Licensed Professional Counselor Workforce:
2023 Survey Findings

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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 LPC Workforce

Year	Licensees	Virginia's Workforce	FTEs
2013	3,753	3,351	3,003
2014	4,003	3,564	3,208
2015	4,252	3,740	3,185
2016	4,575	3,973	3,404
2017	4,933	4,287	3,606
2018	5,397	4,683	4,050
2019	5,973	5,175	4,402
2020	6,565	5,812	4,904
2021	7,368	6535	5263
2022	8,168	6,799	5,621
2023	9,058	7,411	6,151

Licensees — Virginia's Workforce — FTEs

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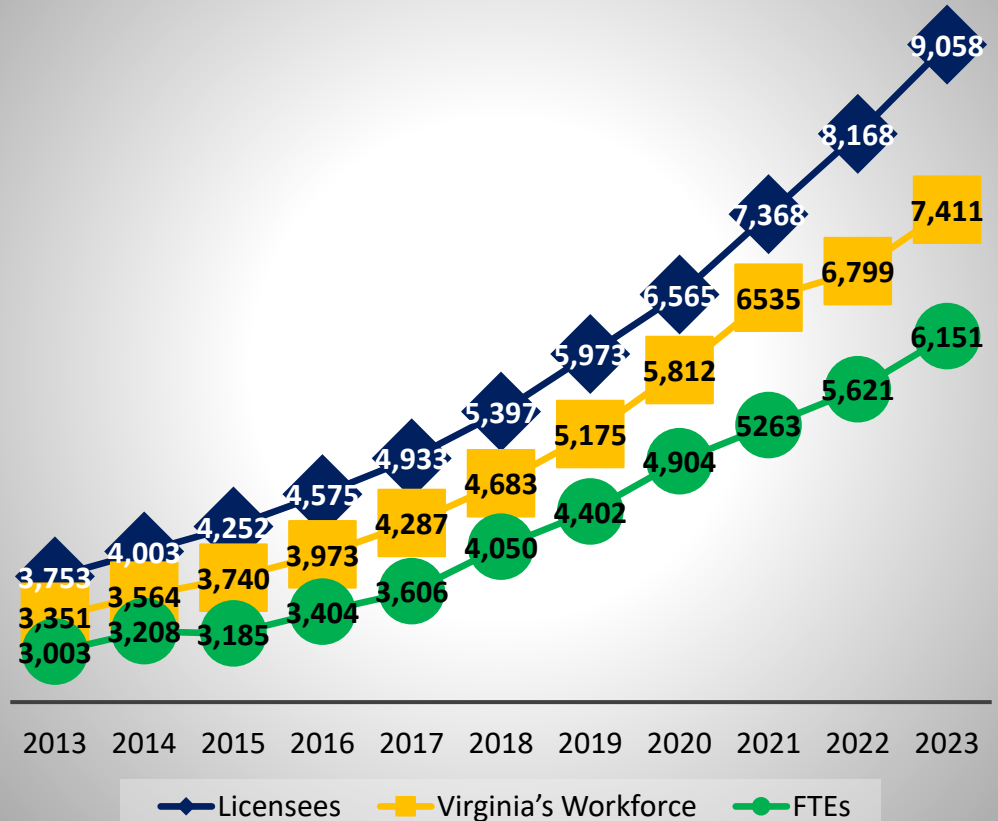
Trends in Demographics

Majority female workforce

Median age stable since 2021

Age distribution stable since 2021
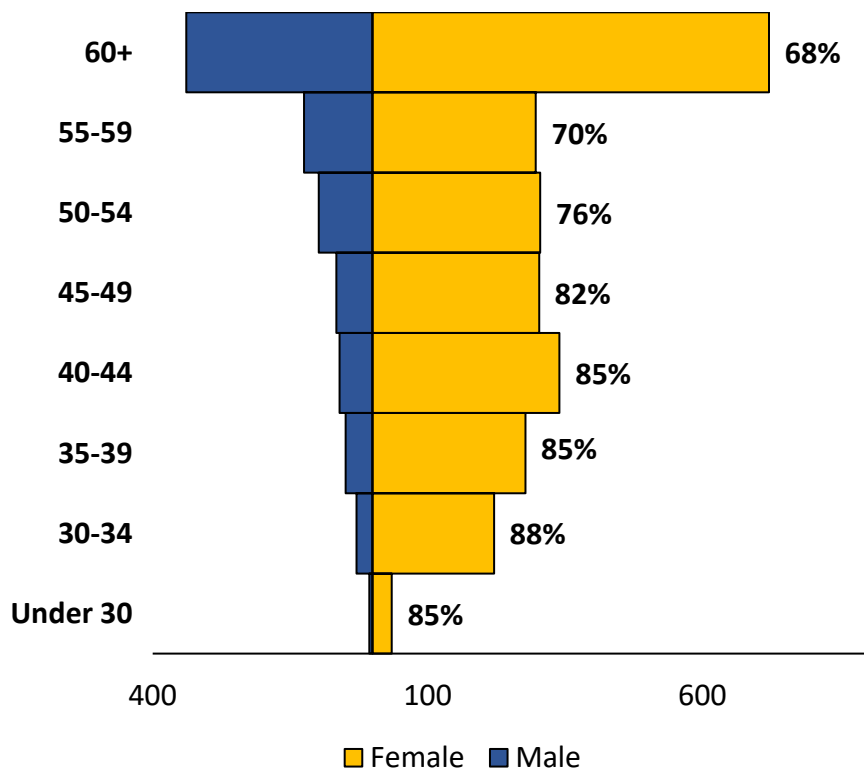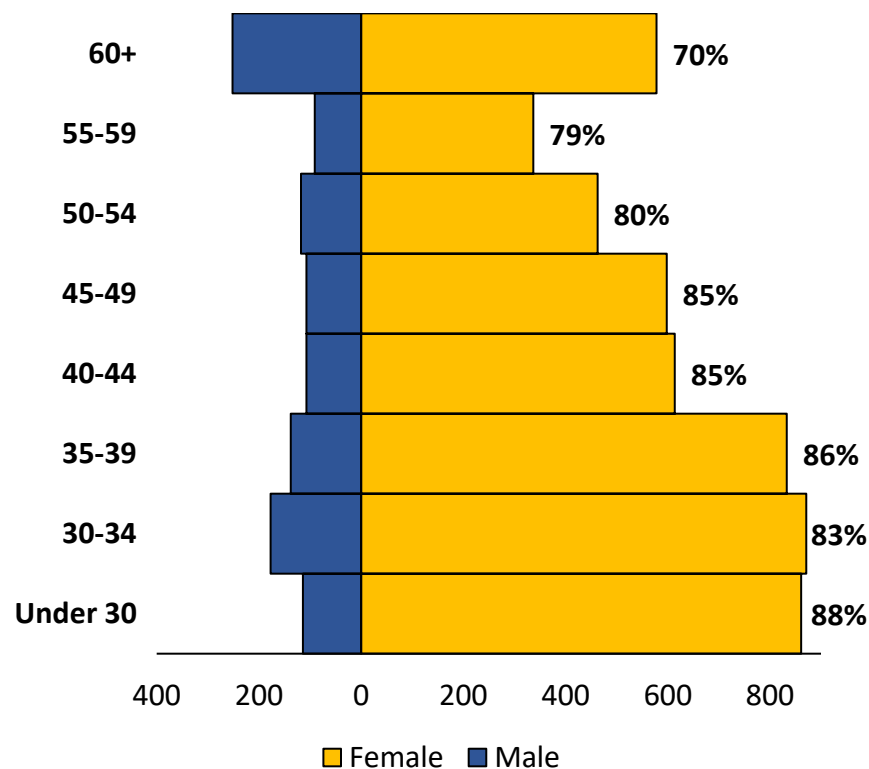
Trends in Age and Gender

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Female	76%	77%	78%	79%	79%	80%	80%	82%	82%	82%	82%
Median Age	53	52	53	51	50	49	48	47	46	46	46
% >55 yrs. Old	45%	44%	45%	40%	39%	37%	35%	32%	30%	30%	29%
% <40 yrs. Old	19%	20%	20%	25%	27%	28%	29%	32%	33%	32%	32%

Legend: % <40 yrs. Old, % >55 yrs. Old, Median Age, Female
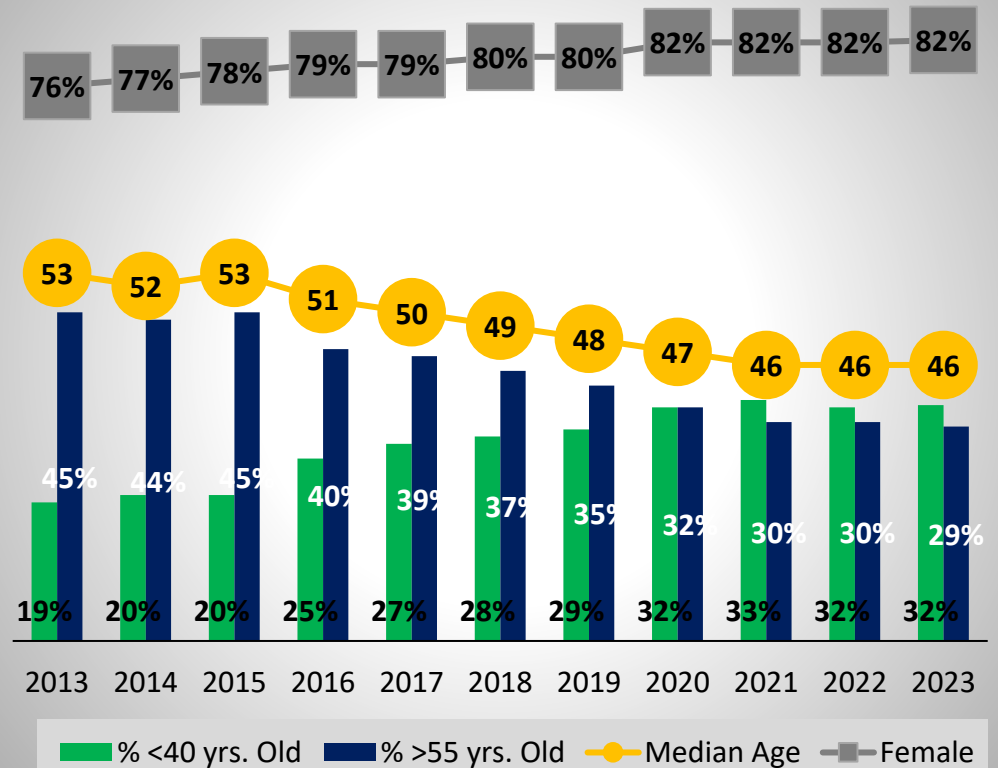
Virginia Department of Health Professions

2013 LPC Population Pyramid

Age	Female %
60+	68%
55-59	70%
50-54	76%
45-49	82%
40-44	85%
35-39	85%
30-34	88%
Under 30	85%

Female / Male

2023 LPC Population Pyramid

Age	Female %
60+	70%
55-59	79%
50-54	80%
45-49	85%
40-44	85%
35-39	86%
30-34	83%
Under 30	88%

