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Idaho Department of Labor · C.L. "Butch" Otter, Governor · Roger B. Madsen, Director
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Idaho Mental Health Professionals
Workforce
Overview

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INTRODUCTION

As part of the Health Resources and Services Administration planning grant, the Idaho Department of Labor is researching the primary care occupations including mental health care in the state. To assess the adequacy of mental health care, the department evaluated the workforce status including the current supply and estimated demand for psychologists, marriage and family therapists, counselors and social workers throughout the state. To facilitate this analysis, the Idaho Board of Occupational Licensure generously shared its licensure database with the department in fall 2011. The department also collected information about Idaho academic institutions with programs leading to careers as mental health professionals.

The first section of this paper provides a brief overview of the different mental health provider licenses available in Idaho and the requirements for obtaining each.

The second section discusses the issue of multiple licensure and details the findings of the wage record matching done between the Idaho Bureau of Occupational Licenses database and the Idaho Department of Labor's unemployment insurance tax wage records.

The remainder of the paper provides an overview of the current supply of mental health providers in the state, broken down by profession. This analysis includes employment baselines from the Idaho Bureau of Occupational Licenses database and wage information from the Idaho Department of Labor's Occupation Employment Statistics program as well as an overview of mental health care educational pathways available in Idaho and a count of how many mental health graduates are currently being produced.

KEY FINDINGS

OVERALL

Approximately 3 percent of the licensed mental health providers are licensed in multiple disciplines. Most of the overlap is between marriage and family therapists and licensed clinical professional counselors.

Licensees with higher level license types were less likely to be found in the state unemployment insurance wage records.

The great majority of unemployment insurance-covered employers employing licensed mental health providers were in the health care, education and public administration industry sectors.

PSYCHOLOGISTS

- There are 290 actively licensed psychologists with 41 licensed service extenders in the state.

- The average age for Idaho psychologists is 54.8 years. For service extenders it is 37.4.

- Idaho State University offers the only doctoral program in clinical psychology in Idaho.

MARRIAGE AND FAMILY THERAPISTS

- There are 227 actively licensed marriage and family therapists or associate marriage and family therapists in Idaho.

- The average age for marriage and family therapists in Idaho is 57.4 years.

- According to the Idaho Department of Labor Occupational Employment Report, the median hourly wage for marriage and family therapists is $26.38.

- Academic programs in marriage and family therapy are available at Idaho State University and Northwest Nazarene University.

COUNSELORS

- There are 1,456 actively licensed counselors in Idaho – 777 licensed professional counselors and 679 licensed clinical professional counselors.

- The average age for all counselors was 48.4 years. Licensed professional counselors averaged 44.4, and licensed clinical professional counselors averaged 53.

- Boise State University, Idaho State University, Northwest Nazarene University and the University of Idaho offer academic programs in counseling.

SOCIAL WORKERS

- There are 3,285 actively licensed social workers of all levels. There are 1,397 licensed social workers, 928 licensed masters social workers and 960 licensed clinical social workers.

- The average age for all social workers is 45.3 years.

- Boise State University, Brigham Young University-Idaho, Idaho State University, Lewis-Clark State College and Northwest Nazarene University offer bachelor degrees in social work. Boise State University and Northwest Nazarene University also offer accredited master's degree programs in social work.

LICENSURE REQUIREMENTS

All of the mental health professions examined in this paper are licensed by the Idaho Bureau of Occupational Licenses.

PSYCHOLOGY

Psychologists and service extenders are licensed by the Idaho Board of Psychologist Examiners.[1] Licensure requirements are codified in Title 54, Chapter 23 of Idaho Code and IDAPA 24.12.01 – Rules of the Idaho State Board of Psychologist Examiners.

Obtaining a license to practice psychology in Idaho, known as a PSY license, requires a doctoral degree in psychology, proof of acceptable moral character, two years of supervised experience including one year of postdoctoral supervision and passing the Association of State and Provincial Psychology Boards' Examination for Professional Practice in Psychology.

A senior psychology license, called a PSYS, may be granted to any person who has maintained a valid psychology license for at least 20 years and has documented practice of psychology for five of the previous seven years.

