence/Trauma/Abuse Services	9	0.3	20	0.5	13	0.5	27	0.3	14	0.3	1	0.2	7	0.4	34	0.3
Other	0	0.0	0	0.0	0	0.0	1	0.01	0	0.0	0	0.0	1	0.1	2	0.02
Not Applicable/Non-Respondent	78	2.7	130	3.3	131	4.5	263	3.0	118	2.4	16	3.8	48	2.9	345	3.5
Total	2,916	100.0	4,030	100.0	2,915	100.0	8,486	100.0	4,886	100.0	429	100.0	1,674	100.0	9,955	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2022

SECTION III: INDIANA ADDICTION COUNSELORS

Summary of Key Findings

A total of 263 BHHS professionals were licensed as a type of addiction counselor in 2024. Approximately 67.7% were licensed as a clinical addiction counselor, and 21.3% were licensed as an addiction counselor. More information on the distribution of licensed addiction counselors is available in [Figure 3.1](#).

Demographics

- As shown in [Table 3.1a](#), the majority of licensed addiction counselors identified as White (80.4%) and not of Hispanic, Latino/a or Spanish origin (98.2%). The average age was 56.0 years, and 39.3% were between the ages of 55 and 64.
- Of the 11 addiction counselor associates, 54.6% were between ages 35 and 44, 63.6% identified as White, and none were of Hispanic, Latino/a, or Spanish origin ([Table 3.1b](#)).
- Of the 178 licensed clinical addiction counselors, 33.2% were between the ages of 55 and 64 with an average age of 55.6 years ([Table 3.1c](#)). Additionally, most identified as White (77.5%) and not of Hispanic, Latino/a, or Spanish origin (95.5%).
- For the 18 clinical addiction counselor associates, the average age was 40.9 years old with 44.4% being between ages 35 and 44 ([Table 3.1d](#)). Most identified as White (66.7%) and not of Hispanic, Latino/a, or Spanish origin (88.9%).

Education

- Qualifying Education
 - Qualifying for their license with a bachelor's degree in counseling or a related field was commonly reported among addiction counselors (55.4%) and addiction counselor associates (72.7%). Most also completed their qualifying education in Indiana (67.9% for addiction counselors and 90.9% for associates). See [Table 3.2a](#) and [Table 3.2b](#).
 - Approximately 75.3% of clinical addiction counselors and all clinical addiction counselor associates qualified for their license with a master's degree in counseling or a related field. Additionally, 83.3% of clinical addiction counselors and 65.2% of associates completed their qualifying education in Indiana. See [Table 3.2c](#) and [Table 3.2d](#).
- Highest Education: [Table 3.3](#) shows the reported highest education of licensed addiction counselors. The highest percentage of addiction counselors (42.9%) and associates (54.6%) reported their highest education as a bachelor's degree in counseling or a related field. Similarly, most clinical addiction counselors (65.2%) and associates (94.4%) reported their highest education as a master's degree in counseling or a related field.

Employment Characteristics

- Professional Characteristics: Most addiction counselors (92.9%), clinical addiction counselors (85.2%), and the associates (81.8% and 77.8%, respectively) have no plans to change their current employment. Around half of addiction counselors (50.0%) and a little less than half of associates (45.5%) reported

providing telehealth services, while 71.9% of clinical addiction counselors and 66.7% of associates reported providing this service. [Table 3.4](#) provides more information.

- Practice Specialty: Unsurprisingly, most addiction counselors (83.9%) and associates (81.8%), along with clinical addiction counselors (57.9%) and associates (66.7%) reported their primary practice specialty as addictions (See [Table 3.5](#)).
- Practice Setting: Approximately 17.9% of addiction counselors and 27.3% of addiction counselor associates reported practicing in a criminal justice/correctional facility. On the other hand, 19.1% of clinical addiction counselors reported working in private practice. [Table 3.6](#) provides more information on practice setting.

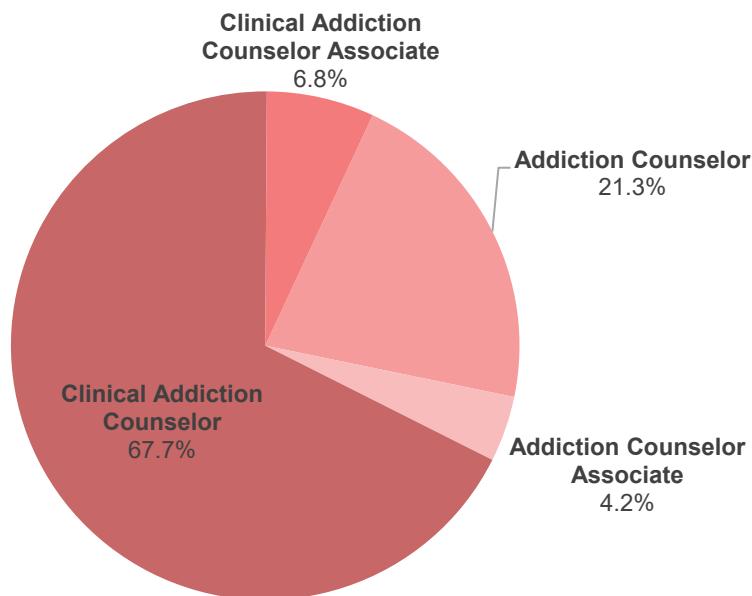
Populations Served:

- Pediatric Populations: Of the 263 actively practicing licensed addiction counselors, 88 (33.5%) reported providing services to either children ages 2 – 10 or adolescents ages 11 – 19 ([Table 3.7](#)).
- Adult Populations: Approximately 255 (97.0% of all licensed addiction counselors) reported provided services to various adult groups. The highest percentage (96.9%) reported providing services to the general adult population, while 70.2% reported serving individuals in recovery. See [Table 3.8](#) for more information.

Services Provided

- A total of 259 addiction counselors (98.5% of all addiction counselors) reported providing at least one of the listed behavioral health services. Unsurprisingly, 98.5% of these addiction counselors reported providing addiction counseling. [Table 3.9](#) provides more.

Figure 3.1 Distribution of addiction counselor license types.



Demographics

Table 3.1a Demographic Characteristics of Addiction Counselors

	Female		Male		Total	
	N	%	N	%	N	%
Total	32		24		56	
Mean Age	54.3		58.2		56.0	
Age Group						
Under 35	2	6.3	0	0.0	2	3.6
35 - 44	3	9.4	1	4.2	4	7.1
45 - 54	10	31.3	6	25.0	16	28.6
55 - 64	11	34.4	11	45.8	22	39.3
65 and Older	5	15.6	6	25.0	11	19.6
Age Unavailable	1	3.1	0	0.0	1	1.8
Race						
White	26	81.3	19	79.2	45	80.4
American Indian or Alaska Native	0	0.0	0	0.0	0	0.0
Asian	0	0.0	1	4.2	1	1.8
Black or African American	6	18.8	4	16.7	10	17.9
Native Hawaiian/Pacific Islander	0	0.00	0	0.0	0	0.0
Some Other Race	0	0.0	0	0.0	0	0.0
Multiracial	0	0.0	0	0.0	0	0.0
Ethnicity						
Hispanic, Latino/a or Spanish Origin	1	3.1	0	0.0	1	1.8
Not Hispanic or Latino/a or Spanish Origin	31	96.9	24	100.0	55	98.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 3.1b Demographic Characteristics of Addiction Counselors (Associate)

	Female		Male		Total	
	N	%	N	%	N	%
Total	10		1		11	
Mean Age	46.0		43.6		45.8	
Age Group						
Under 35	1	10.0	0	0.0	1	9.1
35 - 44	5	50.0	1	100.0	6	54.6
45 - 54	1	10.0	0	0.0	1	9.1
55 - 64	3	30.0	0	0.0	3	27.3
65 and Older	0	0.0	0	0.0	0	0.0
Age Unavailable	0	0.0	0	0.0	0	0.0
Race						
White	7	70.0	0	0.0	7	63.6
American Indian or Alaska Native	0	0.0	0	0.0	0	0.0
Asian	0	0.0	0	0.0	0	0.0
Black or African American	2	20.0	1	100.0	3	27.3
Native Hawaiian/Pacific Islander	0	0.00	0	0.0	0	0.00
Some Other Race	0	0.0	0	0.0	0	0.0
Multiracial	1	10.0	0	0.0	1	9.1
Ethnicity						
Hispanic, Latino/a or Spanish Origin	0	0.0	0	0.0	0	0.0
Not Hispanic or Latino/a or Spanish Origin	10	100.0	1	100.0	11	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 3.1c Demographic Characteristics of Clinical Addiction Counselors

	Female		Male		Total	
	N	%	N	%	N	%
Total	114		64		178	
Mean Age	54.0		58.6		55.6	
Age Group						
Under 35	9	7.9	3	4.7	12	6.7
35 - 44	23	20.2	10	15.6	33	18.5
45 - 54	25	21.9	7	10.9	32	18.0
55 - 64	35	30.7	24	37.5	59	33.2
65 and Older	22	19.3	20	31.3	42	23.6
Age Unavailable	0	0.0	0	0.0	0	0.0
Race						
White	88	77.2	50	78.1	138	77.5
American Indian or Alaska Native	0	0.0	1	1.6	1	0.6
Asian	0	0.0	0	0.0	0	0.0
Black or African American	22	19.3	10	15.6	32	18.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	1	0.9	1	1.6	2	1.1
Multiracial	3	2.6	2	3.1	5	2.8
Ethnicity						
Hispanic, Latino/a or Spanish Origin	5	4.4	3	4.7	8	4.5
Not Hispanic or Latino/a or Spanish Origin	109	95.6	61	95.3	170	95.5

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Table 3.1d Demographic Characteristics of Clinical Addiction Counselors (associate)

	Female		Male		Total	
	N	%	N	%	N	%
Total	15		3		18	
Mean Age	41.0		40.7		40.9	
Age Group						
Under 35	5	33.3	0	0.0	5	27.8
35 - 44	6	40.0	2	66.7	8	44.4
45 - 54	2	13.3	1	33.3	3	16.7
55 - 64	2	13.3	0	0.0	2	11.1
65 and Older	0	0.0	0	0.0	0	0.0
Age Unavailable	0	0.0	0	0.0	0	0.0
Race						
White	10	66.7	2	66.7	12	66.7
American Indian or Alaska Native	0	0.0	0	0.0	0	0.0
Asian	0	0.0	0	0.0	0	0.0
Black or African American	3	20.0	1	33.3	4	22.2
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	1	6.7	0	0.0	1	5.6
Multiracial	1	6.7	0	0.0	1	5.6
Ethnicity						
Hispanic, Latino/a or Spanish Origin	2	13.3	0	0.0	2	11.1
Not Hispanic or Latino/a or Spanish Origin	13	86.7	3	100.0	16	88.9

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Education

Table 3.2a Reported qualifying education among Addiction Counselors

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	2	5.3	1	11.1	0	0.0	0	0.0	3	5.4
High School Diploma/GED – other	2	5.3	0	0.0	0	0.0	0	0.0	2	3.6
Vocational/Practical certificate – counseling or related field	1	2.6	0	0.0	0	0.0	0	0.0	1	1.8
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – other	1	2.6	0	0.0	0	0.1	0	0.0	1	1.8
Bachelor's Degree – counseling or related field	21	55.3	6	66.7	4	44.4	0	0.0	31	55.4
Bachelor's Degree – other	5	13.2	0	0.0	1	11.1	0	0.0	6	10.7
Master's Degree – counseling or related field	4	10.5	2	22.2	4	44.4	0	0.0	10	17.9
Master's Degree – other	1	2.6	0	0.0	0	0.0	0	0.0	1	1.8
Doctoral Degree – counseling or related field	1	2.6	0	0.0	0	0.0	0	0.0	1	1.8
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	38	100.0	9	100.0	9	100.0	0	0.0	56	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky, and Illinois.

Table 3.2b Reported qualifying education among Addiction Counselors (Associate)

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	8	80.0	0	0.0	0	0.0	0	0.0	8	72.7
Bachelor's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree – counseling or related field	2	20.0	1	100.0	0	0.0	0	0.0	3	27.3
Master's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	10	100.0	1	100.0	0	0.0	0	0.0	11	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky, and Illinois.

Table 3.2c Reported qualifying education among Clinical Addiction Counselors (Associate)

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	9	7.8	1	3.0	2	6.9	0	0.0	12	6.7
Bachelor's Degree – other	1	0.9	0	0.0	0	0.0	0	0.0	1	0.6
Master's Degree – counseling or related field	89	76.7	21	63.6	24	82.8	0	0.0	134	75.3
Master's Degree – other	13	11.2	4	12.1	0	0.0	0	0.0	17	9.6
Doctoral Degree – counseling or related field	3	2.6	6	18.2	3	10.3	0	0.0	12	6.7
Doctoral Degree – other	0	0.0	1	3.0	0	0.0	0	0.0	1	0.6
Post-graduate certificate - counseling or related field	1	0.9	0	0.0	0	0.0	0	0.0	1	0.6
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	116	100.0	33	100.0	29	100.0	0	0.0	178	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 3.2d Reported qualifying education among Clinical Addiction Counselors (Associate)

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree – counseling or related field	14	100.0	2	100.0	1	100.0	0	0.0	17	100.0
Master's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	14	100.0	2	100.0	1	100.0	0	0.0	17	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky, and Illinois.

