Licensed Clinical Social Worker Workforce: 2023 Survey Findings

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Board of Social Work Meeting
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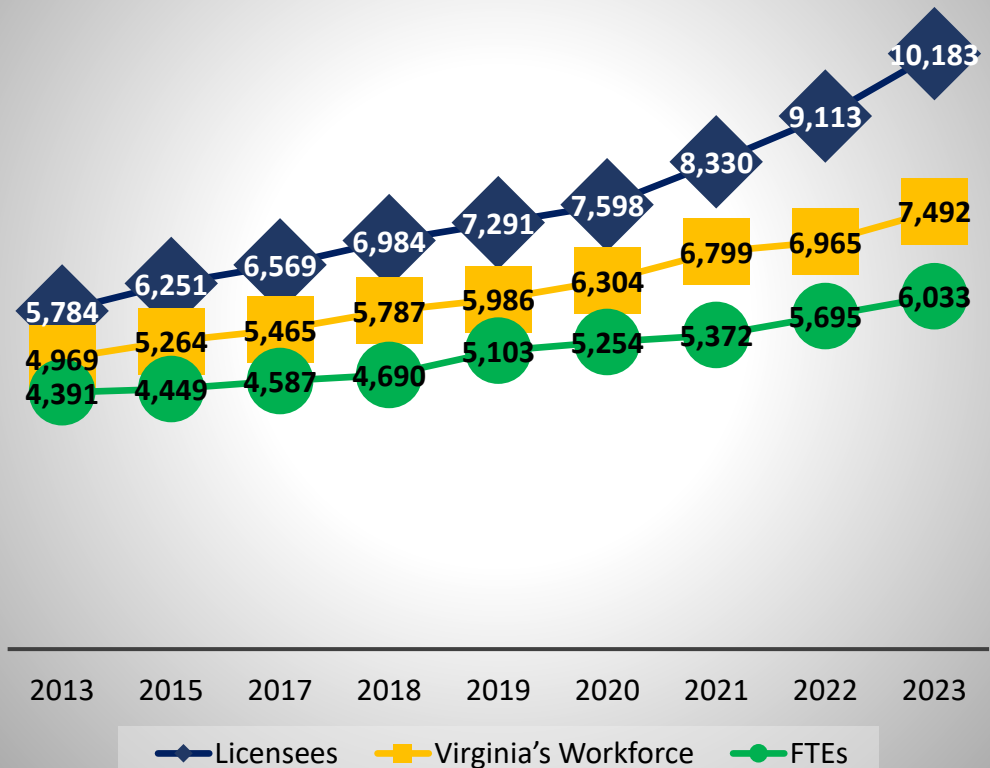# Trends in Licensees and Workforce

Increase in total licensees

Increase in VA's workforce

Increase in total FTEs

Trends in the LCSW Workforce

Licensees: 5,784 (2013), 6,251 (2015), 6,569 (2017), 6,984 (2018), 7,291 (2019), 7,598 (2020), 8,330 (2021), 9,113 (2022), 10,183 (2023)

Virginia's Workforce: 4,969 (2013), 5,264 (2015), 5,465 (2017), 5,787 (2018), 5,986 (2019), 6,304 (2020), 6,799 (2021), 6,965 (2022), 7,492 (2023)

FTEs: 4,391 (2013), 4,449 (2015), 4,587 (2017), 4,690 (2018), 5,103 (2019), 5,254 (2020), 5,372 (2021), 5,695 (2022), 6,033 (2023)

2013 2015 2017 2018 2019 2020 2021 2022 2023

Licensees — Virginia's Workforce — FTEs

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Trends in Demographics

Majority female workforce

Median age declining since 2015

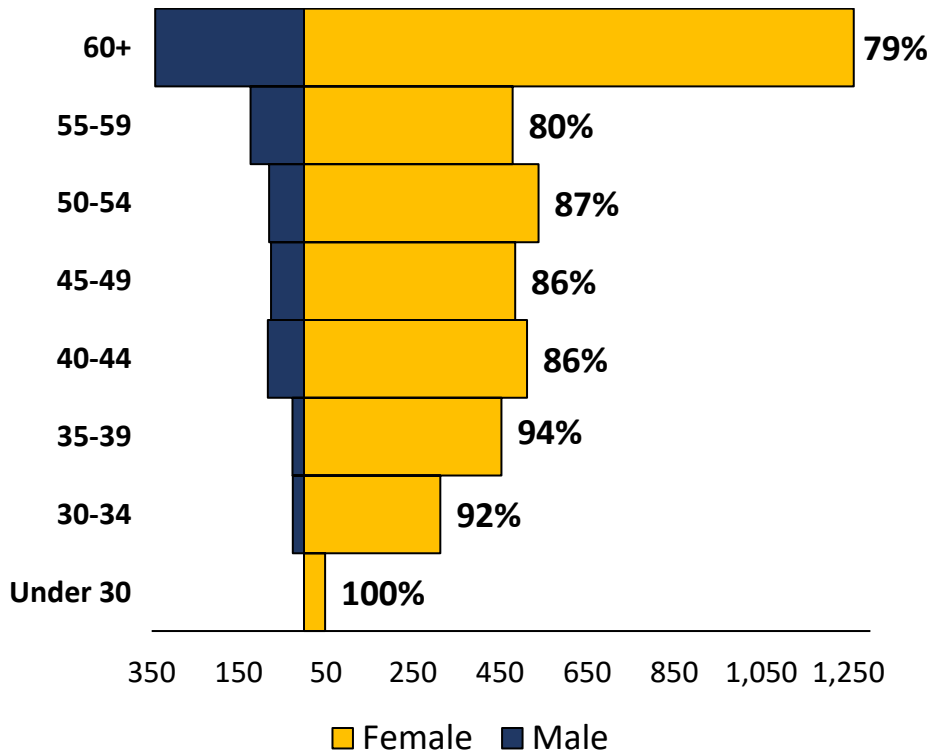**Younger age distribution**
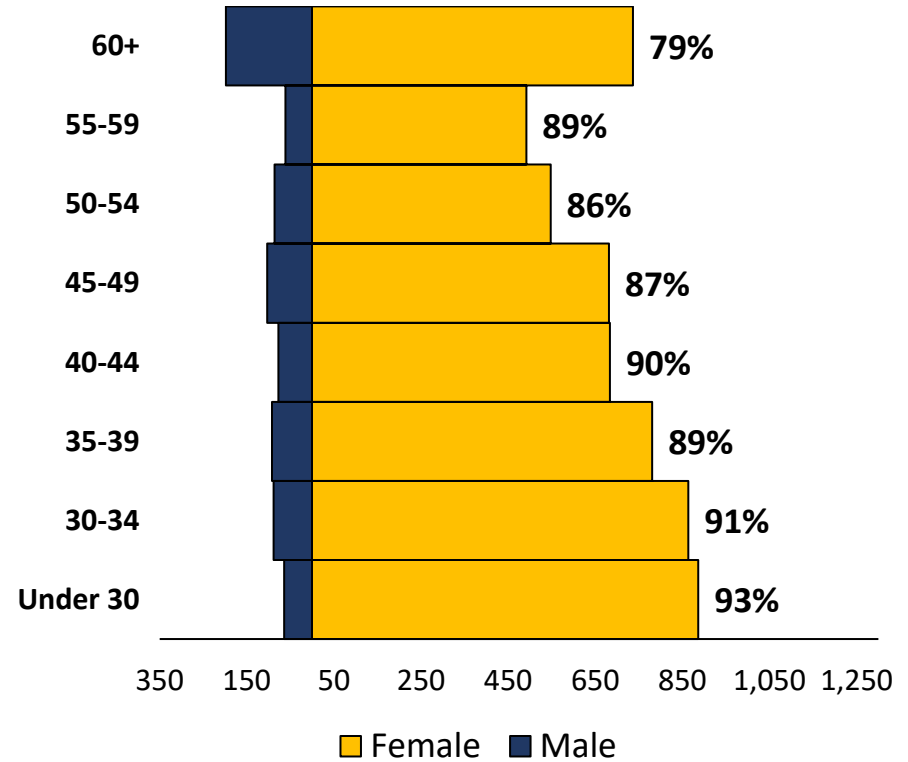
Demographics: Trends in Age and Gender