A licensed psychologist may request inactive status, known as PSYI, during license renewal. Inactive licenses have a reduced renewal fee and the continuing education requirement for maintaining a PSY license is waived, but licensees may not practice in Idaho with an inactive license. To regain active status, the licensee must pay the difference in renewal fee and show that all annual continuing education requirements have been met within the past 12 months.

Service extenders practice psychology under the administrative control of a licensed psychologist, who formulates a supervisory plan for the service extender. Obtaining a service extender license requires either an Idaho license to practice any profession that requires a master's degree, known as a Category I SE license, or else a master's degree in psychology, counseling or human development, known as a Category II SE license. Service extenders practice under the name and credentials of the psychologist with whom they work, may not use any title with the word "psychologist" or any variant of the word and depending on whether they have a Category I or Category II license may only deliver a limited portion of their service while the licensed psychologist is not on site.

MARRIAGE AND FAMILY THERAPY

Marriage and family therapists are licensed by the Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists.[2] Licensure requirements are codified in Title 54, Chapter 34 of Idaho Code and IDAPA 24.15.01 – Rules of the Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists. Marriage and family therapy, in contrast to counseling, focuses on the relationships between individuals.

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[1] http://www.ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=PSY
[2] http://www.ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=COU

Marriage and family therapy licensure requires good moral character and the completion of a graduate degree in marriage and family therapy or counseling. State law further specifies the credit hours required in certain study years. Licensees must also complete a one-year practicum with 300 hours of supervised practice, 150 of which must be with couples or families.

There are two levels of licensure for marriage and family therapists. The first level is licensed associate marriage and family therapists, who have passed the National Marital and Family Therapy Examination required by the board but who are not yet permitted to practice without supervision. These associate therapists may become licensed marriage and family therapists by accumulating 3,000 hours of postgraduate supervised practice over a period of at least two years. Licensed Marriage and family therapists are allowed to practice independently.

A senior status may be applied to a licensed marriage and family therapist, known as LMFTS. Licensees over 65 are eligible for senior status, which entitles them to a reduced renewal fee but does not change the continuing education requirement for maintaining a license.

Inactive status, known as LMFTI, may be requested during license renewal. Inactive licensees pay a reduced license renewal fee and their continuing education requirement is waived while they remain on inactive status, but they cannot practice in Idaho. To regain active status, the licensee must pay the difference in renewal fee and show that all annual continuing education requirements have been met within the past 12 months.

COUNSELING

Like marriage and family therapists, counselors are licensed by the Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists, and counseling licensure is codified by the same rule book and same chapter of Idaho Code. Counseling, in contrast to marriage and family therapy, focuses more on the development and adjustment of individuals including diagnosis and assessment.

There are two levels of counseling licensure. Licensed professional counselors have achieved a master's degree in counseling including an advanced counseling practicum, 1,000 hours of supervised practice and have passed the National Counselor Examination.

Licensed clinical professional counselors have amassed two additional years of supervised practice as a licensed professional counselor totaling at least 2,000 hours and have passed the National Clinical Mental Health Counselor Examination. Supervised practice for the clinical license is gained under a registered supervisor and includes training in diagnosis. Both licensed professional and licensed clinical professional counselors can practice independently, but the licensed professional counselor does not automatically make the practitioner eligible for third-party billing, and only licensed clinical professional counselors can bill Medicaid.

Both counseling licenses may have senior status, known as LPCS and LCPCS, or inactive status, known as LPCI and LCPCI, applied to them. These statuses apply in the same way they do for marriage and family therapy licensees described above.

SOCIAL WORK

Social workers are licensed by the Idaho Board of Social Work Examiners.[3] Licensure requirements are codified in Title 54, Chapter 32 of Idaho Code and IDAPA 24.14.01 – Rules of the State Board of Social Work Examiners.

There are three levels of social work licensure. Licensed social workers have attained a bachelor's degree in social work from an approved program and passed the Association of Social Work Boards bachelor's examination. They may not practice psychotherapy.