Table 3.3 Reported highest education, Addiction Counselors

	Addiction Counselors		Addiction Counselor Associates		Clinical Addiction Counselors		Clinical Addiction Counselor Associate	
	N	%	N	%	N	%	N	%
Total	56		11		178		18	
Highest Education								
High School Diploma/GED – counseling or related field	3	5.4	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	2	3.6	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	1	1.8	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	24	42.9	6	54.6	9	5.1	0	0.0
Bachelor's Degree – other	7	12.5	0	0.0	0	0.0	0	0.0
Master's Degree – counseling or related field	13	23.2	4	36.4	116	65.2	16	94.4
Master's Degree – other	5	8.9	1	9.1	19	10.7	0	0.0
Doctoral Degree – counseling or related field	1	1.8	0	0.0	26	14.6	0	0.0
Doctoral Degree – other	0	0.0	0	0.0	1	0.6	0	0.0
Post-graduate certificate - counseling or related field	0	0.0	0	0.0	7	3.9	1	5.6
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0
Not Reported	0	0.0	0	0.0	0	0.0	1	5.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Employment Characteristics

Table 3.4 Employment characteristics, Addiction Counselor

	Addiction Counselors		Addiction Counselor Associates		Clinical Addiction Counselors		Clinical Addiction Counselor Associates	
	N	%	N	%	N	%	N	%
Total	56		11		178		18	
Continue as you are								
Continue as you are	52	92.9	9	81.8	151	85.2	13	77.8
Increase hours in patient care	4	7.1	1	9.1	12	6.6	1	5.6
Decrease hours in patient care	0	0.0	0	0.0	10	5.0	1	5.6
Transition to a non-direct service role	0	0.0	0	0.0	3	1.7	1	5.6
Leave my current role to complete further training	0	0.0	1	9.1	0	0.0	0	0.0
Leave my current role for family reasons/commitments	0	0.0	0	0.0	0	0.0	0	0.0
Leave my current role due to physical demands	0	0.0	0	0.0	0	0.0	0	0.0
Leave my current role due to stress/burnout	0	0.0	0	0.0	0	0.0	1	5.6
Retire	0	0.0	0	0.0	2	1.7	1	5.6
Delivering Telehealth Services								
Yes	28	50.0	5	45.5	128	71.9	12	66.7
No	28	50.0	6	54.6	50	28.1	6	33.3
Holds more than one BHHS license								
Yes	23	41.1	4	36.4	87	48.9	7	38.9
No	33	58.9	7	63.6	91	51.1	11	61.1

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 3.5 Practice field, BHHS Professionals

	Addiction Counselor		Addiction Counselor (Associate)		Clinical Addiction Counselor		Clinical Addiction Counselor (Associate)	
	N	%	N	%	N	%	N	%
Total	56		11		178		18	
Primary Practice Specialty								
Addictions	47	83.9	9	81.8	103	57.9	12	66.7
Administration	0	0.0	0	0.0	1	0.6	0	0.0
Developmental and Other Disabilities	0	0.0	0	0.0	1	0.6	0	0.0
Family and Children Services	1	1.8	0	0.0	3	1.7	0	0.0
Health/Wellness/Rehabilitation	0	0.0	0	0.0	2	1.1	0	0.0
Juvenile and/or Adult Corrections	2	3.6	2	18.2	2	1.1	0	0.0
Mental Health	3	5.4	0	0.0	56	31.5	5	27.8
Social Services/Case Management/Care Coordination	0	0.0	0	0.0	1	0.6	0	0.0
Not applicable	2	3.6	0	0.0	8	4.5	0	0.0
Non-Respondent	1	1.8	0	0.0	1	0.6	1	5.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 3.6 Practice setting, BHHS Professionals

	Addiction Counselors		Addiction Counselor Associate		Clinical Addiction Counselors		Clinical Addiction Counselor Associate	
	N	%	N	%	N	%	N	%
Total	56		11		178		18	
Primary Work Setting								
Aging and Disabled	0	0.0	0	0	0	0.0	0	0.0
Care Coordination Agency	0	0.0	0	0	1	0.6	0	0.0
Child Welfare/Family Services	0	0.0	0	0.0	1	0.6	0	0.0
Community Health Center (RHC, FQHC, Look-alike)	0	0.0	1	9.1	10	5.6	1	5.6
Community Mental Health Center (CMHC)	4	7.1	0	0.0	17	9.6	2	11.1
College or University Setting	0	0.0	0	0.0	0	0.0	0	0.0
Crisis Center	0	0.0	0	0.0	0	0.0	0	0.0
Criminal Justice/Correctional Facility	10	17.9	3	27.3	7	3.9	0	0.0
Detox	2	3.6	0	0.0	3	1.7	0	0.0
Faith-based Setting	0	0.0	0	0.0	5	2.8	0	0.0
Federal Government hospital	0	0.0	0	0.0	2	1.1	0	0.0
Hospice Care	0	0.0	0	0.0	0	0.0	0	0.0
In-Home Setting	0	0.0	1	9.1	2	1.1	0	0.0
Insurance Company/Agency	0	0.0	0	0.0	0	0.0	0	0.0
Local Health Department or State Agency	0	0.0	0	0.0	0	0.0	0	0.0
Mental Health Clinic (Not a CMHC)	1	1.8	0	0.0	14	7.9	1	5.6
Methadone Clinic	0	0.0	0	0.0	2	1.1	0	0.0
Military Setting	7	12.5	0	0.0	0	0.0	0	0.0
Non-Federal Hospital: General Medicine	0	0.0	0	0.0	3	1.7	0	0.0
Non-Federal Hospital: Ambulatory/Outpatient	0	0.0	0	0.0	0	0.0	0	0.0
Non-Federal Hospital: Emergency Department	0	0.0	0	0.0	0	0.0	0	0.0
Non-Federal Hospital: Inpatient or Acute Care	1	1.8	0	0.0	2	1.1	0	0.0
Non-Federal Hospital: Other – e.g. nursing home unit	0	0.0	0	0.0	0	0.0	0	0.0
Non-Federal Hospital: Psychiatric	2	3.6	0	0.0	3	1.7	1	5.6
Occupational Health/Employment Assistance	0	0.0	0	0.0	3	1.7	0	0.0
Primary or Specialist Medical Care (Non-behavioral health setting)	1	1.8	0	0.0	1	0.6	0	0.0
Private Practice	4	7.1	0	0.0	34	19.1	2	11.1
Recovery Support Services	2	3.6	2	18.2	9	5.1	0	0.0
Rehabilitation	0	0.0	0	0.0	2	1.1	0	0.0
Residential Setting	4	7.1	2	18.2	13	7.3	3	16.7
School Health Service	0	0.0	0	0.0	4	2.3	0	0.0
Skilled Nursing Facility	0	0.0	0	0.0	0	0.0	0	0.0

Table 3.6 Practice setting, BHHS Professionals

	Addiction Counselors		Addiction Counselor Associate		Clinical Addiction Counselors		Clinical Addiction Counselor Associate	
	N	%	N	%	N	%	N	%
Specialized Substance Abuse Outpatient Treatment Facility	9	16.1	2	18.2	17	9.6	2	11.1
Telehealth	5	8.9	0	0.0	12	6.7	5	27.8
Other Community-based Organization	0	0.0	0	0.0	2	1.1	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0
Not applicable	3	5.4	0	0.0	8	4.5	0	0.0
Non-Respondent	1	1.8	0	0.0	1	0.6	1	5.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Populations Served

Table 3.7 Reported Populations Served by License Type, BHHS Professionals

		Newborns	Children (ages 2 - 10)		Adolescents (11 - 19)		Unique Count Providing These Services		
Primary Practice Specialty		N	%	N	%	N	%	N	%
Addiction Counselors		0	0.0	0	0.0	12	13.6	12	13.6
Addiction Counselors (Associate)		0	0.0	1	5.9	2	2.3	2	2.3
Clinical Addiction Counselors		0	0.0	16	94.1	68	77.3	68	77.3
Clinical Addiction Counselors (Associate)		0	0.0	0	0.0	6	6.8	6	6.8
Total		0	0.0	17	100.0	88	100.0	88	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 2.8 Reported Populations Served by Telemedicine Status, BHHS Professionals

	Adults	Geriatrics (ages 65 +)		Pregnant Women	Inmates	Disabled Individuals	Individuals in Recovery	Veterans	Unique Count Providing These Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%
Addiction Counselors	52	21.1	9	10.3	15	21.4	10	20.8	10	16.7
Addiction Counselor Associates	10	4.1	2	2.3	2	2.9	4	8.3	1	1.7
Clinical Addiction Counselors	167	67.6	72	82.8	52	74.3	32	66.7	45	75.0
Clinical Addiction Counselor Associate	18	7.3	4	4.6	1	1.4	2	4.2	4	6.7
Total	247	100.0	87	100.0	70	100.0	48	100.0	60	100.0
Total	247	100.0	87	100.0	70	100.0	48	100.0	60	100.0
Total	247	100.0	87	100.0	70	100.0	179	100.0	93	100.0
Total	247	100.0	87	100.0	70	100.0	179	100.0	93	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2022

Services Provided

Table 3.9 Reported Services Provided by Telemedicine Status, BHHS Professionals

	Addiction Counseling	Crisis Counseling	Case Management	General Counseling /Therapy	Mental health Diagnosis	Dementia/ Alzheimer's Care	Services via telehealth to patients/clients outside of Indiana	Unique Count Providing these Services
Telemedicine	N	%	N	%	N	%	N	%
Addiction Counselors	55	21.6	13	12.9	24	28.2	14	11.6
Addiction Counselor Associates	11	4.3	5	5.0	7	8.2	1	0.8
Clinical Addiction Counselors	171	67.1	77	76.2	49	57.7	98	81.0
Clinical Addiction Counselor Associate	18	7.0	6	5.9	5	5.9	8	6.6
Total	255	100.0	101	100.0	85	100.0	121	100.0
Total	255	100.0	101	100.0	85	100.0	71	100.0
Total	255	100.0	101	100.0	85	100.0	0	0.0
Total	255	100.0	101	100.0	85	100.0	33	100.0
Total	255	100.0	101	100.0	85	100.0	259	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2022

SECTION IV: INDIANA SOCIAL WORKERS

Summary of Key Findings

In 2024, a total of 6,420 BHHS professionals were licensed as a bachelor social worker, social worker, or clinical social worker. Most of these individuals were licensed as clinical social workers (70.9%). [Figure 4.1](#) provides more information.

Demographics

- Of the 71 licensed bachelor social workers, 38.0% were between ages 35 and 44 years old and the group's overall average age was 42.3. Additionally, the majority identified as White (78.9%) and not of Hispanic, Latino/a, or Spanish origin (98.6%). See [Table 4.1a](#) for more information.
- For licensed social workers, the average age was 39.8 and 45.1% were younger than 35 years old. Additionally, 81.6% identified as White and 94.2% identified as not of Hispanic, Latino/a, or Spanish origin. See [Table 4.1b](#) for more information.
- Clinical social workers had an average age of 48.3 years and 29.4% were between ages 35 and 44. Most identified as White (87.3%) and nearly all identified as not of Hispanic, Latino/a, or Spanish origin (96.7%). See [Table 4.1c](#) for more information.

Education

- Qualifying Education: A summary of qualifying education for licensed social workers can be found in [Table 4.2a](#), [Table 4.2b](#), and [Table 4.2c](#).
 - Most bachelor social workers reported qualifying for their license with a bachelor's degree in counseling or a related field (72.5%), while 83.7% of social workers and 90.9% of clinical social workers qualified with a master's degree in counseling or a related field.
 - Completing qualifying education in Indiana was reported for most bachelor social workers (75.4%), social workers (77.8%), and clinical social workers (63.9%).
- Highest Education: The majority of bachelor social workers reported their highest education as a bachelor's degree in any field (80.3%), while most social workers (93.7%) and clinical social workers (95.7%) reported their highest education as a master's degree in any field. See [Table 4.3](#) for more information on highest education.

Employment Characteristics

- Professional Characteristics: Most bachelor social workers (90.1%), social workers (87.8%), and clinical social workers (87.9%) reported no planned changes to their employment. Additionally, 49.8% of social workers and 80.9% of clinical social workers reported providing telehealth services. More information on professional characteristics is available in [Table 4.4](#).
- Practice Specialty: [Table 4.5](#) shows the majority of clinical social workers specialize in mental health (71.4%). The highest percentage of bachelor social workers reported health/wellness/rehabilitation (28.2%) as their specialty. For social workers, mental health (44.4%) was most common.
- Practice Setting: Approximately 30.6% of clinical social workers reported working in a private practice. Social workers primarily identified school health service (15.7%) and community mental health center (15.0%) as their practice setting. Finally, 18.3% of bachelor social workers reported working in an in-

home setting, and another 15.5% were at a non-federal hospital: inpatient or acute care. See [Table 4.6](#) for more details.