Female: 84%, 85%, 85%, 86%, 87%, 87%, 87%, 88%, 88%

Median Age: 53, 54, 53, 51, 50, 50, 49, 49, 48

% >55 yrs. Old: 46%, 47%, 44%, 41%, 39%, 37%, 36%, 34%, 33%

% <40 yrs. Old: 18%, 17%, 20%, 23%, 25%, 26%, 28%, 29%, 30%

Years: 2013, 2015, 2017, 2018, 2019, 2020, 2021, 2022, 2023

Legend: ■ % <40 yrs. Old ■ % >55 yrs. Old ● Median Age ■ Female

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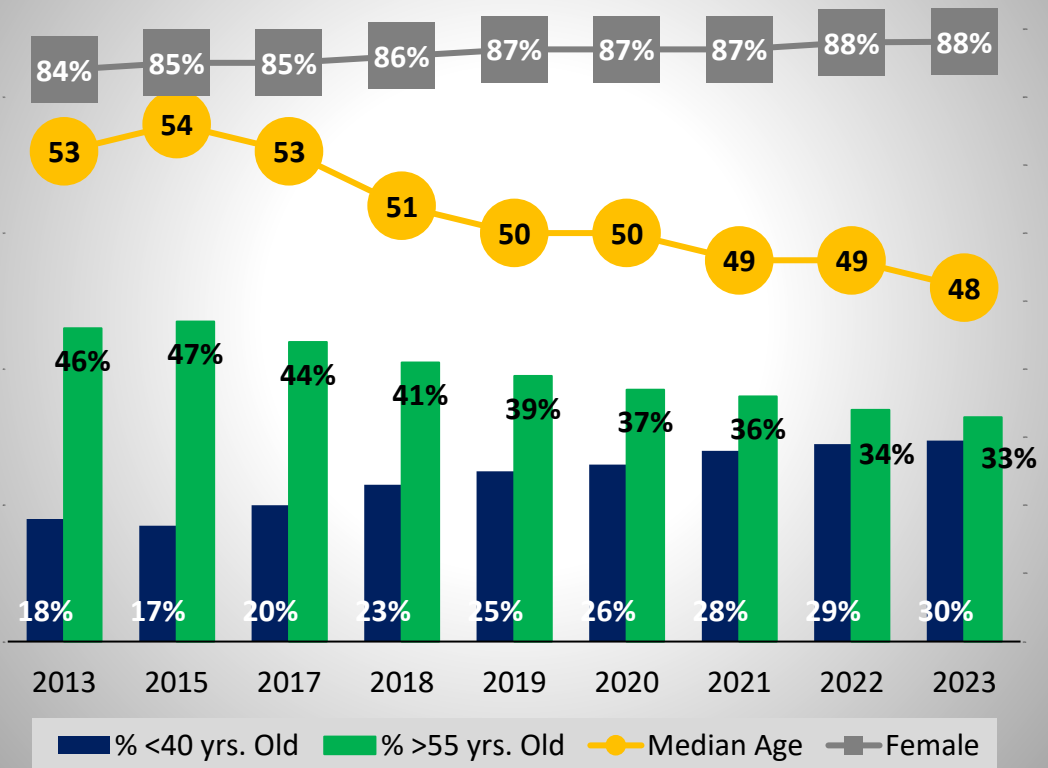
Virginia Department of Health Professions

2013 LCSW Population Pyramid

Age	Female %
60+	79%
55-59	80%
50-54	87%
45-49	86%
40-44	86%
35-39	94%
30-34	92%
Under 30	100%

350 150 50 250 450 650 850 1,050 1,250

■ Female ■ Male

2023 LCSW Population Pyramid

Age	Female %
60+	79%
55-59	89%
50-54	86%
45-49	87%
40-44	90%
35-39	89%
30-34	91%
Under 30	93%

350 150 50 250 450 650 850 1,050 1,250

■ Female ■ Male

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2013 versus 2021 LCSW Population Pyramid

Legend: 2023 Female, 2023 Male, 2013 Female, 2013 Male

Age Group	Percent Change
60+	-19%
55-59	-4%
50-54	-3%
45-49	1%
40-44	0%
35-39	4%
30-34	8%
Under 30	14%

X-axis: 350, 150, 50, 250, 450, 650, 850, 1,050, 1,250
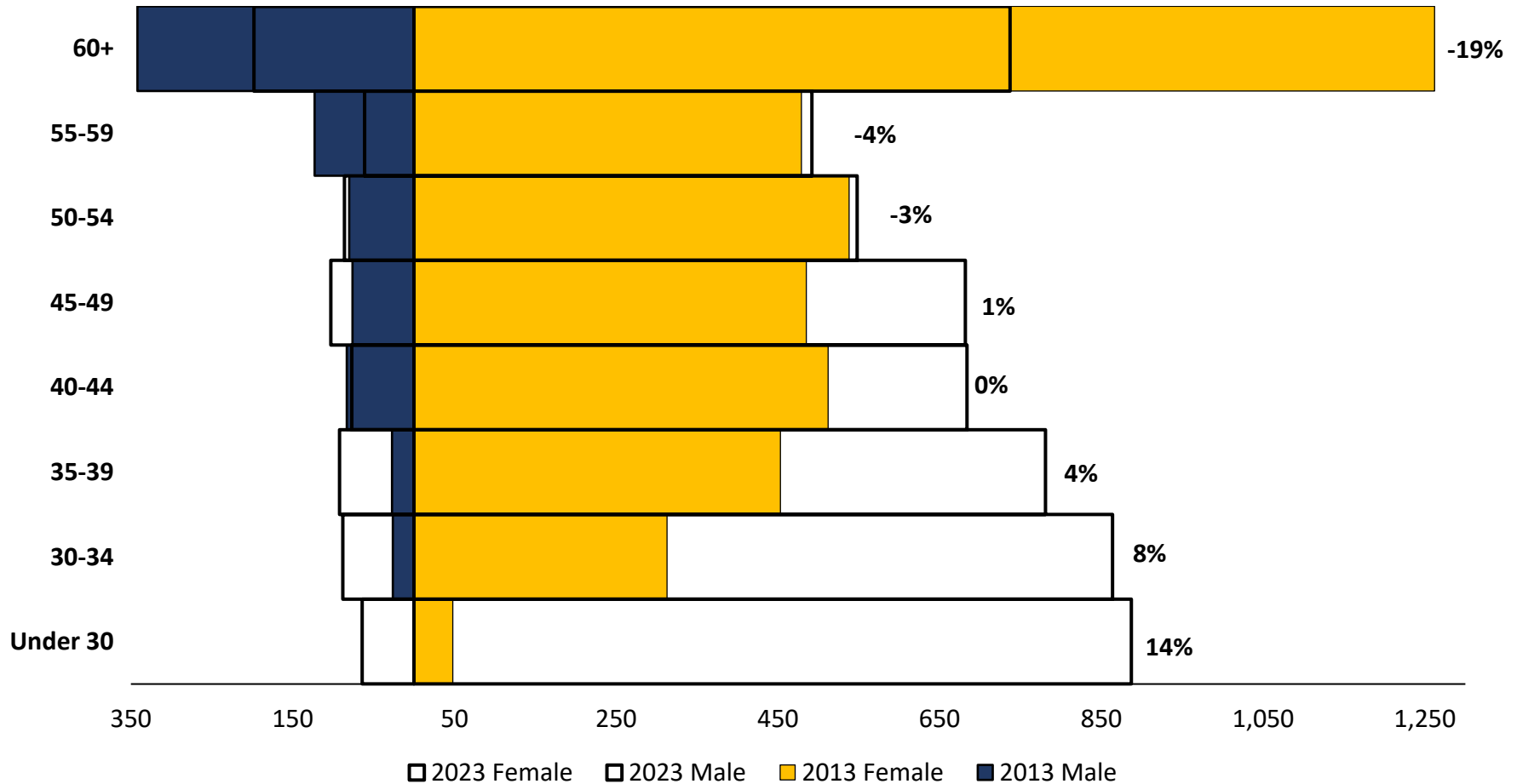
Trends in Demographics