Licensed masters social workers have completed a master's degree in social work from an approved program and passed the national association's master's examination. They may practice psychotherapy under the supervision of a clinical social worker, psychologist or psychiatrist.

Licensed clinical social workers have completed two years of supervised practice as licensed masters social workers with a focus on clinical social work – "assessment, diagnosis and treatment of mental, emotional, and behavioral disorders, conditions and addictions."[4] The supervised practice must consist of at least 1,750 hours of direct client contact involving treatment and 1,250 hours of assessment, diagnosis and other clinical social work. Licensed clinical social workers have also passed the national association's clinical examination. They may practice psychotherapy independently.

Additionally, there is an endorsement for private/independent practice for licensed and licensed masters social workers, indicated by an "I" at the end of the license type – LSWI and LMSWI. This is obtained by completing two years of supervised practice totaling 3,000 hours at the level at which the independent endorsement is sought.

Finally, a social worker at any level may request inactive status during license renewal. Similar to inactive status for the other licensed mental health professionals, social workers with inactive status pay a reduced renewal fee and their continuing education requirement is waived but they cannot practice in Idaho while on inactive status.

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[3] http://www.ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=SWO
[4] IDAPA 24.14.01 – Rules of the State Board of Social Work Examiners

MULTIPLE LICENSE HOLDERS

In the licensure database the Idaho Bureau of Occupational Licenses shared with Idaho Department of Labor researchers there were 174 individuals with multiple licenses. Mental health providers may seek multiple licenses for a number of reasons including Medicaid billing requirements, certification required to hold a particular job, diversification of practice or policy changes that affect licensure. Multiple licensure is a reflection of the complicated mental health care system within which these providers work.

It is important to consider the issue of multiple licensure because it affects how the mental health workforce looks through the lens of the licensing board database. Within this report multiple license holders are counted more than once in the employment benchmarks – once for each license they hold. This issue also affects wage-record-matching analysis and makes it more difficult to discern what kind of work a mental health provider is doing by looking at wage records.

The nature of the license overlap is shown in the table below:

Type of License	LPC	LPCI	LPCS	LCPC	LCPCI	LCPCS	LSW	LSWI	ILSW	LCSW	PSY	PSYI	SE
LAMFT	*			*									
LMFT	11			73						11	*		
LMFTI		*			*								
LMFTS			2			*							
LPC							18	*		*	*	*	7
LPCI													
LPCS													
LCPC							18				5		7
LCPCI									*			*	
LCPCS											*		
LSW													
LSWI													
ILSW													
LCSW													*

*Suppressed for confidentiality.

Key to Type of License			
LAMFT	Licensed Associate Marriage and Family Therapist	LCPCS	Licensed Clinical Professional Counselor, Senior
LMFT	Licensed Marriage and Family Therapist	LSW	Licensed Social Worker
LMFTI	Licensed Marriage and Family Therapist, Inactive	LSWI	Licensed Social Worker, Independent
LMFTS	Licensed Marriage and Family Therapist, Senior	ILSW	Inactive Licensed Social Worker
LPC	Licensed Professional Counselor	LCSW	Licensed Clinical Social Worker
LPCI	Licensed Professional Counselor, Inactive	PSY	Psychologist
LPCS	Licensed Professional Counselor, Senior	PSYI	Psychologist, Inactive
LCPC	Licensed Clinical Professional Counselor	SE	Service Extender
LCPCI	Licensed Clinical Professional Counselor, Inactive		

Additionally, there were three individuals with three different licenses and one with two distinct service extender licenses.

WAGE RECORD MATCH

To get a better picture of mental health care workers practicing in Idaho, Social Security numbers from the database provided by the Idaho Bureau of Occupational Licenses were matched to the Department of Labor's unemployment insurance tax wage records. The wage records include quarterly total wages by employer for every worker in the state who is covered by unemployment insurance. Coverage is defined in Title 72, Chapter 13 of Idaho Code and constitutes approximately 85 percent to 90 percent of the total labor force. Unemployment insurance records also contain information about that worker's employer including an industry code. Although not all people working in Idaho are documented in these wage records, comparing licensing bureau data to wage records gives a better idea of how many licensed mental health care workers actually practice in Idaho and what industries they work in.