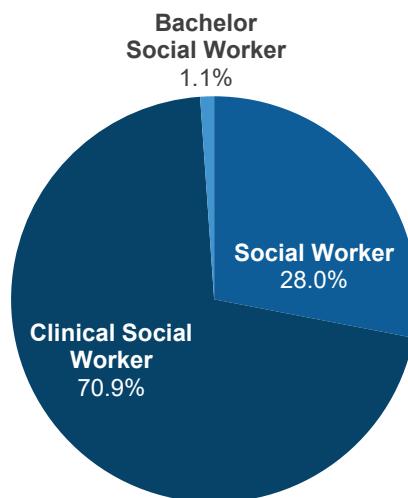
Populations Served

- Pediatric Populations: A total of 4,055 social workers reported providing services to pediatric patients. The highest percentage of these social workers (95.8%) reported providing pediatric services to adolescents (ages 11-19). [Table 4.7](#) has more information.
- Adult Populations: As shown in [Table 4.8](#), 5,762 licensed social workers reported serving one of the adult or special population groups, and most (95.2%) reported serving adults. Following this, 54.2% reported serving geriatric individuals.

Services Provided

- A total of 5,971 licensed social workers (93.0% of those in the report sample) reported providing one of the services listed in [Table 4.9](#)
- Nearly all bachelor social workers (90.2%) reported providing case management. Most social workers (69.5%) and clinical social workers (86.1%) reported providing general counseling/therapy.

Figure 4.1 Distribution of social workers license types.



Demographics

Table 4.1a Demographic Characteristics of Bachelor Social Workers

	Female		Male		Total	
	N	%	N	%	N	%
Total	68		3		71	
Mean Age	42.0		48.9		42.3	
Age Group						
Under 35	18	26.5	0	0.0	18	25.4
35 - 44	27	39.7	0	0.0	27	38.0
45 - 54	12	17.7	3	100.0	15	21.1
55 - 64	10	14.7	0	0.0	10	14.1
65 and Older	1	1.5	0	0.0	1	1.4
Age Unavailable	0	0.0	0	0.0	0	0.0
Race						
White	53	77.9	3	100.0	56	78.9
American Indian or Alaska Native	1	1.5	0	0.0	1	1.4
Asian	0	0.0	0	0.0	0	0.0
Black or African American	7	10.3	0	0.0	7	9.9
Native Hawaiian/Pacific Islander	1	1.5	0	0.0	1	1.4
Some Other Race	1	1.5	0	0.0	1	1.4
Multiracial	5	7.4	0	0.0	5	7.0
 ethnicity						
Hispanic, Latino/a or Spanish Origin	1	1.5	0	0.0	1	1.4
Not Hispanic or Latino/a or Spanish Origin	67	98.5	3	100.0	70	98.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Table 4.1b Demographic Characteristics of Social Workers

	Female		Male		Total	
	N	%	N	%	N	%
Total	1,620		180		1,800	
Mean Age	39.5		42.5		39.8	
Age Group						
Under 35	748	46.2	63	35.0	811	45.1
35 - 44	401	24.8	53	29.4	454	25.2
45 - 54	253	15.6	34	18.9	287	15.9
55 - 64	163	10.1	19	10.6	182	10.1
65 and Older	54	3.3	11	6.1	65	3.6
Age Unavailable	1	0.1	0	0.0	1	0.1
Race						
White	1,326	18.9	142	78.9	1,468	81.6
American Indian or Alaska Native	4	0.3	1	0.6	5	0.3
Asian	15	0.9	2	1.1	17	0.9
Black or African American	201	12.4	22	12.2	223	12.4
Native Hawaiian/Pacific Islander	1	0.1	0	0.0	1	0.1
Some Other Race	27	1.7	7	3.9	34	1.9
Multiracial	46	2.8	6	3.3	52	2.9
 ethnicity						
Hispanic, Latino/a or Spanish Origin	93	5.7	11	6.1	104	5.8
Not Hispanic or Latino/a or Spanish Origin	1,527	94.3	169	93.9	1,696	94.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Table 4.1c Demographic Characteristics of Clinical Social Workers

	Female		Male		Total	
	N	%	N	%	N	%
Total	3,948		601		4,549	
Mean Age	47.5		53.2		48.3	
Age Group						
Under 35	663	16.8	65	10.8	728	16.0
35 - 44	1,203	30.5	133	22.1	1,336	29.4
45 - 54	1,011	25.6	118	19.6	1,129	24.8
55 - 64	683	17.3	147	24.5	830	18.3
65 and Older	375	9.5	137	22.8	512	11.3
Age Unavailable	13	0.3	1	0.2	14	0.3
Race						
White	3,444	87.2	525	87.4	3,969	87.3
American Indian or Alaska Native	5	0.1	2	0.3	7	0.2
Asian	33	0.8	2	0.3	35	0.8
Black or African American	326	8.3	39	6.5	365	8.0
Native Hawaiian/Pacific Islander	1	0.03	0	0.0	1	0.02
Some Other Race	46	1.2	13	2.2	59	1.3
Multiracial	93	2.4	20	3.3	113	2.5
Ethnicity						
Hispanic, Latino/a or Spanish Origin	134	3.4	17	2.8	151	3.3
Not Hispanic or Latino/a or Spanish Origin	3,814	96.6	584	97.2	4,398	96.7

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Education

Table 4.2a Reported qualifying education among Bachelor Social Worker

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Not Reported		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.1	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	39	75.0	7	53.8	4	100.0	0	0.0	2	100.0	50	72.5
Bachelor's Degree – other	13	25.0	5	38.5	0	0.0	0	0.0	0	0.0	18	26.1
Master's Degree – counseling or related field	0	0.0	1	7.7	0	0.0	0	0.0	0	0.0	1	1.5
Master's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	52	100.0	13	100.0	4	100.0	0	0.0	2	100.0	69	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 4.2b Reported qualifying education among Social Worker

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Not Reported		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	76	5.4	15	6.9	8	5.2	0	0.0	0	0.0	99	5.5
Bachelor's Degree – other	18	1.3	1	0.5	3	2.0	0	0.0	1	4.0	23	1.3
Master's Degree – counseling or related field	1,177	84.0	183	83.9	126	81.8	0	0.0	20	80.0	1,506	83.7
Master's Degree – other	124	8.9	19	8.7	15	9.7	2	100.0	4	16.0	164	9.1
Doctoral Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	6	0.4	0	0.0	1	0.7	0	0.0	0	0.0	7	0.4
Post-graduate certificate - other	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	1	0.1
Total	1,401	100.0	218	100.0	154	100.0	2	100.0	25	100.0	1,800	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 4.2c Reported qualifying education among Clinical Social Worker

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	1	0.03	0	0.0	0	0.0	0	0.0	1	0.02
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	2	0.1	0	0.0	0	0.0	0	0.0	2	0.04
Associate Degree – other	1	0.03	0	0.0	1	0.2	0	0.0	2	0.04
Bachelor's Degree – counseling or related field	85	2.9	24	2.3	10	1.7	1	12.5	119	2.6
Bachelor's Degree – other	4	0.1	1	0.1	1	0.2	0	0.0	6	0.1
Master's Degree – counseling or related field	2,644	91.1	943	90.4	544	91.4	5	62.5	4,132	90.9
Master's Degree – other	149	5.1	65	6.2	32	5.4	2	25.0	248	5.5
Doctoral Degree – counseling or related field	3	0.1	3	0.3	5	0.8	0	0.0	11	0.2
Doctoral Degree – other	1	0.03	1	0.1	0	0.0	0	0.0	2	0.04
Post-graduate certificate - counseling or related field	13	0.5	6	0.6	2	0.3	0	0.0	21	0.5
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2,903	100.0	1,043	100.0	595	100.0	8	100.0	4,544	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 4.3 Reported highest education, BHHS Professionals

	Bachelor Social Worker		Social Worker		Clinical Social Worker	
	N	%	N	%	N	%
Total	71		1,800		4,549	
Highest Education						
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	41	57.8	49	2.8	1	0.02
Bachelor's Degree – other	16	22.5	14	0.8	1	0.02
Master's Degree – counseling or related field	7	9.9	1,513	84.1	4,088	89.9
Master's Degree – other	4	5.6	173	9.6	265	5.8
Doctoral Degree – counseling or related field	0	0.0	10	0.6	90	2.0
Doctoral Degree – other	0	0.0	8	0.4	33	0.7
Post-graduate certificate - counseling or related field	1	1.4	7	0.4	61	1.3
Post-graduate certificate - other	0	0.0	1	0.1	10	0.2
Not Reported	2	2.8	25	1.4	0	0.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Employment Characteristics

Table 4.4 Employment characteristics, BHHS Professionals

	Bachelor Social Workers		Social Workers		Clinical Social Workers	
	N	%	N	%	N	%
Total	71		1,800		4,549	
Continue as you are	64	90.1	1,580	87.8	4,000	87.9
Increase hours in patient care	3	4.2	126	7.0	325	7.1
Decrease hours in patient care	0	0.0	20	1.1	140	3.1
Transition to a non-direct service role	0	0.0	10	0.6	20	0.4
Leave my current role to complete further training	1	1.4	8	0.4	3	0.1
Leave my current role for family reasons/commitments	1	1.4	7	0.4	5	0.1
Leave my current role due to physical demands	0	0.0	2	0.1	1	0.02
Leave my current role due to stress/burnout	0	0.0	16	0.9	27	0.6
Retire	0	0.0	6	0.3	28	0.4
Not Reported	2	2.8	25	1.4	0	0.0
Delivering Telehealth Services						
Yes	18	25.4	896	49.8	3,681	80.9
No	53	74.7	904	50.2	868	19.1
Holds more than one BHHS license						
Yes	22	31.0	538	29.9	1,819	40.0
No	49	69.0	1,262	70.1	2,730	60.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 4.5 Practice field, BHHS Professionals

	Bachelor Social Worker		Social Worker		Clinical Social Worker	
	N	%	N	%	N	%
Total	71		1,800		4,549	
Practice Specialty						
Addictions	2	2.8	125	6.9	193	4.2
Administration	2	2.8	15	0.8	44	1.0
Behavioral Assessment	0	0.0	1	0.1	5	0.1
Community Development	1	1.4	4	0.2	7	0.2
Crisis Counseling/Management	0	0.0	2	0.1	5	0.1
Developmental and Other Disabilities	1	1.4	20	1.1	34	0.8
Family and Children Services	17	23.9	210	11.7	285	6.3
Forensics/Criminal Justice	0	0.0	0	0.0	2	0.04
Gerontological Services	8	11.3	64	3.6	72	1.6
Grief Counseling	0	0.0	2	0.1	0	0.0
Health/Wellness/Rehabilitation	20	28.2	252	14.0	246	5.4
Home Health/Hospice Care	2	2.8	29	1.6	14	0.3
Housing/Homelessness	0	0.0	3	0.2	9	0.2
Individual, Family, or Group Counseling	0	0.0	7	0.4	16	0.4
Income Maintenance	0	0.0	0	0.0	1	0.02
Information and Retrieval	1	1.4	3	0.2	3	0.1
Insurance/Managed Care	0	0.0	0	0.0	3	0.1
Integrated Medical Treatment	0	0.0	45	2.5	26	0.6

Table 4.5 Practice field, BHHS Professionals

	Bachelor Social Worker		Social Worker		Clinical Social Worker	
	N	%	N	%	N	%
Juvenile and/or Adult Corrections	1	1.4	16	0.9	31	0.7
Mental Health	7	9.9	800	44.4	3,246	71.4
Occupational/Employee Assistance	0	0.0	2	0.1	9	0.2
School-Based Counseling or Services	1	1.4	51	2.8	51	1.1
Social Services/Case Management/Care Coordination	2	2.8	30	1.7	21	0.5
Teaching/Training	0	0.0	6	0.3	17	0.4
Telehealth	0	0.0	0	0.0	2	0.04
Violence/Trauma/Abuse Services	1	1.4	8	0.4	22	0.5
Other	0	0.0	3	0.2	2	0.04
Not applicable	3	4.2	73	4.1	168	3.7
Non-Respondent	2	2.8	29	1.6	15	0.3

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 4.6 Practice setting, BHHS Professionals

	Bachelor Social Workers		Social Workers		Clinical Social Workers	
	N	%	N	%	N	%
Total	71		1,800		4,549	
Primary Work Setting						
Aging and Disabled	1	1.4	3	0.2	5	0.1
Care Coordination Agency	2	2.8	3	0.2	8	0.2
Child Welfare/Family Services	10	14.1	43	2.4	77	1.7
Community Health Center (RHC, FQHC, Look-alike)	2	2.8	63	3.5	195	4.3
Community Mental Health Center (CMHC)	2	2.8	270	15.0	515	11.3
College or University Setting	0	0.0	5	0.3	16	0.4
Crisis Center	1	1.4	2	0.1	4	0.1
Criminal Justice/Correctional Facility	1	1.4	25	1.5	41	0.9
Detox	0	0.0	4	0.2	5	0.1
Faith-based Setting	1	1.4	14	0.8	36	0.8
Federal Government hospital	1	1.4	31	1.7	200	4.4
Hospice Care	1	1.4	18	1.0	13	0.3
In-Home Setting	13	18.3	120	6.7	137	3.0
Insurance Company/Agency	0	0.0	2	0.1	7	0.2
Local Health Department or State Agency	0	0.0	2	0.1	3	0.1
Mental Health Clinic (Not a CMHC)	0	0.0	95	5.3	406	8.9
Methadone Clinic	0	0.0	8	0.4	7	0.2
Military Setting	0	0.0	0	0.0	4	0.1
Non-Federal Hospital: General Medicine	3	4.2	55	3.1	90	2.0
Non-Federal Hospital: Ambulatory/Outpatient	0	0.0	3	0.2	12	0.3
Non-Federal Hospital: Emergency Department	1	1.4	3	0.2	2	0.04
Non-Federal Hospital: Inpatient or Acute Care	11	15.5	128	7.1	92	2.0
Non-Federal Hospital: Other – e.g. nursing home unit	0	0.0	15	0.8	14	0.3
Non-Federal Hospital: Psychiatric	0	0.0	36	2.0	71	1.6
Occupational Health/Employment Assistance	0	0.0	0	0.0	11	0.2
Primary or Specialist Medical Care (Non-behavioral health setting)	1	1.4	139	7.7	181	4.0
Private Practice	0	0.0	154	8.6	1,392	30.6
Recovery Support Services	0	0.0	21	1.2	13	0.3