Female / Male

Used by permission of HWDC

2013 versus 2023 LPC Population Pyramid

Chart legend: 2023 Female, 2023 Male, 2013 Female, 2013 Male

Age groups (top to bottom): 60+ (-19%), 55-59 (-6%), 50-54 (-3%), 45-49 (0%), 40-44 (-1%), 35-39 (6%), 30-34 (9%), Under 30 (14%)

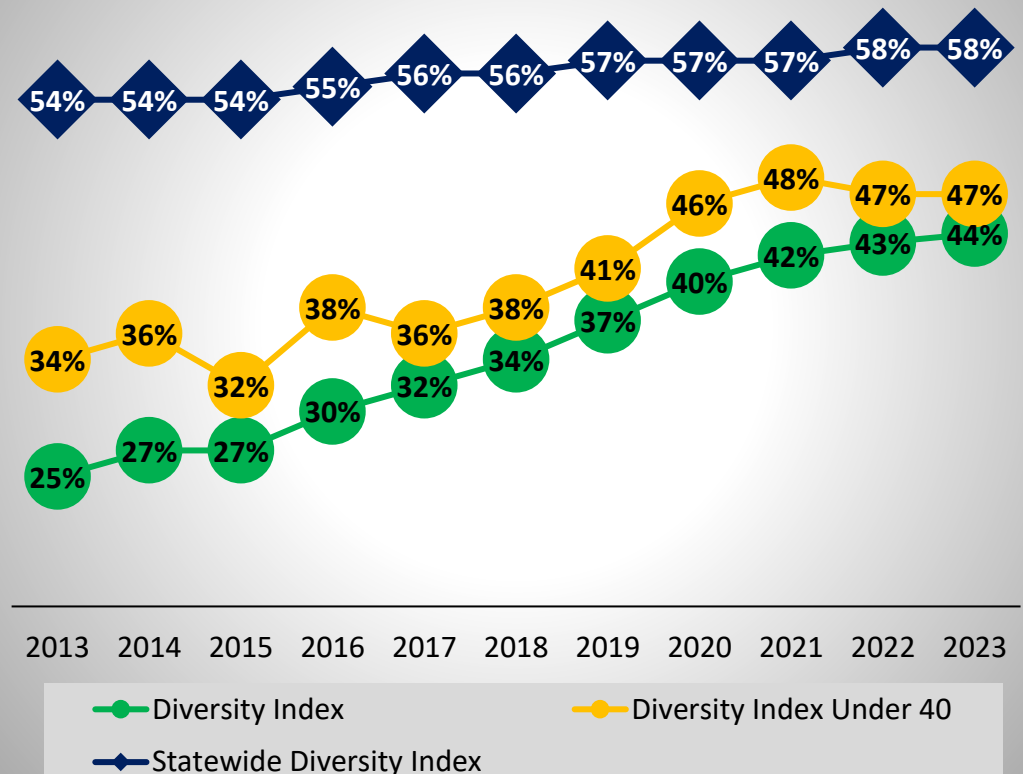X-axis: 400, 200, 0, 200, 400, 600, 800

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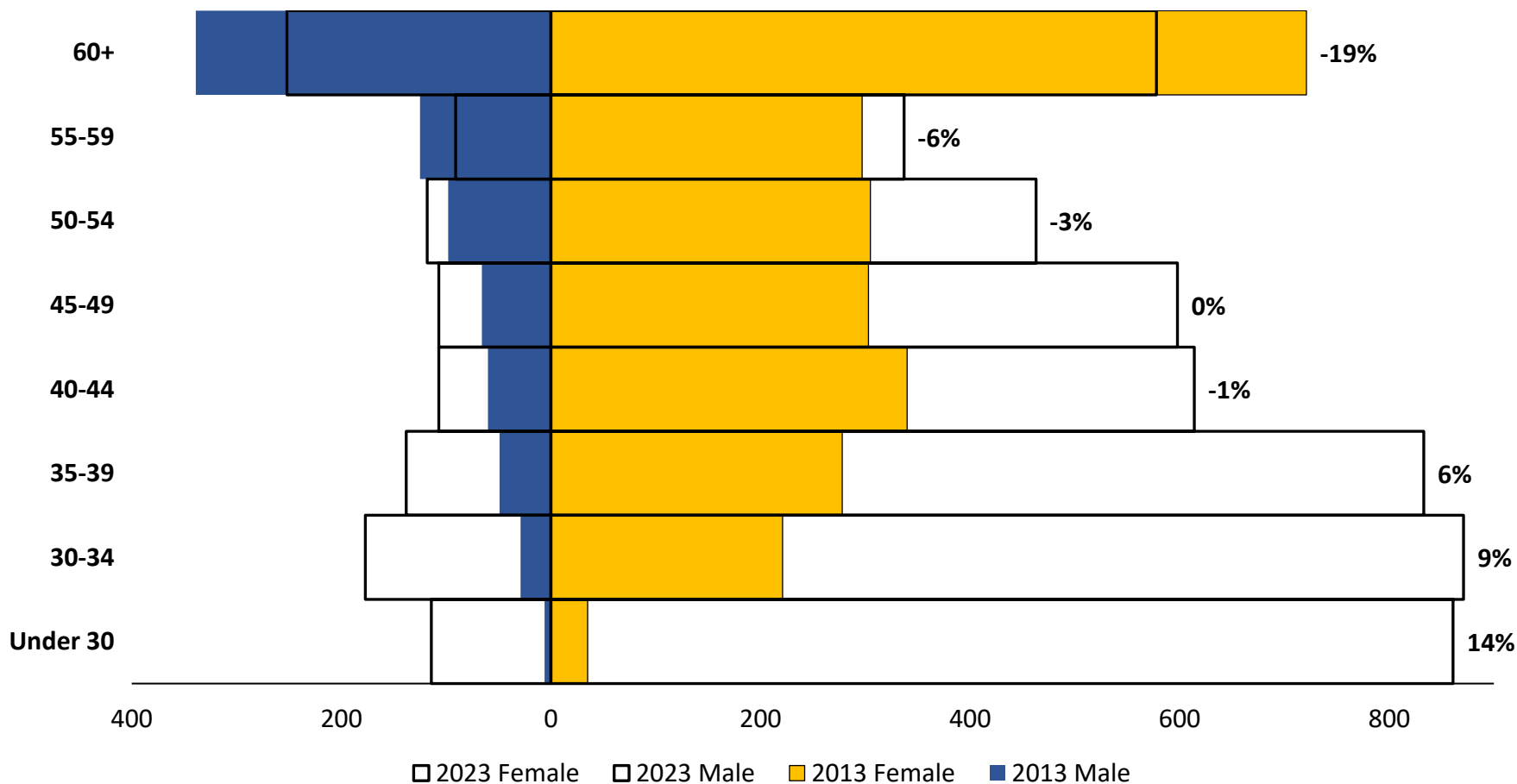
Trends in Demographics

Diversity index increasing over time

Slightly higher diversity index among those under 40

Demographics: Diversity Index

Statewide Diversity Index: 54%, 54%, 54%, 55%, 56%, 56%, 57%, 57%, 57%, 58%, 58%

Diversity Index Under 40: 34%, 36%, 32%, 38%, 36%, 38%, 41%, 46%, 48%, 47%, 47%

Diversity Index: 25%, 27%, 27%, 30%, 32%, 34%, 37%, 40%, 42%, 43%, 44%

Years: 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023

Legend:
- Diversity Index
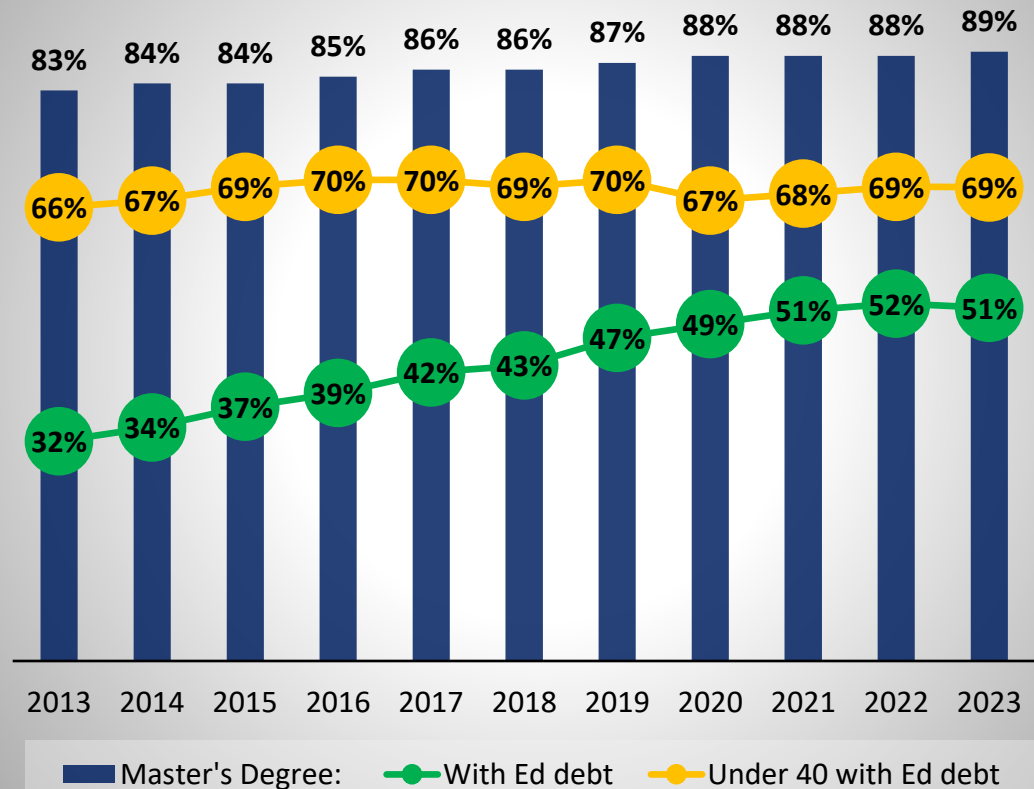- Diversity Index Under 40
- Statewide Diversity Index

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Trends in Education and Debt