The table below shows the wage-record match rate for each license type and for each profession as a whole. This is a match between license and wage records, not distinct licensee and wage records. Because 174 licensees held more than one license, the sum of wage-record matches is greater than the number of individual licensees found in the unemployment insurance records.

The overall match rate for all licenses in the licensing board's database was 71.88 percent. Taken as a whole, social workers were matched at the highest rate of all the professions at 77.26 percent, and psychologists including service extenders had the lowest match rate at 44.1 percent.

Within each profession, the licenses requiring more qualifications and with more freedom to practice independently had lower match rates than entry level licenses. This is to be expected since many mental health providers with licenses to practice independently are likely to have their own private practices, and sole proprietors are not covered by unemployment insurance.

IBOL* Licenses Matched to UI Tax Wage Records				
Profession	License Type	Active Licenses	Wage Record Matches	Percent Matched
Marriage & Family Therapist	**All MFTs**	**227**	**124**	**54.63%**
	LAMFT	11	8	72.73%
	LMFT	**216**	**116**	**53.70%**
Counselor	All COUs	1,456	1,001	68.75%
	LPC	**777**	**591**	**76.06%**
	LCPC	679	410	60.38%
Psychologist	**All PSYs**	**331**	**146**	**44.11%**
	PSY	290	120	41.38%
	SE	**41**	**26**	**63.41%**
Social Worker	All SWs	3,285	2,538	77.26%
	LSW	**1,380**	**1,127**	**81.67%**
	LSWI	17	14	82.35%
	LMSW	**921**	**753**	**81.76%**
	LMSWI	7	4	57.14%
	LCSW	**960**	**640**	**66.67%**
TOTAL		5,299	3,809	71.88%

Note: All include senior licenses; *Idaho Bureau of Occupational Licenses.
Source: Idaho Department of Labor unemployment insurance records.

Researchers looked at the employers of licensed mental health professionals to get a more detailed picture of their working situations in Idaho. For simplicity, the analysis focused on wage records for the third quarter of 2011, which was the quarter closest to the licensing board data available at the time of the analysis. Of the 3,809 licenses checked against wage records in the first three quarters of 2011, 3,459 active licensees matched wage records in the third quarter. Of these, 2,923 had one employer associated with their Social Security numbers, 467 had two employers and 69 had three or more employers. The maximum number of employers associated with one licensee was six. The total number of wage records matched to mental health licensees in the third quarter of 2011 was 4,083. This was greater than the number of licensees found in the wage record database due to the multiple job holders.

At this time, it is not possible to use wage records to determine how many hours mental health providers work on average, what their average wages are or what occupations people with the different license types are most likely to be employed in because Idaho's unemployment insurance tax program does not collect information on occupation or hours worked. However, wage records do show the North American Industry Classification System codes assigned to employers with Bureau of Occupational Licenses licensees as employees, which provide some information about what sorts of jobs licensees work.

Overall, the majority of licensee wage records – 51.3 percent – were with employers in the health care and social assistance sector. Psychologists including service extenders had the highest proportion of wage records in this sector at 58 percent. Second highest was in education services at 20.5 percent of all licensees. Licensed counselors had the highest proportion of those wage records at 38 percent, which is unsurprising given the availability of school counseling degrees in Idaho. Third highest was public administration, or government, at 18.9 percent for all licensees. The majority of wage records in this sector were found in the administration of human resource programs, which includes agencies such as the Department of Health and Welfare and the Veterans Administration. Social workers had the highest proportion of wage records in this sector at 25.22 percent, which makes public administration the second most common employment sector for social workers.

Trailing these three major sectors was administrative support and waste services – which includes temporary employment agencies, employment placement agencies and employee leasing services – at 2.31 percent, other services at 1.6 percent and retail trade at 1.05 percent. The majority of licensees in retail trade were social workers. The remaining 4.28 percent were spread thinly across the rest of the industry sectors. Overall, social workers had the highest proportion of wage records outside of the top three industry sectors at 9.95 percent, and psychologists had the lowest proportion at 7.98 percent.