Table 4.6 Practice setting, BHHS Professionals

	Bachelor Social Workers		Social Workers		Clinical Social Workers	
	N	%	N	%	N	%
Rehabilitation	3	4.2	17	0.9	13	0.3
Residential Setting	5	7.0	48	2.7	79	1.7
School Health Service	4	5.6	282	15.7	265	5.8
Skilled Nursing Facility	0	0.0	4	0.2	4	0.1
Specialized Substance Abuse Outpatient Treatment Facility	0	0.0	24	1.3	37	0.8
Telehealth	2	2.8	56	3.1	450	9.9
Other Community-based Organization	0	0.0	16	0.9	23	0.5
Other	0	0.0	2	0.1	3	0.1
Not applicable	4	5.6	60	3.3	104	2.3
Non-Respondents	2	2.8	29	1.6	14	0.3

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Populations Served

Table 4.7 Reported Populations Served by Telemedicine Status, BHHS Professionals

		Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Unique Count Providing These Services	
Primary Practice Specialty		N	%	N	%	N	%	N	%
Bachelor Social Worker		15	5.0	32	1.4	36	0.9	40	1.0
Social Worker		145	48.5	788	34.2	1,096	28.2	1,178	29.1
Clinical Social Worker		139	46.5	1,487	64.5	2,753	70.9	2,837	70.0
Total		299	100.0	2,307	100.0	3,885	100.0	4,055	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 4.8 Reported Populations Served by Telemedicine Status, BHHS Professionals

	Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery		Veterans		Unique Count Providing These Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Bachelor Social Worker	50	0.9	45	1.4	19	1.1	13	2.7	34	1.5	21	0.9	20	1.0	64	1.1
Social Workers	1,390	25.4	743	23.8	410	24.1	177	37.2	669	30.0	657	27.9	466	23.5	1,501	26.0
Clinical Social Workers	4,043	73.7	2,333	74.8	1,270	74.8	286	60.1	1,524	68.4	1,677	71.20	1,498	75.5	4,197	72.8
Total	5,483	100.0	3,121	100.0	1,699	100.0	476	100.0	2,227	100.0	2,355	100.0	1,984	100.0	5,762	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2022

Services Provided

Table 4.9 Reported Services Provided by Social Workers

	Addiction Counseling		Crisis Counseling		Case Management		General Counseling/Therapy		Mental health Diagnosis		Dementia/ Alzheimer's Care		Telehealth Services to Patients/Clients Outside of Indiana		Unique Count Providing these Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Bachelor Social Worker	2	0.1	7	0.3	55	2.5	4	0.1	3	0.1	13	3.3	2	0.2	61	1.0
Social Worker	448	26.4	721	27.8	870	39.8	1,080	22.30	518	18.1	157	39.5	867	10.9	1,553	26.0
Clinical Social Worker	1,250	73.5	1,870	72.0	1,259	57.7	3,751	77.6	2,345	81.8	228	57.3	106	88.9	4,357	73.0
Total	1,700	100.0	2,598	100.0	2,184	100.0	4,835	100.0	2,866	100.0	398	100.0	975	100.0	5,971	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2022

SECTION V: INDIANA MARRIAGE & FAMILY THERAPISTS

Summary of Key Findings

Of the 692 people in possession of a type of marriage and family therapy license, 90.8% were licensed as a marriage and family therapist, and 9.2% were licensed as a marriage and family associate. [Figure 5.1](#) provides a visual of the percentage breakdown.

Demographics

- Marriage and family therapists were 49.8 years old on average, with the highest proportion (31.5%) falling within the 35-44 age range. Most reported that they were White (87.9%) and not of Hispanic, Latino/a, or Spanish origin (97.1%) ([Table 5.1a](#)).
- Marriage and family associates skewed younger, with an average age of 38.5 years, and 48.4% were under 35. This group was slightly more racially diverse than marriage and family therapists, with 79.7% reporting that they were White and 92.2% reporting that they were not of Hispanic, Latino/a, or Spanish descent ([Table 5.1b](#)).

Education

- Qualifying Education
 - Most marriage and family therapists reported that their qualifying degree was a master's degree in counseling or a related field (92.7%). Additionally, 55.6% reported completing their qualifying education in Indiana ([Table 5.2a](#)).
 - Similarly, as shown in [Table 5.2b](#), most of the 64 marriage and family associates surveyed reported that they earned a master's degree in counseling or a related field (95.3%), and 68.8% earned their qualifying education in Indiana.
- Highest Education: [Table 5.3](#) shows that most marriage and family therapists and associates stay at the master's level in their education, with 84.6% of therapists and 93.8% of associates reporting it as their highest education.

Employment Characteristics

- Professional Characteristics: Approximately 82.3% of marriage and family therapists reported that they intended to continue as they are in their employment and 90.5% said they are delivering telehealth services. A majority of marriage and family associates also indicated that they would continue as they were (67.2%), while nearly a third (32.8%) reported they plan to increase hours in patient care. Most marriage and family associates provided telehealth services (85.9%) ([Table 5.4](#)).
- Practice Specialty: More than half of both marriage and family therapists and associates specialize in mental health (82.3% and 73.4%, respectively). However, a significant proportion of associates (17.2%) named family and children services as their specialty ([Table 5.5](#)).
- Practice Setting: As [Table 5.6](#) shows, the largest share of marriage and family therapists and associates work in a private practice (56.8% and 59.4%, respectively). Additionally, many therapists (11.3%) reported telehealth as their practice setting.

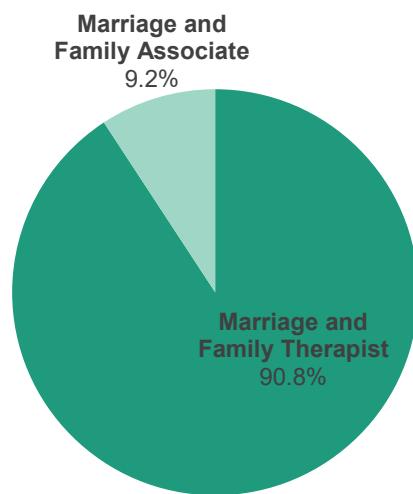
Populations Served

- Pediatric Populations: Of the 692 licensed marriage and family therapists in Indiana, 459 (66.3%) reported providing services to pediatric populations ([Table 5.7](#)). Nearly all (99.1%) reported providing care to adolescents (ages 11 – 19).
- Adult Populations: Nearly all marriage and family therapists and associates reported providing services to adult and specialty population groups (N = 672; 97.1%). Of those serving one of these population groups, 99.6% reported serving adults while only 2.7% reported serving individuals who are incarcerated. See [Table 5.8](#) for more information.

Services Provided

- [Table 5.9](#) shows that 681 (98.4%) of all marriage and family therapists and associates reported providing one of the listed services. The highest percentage reported providing general counseling/therapy (95.6%).

Figure 5.1 Distribution of marriage & family therapist license types.



Demographics

Table 5.1a Demographic Characteristics of Marriage & Family Therapists

	Female		Male		Total	
	N	%	N	%	N	%
Total	482		146		628	
Mean Age	48.6		53.9		49.8	
Age Group						
Under 35	64	13.3	11	7.5	75	11.9
35 - 44	161	33.4	37	25.3	198	31.5
45 - 54	111	23.0	32	21.9	143	22.8
55 - 64	87	18.1	19	13.0	106	16.9
65 and Older	54	11.2	44	30.1	98	15.6
Age Unavailable	5	1.0	3	2.1	8	1.3
Race						
White	419	86.9	133	91.1	552	87.9
American Indian or Alaska Native	1	0.2	0	0.0	1	0.2
Asian	4	0.8	2	1.4	6	1.0
Black or African American	38	7.9	7	4.8	45	7.2
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	5	1.0	2	1.4	7	1.1
Multiracial	15	3.1	2	1.4	17	2.7
Ethnicity						
Hispanic, Latino/a or Spanish Origin	13	2.7	5	3.4	18	2.9
Not Hispanic or Latino/a or Spanish Origin	469	97.3	141	96.6	610	97.1

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Table 5.1b Demographic Characteristics of Marriage & Family Associates

	Female		Male		Total	
	N	%	N	%	N	%
Total	48		16		64	
Mean Age	39.7		38.0		38.5	
Age Group						
Under 35	23	47.9	8	50.0	31	48.4
35 - 44	14	29.2	5	31.3	19	29.7
45 - 54	6	12.5	1	6.3	7	10.9
55 - 64	4	8.3	2	12.5	6	9.4
65 and Older	1	2.1	0	0.0	1	1.6
Age Unavailable	0	0.0	0	0.0	0	0.0
Race						
White	37	77.1	14	87.5	51	79.7
American Indian or Alaska Native	1	2.1	1	6.3	2	3.1
Asian	1	2.1	0	0.0	1	1.6
Black or African American	8	16.7	0	0.0	8	12.5
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	0	0.0	0	0.0	0	0.0
Multiracial	1	2.1	1	6.3	2	3.1
Ethnicity						
Hispanic, Latino/a or Spanish Origin	3	6.3	2	12.5	5	7.8
Not Hispanic or Latino/a or Spanish Origin	45	93.7	14	87.5	59	92.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Education

Table 5.2a Reported qualifying education among Marriage & Family Therapists

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	1	0.3	1	1.2	0	0.0	0	0.0	2	0.3
Bachelor's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Master's Degree – counseling or related field	324	92.8	78	89.7	178	93.7	2	100.0	582	92.7
Master's Degree – other	8	2.3	1	1.2	3	1.6	0	0.0	12	1.9
Doctoral Degree – counseling or related field	11	3.2	3	3.4	9	4.7	0	0.0	23	3.7
Doctoral Degree – other	1	0.3	1	1.2	0	0.0	0	0.0	2	0.3
Post-graduate certificate - counseling or related field	4	1.2	3	3.4	0	0.0	0	0.0	7	1.1
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	349	100.0	87	100.0	190	100.0	2	100.0	628	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 5.2b Reported qualifying education among Marriage & Family Associates

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate's Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – other	0	0.0	1	50.0	0	0.0	0	0.0	1	1.6
Master's Degree – counseling or related field	43	97.7	1	50.0	16	94.1	1	100.0	61	95.3
Master's Degree – other	1	2.3	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – counseling or related field	0	0.0	0	0.0	0	5.9	0	0.0	1	1.6
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	0	0.0	0	0.0	1	0.0	0	0.0	1	1.6
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	44	100.0	2	100.0	17	100.0	1	100.0	64	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky, and Illinois.