Diversity index increasing over time

Higher diversity index among those under 40

Demographics: Diversity Index

Year	Diversity Index	Diversity Index Under 40	Statewide Diversity Index
2013	27%	36%	54%
2015	28%	36%	55%
2017	31%	42%	56%
2018	34%	43%	56%
2019	35%	45%	57%
2020	36%	44%	57%
2021	39%	47%	57%
2022	41%	48%	58%
2023	41%	50%	58%

Diversity Index — Diversity Index Under 40 — Statewide Diversity Index

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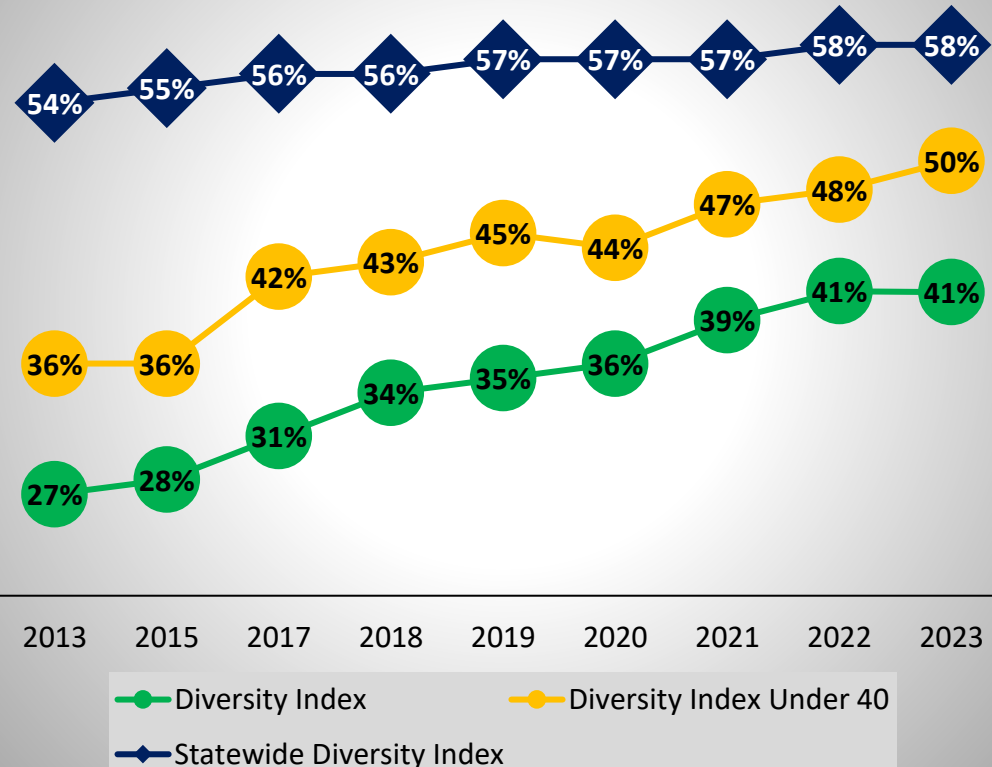
Trends in Education and Debt

Educational attainment stable

Slight decrease in % with ed. debt since 2022

% under 40 have education debt stable since 2020

Trends in Education and Education Debt

Year	Master's Degree	With Ed debt	Under 40 with Ed debt
2013	95%	27%	68%
2015	96%	30%	70%
2017	96%	32%	67%
2018	96%	35%	64%
2019	96%	37%	66%
2020	96%	39%	65%
2021	96%	39%	64%
2022	96%	41%	65%
2023	96%	40%	64%

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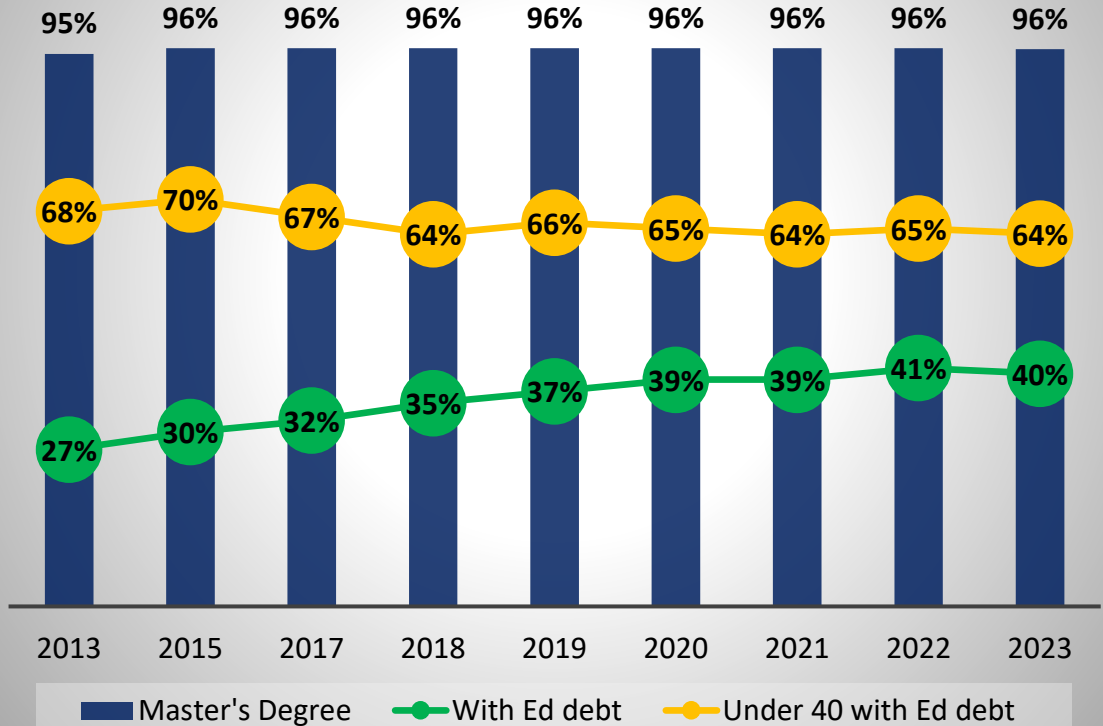
Trends in Income and Education Debt

Median income stable since 2021

Median ed. debt increasing over time

Median income higher than median ed. debt

Median Debt and Income

- Median Income: $58k (2013), $65k (2015), $65k (2017), $65k (2018), $65k (2019), $65k (2020), $75k (2021), $75k (2022), $75k (2023)
- Median Ed Debt: $35k (2013), $45k (2015), $45k (2017), $45k (2018), $55k (2019), $55k (2020), $55k (2021), $65k (2022), $65k (2023)