% with master's degree increasing

Over half of LPCs have education debt

More than 2/3 under 40 have education debt

Trends in Education and Education Debt

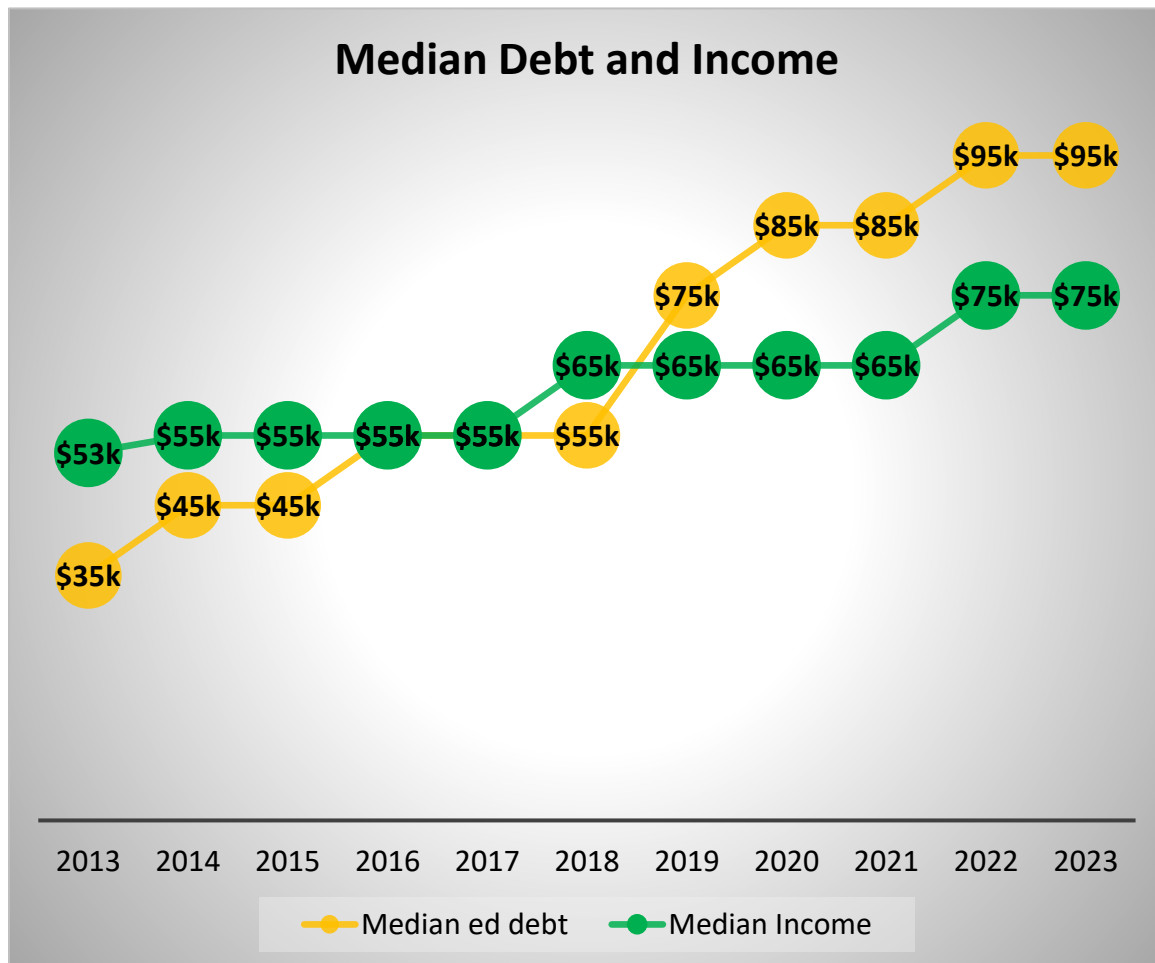| Year	Master's Degree	With Ed debt	Under 40 with Ed debt
2013	83%	32%	66%
2014	84%	34%	67%
2015	84%	37%	69%
2016	85%	39%	70%
2017	86%	42%	70%
2018	86%	43%	69%
2019	87%	47%	70%
2020	88%	49%	67%
2021	88%	51%	68%
2022	88%	52%	69%
2023	89%	51%	69%

Master's Degree: ● With Ed debt ● Under 40 with Ed debt

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Trends in Income and Debt

Median income at 75K per year

Median education debt increasing over time

Median ed debt higher than median income

Median Debt and Income

Median ed debt: $35k (2013), $45k (2014), $45k (2015), $55k (2016), $55k (2018), $75k (2019), $85k (2020), $85k (2021), $95k (2022), $95k (2023)

Median Income: $53k (2013), $55k (2014), $55k (2015), $55k (2016), $55k (2017), $65k (2018), $65k (2019), $65k (2020), $65k (2021), $75k (2022), $75k (2023)

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023

Median ed debt   Median Income

Language Services

Spanish most common language offered

LPCs rely on Staff members to provide service

Language and Communication

Languages Offered		Means of Communication	
Spanish	15%	Staff Member	47%
Arabic	4%	Virtual Translation	41%
French	4%		

Establishment Types

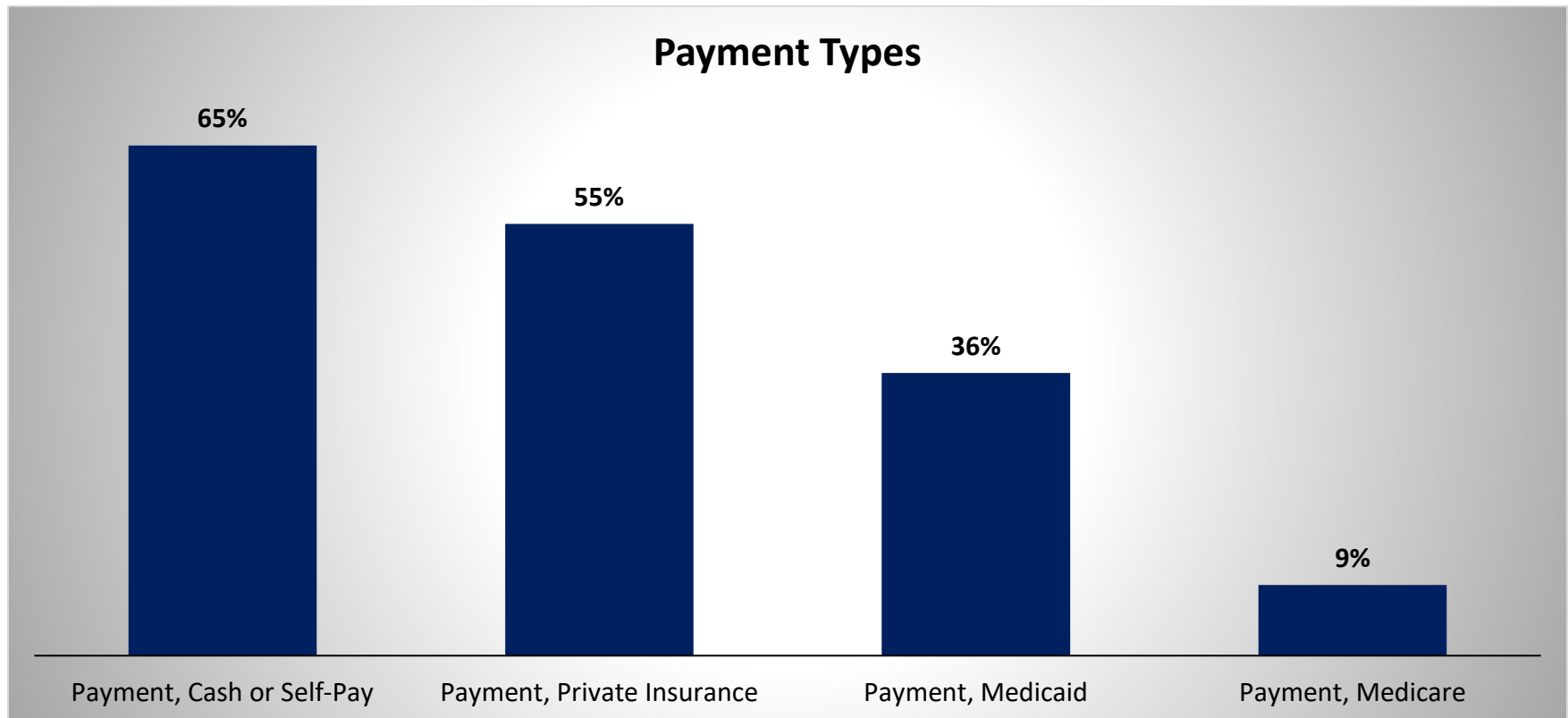Increase in outpatient facilities and group and solo practice

Five Top Primary Work Establishment

Establishment	2023	2013
Group practice	23%	17%
Solo practice	21%	19%
Community Services Board	11%	17%
Mental Health Facility, Outpatient	15%	12%
Community-Based Clinic	8%	8%

Legend: ■ 2023 ■ 2013

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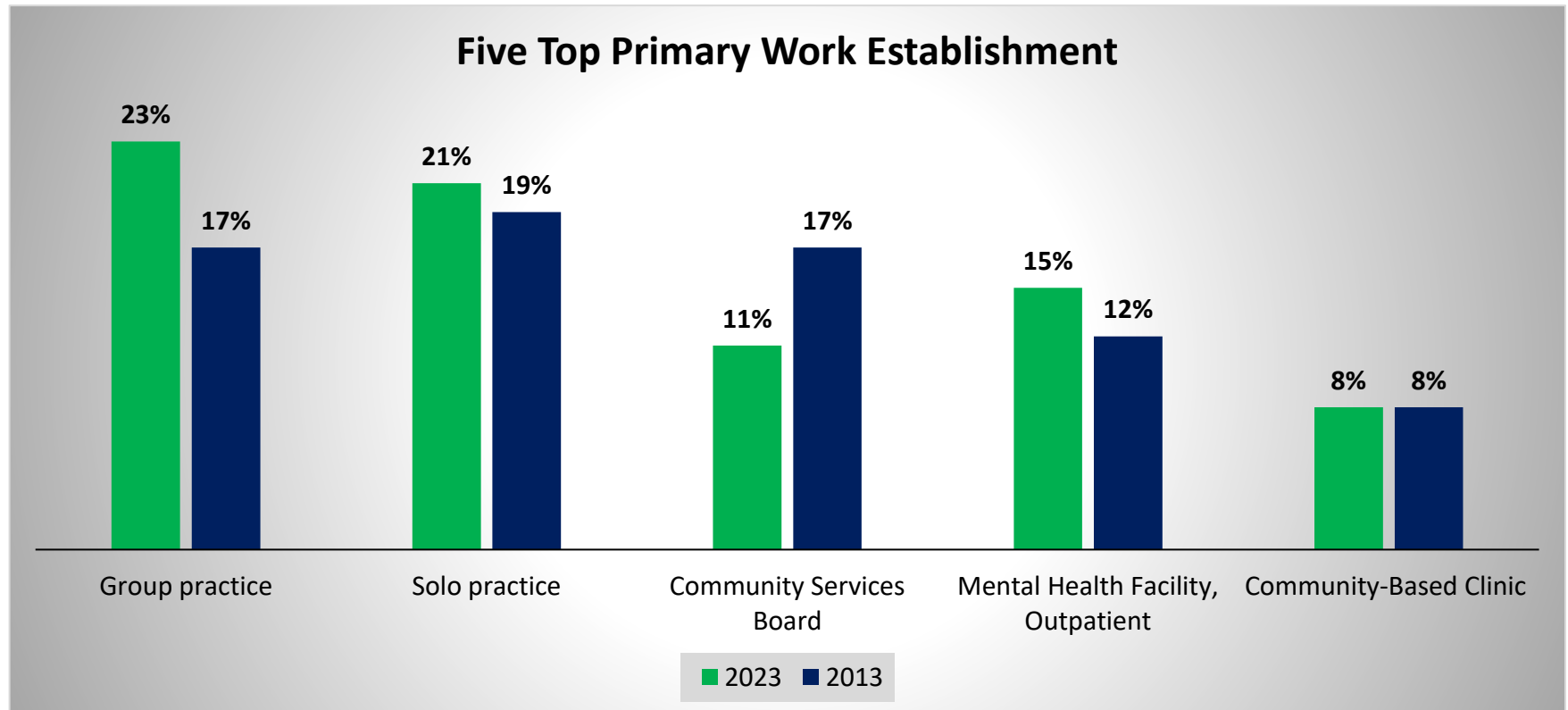
Client Payment Type