Table 5.3 Reported highest education, Marriage & Family Therapist

	Marriage & Family Therapist		Marriage & Family Associates	
	N	%	N	%
Total	628		64	
Highest Education				
High School Diploma/GED – counseling or related field	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0
Associate Degree – counseling or related field	1	0.2	0	0.0
Associate Degree – other	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	1	0.2	1	1.6
Bachelor's Degree – other	0	0.0	0	0.0
Master's Degree – counseling or related field	531	84.6	60	93.8
Master's Degree – other	11	1.8	1	1.6
Doctoral Degree – counseling or related field	61	9.7	1	1.6
Doctoral Degree – other	9	1.4	0	0.0
Post-graduate certificate - counseling or related field	13	2.1	1	1.6
Post-graduate certificate - other	1	0.2	0	0.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Employment Characteristics

Table 5.4 Employment characteristics, Marriage & Family Therapist

	Marriage & Family Therapist		Marriage & Family Associate	
	N	%	N	%
Total	628		64	
Continue as you are	517	82.3	43	67.2
Increase hours in patient care	75	11.9	21	32.8
Decrease hours in patient care	29	4.6	0	0.0
Transition to a non-direct service role	0	0.0	0	0.0
Leave my current role to complete further training	1	0.2	0	0.0
Leave my current role for family reasons/commitments	0	0.0	0	0.0
Leave my current role due to physical demands	0	0.0	0	0.0
Leave my current role due to stress/burnout	0	0.0	0	0.0
Retire	6	1.0	0	0.0
Delivering Telehealth Services				
Yes	568	90.5	55	85.9
No	60	9.6	9	14.1
Holds more than one BHHS license				
Yes	232	36.9	15	23.4
No	396	63.1	49	76.6

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 5.5 Practice field, BHHS Professionals

	Marriage & Family Therapists		Marriage & Family Associates	
	N	%	N	%
Total	628		64	
Practice Specialty				
Addictions	11	1.8	0	0.0
Administration	4	0.6	0	0.0
Behavioral Assessment	0	0.0	0	0.0
Community Development	1	0.2	0	0.0
Crisis Counseling/Management	0	0.0	0	0.0
Developmental and Other Disabilities	2	0.3	0	0.0
Family and Children Services	39	6.2	11	17.2
Forensics/Criminal Justice	0	0.0	0	0.0
Gerontological Services	0	0.0	0	0.0
Grief Counseling	0	0.0	0	0.0
Health/Wellness/Rehabilitation	3	0.5	0	0.0
Home Health/Hospice Care	0	0.0	0	0.0
Housing/Homelessness	0	0.0	0	0.0
Individual, Family, or Group Counseling	8	1.3	2	3.1
Income Maintenance	0	0.0	0	0.0
Information and Retrieval	0	0.0	0	0.0
Insurance/Managed Care	0	0.0	0	0.0
Integrated Medical Treatment	1	0.2	0	0.0
Juvenile and/or Adult Corrections	0	0.0	0	0.0
Mental Health	517	82.3	47	73.4
Occupational/Employee Assistance	3	0.5	0	0.0
School-Based Counseling or Services	0	0.0	0	0.0
Social Services/Case Management/Care Coordination	0	0.0	0	0.0
Teaching/Training	0	0.0	0	0.0
Telehealth	0	0.0	0	0.0
Violence/Trauma/Abuse Services	0	0.0	0	0.0
Other	0	0.0	0	0.0
Not applicable	38	6.1	4	6.3
Non-Respondents	1	0.2	0	0.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 5.6 Practice setting, BHHS Professionals

	Marriage & Family Therapists		Marriage & Family Associate	
	N	%	N	%
Total	628		64	
Primary Work Setting				
Aging and Disabled	0	0.0	0	0.0
Care Coordination Agency	1	0.2	0	0.0
Child Welfare/Family Services	3	0.5	1	1.6
Community Health Center (RHC, FQHC, Look-alike)	14	2.2	0	0.0
Community Mental Health Center (CMHC)	37	5.9	5	7.8
College or University Setting	2	0.3	0	0.0
Crisis Center	0	0.0	0	0.0
Criminal Justice/Correctional Facility	0	0.0	0	0.0
Detox	0	0.0	0	0.0
Faith-based Setting	23	3.7	3	4.7
Federal Government hospital	5	0.8	0	0.0
Hospice Care	0	0.0	0	0.0
In-Home Setting	16	2.5	3	4.7

Insurance Company/Agency	0	0.0	0	0.0
Local Health Department or State Agency	0	0.0	0	0.0
Mental Health Clinic (Not a CMHC)	45	7.2	3	4.7
Methadone Clinic	1	0.2	0	0.0
Military Setting	0	0.0	0	0.0
Non-Federal Hospital: General Medicine	2	0.3	0	0.0
Non-Federal Hospital: Ambulatory/Outpatient	0	0.0	0	0.0
Non-Federal Hospital: Emergency Department	0	0.0	0	0.0
Non-Federal Hospital: Inpatient or Acute Care	3	0.5	1	1.6
Non-Federal Hospital: Other – e.g. nursing home unit	0	0.0	0	0.0
Non-Federal Hospital: Psychiatric	3	0.5	1	1.6
Occupational Health/Employment Assistance	1	0.2	0	0.0
Primary or Specialist Medical Care (Non-behavioral health setting)	5	0.8	0	0.0
Private Practice	357	56.8	38	59.4
Recovery Support Services	0	0.0	0	0.0
Rehabilitation	1	0.2	0	0.0
Residential Setting	10	1.4	0	0.0
School Health Service	11	1.8	2	3.1
Skilled Nursing Facility	0	0.0	0	0.0
Specialized Substance Abuse Outpatient Treatment Facility	1	0.2	0	0.0
Telehealth	71	11.3	5	7.8
Other Community-based Organization	2	0.3	0	0.0
Other	0	0.0	0	0.0
Not applicable	13	2.2	2	3.1
Non-Respondents	1	0.2	0	0.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Populations Served

Table 5.7 Reported Populations Served by Marriage & Family Therapists

License Type	Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Unique Count Serving these Populations	
	N	%	N	%	N	%	N	%
Marriage & Family Therapist	1	12.5	178	84.4	404	88.8	406	88.5
Marriage & Family Associate	7	87.5	33	15.6	51	11.2	53	11.5
Total	8	100.0	211	100.0	455	100.0	459	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 5.8 Reported Populations Served by Telemedicine Status, BHHS Professionals

	Adults		Geriatrics (ages 65 +)		Pregnant Women		Incarcerated Individuals		Disabled Individuals		Individuals in Recovery		Veterans		Unique Count Providing These Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Marriage & Family Therapist	605	94.4	304	93.3	232	90.3	15	83.3	173	88.7	183	91.0	205	91.9	608	90.5
Marriage & Family Associate	64	9.6	22	6.8	25	9.7	3	16.7	22	11.3	18	9.0	18	8.10	64	9.5
Total	669	100.0	326	100.0	257	100.0	18	100.0	195	100.0	201	100.0	223	100.0	672	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Services Provided

Table 5.9 Reported Services Provided by Telemedicine Status, BHHS Professionals

	Addiction Counseling		Crisis Counseling		Case Management		General Counseling/Therapy		Mental health Diagnosis		Dementia/ Alzheimer's Care		Services via telehealth to patients/clients outside of Indiana		Unique Count Providing these Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Marriage & Family Therapists	114	93.4	162	90.0	70	84.3	589	90.5	230	91.6	1	1.2	149	94.3	617	90.6
Marriage & Family Associates	8	6.6	18	10.0	13	15.7	62	9.5	21	8.4	1	3.8	9	5.7	64	9.4
Total	122	100.0	180	100.0	83	100.0	651	100.0	251	100.0	2	100.0	158	100.0	681	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

SECTION VI: INDIANA MENTAL HEALTH COUNSELORS

Summary of Key Findings

In 2024, 3,085 individuals were licensed as either a mental health counselor (78.0%) or mental health associate (22.0%). [Figure 6.1](#) shows the distribution of mental health counselors and associates by percentage.

Demographics

- Most mental health counselors self-identified as White (87.0%) and not of Hispanic, Latino/a, or Spanish origin (96.2%). Almost a third (32.0%) were between the ages of 35 and 44 years old. However, the average age was 46.6 ([Table 6.1a](#)).
- Mental health associates were substantially younger, with an average age of 37.0, and a slight majority (54.4%) were under the age of 35. They were predominately White (83.9%) and nearly all (95.9%) were not of Hispanic, Latino/a, or Spanish origin ([Table 6.1b](#)).

Education

- Qualifying Education: [Table 6.2a](#) shows that nearly all (95.8%) mental health counselors qualified for their profession by obtaining a master's degree in counseling or a related field. The majority (62.7%) also received their qualifying education in Indiana. The profile for mental health associates is similar, with 97.5% earning a master's degree in counseling or a related field and 78.4% receiving their qualifying education in Indiana ([Table 6.2b](#)).
- Highest Education: [Table 6.3](#) illustrates that most mental health counselors and associates remain at the master's degree level, with 89.5% of counselors and 93.9% of associates reporting it as their highest level of education.

Employment Characteristics

- Professional Characteristics: The majority of mental health counselors (87.2%) and associates (73.6%) intend to continue as they are in their employment. A smaller but significant proportion of mental health associates (21.6%) plan to increase hours in patient care. Most also reported providing telehealth services (89.5% of mental health counselors and 79.4% of associates). See [Table 6.4](#) for more information.
- Practice Specialty: Mental health counselors and associates are most likely to specialize in mental health (85.2% and 82.9%, respectively) ([Table 6.5](#)).
- Practice Setting: A little less than half (43.9%) of mental health counselors work in a private practice. Notable numbers of counselors work in community mental health centers (11.6%) and telehealth (11.2%), as well. Meanwhile, mental health associates are clustered in private practice (34.9%), community mental health centers (22.3%), and mental health clinics (11.3%) ([Table 6.6](#)).

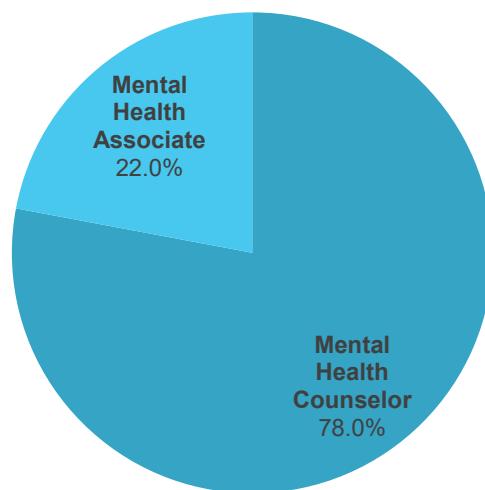
Populations Served

- Pediatric Populations: Of the 3,085 mental health counselors and associates practicing in Indiana, 2,222 (72.0%) reported providing services to pediatric populations ([Table 6.7](#)). Nearly all (98.6%) of those serving pediatric populations reported serving adolescents (ages 11 – 19), followed by 50.8% who reported serving children (ages 2 – 10).
- Adult Populations: [Table 6.8](#) shows that most actively practicing mental health counselors and associates serve adult and special population groups (N = 2,903; 94.1%). Most of the mental health counselors and associates serving these populations reported serving adults (98.4%), followed by those who reported serving geriatric populations (42.9%) and 40.6% who reported serving individuals in recovery.

Services Provided

- As showed in [Table 6.9](#), nearly all mental health counselors and associates reported providing one of the services listed (98.5%).
- Unsurprisingly, 94.6% reported providing general counseling/therapy, A high percentage also reported providing mental health diagnosis (55.8%) and crisis counseling (37.9%).

Figure 6.1 Distribution of mental health counselor license types



Demographics

Table 6.1a Demographic Characteristics of Mental Health Counselors

	Female		Male		Total	
	N	%	N	%	N	%
Total	1,923		472		2,395	
Mean Age	46.1		48.7		46.6	
Age Group						
Under 35	382	19.9	66	14.0	448	18.7
35 - 44	325	32.5	141	29.9	766	32.0
45 - 54	455	23.7	121	25.6	576	24.1
55 - 64	286	14.9	74	15.7	360	15.0
65 and Older	161	8.4	68	14.4	229	9.6
Age Unavailable	14	0.7	2	0.4	16	0.7
Race						
White	1,669	86.8	414	87.7	2,083	87.0
American Indian or Alaska Native	3	0.2	5	1.1	8	0.3
Asian	24	1.3	5	1.1	29	1.2
Black or African American	160	8.3	30	6.4	190	7.9
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	27	1.4	7	1.5	34	1.4
Multiracial	40	2.1	11	2.3	51	2.1
Ethnicity						
Hispanic, Latino/a or Spanish Origin	82	4.3	10	2.1	92	3.8
Not Hispanic or Latino/a or Spanish Origin	1,841	95.7	462	97.9	2,303	96.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Table 6.1b Demographic Characteristics of Mental Health Associates

	Female		Male		Total	
	N	%	N	%	N	%
Total	570		120		690	
Mean Age	36.9		37.3		37.0	
Age Group						
Under 35	315	55.3	60	50.0	375	54.4
35 - 44	127	22.3	36	30.0	163	23.6
45 - 54	89	15.6	16	13.3	105	15.2
55 - 64	35	6.1	8	6.7	43	6.2
65 and Older	4	0.7	0	0.0	4	0.6
Age Unavailable	0	0.0	0	0.0	0	0.0
Race						
White	479	84.0	100	83.3	579	83.9
American Indian or Alaska Native	1	0.2	0	0.0	1	0.1
Asian	16	2.8	1	0.8	17	2.5
Black or African American	49	8.6	13	10.8	62	9.0
Native Hawaiian/Pacific Islander	0	0.0	0	0.0	0	0.0
Some Other Race	9	1.6	2	1.7	11	1.6
Multiracial	16	2.8	4	3.3	20	2.9
Ethnicity						
Hispanic, Latino/a or Spanish Origin	24	4.2	4	3.3	28	4.1
Not Hispanic or Latino/a or Spanish Origin	546	95.8	116	96.7	662	95.9

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Age was calculated as the difference between the respondents' date of birth and the date in which the survey was completed.