Years: 2013, 2015, 2017, 2018, 2019, 2020, 2021, 2022, 2023

Legend: Median Ed Debt — Median Income
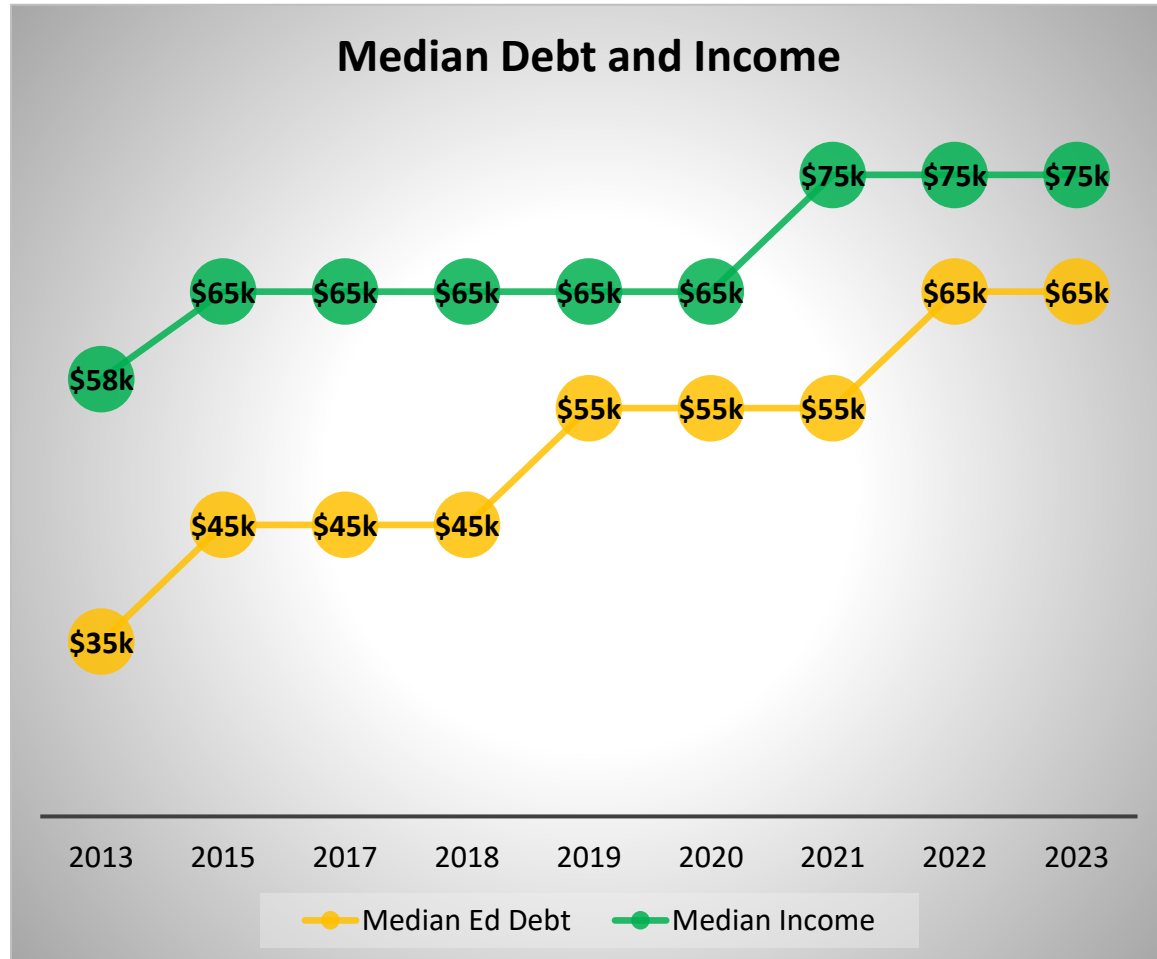
Language Services

Spanish most common language offered
Virtual translation is most often used to provide service

Language and Communication

Languages Offered		Means of Communication	
Spanish	17%	Virtual Translation	54%
French	7%	Staff Member	42%
Arabic	7%		

Establishment Types

Increase in group private practice

Five Top Primary Work Establishment

Establishment	2023	2013
Private Practice, Solo	19%	19%
Mental Health Facility, Outpatient	14%	16%
Private Practice, Group	16%	14%
Community Services Board	8%	11%
Hospital, General	7%	8%

Legend: ■ 2023 ■ 2013

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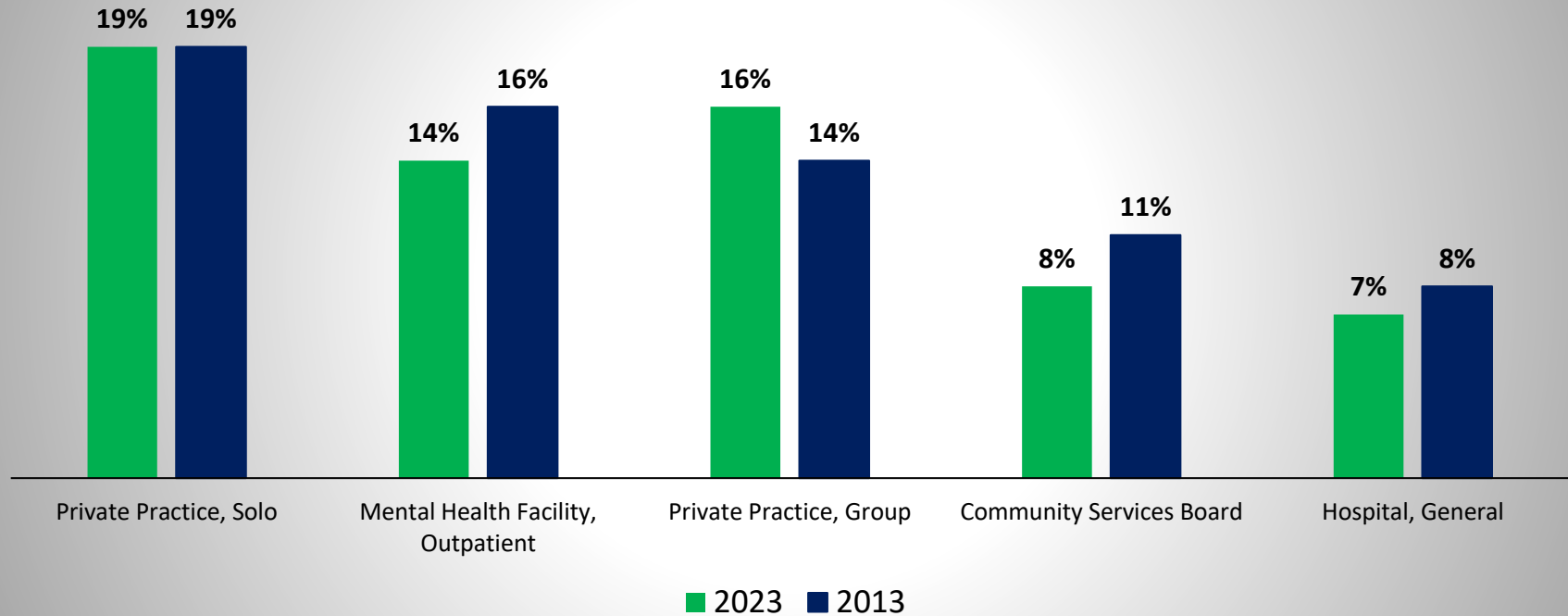
Client Payment Type

Majority accept cash or self-pay

Payment Types

55%	46%	31%	27%
Cash or Self-Pay	Private Insurance	Medicaid	Medicare

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Retirement Intentions
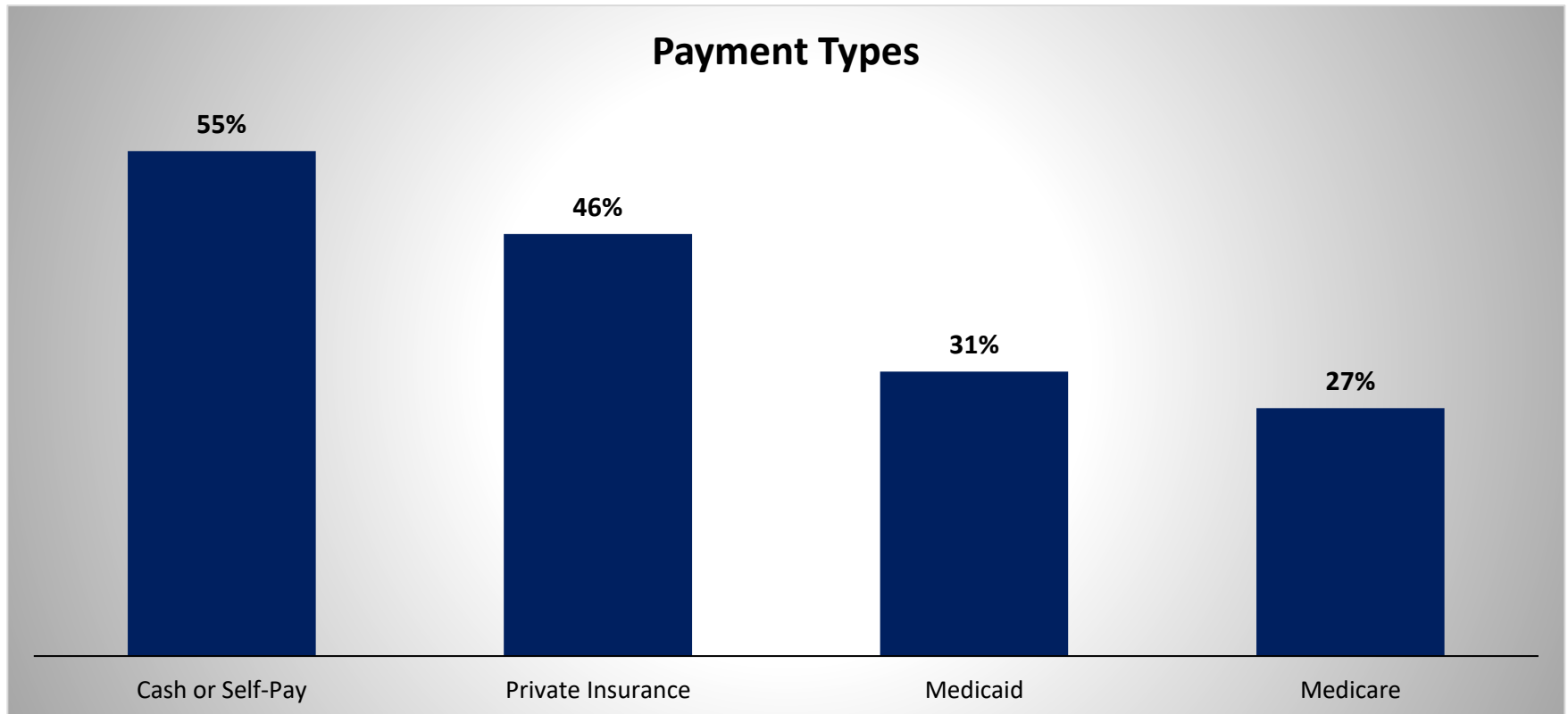
Trends in Retirement Intentions