Industries Employing Mental Health Professionals, Third Quarter 2011					
NAICS Industry Sector	All MFT	All COU	All SW	All PSY	All Professions
62 - Health care and social assistance	54.62%	43.38%	54.83%	57.98%	51.37%
61 - Education	25.21%	37.98%	10.00%	30.85%	20.50%
92 - Public administration	10.92%	10.53%	25.22%	3.19%	18.90%
56 - Administrative & waste services	5.04%	2.16%	2.39%	0.53%	2.31%
81 - Other services	0.84%	1.62%	1.77%	0.00%	1.60%
44-45 - Retail trade	0.00%	0.54%	1.48%	0.00%	1.05%
54 - Professional and technical services	0.00%	1.08%	0.81%	3.19%	1.00%
All other industries	3.36%	2.70%	3.49%	4.26%	3.28%
TOTAL	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

LICENSURE DATA AND SUPPLY

The employment benchmarks for mental health care providers are based on the licensure data provided by the Idaho Bureau of Occupational Licenses. The bureau database includes information about each license issued including licensee's name, birth date, address at time of licensure, initial license issue date and sometimes education.

This analysis was further informed by labor market information produced by the Idaho Department of Labor using Bureau of Labor Statistics protocols, which allow labor market information to be compared consistently among occupations and across geographies. Employment, wages and projected employment growth are published for each occupation by Standard Occupational Classification code. In some cases data are not published due to small numbers of employment in an occupation or other confidentiality concerns.

Standard Occupational Classification codes classify jobs into occupations based on the primary duties of the occupation. This classification is done without regard to education or licensure status of the job holder. In the case of mental health providers, there are rarely occupation codes that directly correspond to the licensure or education status of a worker. For example, a licensed social worker may work as a hospice social worker and a licensed clinical social worker may work as a public health social worker. Both of these social workers would be classified as health care social workers. The wage and employment information would be aggregated under the single occupation code 21-1022 Medical and Public Health Social Workers.

The Idaho Department of Labor produces an Occupational Employment & Wage Survey that reports wages by occupations statewide, regionally and metropolitan statistical area. The entry wage is the average for the bottom 33 percent of workers in an occupation. All wage data in this publication is taken from the Idaho Department of Labor Occupational Employment and Wage Release 2011.

Information on educational programs was obtained through a survey of some of the psychology, counseling and social work programs in the state and from the Integrated Postsecondary Educational Data System.

PSYCHOLOGISTS

EMPLOYMENT BASELINE

The licensing bureau database contains 301 psychologist licenses, 290 of which are active, and 41 service extender licenses. There were no senior psychologist licenses in the database. The remainder of this analysis will focus only on the active licenses, and because the number of service extenders is small, they will be grouped together with psychologists unless otherwise noted.

Idaho Psychology and Service Extender Licenses	
PSY	290
PSYI	11
SE	41
Total Active	331
Total	342

Eleven psychologists and 17 service extenders held another mental health provider license – mostly licensed professional and licensed clinical professional counselors.

Of all the licensees with either a psychologist license or service extender license, the vast majority – 262 – had addresses in Idaho listed in the licensing bureau database. A smaller portion – 29 – listed addresses in Washington and the rest were in other states.

In Idaho both psychologists and service extenders were greatest in number in southwestern Idaho which is to be expected considering the large population. Comparing licensees with addresses in each region with population figures from the 2010 census showed that statewide, there were an average of 14.3 psychologists and 2.4 service extenders per 100,000 people. North central Idaho had the greatest concentration of providers with 25.6 per 100,000 people. South central Idaho had the lowest concentration of providers with only 7.5 per 100,000 people, and the eastern and northern regions also had lower concentrations than the state average.