Education

Table 6.2a Reported qualifying education among Mental Health Counselor

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	1	0.1	0	0.0	0	0.0	0	0.0	1	0.04
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	4	0.3	0	0.0	3	0.7	0	0.0	7	0.3
Bachelor's Degree – other	2	0.1	1	0.2	0	0.0	0	0.0	3	0.1
Master's Degree – counseling or related field	1,461	97.3	409	94.7	424	92.2	0	0.0	2,294	95.8
Master's Degree – other	4	0.3	4	0.9	3	0.7	0	0.0	11	0.5
Doctoral Degree – counseling or related field	16	1.1	15	3.5	22	4.8	1	100.0	54	2.3
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	13	0.9	3	0.7	8	1.7	0	0.0	24	1.0
Post-graduate certificate - other	1	0.1	0	0.0	0	0.0	0	0.0	1	0.04
Total	1,502	100.0	432	100.0	460	100.0	1	100.0	2,395	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 6.2b Reported qualifying education among Mental Health Associate

Qualifying Degree	Indiana		Contiguous States		Other State (not listed)		Another Country (not U.S.)		Not Reported		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
High School Diploma/GED – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	3	0.6	0	0.0	0	0.0	0	0.0	0	0.0	3	0.4
Bachelor's Degree – other	1	0.2	0	0.0	1	1.2	0	0.0	0	0.0	2	0.3
Master's Degree – counseling or related field	529	97.8	54	100.0	80	97.6	0	0.0	10	83.3	673	97.5
Master's Degree – other	2	0.4	0	0.0	1	1.2	1	100.0	1	8.3	5	0.7
Doctoral Degree – counseling or related field	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Doctoral Degree – other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Post-graduate certificate - counseling or related field	6	1.1	0	0.0	0	0.0	0	0.0	1	8.3	7	1.0
Post-graduate certificate - other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	541	100.0	54	100.0	82	100.0	1	100.0	12	100.0	690	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Notes: Contiguous States include Michigan, Ohio, Kentucky and Illinois.

Table 6.3 Reported highest education, Mental Health Counselor

	Mental Health Counselor		Mental Health Associate	
	N	%	N	%
Total	2,395		690	
Highest Education				
High School Diploma/GED – counseling or related field	0	0.0	0	0.0
High School Diploma/GED – other	0	0.0	0	0.0
Vocational/Practical certificate – counseling or related field	0	0.0	0	0.0
Vocational/Practical certificate – other	0	0.0	0	0.0
Associate Degree – counseling or related field	0	0.0	0	0.0
Associate Degree – other	0	0.0	0	0.0
Bachelor's Degree – counseling or related field	0	0.0	0	0.0
Bachelor's Degree – other	1	0.04	0	0.0
Master's Degree – counseling or related field	2,143	89.5	648	93.9
Master's Degree – other	33	1.4	3	0.4
Doctoral Degree – counseling or related field	127	5.3	5	0.7
Doctoral Degree – other	20	0.8	6	0.9
Post-graduate certificate - counseling or related field	67	2.8	15	2.2
Post-graduate certificate - other	4	0.2	1	0.1
Not Reported	0	0.0	12	1.7

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Employment Characteristics

Table 6.4 Employment characteristics, Mental Health Counselor

	Mental Health Counselors		Mental Health Associates	
	N	%	N	%
Total	2,395		690	
Continue as you are				
Increase hours in patient care	204	8.5	149	21.6
Decrease hours in patient care	73	3.1	7	1.0
Transition to a non-direct service role	5	0.2	3	0.4
Leave my current role to complete further training	0	0.0	2	0.3
Leave my current role for family reasons/commitments	6	0.3	1	0.1
Leave my current role due to physical demands	0	0.0	0	0.0
Leave my current role due to stress/burnout	14	0.6	8	1.2
Retire	4	0.2	0	0.0
Not Reported	0	0.0	12	1.7
Delivering Telehealth Services				
Yes	2,143	89.5	548	79.4
No	252	10.5	142	20.6
Holds more than one BHHS license				
Yes	790	33.0	146	21.2
No	1,605	67.0	544	78.8

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 6.5 Practice field, BHHS Professionals

	Mental Health Counselors		Mental Health Associates	
	N	%	N	%
Total	2,395		690	
Practice Specialty				
Addictions	69	2.9	32	4.6
Administration	8	0.3	1	0.1
Behavioral Assessment	2	0.1	0	0.0
Community Development	1	0.04	3	0.4
Crisis Counseling/Management	1	0.04	1	0.1
Developmental and Other Disabilities	19	0.8	4	0.6
Family and Children Services	104	4.3	44	6.4
Forensics/Criminal Justice	0	0.0	0	0.0
Gerontological Services	3	0.1	0	0.0
Grief Counseling	1	0.04	0	0.0
Health/Wellness/Rehabilitation	26	1.1	2	0.3
Home Health/Hospice Care	0	0.0	0	0.0
Housing/Homelessness	0	0.0	0	0.0
Individual, Family, or Group Counseling	7	0.3	1	0.1
Income Maintenance	0	0.0	0	0.0
Information and Retrieval	0	0.0	0	0.0
Insurance/Managed Care	0	0.0	0	0.0
Integrated Medical Treatment	6	0.3	1	0.1
Juvenile and/or Adult Corrections	25	1.0	4	0.6
Mental Health	2,040	85.2	572	82.9
Occupational/Employee Assistance	4	0.2	0	0.0
School-Based Counseling or Services	6	0.3	0	0.0
Social Services/Case Management/Care Coordination	2	0.1	0	0.0
Teaching/Training	3	0.1	0	0.0
Telehealth	1	0.04	0	0.0
Violence/Trauma/Abuse Services	2	0.1	1	0.1
Other	0	0.0	0	0.0
Not applicable	61	2.6	9	1.3
Non-Respondent	4	0.2	15	2.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 6.6 Practice setting, BHHS Professionals

	Mental Health Counselors		Mental Health Associates	
	N	%	N	%
Total	2,395		690	
Primary Work Setting				
Aging and Disabled	1	0.04	0	0.0
Care Coordination Agency	2	0.1	0	0.0
Child Welfare/Family Services	16	0.7	6	0.9
Community Health Center (RHC, FQHC, Look-alike)	91	3.8	18	2.6
Community Mental Health Center (CMHC)	278	11.6	154	22.3
College or University Setting	9	0.4	3	0.4
Crisis Center	0	0.0	0	0.0
Criminal Justice/Correctional Facility	21	0.9	6	0.9
Detox	1	0.04	1	0.1
Faith-based Setting	46	1.9	11	1.6
Federal Government hospital	9	0.4	2	0.3
Hospice Care	0	0.0	0	0.0
In-Home Setting	51	2.1	20	2.9
Insurance Company/Agency	2	0.1	0	0.0
Local Health Department or State Agency	1	0.04	1	0.1
Mental Health Clinic (Not a CMHC)	226	9.4	78	11.3
Methadone Clinic	1	0.04	1	0.1
Military Setting	1	0.04	0	0.0
Non-Federal Hospital: General Medicine	13	0.5	0	0.0
Non-Federal Hospital: Ambulatory/Outpatient	4	0.2	2	0.3
Non-Federal Hospital: Emergency Department	1	0.04	1	0.1
Non-Federal Hospital: Inpatient or Acute Care	14	0.6	8	1.2
Non-Federal Hospital: Other – e.g. nursing home unit	2	0.1	1	0.1
Non-Federal Hospital: Psychiatric	24	1.0	7	1.0
Occupational Health/Employment Assistance	2	0.1	0	0.0
Primary or Specialist Medical Care (Non-behavioral health setting)	19	0.8	1	0.1
Private Practice	1,051	43.9	241	34.9
Recovery Support Services	3	0.1	4	0.6
Rehabilitation	2	0.1	2	0.3
Residential Setting	56	2.4	32	4.6
School Health Service	94	3.9	43	6.2
Skilled Nursing Facility	0	0.0	0	0.0
Specialized Substance Abuse Outpatient Treatment Facility	12	0.5	7	1.0
Telehealth	269	11.2	17	2.5
Other Community-based Organization	10	0.4	0	0.0
Other	0	0.0	0	0.0
Not applicable	59	2.4	8	1.2
Non-Respondents	4	0.2	15	2.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Populations Served

Table 6.7 Reported Populations Served by Telemedicine Status, BHHS Professionals

		Newborns		Children (ages 2 - 10)		Adolescents (11 - 19)		Unique Count Providing These Services	
Primary Practice Specialty		N	%	N	%	N	%	N	%
Mental Health Counselor		19	73.1	821	72.8	1,643	75.0	1,660	74.7
Mental Health Associate		7	26.9	307	27.2	549	25.1	562	25.3
Total		26	100.0	1,128	100.0	2,192	100.0	2,222	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Table 6.8 Reported Populations Served by Telemedicine Status, BHHS Professionals

	Adults		Geriatrics (ages 65 +)		Pregnant Women		Inmates		Disabled Individuals		Individuals in Recovery		Veterans		Unique Count Providing These Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Mental Health Counselors	2,245	78.6	1,011	81.3	771	78.8	134	74.4	709	73.3	893	75.7	693	82.7	2,280	78.5
Mental Health Associates	611	21.4	233	18.7	208	21.3	46	25.6	258	26.7	286	26.3	145	17.3	623	21.5
Total	2,856	100.0	1,244	100.0	979	100.0	180	100.0	967	100.0	1,179	100.0	838	100.0	2,903	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

Services Provided

Table 6.9 Reported Services Provided by Telemedicine Status, BHHS Professionals

	Addiction Counseling		Crisis Counseling		Case Management		General Counseling/ Therapy		Mental health Diagnosis		Dementia/ Alzheimer's Care		Services via telehealth to patients/clients outside of Indiana		Unique Count Providing these Services	
Telemedicine	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Mental Health Counselors	643	76.9	855	74.3	370	65.7	2,242	78.0	1,338	78.9	24	82.8	443	87.6	2,367	77.9
Mental Health Associates	193	23.1	296	25.7	193	34.3	634	22.0	359	21.2	5	17.2	63	12.5	673	22.1
Total	836	100.0	1,151	100.0	563	100.0	2,876	100.0	1,697	100.0	29	100.0	506	100.0	3,040	100.0

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024

SECTION VII: GEOGRAPHIC SUPPLY AND DISTRIBUTION

Summary of Key Findings

Total BHHS Professionals

- Two Indiana counties (Blackford and Warren) had no BHHS professionals who reported practicing in their communities. Among the counties with a reported BHHS professional FTE, 79 had a population-to-provider FTE ratio that was equal to or lower than 5,000:1.
- Counties that were part of a metropolitan area, such as Vanderburgh (741.8:1), Monroe (799.0:1), and Marion (840.7:1), had small population-to-provider FTE ratios.
- The largest population-to-provider FTE ratios were found in counties with small populations, such as Benton (29,096.7:1) and Ohio (30,020.0:1) counties.
- The geographic distribution of supply and capacity for Indiana's BHHS professionals can be found in [Table 7.1](#) and [Figure 7.1](#).

Addiction Counselors

- At least one addiction counselor was found to be practicing in 50 Indiana counties, and 40 of these had a population-to-provider FTE ratio equal to or less than 100,000:1 (See [Table 7.2](#) and [Figure 7.2](#)).
- The smallest population-to-provider FTE ratio for addiction counselors was found in Perry County (9,147.1:1), and the largest was found in LaPorte County (1,117,060.0:1).

Social Workers

- A total of three Indiana counties did not have any reported social worker FTE (Blackford, Ohio, and Warren counties). Of the counties with a social worker FTE, 57 had a population-to-provider ratio that was 5,000:1 or less.
- Vanderburgh County had the smallest population-to-provider FTE for social workers (829.4:1), while the largest was found in Parke County (164,840.0:1).
- More information on social worker capacity can be found on [Table 7.3](#) and [Figure 7.3](#).

Marriage & Family Therapists

- As shown in [Table 7.4](#) and [Figure 7.4](#), Indiana marriage and family therapists were found in 53 counties, and 34 counties had a population-to-provider ratio that was 50,000:1 or less.
- Wabash County had the smallest population-to-provider ratio of 9,293.9:1, while Noble County had the largest ratio (474,300.0:1)

Mental Health Counselors

- A total of 11 Indiana counties had no mental health counselors that reported practicing in their community. Among the 79 that did, 24 counties had a population-to-provider FTE ratio that was 5,000:1 or less.
- The smallest population-to-provider ratio was found in Wabash County (2,129.9:1), and the largest was found in Perry County (64,030.0:1). [Table 7.5](#) and [Figure 7.5](#) provide more information.