Majority accept cash or self-pay

Payment Types

- Payment, Cash or Self-Pay: 65%
- Payment, Private Insurance: 55%
- Payment, Medicaid: 36%
- Payment, Medicare: 9%

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Retirement Intentions

% intending to retire by 65 stable since 2021

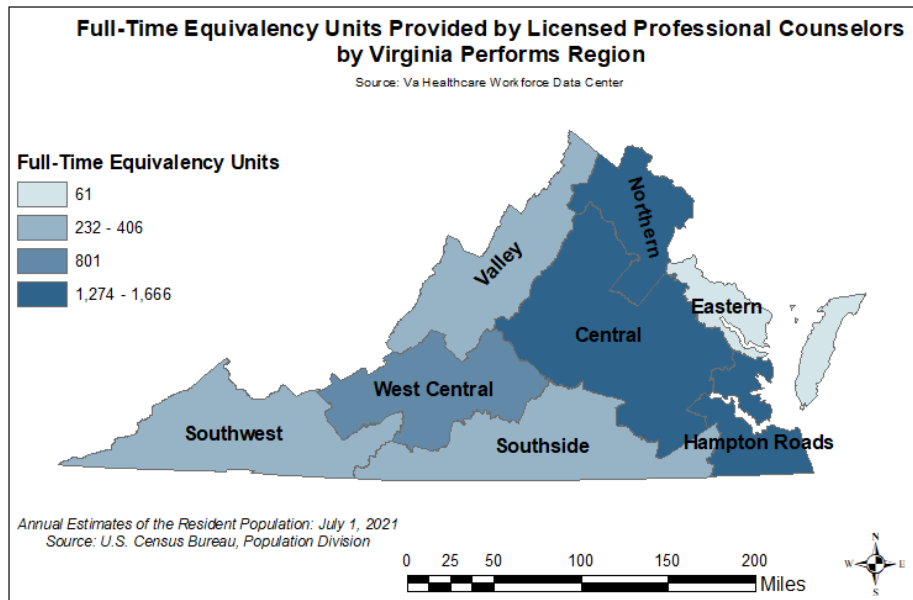**1 in 5 LPCs intend to retire in 10 years**

Trends in Retirement Intentions

Year	Retire by 65 yrs	Retire in a decade
2013	25%	27%
2014	24%	27%
2015	24%	30%
2016	24%	24%
2017	24%	25%
2018	24%	24%
2019	25%	22%
2020	25%	20%
2021	28%	20%
2022	28%	20%
2023	28%	20%

Retire by 65 yrs   Retire in a decade
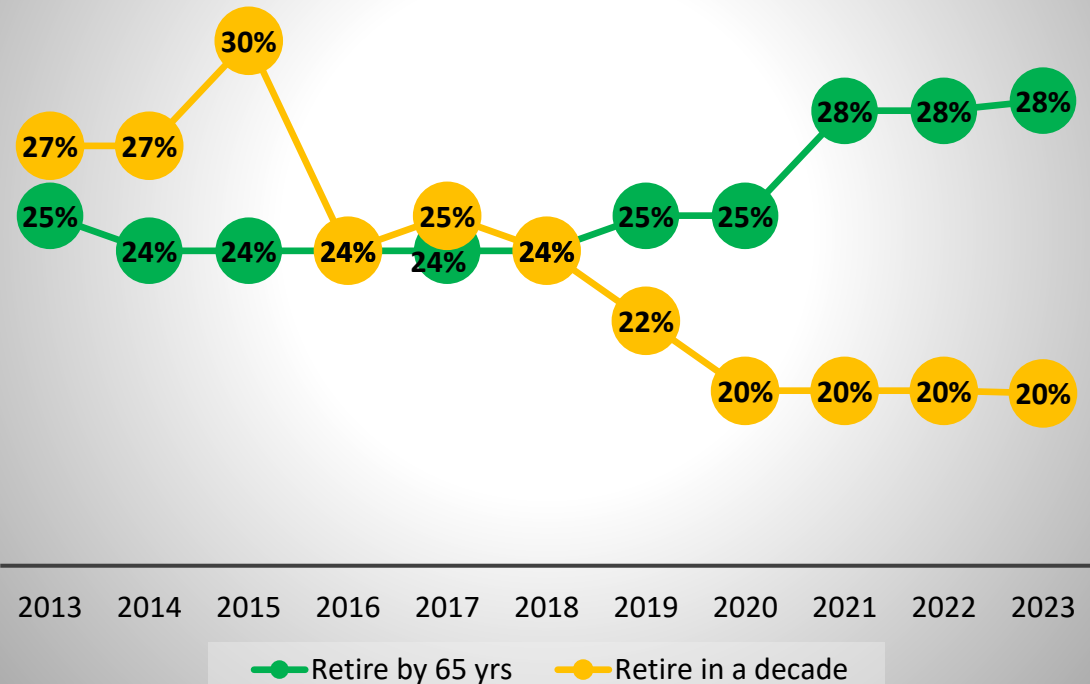
Geographical Distribution

Lowest concentrations of LPCs in Eastern VA

Full-Time Equivalency Units Provided by Licensed Professional Counselors by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 61
- 232 - 406
- 801
- 1,274 - 1,666

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

Full-Time Equivalency Units Provided by Licensed Professional Counselors per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.42
- 0.56 - 0.65
- 0.73 - 0.79
- 1.08

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

Conclusion

- Increase in licensees, VA's workforce, and FTEs

- Age distribution stable since 2021; Diversity index increasing over time

- Median education debt higher than median income

- Close to 2 out of 3 accept cash or self-pay

- Intention to retire in a decade stable

Key Findings:

2023 QHMP
Workforce Survey

Registrants and Workforce

More QMHPs-A than QMHPs-C

95% QMHPs-A and 96% QMHPs-C in the workforce

QMHP Workforce

	Registrants	Virginia's Workforce	FTEs
QMHP-A	7,071	6,754	6,151
QMHP-C	4,902	4,685	3,879

■ QMHP-A ■ QMHP-C

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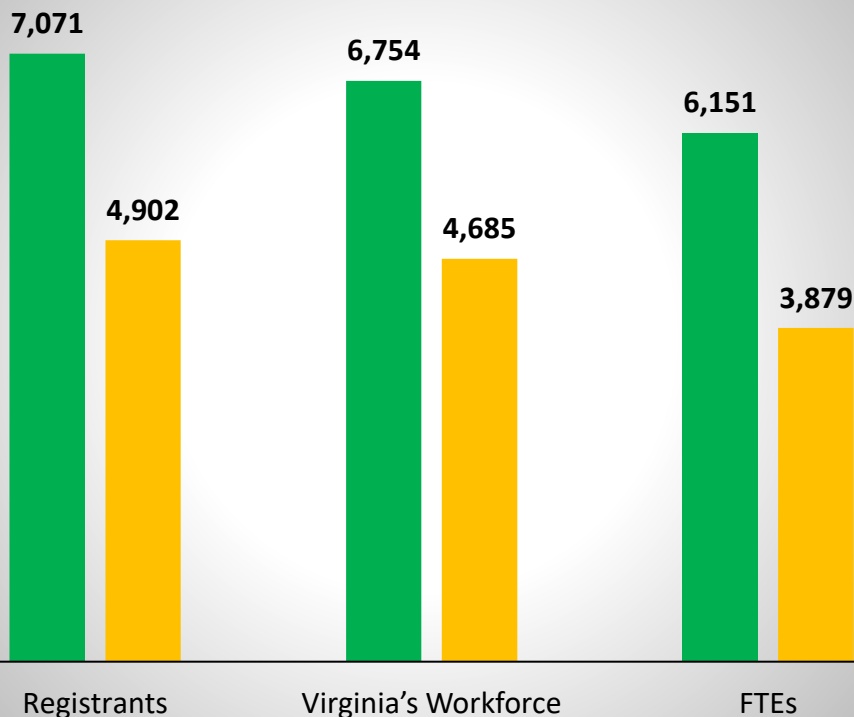
Gender and Age

Majority female workforce

QMHP-A Median age: 44
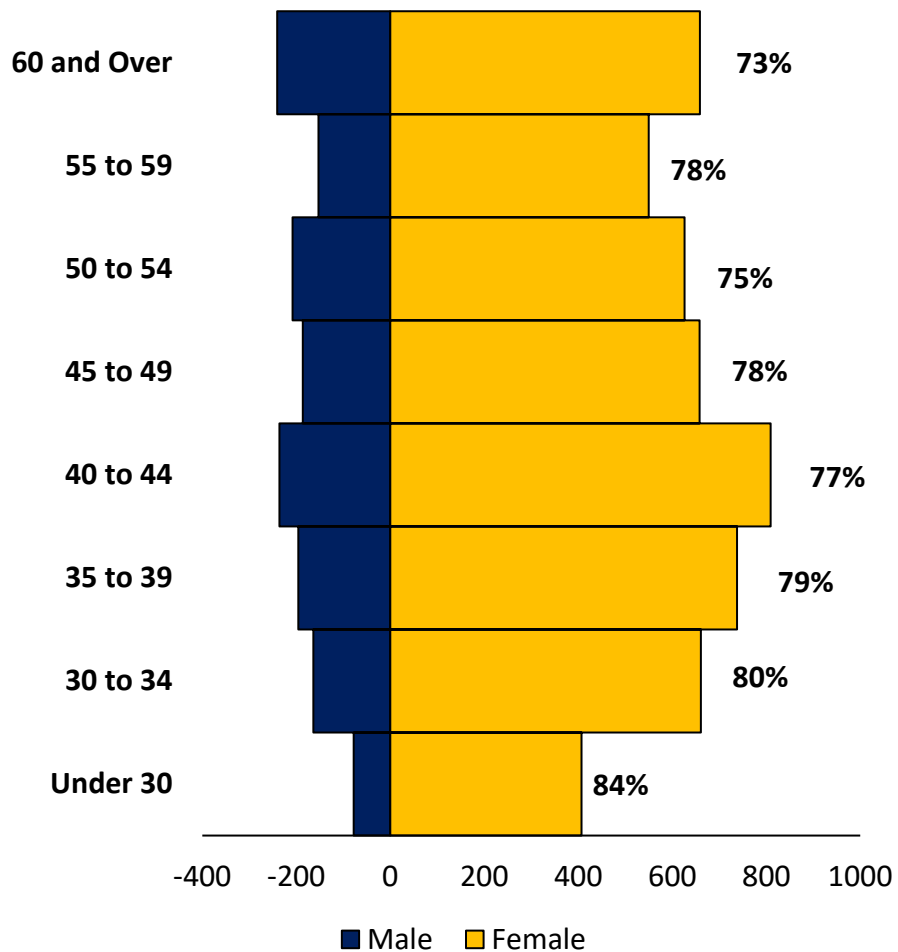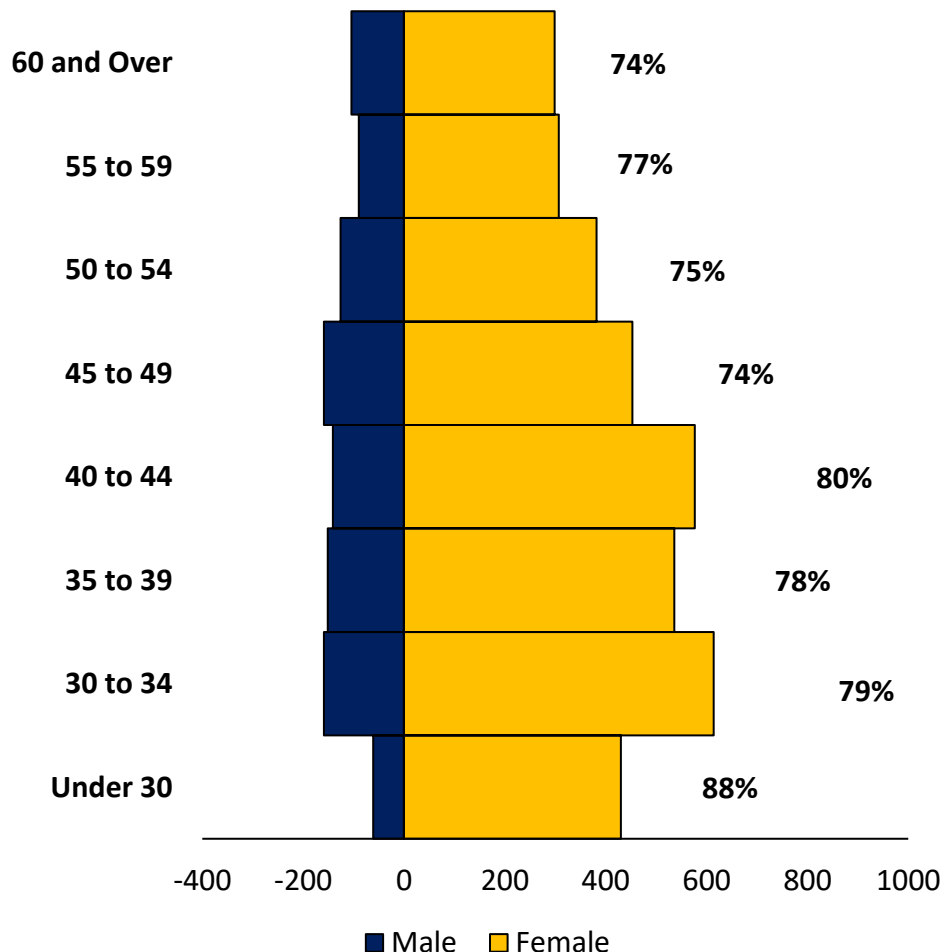
QMHP-C Median Age: 42