Decrease in % intending to retire by 65

Low % intending to retire in 2 years

Retire in 2 yrs. Retire in a decade

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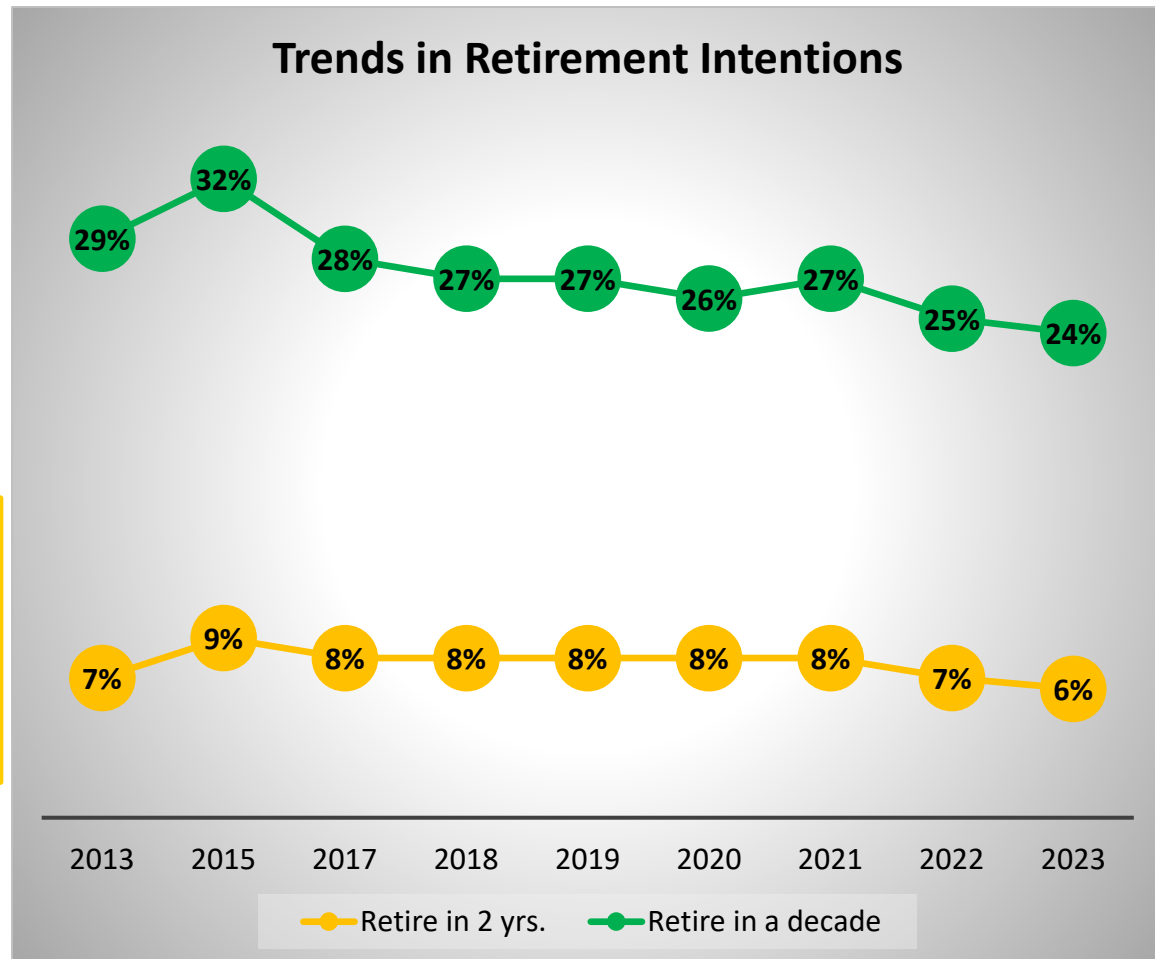
Geographical Distribution

Lowest concentrations of social workers in Southside VA

Full-Time Equivalency Units Provided by Licensed Clinical Social Workers by Virginia Performs Region
Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 69 - 216
- 487
- 990
- 1,744 - 2,045

Valley · Northern · Eastern · Central · West Central · Southwest · Southside · Hampton Roads

Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

0 25 50 100 150 200 Miles

Full-Time Equivalency Units Provided by Licensed Clinical Social Workers per 1,000 Residents by Virginia Performs Region
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.28
- 0.42 - 0.48
- 0.57 - 0.68
- 0.99

Valley · Northern · Eastern · Central · West Central · Southwest · Southside · Hampton Roads

Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

0 25 50 100 150 200 Miles
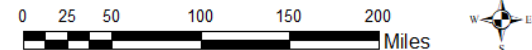
Conclusion

Increase in licensees, VA's workforce, and FTEs

Younger age distribution

Diversity index increasing over time

Median income higher than median education debt

% intending to retire by 65 decreasing

Key Findings:

2023 MSW
Workforce Survey

Workforce

Increase in licensees

879 in VA's workforce

830 FTEs provided

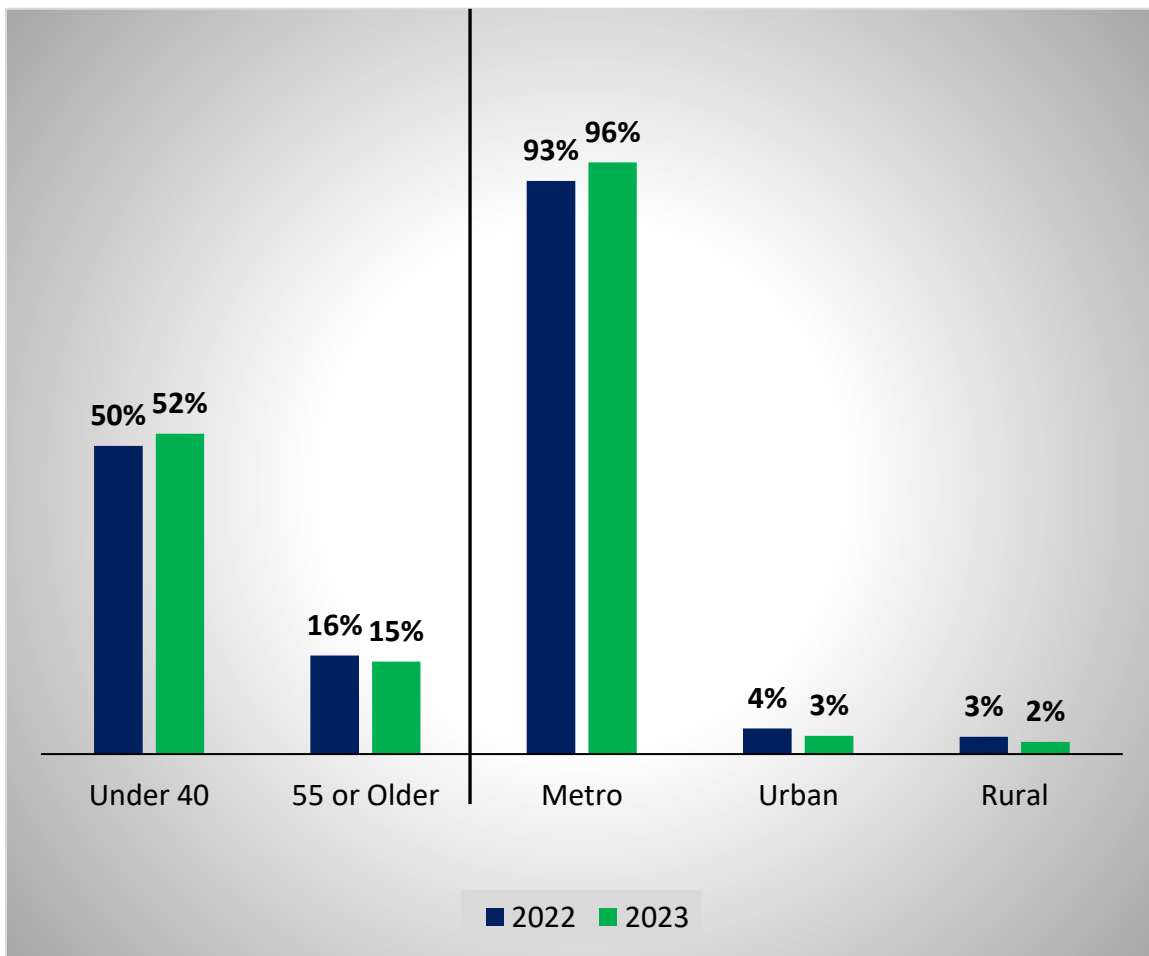Licensees: 2022 = 1,154; 2023 = 1,301
VA Workforce: 2023 = 879
Total FTEs: 2023 = 830