Total BHHS Professionals

Table 7.1 County Distribution of BHHS Professional Capacity

County	County	Population	Total	Total FTE	PPR
18001	Adams	36,288	15	8.8	4,123.6
18003	Allen	394,545	663	367.2	1,074.5
18005	Bartholomew	84,003	119	72.0	1,166.7
18007	Benton	8,729	1	0.3	29,096.7
18009	Blackford	11,893	0	0.0	—
18011	Boone	76,120	83	40.5	1,879.5
18013	Brown	15,653	18	9.7	1,613.7
18015	Carroll	20,525	10	6.6	3,109.8
18017	Cass	37,666	16	10.3	3,656.9
18019	Clark	125,467	151	88.5	1,417.7
18021	Clay	26,460	5	2.8	9,450.0
18023	Clinton	32,730	7	4.2	7,792.9
18025	Crawford	10,438	4	2.2	4,744.5
18027	Daviess	33,656	15	9.3	3,618.9
18029	Dearborn	51,215	47	21.9	2,338.6
18031	Decatur	26,399	14	9.7	2,721.5
18033	DeKalb	44,198	21	12.2	3,622.8
18035	Delaware	112,321	150	93.6	1,200.0
18037	Dubois	43,546	46	28.7	1,517.3
18039	Elkhart	206,409	222	127.6	1,617.6
18041	Fayette	23,362	23	15.5	1,507.2
18043	Floyd	80,809	105	57.5	1,405.4
18045	Fountain	16,731	13	5.0	3,346.2
18047	Franklin	23,096	14	9.2	2,510.4
18049	Fulton	20,358	8	4.6	4,425.7
18051	Gibson	32,904	14	9.2	3,576.5
18053	Grant	66,200	96	52.2	1,268.2
18055	Greene	31,196	17	11.6	2,689.3
18057	Hamilton	371,645	638	332.7	1,117.1
18059	Hancock	86,166	91	48.2	1,787.7
18061	Harrison	40,006	20	10.2	3,922.2
18063	Hendricks	186,387	217	130.2	1,431.5
18065	Henry	48,929	32	20.1	2,434.3
18067	Howard	83,831	103	68.1	1,231.0
18069	Huntington	36,781	29	15.0	2,452.1
18071	Jackson	46,460	30	17.2	2,701.2
18073	Jasper	33,535	11	7.4	4,531.8
18075	Jay	20,032	8	5.2	3,852.3
18077	Jefferson	33,056	32	17.2	1,921.9
18079	Jennings	27,622	8	3.9	7,082.6
18081	Johnson	167,819	243	124.8	1,344.7
18083	Knox	36,070	48	27.2	1,326.1
18085	Kosciusko	80,364	87	50.3	1,597.7
18087	Lagrange	40,907	14	8.3	4,928.6
18089	Lake	500,598	495	287.6	1,740.6
18091	LaPorte	111,706	96	57.7	1,936.0
18093	Lawrence	45,084	39	24.6	1,832.7
18095	Madison	132,504	134	88.1	1,504.0
18097	Marion	968,460	2,052	1152.0	840.7
18099	Marshall	46,352	54	36.8	1,259.6

Table 7.1 County Distribution of BHHS Professional Capacity

County	County	Population	Total	Total FTE	PPR
18101	Martin	9,897	2	1.5	6,598.0
18103	Miami	35,402	12	8.1	4,370.6
18105	Monroe	139,342	311	174.4	799.0
18107	Montgomery	38,573	27	16.7	2,309.8
18109	Morgan	73,227	48	33.5	2,185.9
18111	Newton	13,960	2	1.2	11,633.3
18113	Noble	47,430	23	14.0	3,387.9
18115	Ohio	6,004	1	0.2	30,020.0
18117	Orange	19,638	14	7.4	2,653.8
18119	Owen	21,532	10	4.4	4,893.6
18121	Parke	16,484	5	3.0	5,494.7
18123	Perry	19,209	13	8.9	2,158.3
18125	Pike	12,106	3	3.0	4,035.3
18127	Porter	175,335	258	146.3	1,198.5
18129	Posey	25,040	10	7.6	3,294.7
18131	Pulaski	12,385	4	3.4	3,642.6
18133	Putnam	37,567	20	11.2	3,354.2
18135	Randolph	24,216	14	7.7	3,144.9
18137	Ripley	29,227	20	11.8	2,476.9
18139	Rush	16,847	8	5.9	2,855.4
18141	St. Joseph	272,848	382	222.1	1,228.5
18143	Scott	24,657	25	15.6	1,580.6
18145	Shelby	45,231	29	19.0	2,380.6
18147	Spencer	19,910	6	4.4	4,525.0
18149	Starke	23,206	7	3.6	6,446.1
18151	Steuben	34,917	27	18.8	1,857.3
18153	Sullivan	20,757	22	16.7	1,242.9
18155	Switzerland	10,019	7	4.0	2,504.8
18157	Tippecanoe	188,792	200	118.4	1,594.5
18159	Tipton	15,256	9	4.6	3,316.5
18161	Union	6,973	1	0.9	7,747.8
18163	Vanderburgh	179,810	366	242.4	741.8
18165	Vermillion	15,417	10	7.4	2,083.4
18167	Vigo	106,153	127	74.6	1,423.0
18169	Wabash	30,670	47	27.2	1,127.6
18171	Warren	8,518	0	0.0	—
18173	Warrick	65,867	87	50.7	1,299.2
18175	Washington	28,205	19	9.7	2,907.7
18177	Wayne	66,127	75	43.0	1,537.8
18179	Wells	28,555	19	11.0	2,595.9
18181	White	24,917	9	4.8	5,191.0
18183	Whitley	34,742	29	16.1	2,157.9

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024; U.S.

Census, American Community Survey, 5-year estimates, 2023

Notes: Population to provider ratios cannot be calculated for counties with no reported FTE.

Addiction Counselors

Table 7.2 County Distribution of Addiction Counselor Capacity

County	County	Population	Total	Total FTE	PPR
18001	Adams	36,288	0	0.0	—
18003	Allen	394,545	22	13.1	30,117.9
18005	Bartholomew	84,003	3	1.6	52,501.9
18007	Benton	8,729	0	0.0	—
18009	Blackford	11,893	0	0.0	—
18011	Boone	76,120	4	2.1	36,247.6
18013	Brown	15,653	0	0.0	—
18015	Carroll	20,525	0	0.0	—
18017	Cass	37,666	2	1.5	25,110.7
18019	Clark	125,467	7	4.9	25,605.5
18021	Clay	26,460	0	0.0	—
18023	Clinton	32,730	0	0.0	—
18025	Crawford	10,438	0	0.0	—
18027	Daviess	33,656	0	0.0	—
18029	Dearborn	51,215	2	1.5	34,143.3
18031	Decatur	26,399	2	1.3	20,306.9
18033	DeKalb	44,198	2	0.3	147,326.7
18035	Delaware	112,321	2	0.4	280,802.5
18037	Dubois	43,546	0	0.0	—
18039	Elkhart	206,409	4	2.6	79,388.1
18041	Fayette	23,362	1	1.0	23,362.0
18043	Floyd	80,809	3	1.5	53,872.7
18045	Fountain	16,731	0	0.0	—
18047	Franklin	23,096	0	0.0	—
18049	Fulton	20,358	0	0.0	—
18051	Gibson	32,904	0	0.0	—
18053	Grant	66,200	0	0.0	—
18055	Greene	31,196	0	0.0	—
18057	Hamilton	371,645	2	15.0	24,776.3
18059	Hancock	86,166	1	1.0	86,166.0
18061	Harrison	40,006	1	0.4	100,015.0
18063	Hendricks	186,387	8	5.0	37,277.4
18065	Henry	48,929	0	0.0	—
18067	Howard	83,831	2	1.7	49,312.4
18069	Huntington	36,781	0	0.0	—
18071	Jackson	46,460	0	0.0	—
18073	Jasper	33,535	0	0.0	—
18075	Jay	20,032	1	0.8	25,040.0
18077	Jefferson	33,056	0	0.0	—
18079	Jennings	27,622	1	0.6	46,036.7
18081	Johnson	167,819	2	0.6	279,698.3
18083	Knox	36,070	0	0.0	—
18085	Kosciusko	80,364	1	0.1	803,640.0
18087	Lagrange	40,907	0	0.0	—
18089	Lake	500,598	32	18.6	26,913.9
18091	LaPorte	111,706	1	0.1	1,117,060.0
18093	Lawrence	45,084	1	1.0	45,084.0
18095	Madison	132,504	4	2.6	50,963.1

Table 7.2 County Distribution of Addiction Counselor Capacity

County	County	Population	Total	Total FTE	PPR
18097	Marion	968,460	47	26.7	36,271.9
18099	Marshall	46,352	2	1.8	25,751.1
18101	Martin	9,897	1	0.5	19,794.0
18103	Miami	35,402	0	0.0	—
18105	Monroe	139,342	2	0.8	174,177.5
18107	Montgomery	38,573	1	0.1	385,730.0
18109	Morgan	73,227	4	2.1	34,870.0
18111	Newton	13,960	0	0.0	—
18113	Noble	47,430	0	0.0	—
18115	Ohio	6,004	0	0.0	—
18117	Orange	19,638	0	0.0	—
18119	Owen	21,532	0	0.0	—
18121	Parke	16,484	1	0.9	18,315.6
18123	Perry	19,209	3	2.1	9,147.1
18125	Pike	12,106	1	1.0	12,106.0
18127	Porter	175,335	14	8.5	20,627.6
18129	Posey	25,040	1	0.2	125,200.0
18131	Pulaski	12,385	0	0.0	—
18133	Putnam	37,567	0	0.0	—
18135	Randolph	24,216	2	0.7	34,594.3
18137	Ripley	29,227	1	0.3	97,423.3
18139	Rush	16,847	0	0.0	—
18141	St. Joseph	272,848	10	5.9	46,245.4
18143	Scott	24,657	1	0.7	35,224.3
18145	Shelby	45,231	1	0.6	75,385.0
18147	Spencer	19,910	0	0.0	—
18149	Starke	23,206	1	0.7	33,151.4
18151	Steuben	34,917	1	0.1	349,170.0
18153	Sullivan	20,757	1	0.3	69,190.0
18155	Switzerland	10,019	0	0.0	—
18157	Tippecanoe	188,792	10	6.4	29,498.8
18159	Tipton	15,256	1	0.0	—
18161	Union	6,973	0	0.0	—
18163	Vanderburgh	179,810	4	2.7	66,596.3
18165	Vermillion	15,417	0	0.0	—
18167	Vigo	106,153	4	2.5	42,461.2
18169	Wabash	30,670	0	0.0	—
18171	Warren	8,518	0	0.0	—
18173	Warrick	65,867	3	2.3	28,637.8
18175	Washington	28,205	0	0.0	—
18177	Wayne	66,127	3	1.1	60,115.5
18179	Wells	28,555	0	0.0	—
18181	White	24,917	0	0.6	41,528.3
18183	Whitley	34,742	0	0.0	—

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024; U.S. Census, American Community Survey, 5-year estimates, 2023

Notes: Population to provider ratios cannot be calculated for counties with no reported FTE.

Social Workers

Table 7.3 County Distribution of Social Workers Capacity

County	County	Population	Total	Total FTE	PPR
18001	Adams	36,288	11	6.2	5,852.9
18003	Allen	394,545	290	167.0	2,362.5
18005	Bartholomew	84,003	71	43.4	1,935.6
18007	Benton	8,729	1	0.3	29,096.7
18009	Blackford	11,893	0	0.0	—
18011	Boone	76,120	40	19.6	3,883.7
18013	Brown	15,653	12	5.6	2,795.2
18015	Carroll	20,525	8	6.1	3,364.8
18017	Cass	37,666	11	7.8	4,829.0
18019	Clark	125,467	112	65.9	1,903.9
18021	Clay	26,460	4	2.8	9,450.0
18023	Clinton	32,730	3	2.0	16,365.0
18025	Crawford	10,438	4	2.2	4,744.5
18027	Daviess	33,656	14	8.5	3,959.5
18029	Dearborn	51,215	24	11.5	4,453.5
18031	Decatur	26,399	9	6.7	3,940.1
18033	DeKalb	44,198	8	5.5	8,036.0
18035	Delaware	112,321	78	49.7	2,260.0
18037	Dubois	43,546	39	23.6	1,845.2
18039	Elkhart	206,409	160	93.5	2,207.6
18041	Fayette	23,362	20	12.6	1,854.1
18043	Floyd	80,809	64	37.7	2,143.5
18045	Fountain	16,731	6	2.6	6,435.0
18047	Franklin	23,096	7	4.6	5,020.9
18049	Fulton	20,358	5	2.4	8,482.5
18051	Gibson	32,904	13	8.5	3,871.1
18053	Grant	66,200	63	38.1	1,737.5
18055	Greene	31,196	13	8.2	3,804.4
18057	Hamilton	371,645	355	196.3	1,893.3
18059	Hancock	86,166	52	28.1	3,066.4
18061	Harrison	40,006	15	7.1	5,634.6
18063	Hendricks	186,387	125	75.6	2,465.4
18065	Henry	48,929	22	14.7	3,328.5
18067	Howard	83,831	49	33.7	2,487.6
18069	Huntington	36,781	8	4.3	8,553.7
18071	Jackson	46,460	18	9.9	4,692.9
18073	Jasper	33,535	5	3.5	9,581.4
18075	Jay	20,032	5	3.4	5,891.8
18077	Jefferson	33,056	17	8.5	3,888.9
18079	Jennings	27,622	3	0.8	34,527.5
18081	Johnson	167,819	145	73.7	2,277.1
18083	Knox	36,070	41	22.3	1,617.5
18085	Kosciusko	80,364	35	21.5	3,737.9
18087	Lagrange	40,907	9	5.5	7,437.6
18089	Lake	500,598	281	171.1	2,925.8
18091	LaPorte	111,706	59	33.7	3,314.7
18093	Lawrence	45,084	21	14.1	3,197.4
18095	Madison	132,504	97	64.9	2,041.7
18097	Marion	968,460	1,336	782.4	1,237.8
18099	Marshall	46,352	30	20.5	2,261.1