Over 1 in 3 under 40 yrs

Demographics: Gender and Age

Category	QMHP-A	QMHP-C
Female	78%	78%
% <40 yrs. Old	34%	43%
% >55 yrs. Old	24%	17%
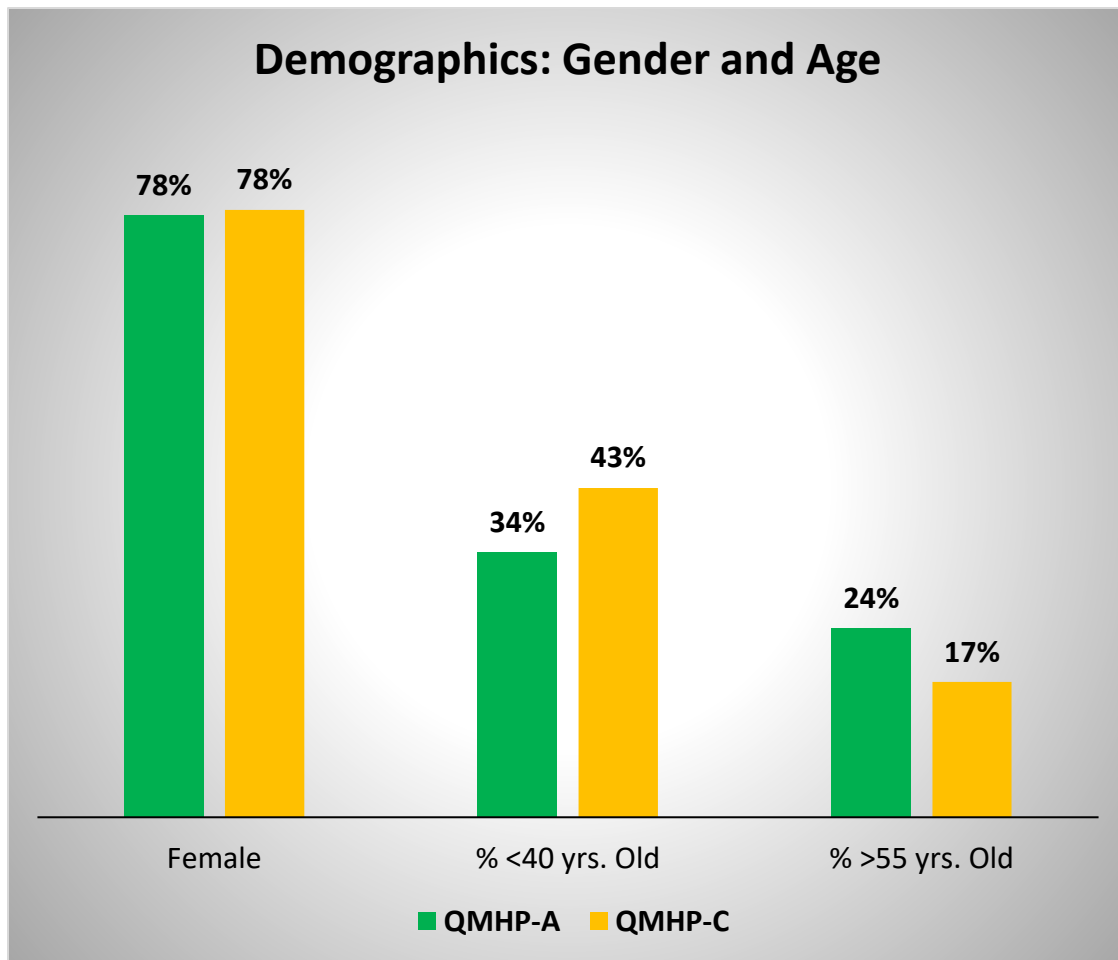
QMHP-A 2023 Population Pyramid

QMHP-C 2023 Population Pyramid

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Demographics

QMHP-C diversity index slightly higher than QMHP-A

Diversity index slightly higher for <40

Chart:

- Statewide Diversity Index: 58%
- Diversity Index: QMHP-A 55%, QMHP-C 54%
- Diversity Index Under 40: QMHP-A 56%, QMHP-C 55%
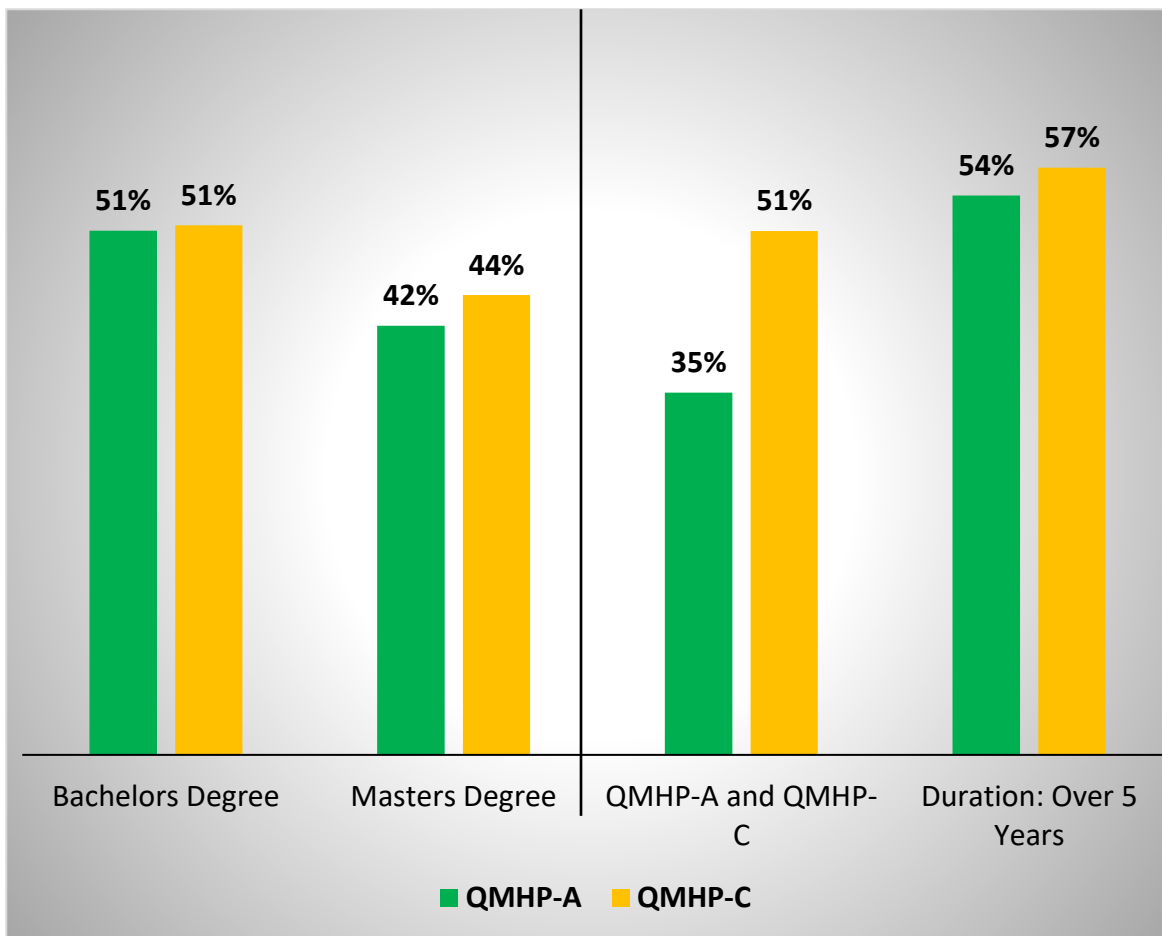
Legend: ■ QMHP-A ■ QMHP-C
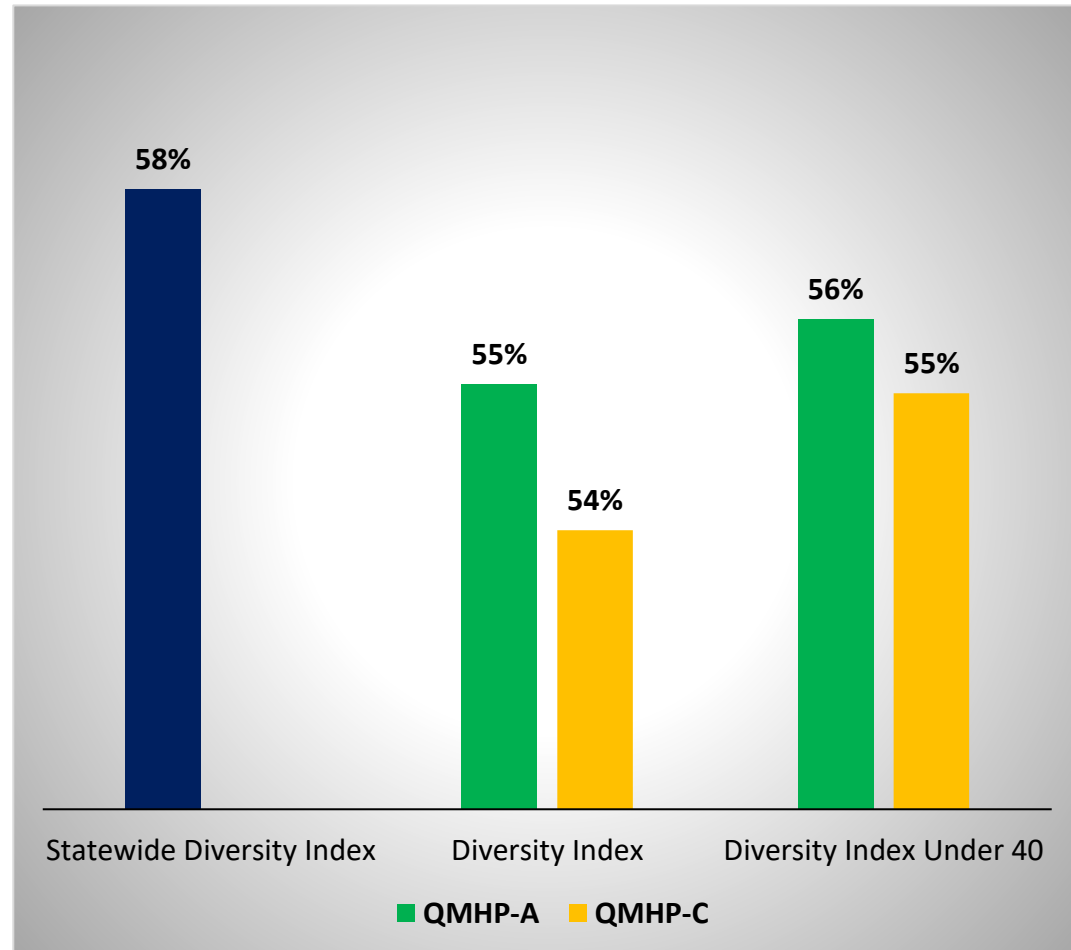
Education and Registration