2022 2023
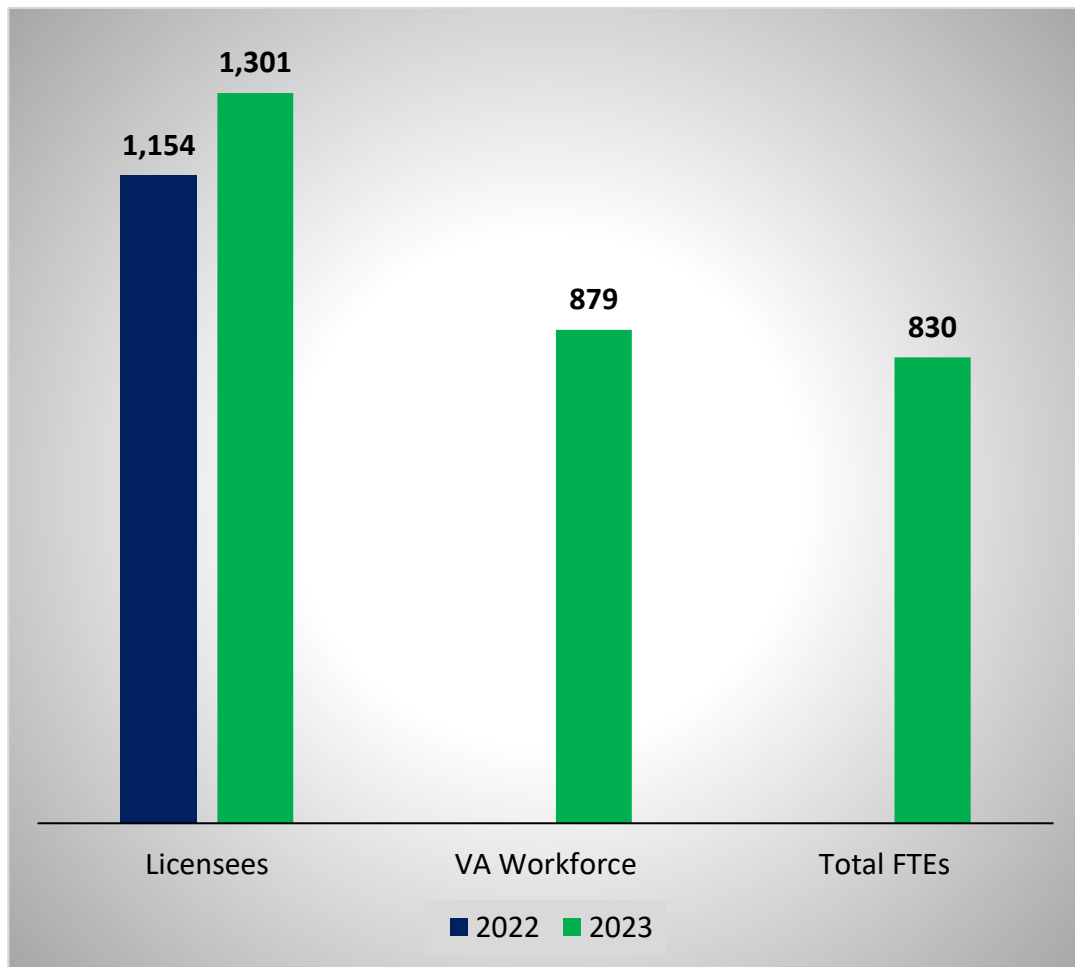
Age and Metro Status

Median age declined from 40 to 39

Increase in % under 40

Majority in Metro Area

Chart data (2022, 2023):
- Under 40: 50%, 52%
- 55 or Older: 16%, 15%
- Metro: 93%, 96%
- Urban: 4%, 3%
- Rural: 3%, 2%

Legend: ■ 2022 ■ 2023

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Supervisor Credentials

Majority hold LSCW

Increase in those with RN, LMSW, and LPC

Increase in those with "Other"

Chart: Supervisor Credentials by year (2022 vs 2023)

Credential	2022	2023
LCSW	86%	52%
RN	6%	14%
LMSW	2%	7%
LPC	1%	3%
MD	1%	1%
Other	4%	23%

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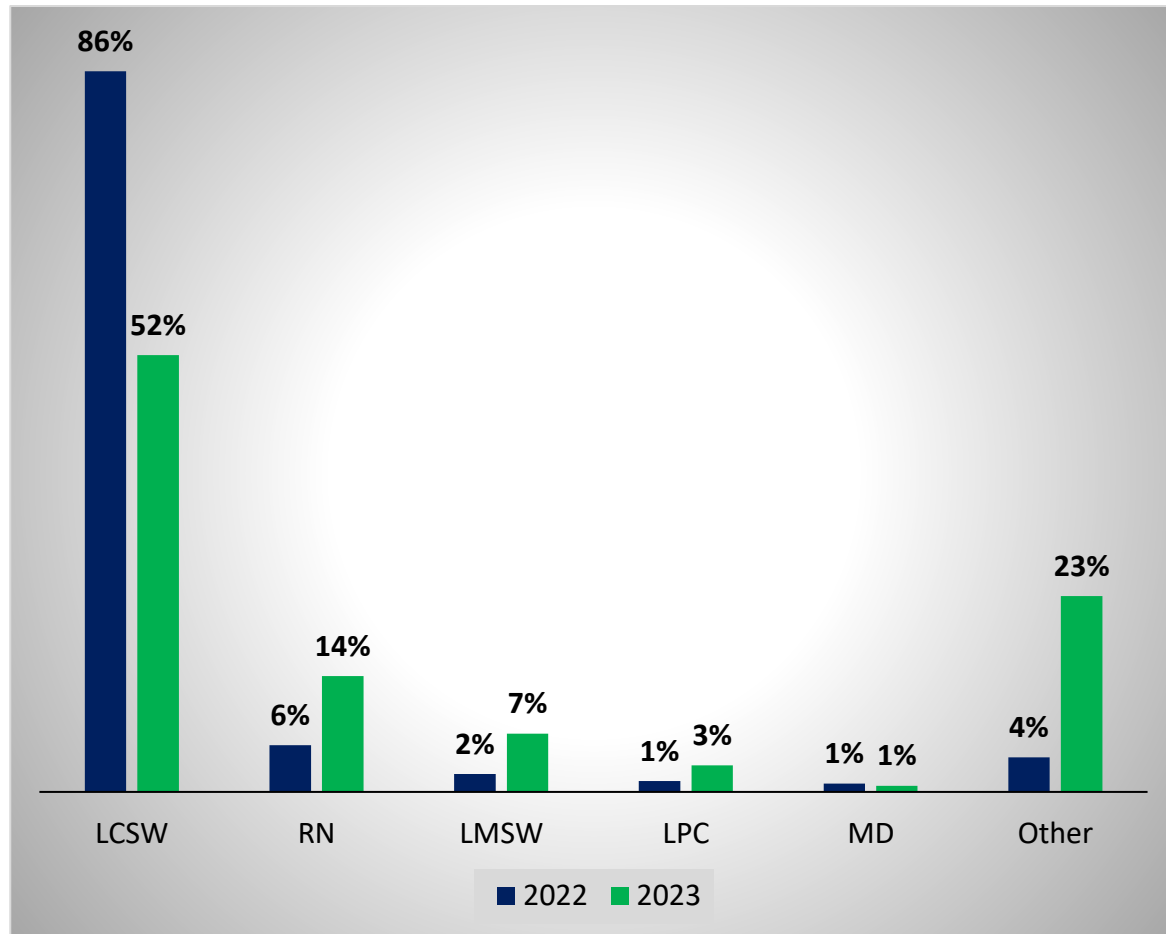
Agency and Licensure