Table 7.3 County Distribution of Social Workers Capacity

County	County	Population	Total	Total FTE	PPR
18101	Martin	9,897	1	1.0	9,897.0
18103	Miami	35,402	9	6.3	5,619.4
18105	Monroe	139,342	197	111.0	1,255.3
18107	Montgomery	38,573	16	11.2	3,444.0
18109	Morgan	73,227	27	22.2	3,298.5
18111	Newton	13,960	1	0.7	19,942.9
18113	Noble	47,430	13	8.9	5,329.2
18115	Ohio	6,004	0	0.0	—
18117	Orange	19,638	12	7.0	2,805.4
18119	Owen	21,532	5	2.3	9,361.7
18121	Parke	16,484	1	0.1	164,840.0
18123	Perry	19,209	9	6.5	2,955.2
18125	Pike	12,106	2	2.0	6,053.0
18127	Porter	175,335	119	69.5	2,522.8
18129	Posey	25,040	8	6.4	3,912.5
18131	Pulaski	12,385	4	3.4	3,642.6
18133	Putnam	37,567	12	5.9	6,367.3
18135	Randolph	24,216	8	4.4	5,503.6
18137	Ripley	29,227	9	5.9	4,953.7
18139	Rush	16,847	7	4.9	3,438.2
18141	St. Joseph	272,848	275	160.0	1,705.3
18143	Scott	24,657	18	11.8	2,089.6
18145	Shelby	45,231	22	14.8	3,056.1
18147	Spencer	19,910	4	3.1	6,422.6
18149	Starke	23,206	6	2.9	8,002.1
18151	Steuben	34,917	9	6.3	5,542.4
18153	Sullivan	20,757	10	7.7	2,695.7
18155	Switzerland	10,019	3	1.9	5,273.2
18157	Tippecanoe	188,792	117	71.7	2,633.1
18159	Tipton	15,256	5	2.9	5,260.7
18161	Union	6,973	1	0.9	7,747.8
18163	Vanderburgh	179,810	329	216.8	829.4
18165	Vermillion	15,417	5	3.7	4,166.8
18167	Vigo	106,153	76	44.7	2,374.8
18169	Wabash	30,670	18	9.5	3,228.4
18171	Warren	8,518	0	0.0	—
18173	Warrick	65,867	77	44.0	1,497.0
18175	Washington	28,205	12	6.0	4,700.8
18177	Wayne	66,127	59	33.8	1,956.4
18179	Wells	28,555	9	5.3	5,387.7
18181	White	24,917	5	2.8	8,898.9
18183	Whitley	34,742	6	3.5	9,926.3

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024; U.S.

Census, American Community Survey, 5-year estimates, 2023

Notes: Population to provider ratios cannot be calculated for counties with no reported FTE.

Marriage & Family Therapists

Table 7.4 County Distribution of MFT Capacity

County	County	Population	Total	Total FTE	PPR
18001	Adams	36,288	1	0.5	72,576.0
18003	Allen	394,545	78	36.9	10,692.3
18005	Bartholomew	84,003	4	1.1	76,366.4
18007	Benton	8,729	0	0.0	—
18009	Blackford	11,893	0	0.0	—
18011	Boone	76,120	6	3.3	23,066.7
18013	Brown	15,653	0	0.0	—
18015	Carroll	20,525	0	0.0	—
18017	Cass	37,666	0	0.0	—
18019	Clark	125,467	9	3.7	33,910.0
18021	Clay	26,460	1	0.9	29,400.0
18023	Clinton	32,730	0	0.0	—
18025	Crawford	10,438	0	0.0	—
18027	Daviess	33,656	0	0.0	—
18029	Dearborn	51,215	2	0.8	64,018.8
18031	Decatur	26,399	1	0.9	29,332.2
18033	DeKalb	44,198	2	1.2	36,831.7
18035	Delaware	112,321	2	0.9	124,801.1
18037	Dubois	43,546	3	1.8	24,192.2
18039	Elkhart	206,409	8	3.4	60,708.5
18041	Fayette	23,362	0	0.0	—
18043	Floyd	80,809	9	3.8	21,265.5
18045	Fountain	16,731	0	0.0	—
18047	Franklin	23,096	0	0.0	—
18049	Fulton	20,358	1	0.4	50,895.0
18051	Gibson	32,904	1	0.7	47,005.7
18053	Grant	66,200	3	1.2	55,166.7
18055	Greene	31,196	2	1.4	22,282.9
18057	Hamilton	371,645	64	27.8	13,368.5
18059	Hancock	86,166	11	4.5	19,148.0
18061	Harrison	40,006	0	0.0	—
18063	Hendricks	186,387	19	11.3	16,494.4
18065	Henry	48,929	0	0.0	—
18067	Howard	83,831	11	6.7	12,512.1
18069	Huntington	36,781	1	0.2	183,905.0
18071	Jackson	46,460	0	0.0	—
18073	Jasper	33,535	1	0.7	47,907.1
18075	Jay	20,032	0	0.0	—
18077	Jefferson	33,056	5	1.8	18,364.4
18079	Jennings	27,622	0	0.0	—
18081	Johnson	167,819	17	7.5	22,375.9
18083	Knox	36,070	0	0.0	—
18085	Kosciusko	80,364	6	2.9	27,711.7
18087	Lagrange	40,907	1	0.2	204,535.0
18089	Lake	500,598	18	6.2	80,741.6
18091	LaPorte	111,706	2	1.3	85,927.7
18093	Lawrence	45,084	2	0.5	90,168.0
18095	Madison	132,504	5	1.8	73,613.3

Table 7.4 County Distribution of MFT Capacity

County	County	Population	Total	Total FTE	PPR
18097	Marion	968,460	118	56.8	17,050.4
18099	Marshall	46,352	2	0.9	51,502.2
18101	Martin	9,897	0	0.0	—
18103	Miami	35,402	0	0.0	—
18105	Monroe	139,342	14	7.0	19,906.0
18107	Montgomery	38,573	0	0.0	—
18109	Morgan	73,227	4	1.6	45,766.9
18111	Newton	13,960	0	0.0	—
18113	Noble	47,430	1	0.1	474,300.0
18115	Ohio	6,004	0	0.0	—
18117	Orange	19,638	0	0.0	—
18119	Owen	21,532	0	0.0	—
18121	Parke	16,484	0	0.0	—
18123	Perry	19,209	0	0.0	—
18125	Pike	12,106	0	0.0	—
18127	Porter	175,335	13	6.0	29,222.5
18129	Posey	25,040	0	0.0	—
18131	Pulaski	12,385	0	0.0	—
18133	Putnam	37,567	1	0.6	62,611.7
18135	Randolph	24,216	1	0.5	48,432.0
18137	Ripley	29,227	1	0.3	97,423.3
18139	Rush	16,847	0	0.0	—
18141	St. Joseph	272,848	15	8.6	31,726.5
18143	Scott	24,657	1	0.5	49,314.0
18145	Shelby	45,231	1	0.0	—
18147	Spencer	19,910	1	0.3	66,366.7
18149	Starke	23,206	0	0.0	—
18151	Steuben	34,917	5	3.4	10,269.7
18153	Sullivan	20,757	2	0.8	25,946.3
18155	Switzerland	10,019	0	0.0	—
18157	Tippecanoe	188,792	16	8.2	23,023.4
18159	Tipton	15,256	0	0.0	—
18161	Union	6,973	0	0.0	—
18163	Vanderburgh	179,810	3	1.4	128,435.7
18165	Vermillion	15,417	0	0.0	—
18167	Vigo	106,153	3	2.2	48,251.4
18169	Wabash	30,670	6	3.3	9,293.9
18171	Warren	8,518	0	0.0	—
18173	Warrick	65,867	0	0.0	—
18175	Washington	28,205	3	1.9	14,844.7
18177	Wayne	66,127	6	3.6	18,368.6
18179	Wells	28,555	1	0.6	47,591.7
18181	White	24,917	0	0.0	—
18183	Whitley	34,742	6	3.4	10,218.2

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024; U.S. Census, American Community Survey, 5-year estimates, 2023

Notes: Population to provider ratios cannot be calculated for counties with no reported FTE.

Mental Health Counselors

Table 7.5 County Distribution of MHC Capacity

County	County	Population	Total	Total FTE	PPR
18001	Adams	36,288	3	2.1	17,280.0
18003	Allen	394,545	273	150.2	2,626.8
18005	Bartholomew	84,003	41	25.9	3,243.4
18007	Benton	8,729	0	0.0	—
18009	Blackford	11,893	0	0.0	—
18011	Boone	76,120	33	15.5	4,911.0
18013	Brown	15,653	6	4.1	3,817.8
18015	Carroll	20,525	2	0.5	41,050.0
18017	Cass	37,666	3	1.0	37,666.0
18019	Clark	125,467	23	14.0	8,961.9
18021	Clay	26,460	0	0.0	—
18023	Clinton	32,730	4	2.2	14,877.3
18025	Crawford	10,438	0	0.0	—
18027	Daviess	33,656	1	0.8	42,070.0
18029	Dearborn	51,215	19	8.1	6,322.8
18031	Decatur	26,399	2	0.8	32,998.8
18033	DeKalb	44,198	9	5.2	8,499.6
18035	Delaware	112,321	68	42.6	2,636.6
18037	Dubois	43,546	4	3.3	13,195.8
18039	Elkhart	206,409	50	28.1	7,345.5
18041	Fayette	23,362	2	1.9	12,295.8
18043	Floyd	80,809	29	14.5	5,573.0
18045	Fountain	16,731	7	2.4	6,971.3
18047	Franklin	23,096	7	3.2	7,217.5
18049	Fulton	20,358	2	1.8	11,310.0
18051	Gibson	32,904	0	0.0	—
18053	Grant	66,200	30	12.9	5,131.8
18055	Greene	31,196	2	2.0	15,598.0
18057	Hamilton	371,645	217	107.1	3,470.1
18059	Hancock	86,166	27	14.6	5,901.8
18061	Harrison	40,006	4	2.7	14,817.0
18063	Hendricks	186,387	65	38.3	4,866.5
18065	Henry	48,929	10	5.4	9,060.9
18067	Howard	83,831	41	26.0	3,224.3
18069	Huntington	36,781	20	10.5	3,503.0
18071	Jackson	46,460	12	7.3	6,364.4
18073	Jasper	33,535	5	3.2	10,479.7
18075	Jay	20,032	2	1.0	20,032.0
18077	Jefferson	33,056	10	6.9	4,790.7
18079	Jennings	27,622	4	2.5	11,048.8
18081	Johnson	167,819	79	43.0	3,902.8
18083	Knox	36,070	7	4.9	7,361.2
18085	Kosciusko	80,364	45	25.8	3,114.9
18087	Lagrange	40,907	4	2.6	15,733.5
18089	Lake	500,598	164	91.7	5,459.1
18091	LaPorte	111,706	34	22.6	4,942.7
18093	Lawrence	45,084	15	9.0	5,009.3
18095	Madison	132,504	28	18.8	7,048.1
18097	Marion	968,460	551	286.1	3,385.0
18099	Marshall	46,352	20	13.6	3,408.2

Table 7.5 County Distribution of MHC Capacity

County	County	Population	Total	Total FTE	PPR
18101	Martin	9,897	0	0.0	—
18103	Miami	35,402	3	1.8	19,667.8
18105	Monroe	139,342	98	55.6	2,506.2
18107	Montgomery	38,573	10	5.4	7,143.1
18109	Morgan	73,227	13	7.6	9,635.1
18111	Newton	13,960	1	0.5	27,920.0
18113	Noble	47,430	9	5.0	9,486.0
18115	Ohio	6,004	1	0.2	30,020.0
18117	Orange	19,638	2	0.4	49,095.0
18119	Owen	21,532	5	2.1	10,253.3
18121	Parke	16,484	3	2.0	8,242.0
18123	Perry	19,209	1	0.3	64,030.0
18125	Pike	12,106	0	0.0	—
18127	Porter	175,335	112	62.3	2,814.4
18129	Posey	25,040	1	1.0	25,040.0
18131	Pulaski	12,385	0	0.0	—
18133	Putnam	37,567	7	4.7	7,993.0
18135	Randolph	24,216	3	2.1	11,531.4
18137	Ripley	29,227	9	5.3	5,514.5
18139	Rush	16,847	1	1.0	16,847.0
18141	St. Joseph	272,848	82	47.6	5,732.1
18143	Scott	24,657	5	2.6	9,483.5
18145	Shelby	45,231	5	3.6	12,564.2
18147	Spencer	19,910	1	1.0	19,910.0
18149	Starke	23,206	0	0.0	—
18151	Steuben	34,917	12	9.0	3,879.7
18153	Sullivan	20,757	9	7.9	2,627.5
18155	Switzerland	10,019	4	2.1	4,771.0
18157	Tippecanoe	188,792	57	32.1	5,881.4
18159	Tipton	15,256	3	1.7	8,974.1
18161	Union	6,973	0	0.0	—
18163	Vanderburgh	179,810	30	21.5	8,363.3
18165	Vermillion	15,417	5	3.7	4,166.8
18167	Vigo	106,153	44	25.2	4,212.4
18169	Wabash	30,670	23	14.4	2,129.9
18171	Warren	8,518	0	0.0	—
18173	Warrick	65,867	7	4.4	14,969.8
18175	Washington	28,205	4	1.8	15,669.4
18177	Wayne	66,127	7	4.5	14,694.9
18179	Wells	28,555	9	5.1	5,599.0
18181	White	24,917	4	2.0	12,458.5
18183	Whitley	34,742	17	9.2	3,776.3

Source: Indiana Behavioral Health Board Re-Licensure Survey, 2024; U.S.

Census, American Community Survey, 5-year estimates, 2023

Notes: Population to provider ratios cannot be calculated for counties with no reported FTE.

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