Majority hold a bachelor's degree

Higher % of QMHPs-C hold both registrations

Over half have held their registration for over 5 years

	Bachelors Degree	Masters Degree	QMHP-A and QMHP-C	Duration: Over 5 Years
QMHP-A	51%	42%	35%	54%
QMHP-C	51%	44%	51%	57%

Employment

- Over 90% employed in profession
- Majority hold full-time job
- Low % who switched jobs

Employment chart (QMHP-A, QMHP-C):

	QMHP-A	QMHP-C
Employed in profession	94%	91%
Hold 1 Full-time Job	66%	61%
Employed over 2 yrs	64%	59%
Switched Jobs	8%	9%

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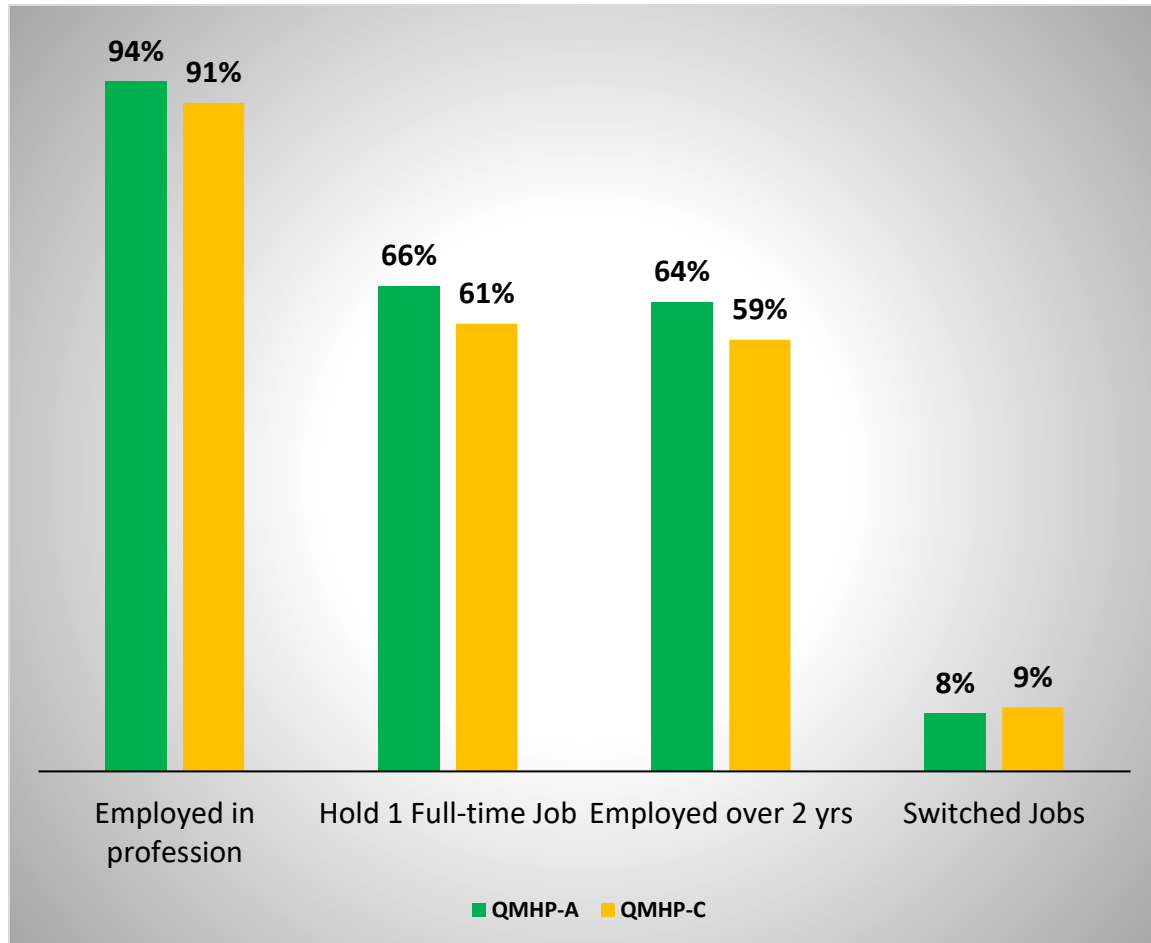
Employment Cont.

High % satisfied with job

Slightly higher % of QMHPs-A with salary

	Satisfied?	Salary/Commission	Hourly Wage
QMHP-A	95%	50%	42%
QMHP-C	96%	46%	46%

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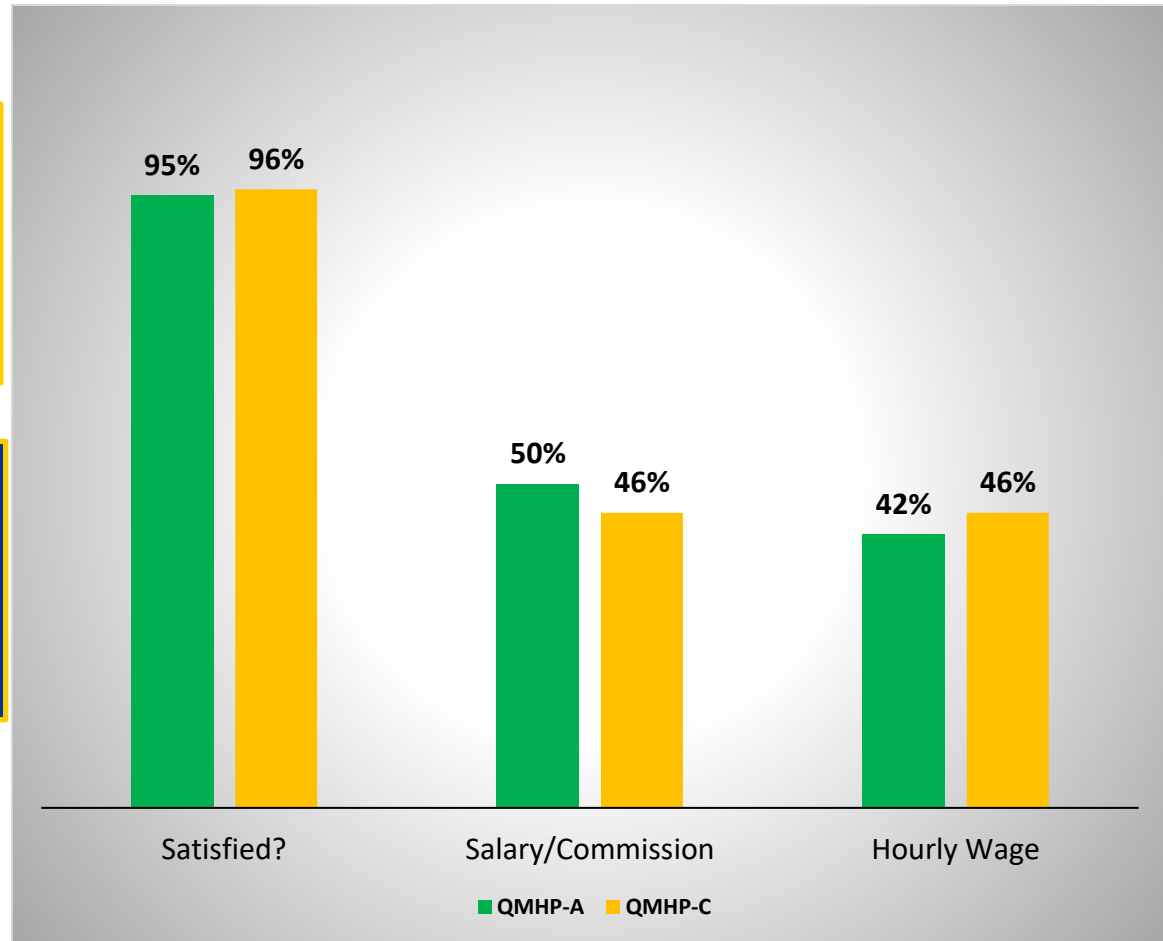
Work Roles