In 2022, 18% of all MSWs in exempt agency

30% of macro MSWs work in exempt agency

13% of micro MSWs work in exempt agency

Licensure Exempt Agency

	Supervised at Licensure Exempt Agency	Macro: Supervised at Licensure Exempt Agency	Micro: Supervised at Licensure Exempt Agency
2022		30%	
2023			13%

■ 2022   ■ 2023
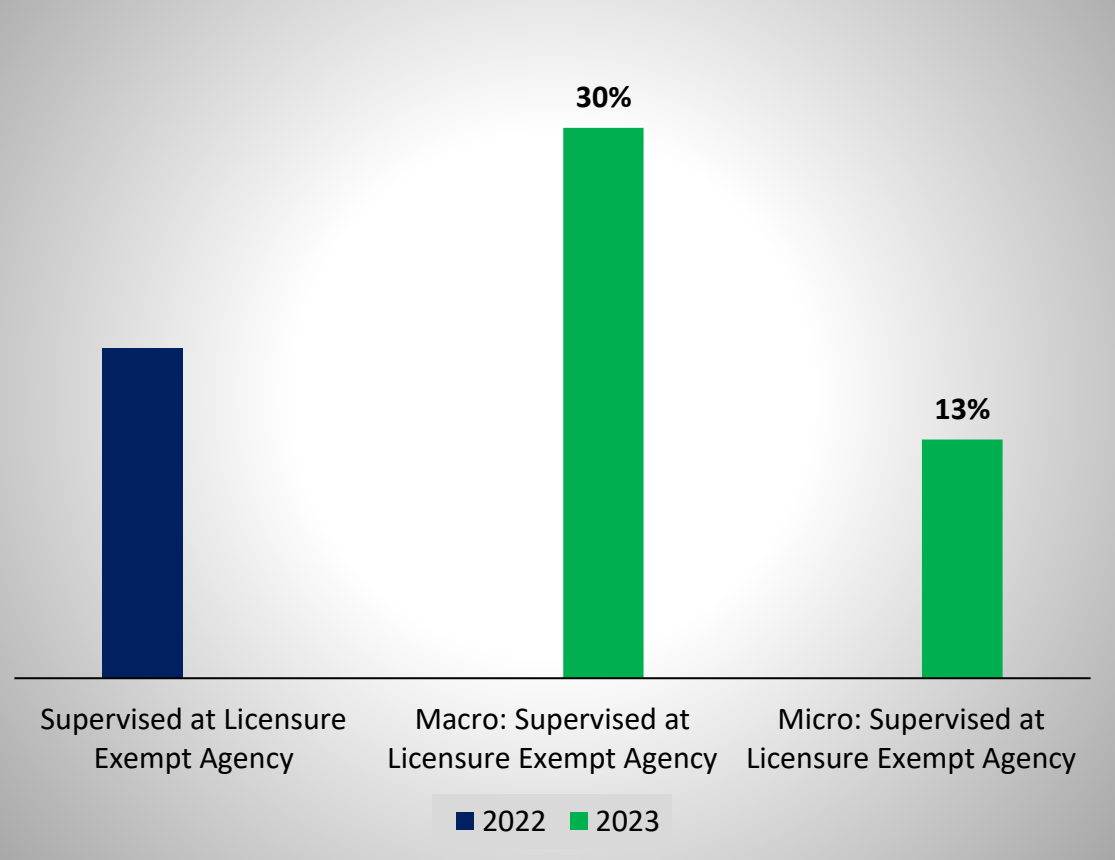
2023 Micro vs Macro Concentration

Majority of Micro MSWs are supervisees

As expected, a higher % of Micro MSWs offer clinical services

A higher % Micro MSWs intend to pursue LCSW

Chart data:

Category	Macro	Micro
Macro Micro	23%	67%
Registered as Supervisee	27%	53%
Clinical Services Offered	66%	82%
Intent to Pursue LCSW	57%	77%

Legend: ■ Macro ■ Micro

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Clinical Services Provided

Chart: Clinical Services Provided, Macro (n=95) vs Micro (n=330)