Majority engaged in patient care

Less than 1 in 10 in administration role

61%   64%

7%   5%

Patient Care Role   Admin. Role

QMHP-A   QMHP-C
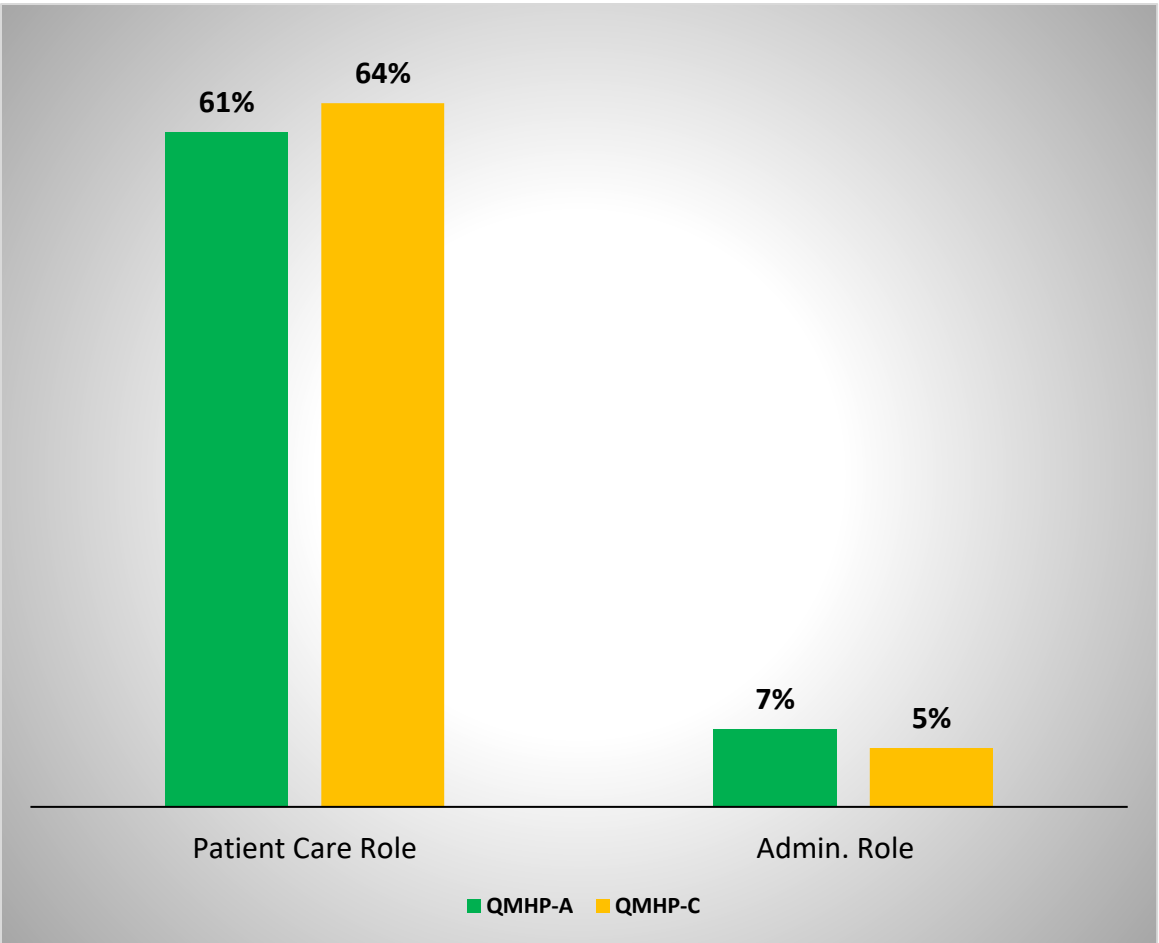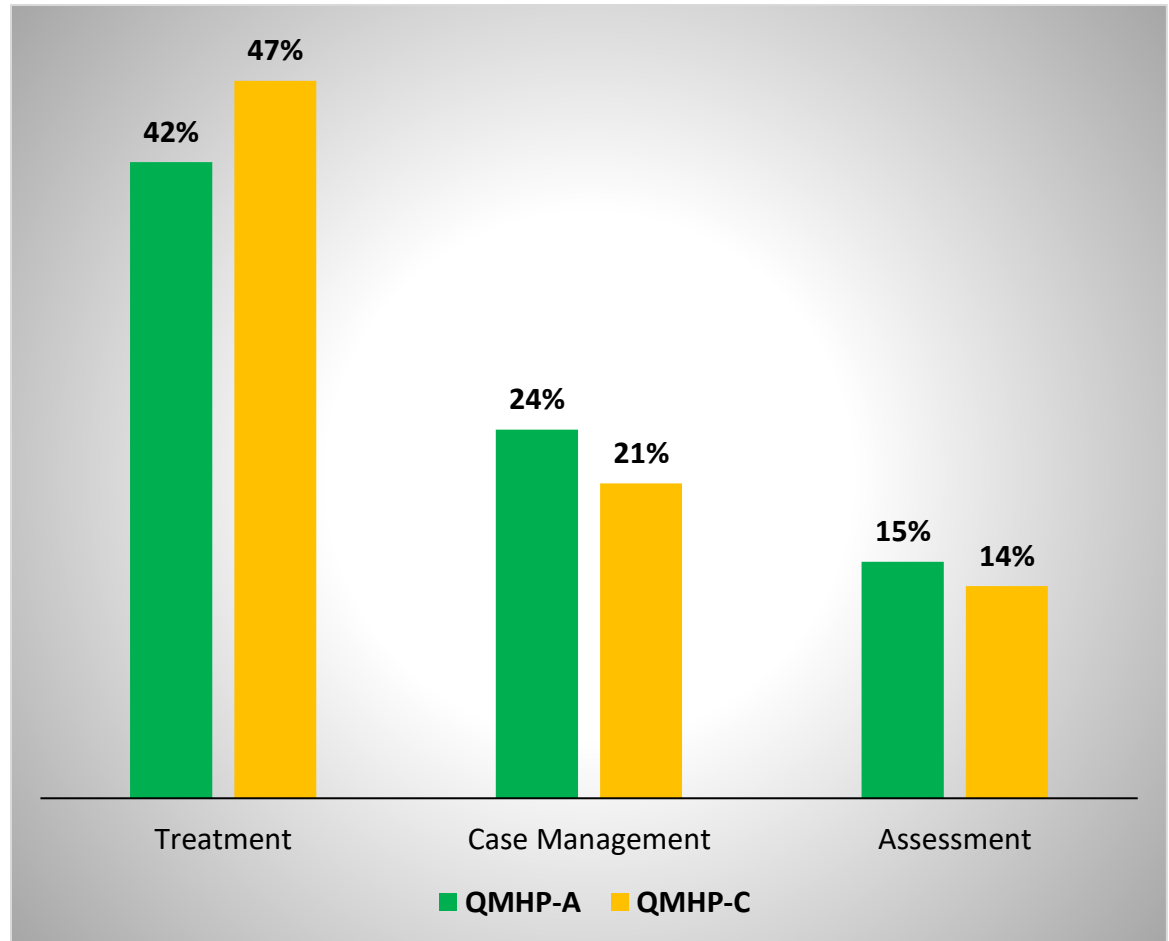
Treatment

Highest % providing treatment

Less than 1 in 5 provide assessment

47%
42%
24%
21%
15%
14%

Treatment   Case Management   Assessment

■ QMHP-A   ■ QMHP-C
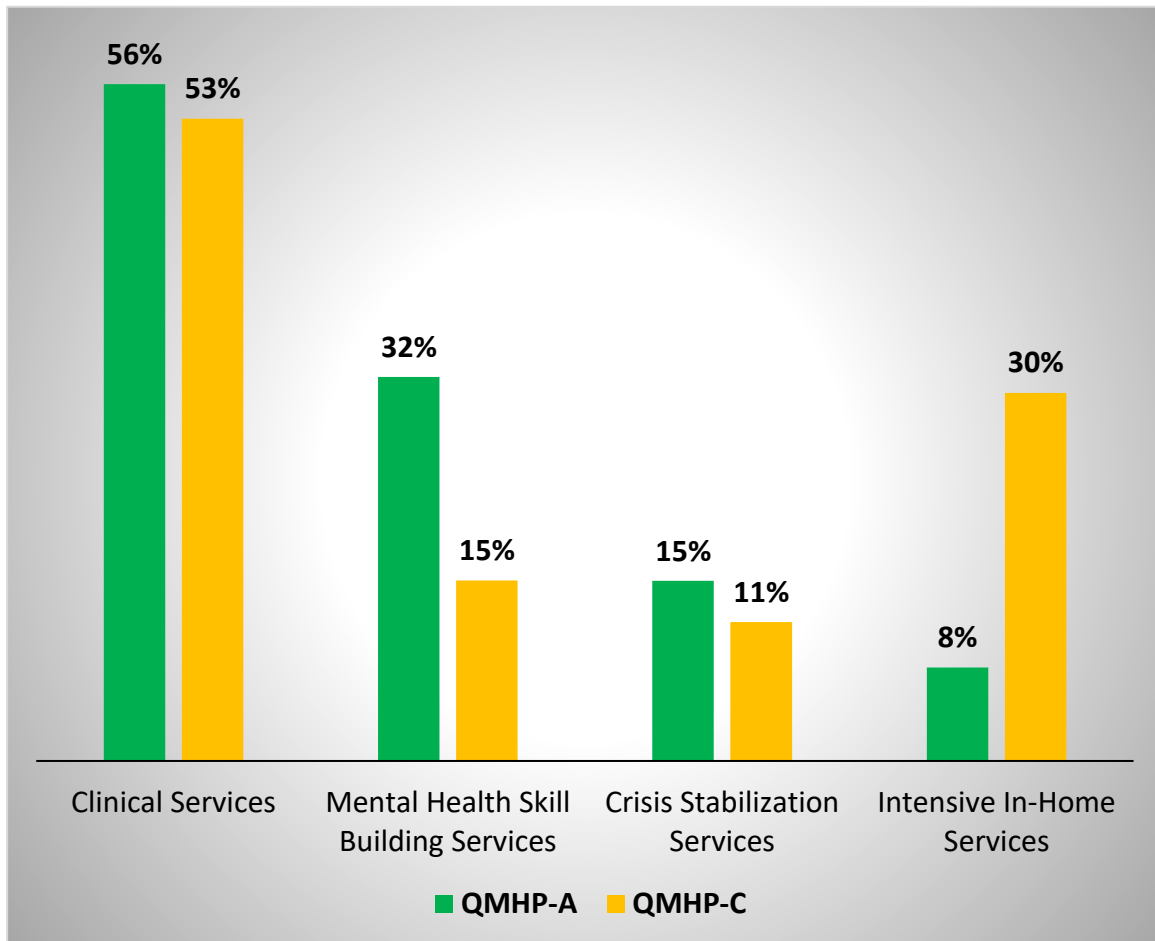
Services Provided

Majority engaged in clinical services

Higher % of QMHPs-C providing intensive in-home services

56%
53%
32%
15%
15%
11%
8%
30%

Clinical Services
Mental Health Skill Building Services
Crisis Stabilization Services
Intensive In-Home Services