Service	Macro (n=95)	Micro (n=330)
Assessment	24%	25%
Case Management	41%	18%
Treatment	18%	39%
Diagnosis	8%	6%
Other	8%	11%
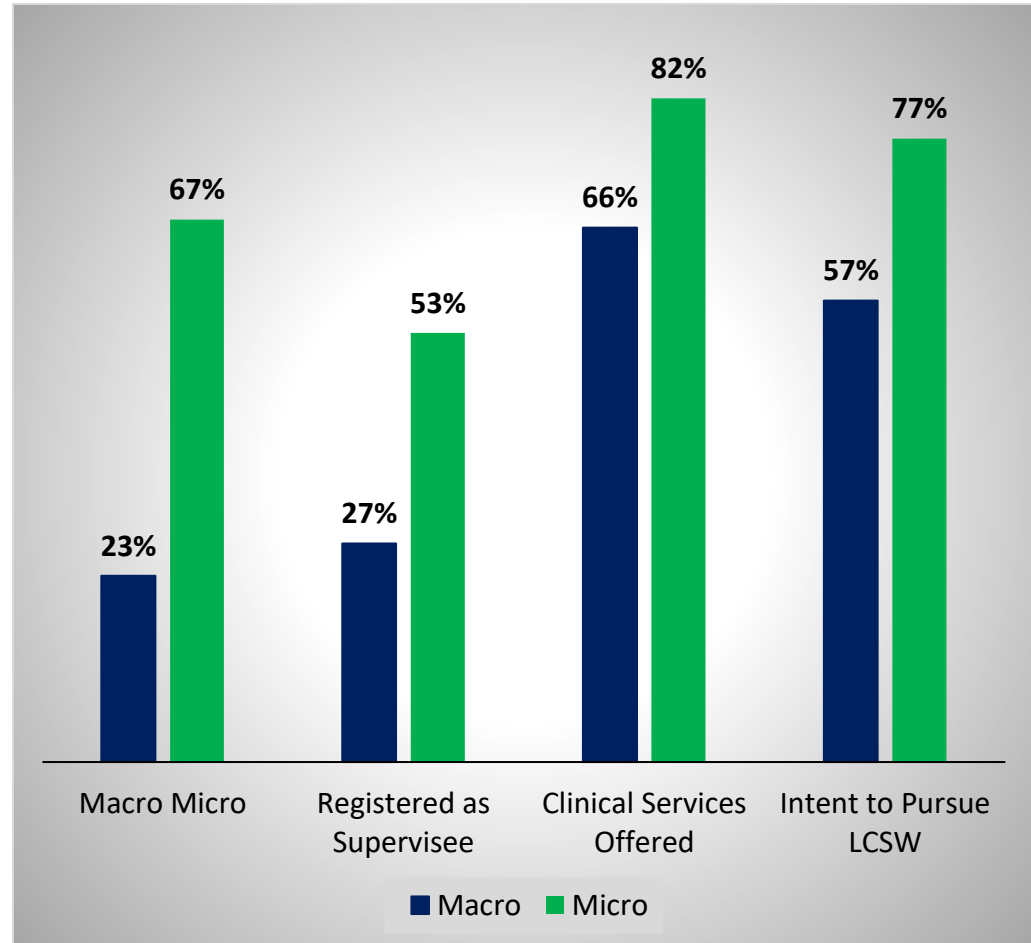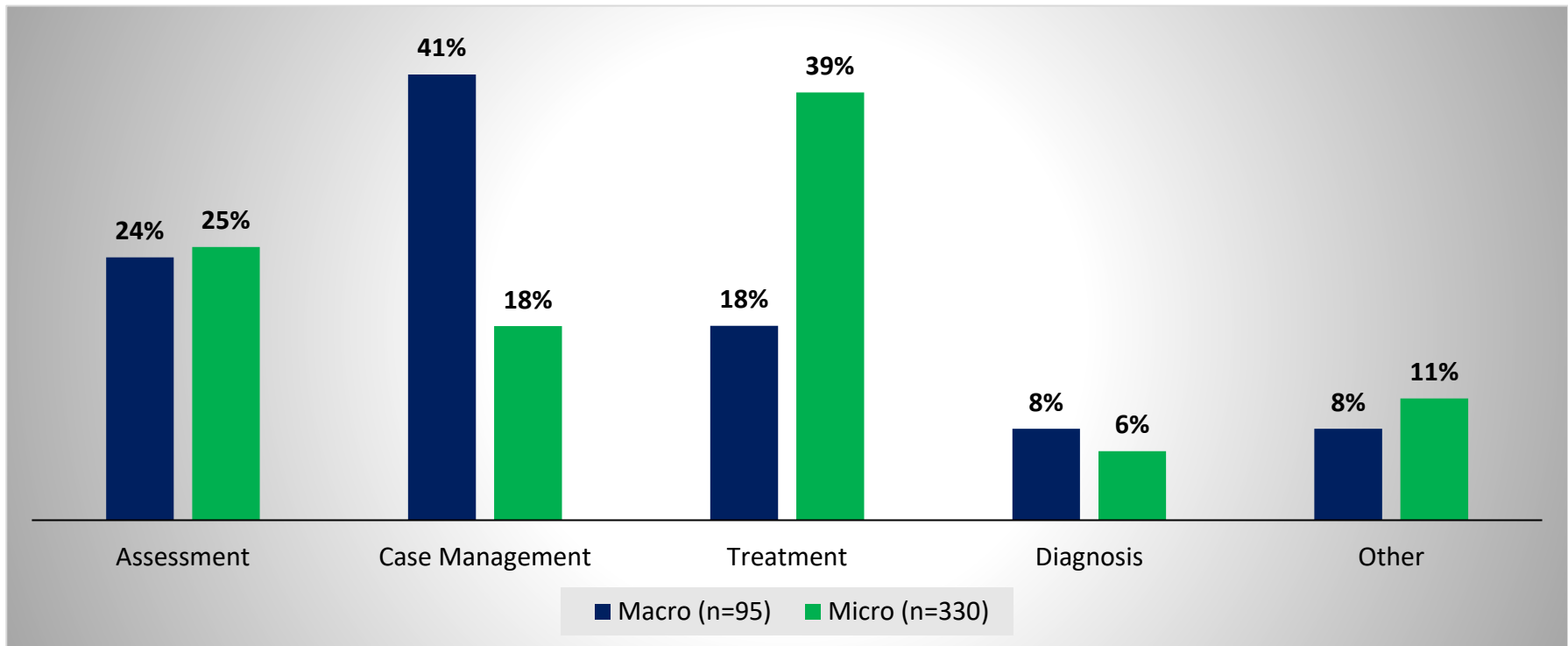
Majority of Macro provide case management whereas the majority of Micro provide treatment

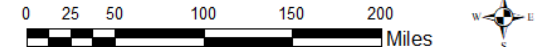# Geographic Distribution

Southside and Southwest VA have the lowest concentration

Full-Time Equivalency Units Provided by Licensed Master's Social Workers by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 10 - 18
- 29 - 39
- 146 - 202
- 338

Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

Full-Time Equivalency Units Provided by Licensed Master's Social Workers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.04 - 0.05
- 0.05 - 0.07
- 0.08
- 0.11

Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

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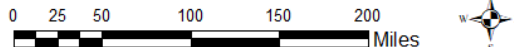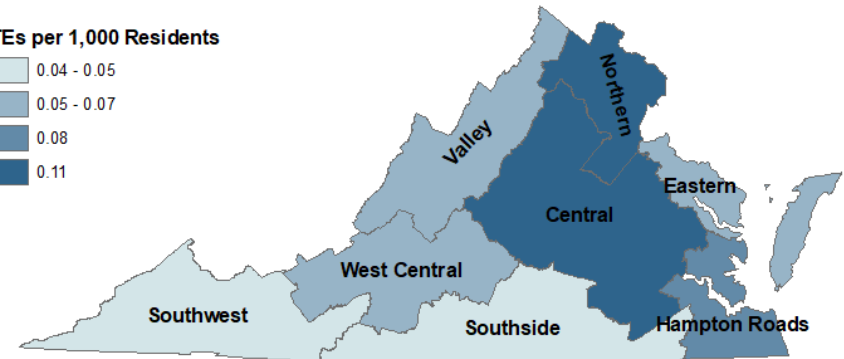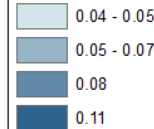
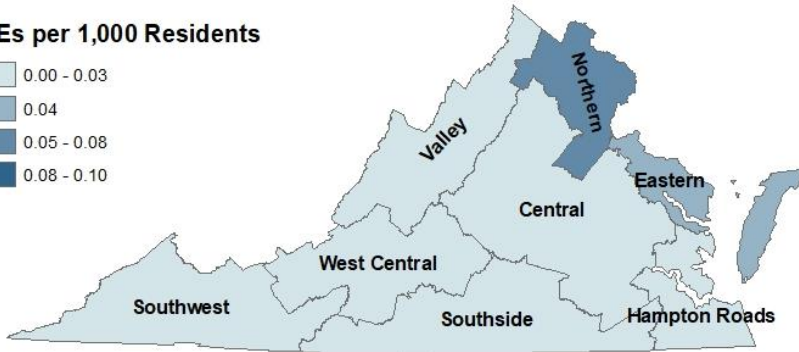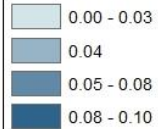# Geographic Distribution: Macro vs Micro

Northern VA has the highest concentration of Macro

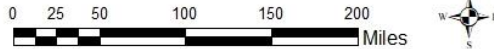Hampton Roads VA has the highest concentration of Micro

Full Time Equivalency Units Provided by Macro MSWs per 1,000 Residents by Virginia Performs Regions
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
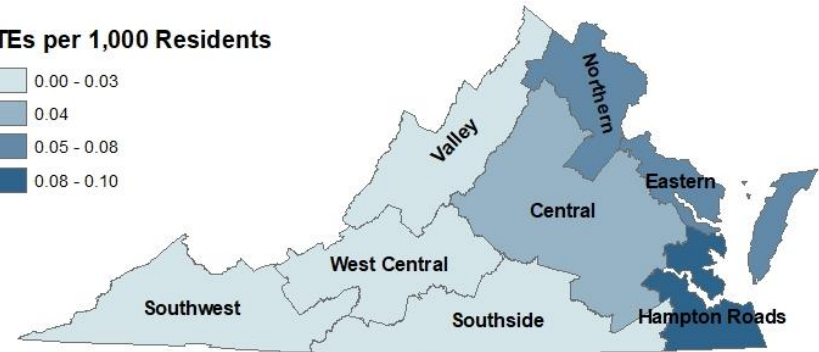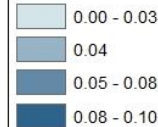- 0.00 – 0.03
- 0.04
- 0.05 – 0.08
- 0.08 – 0.10

Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units Provided by Micro MSWs per 1,000 Residents by Workforce Investment Area
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.00 – 0.03
- 0.04
- 0.05 – 0.08
- 0.08 – 0.10

Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

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Conclusion

Increase in licensees;
879 in VA's workforce providing 830 FTEs

2/3 MSWs have a Micro concentration
1/4 have a Macro concentration

66% of Macro MSWs provide clinical services vs
82% of Micro MSWs provide clinical Services

Majority are not eligible for licensure

Lowest concentrations in Southside and Southwest VA

Virginia Department of Health Professions

Thank you!