■ QMHP-A ■ QMHP-C
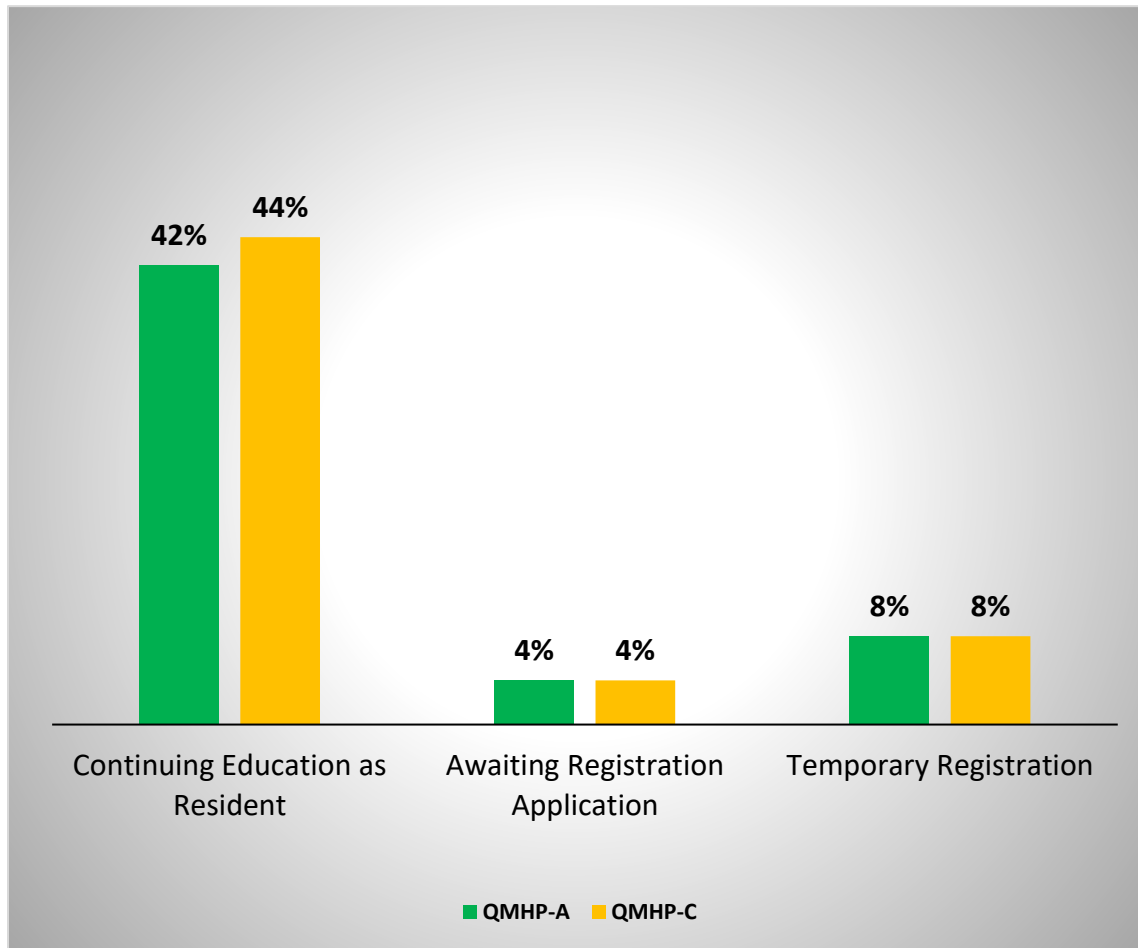
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Future Education and Registration

More than 2 in 5 intend to continue education

4% awaiting registration application

8% utilizing registration to bill for services

Chart legend: QMHP-A (green), QMHP-C (yellow)

- Continuing Education as Resident: 42% (QMHP-A), 44% (QMHP-C)
- Awaiting Registration Application: 4% (QMHP-A), 4% (QMHP-C)
- Temporary Registration: 8% (QMHP-A), 8% (QMHP-C)

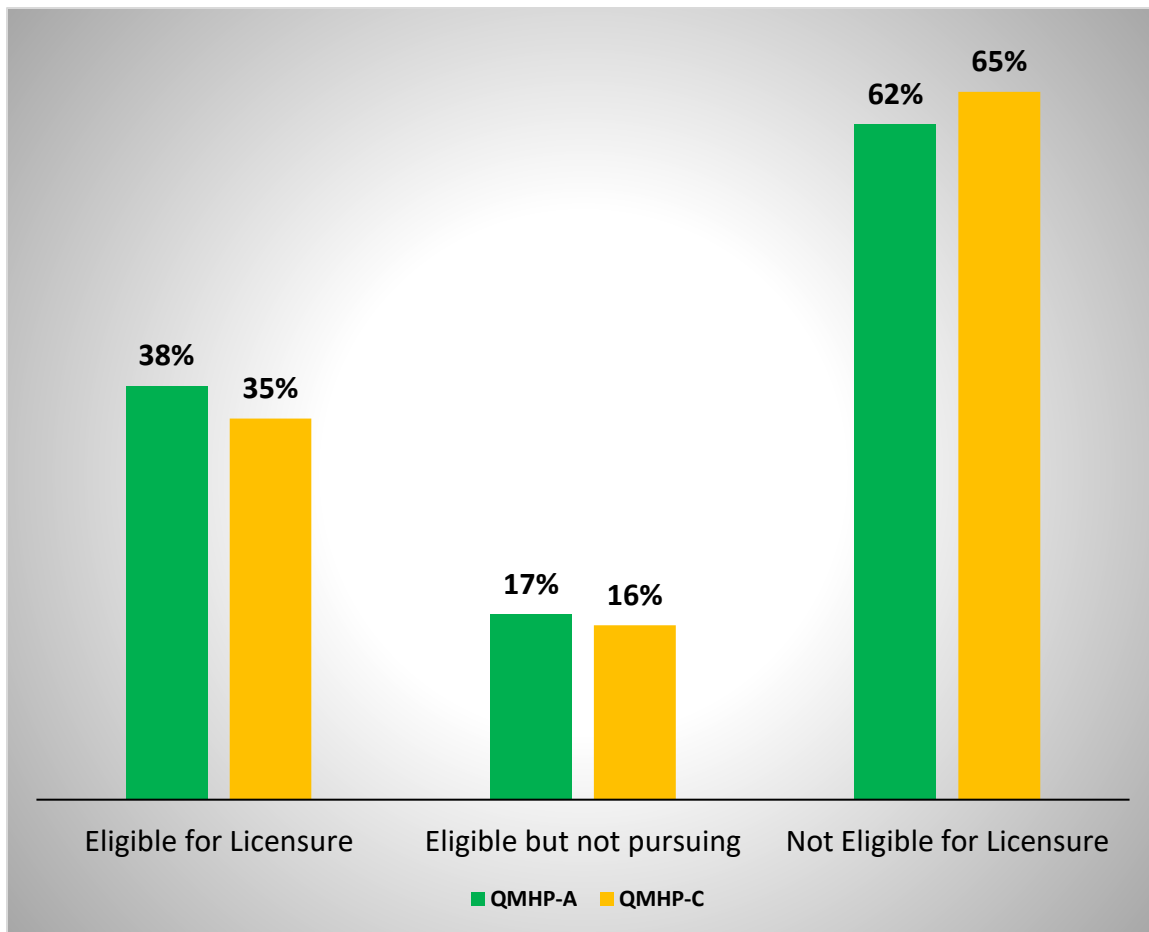Used by permission of HWDC

Eligibility

Almost 2 in 5 are eligible for licensure

Close to 1 in 5 eligible but not pursuing

Majority not eligible for licensure

	Eligible for Licensure	Eligible but not pursuing	Not Eligible for Licensure
QMHP-A	38%	17%	62%
QMHP-C	35%	16%	65%

Top 3 Reasons for Ineligibility

Most require additional education

Reason for Not Being Eligible	QMHP-A %	QMHP-C %
Additional Education Requirements	51%	57%
No Longer Pursing	15%	14%
Degree is not License Eligible	9%	10%

Geographic Distribution: QMHP-A

> Valley VA has the lowest concentration in terms of total FTEs and FTEs per capita

Full-Time Equivalency Units Provided by Qualified Mental Health Professionals-Child by Virginia Performs Region
Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 127 - 148
- 303 - 328
- 416
- 1,108 - 1,115

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

Full-Time Equivalency Units per 1,000 Residents Provided by Qualified Mental Health Professionals-Child by Virginia Performs Region
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.11 - 0.29
- 0.56 - 0.64
- 0.84 - 0.86
- 0.88

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

Used by permission of HWDC

Geographic Distribution: QMHP-C

Valley VA has lowest concentration in terms of total FTEs and FTEs per capita

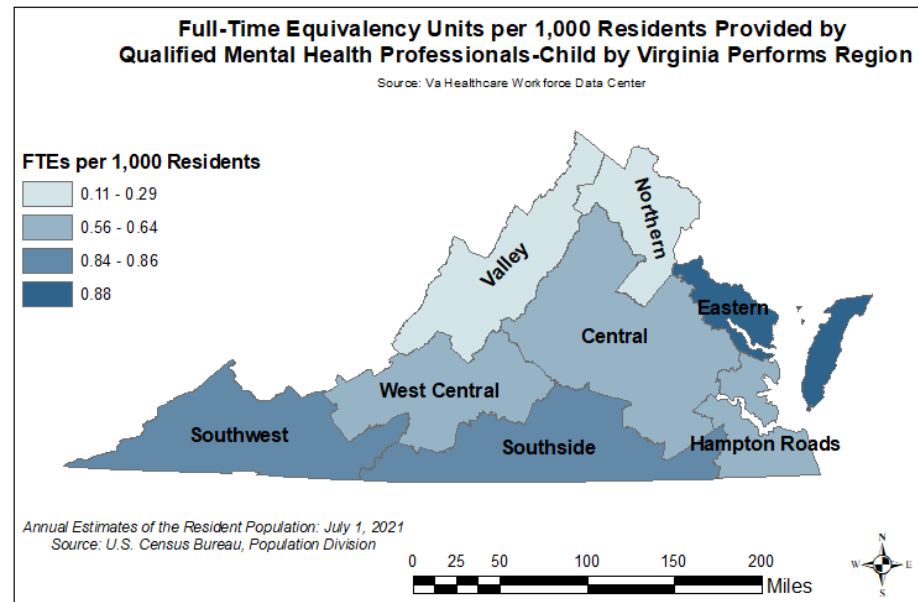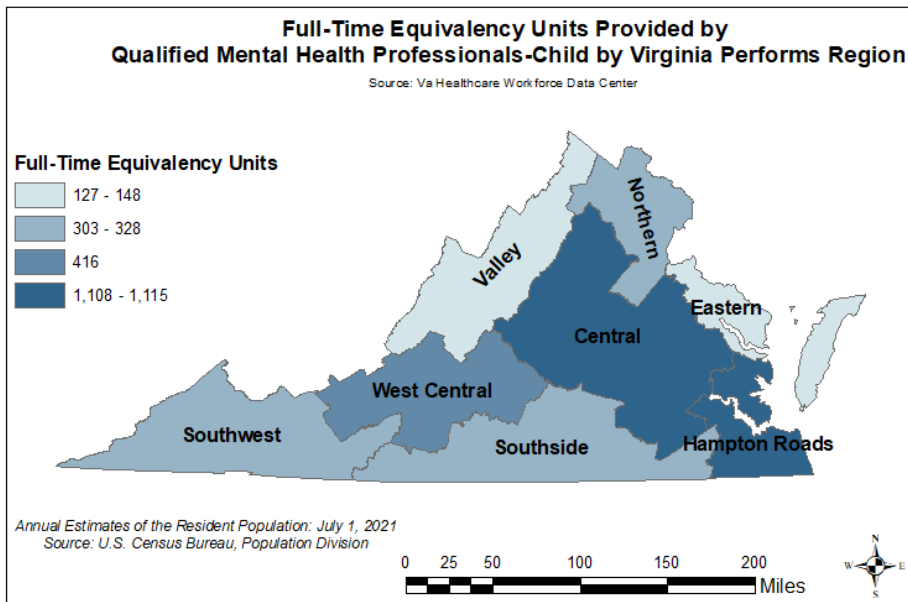**Full-Time Equivalency Units Provided by Qualified Mental Health Professionals-Child by Virginia Performs Region**

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Conclusion

- Higher number of QMHPs-A than QMHPs-C.

- Majority female workforce; high diversity index

- Most hold registration for over 5 years and employed for over 2 years; high job satisfaction

- Majority provide treatment and clinical services

- More than 2 of 5 QMHPs-A and QMHPs-C intend to continue education as a resident

Virginia Department of Health Professions

Thank you!