State Distribution of Active Psychology Licenses by Licensees' Addresses	
Idaho	262
Washington	29
Utah	8
California	6
Texas	5
All Other	21
TOTAL	331

Region Distribution of Active Psychologists and Service Extenders by Licensees' Addresses			
Area	PSY+SE	2010 Census	Providers per 100,000 Population
Statewide	262	1,567,582	16.71
Northern	25	212,393	11.77
North Central	27	105,358	25.63
Southwestern	138	690,258	19.99
South Central	14	185,790	7.54
Southeastern	36	166,284	21.65
Eastern	22	207,499	10.60

The average age of active Idaho psychologists on Nov. 9, 2011, the date the licensure data was provided by the licensing bureau, was 54.8 years while the average age of service extenders was 37.4. Psychologists were all between 32 and 83 years of age, and service extenders' ages ranged from 21 to 66 years. Regionally, northern Idaho had the highest average age for psychologists at 58.9 and southeastern Idaho had the lowest average age at 51.9.

The greatest number of psychologists was in the 55 to 64 age range, and there was a greater number over 65 than there were under 40. While it is not surprising that age is skewed toward the higher end because the psychologist license requires a doctoral degree plus additional time for supervised practice, the high number of active psychologists close to or over retirement age could have implications on the availability of care in the future. Service extenders are heavily skewed towards the lower end of the age spectrum. This suggests that for most this is a temporary position, and most go on to earn a license that allows them more freedom in their practice.

Psychologist Average Ages by Region		
	Psychologist	Service Extender
Statewide	54.8	37.4
Northern	58.9	*
North Central	52.5	*
Southwestern	53.6	*
South Central	55	*
Southeastern	51.9	*
Eastern	57.1	*

*Suppressed for confidentiality

Age Distribution of Psychology Licenses		
Ages	Psychologist	Service Extender
<35	9	24
35-44	62	9
45-54	65	*
55-64	96	*
65-74	49	*
>75	9	*

*Suppressed for confidentiality

WAGES

There are three Standard Occupational Classification codes that encompass psychologists. Most of Idaho's licensed psychologists will fall into the first category of 19-3031 Clinical, Counseling and School Psychologists. The other psychologist occupations are 19-3032 Industrial-Organizational Psychologists and 19-3039 Psychologists, All Other. Available wage information is provided for comparison purposes.

Clinical, Counseling and School Psychologists: "Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral and emotional problems, using individual, child, family and group therapies. May design and implement behavior modification programs." Examples include: Child Psychologist, Geropsychologist, School Psychologist, vocational psychologist.

Hourly Wages by Region Clinical, Counseling and School Psychologists					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$16.82	$24.87	$31.42	$19.75	$35.49
Region 1	$18.76	$21.25	$22.13	$19.64	$22.85
Region 2	$22.58	$39.37	$51.34	$25.20	$77.37
Region 3	$18.90	$29.57	$36.10	$21.71	$39.09
Region 4	$9.07	$17.15	$18.57	$9.05	$24.47
Region 5	$12.88	$24.66	$30.58	$15.60	$31.51
Region 6	$15.27	$25.15	$27.74	$16.57	$35.53

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Clinical, Counseling and School Psychologists					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$16.82	$24.87	$31.42	$19.75	$35.49
CDA	$20.05	$21.13	$22.06	$19.72	$22.55
Lewiston	*	*	*	*	*
Boise-Nampa	$18.90	$29.57	$36.10	$21.71	$39.09
Pocatello	$10.82	$21.09	$23.59	$12.41	$29.95
Idaho Falls	$14.75	$24.81	$25.84	$15.55	$33.57

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Industrial-Organizational Psychologists: "Apply principles of psychology to human resources, administration, management, sales and marketing problems. Activities may include policy planning; employee testing and selection, training and development; and organizational development and analysis. May work with management to organize the work setting to improve worker productivity." Examples include: Engineering Psychologist, Human Resources Psychologist, Management Psychologist.

There are no publishable wages for this occupation in Idaho.

Psychologists, All Other: "All psychologists not listed separately." Examples include: Forensic Psychologist, Social Psychologist, Sports Psychologist.

Hourly Wages by Region Psychologists, All Other					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	**$31.30**	**$35.06**	**$40.37**	**$31.74**	**$41.97**
Region 1	*	*	*	*	*
Region 2	*	*	*	*	*
Region 3	$32.32	$35.28	$43.06	$32.20	$45.89
Region 4	*	*	*	*	*
Region 5	*	*	*	*	*
Region 6	*	*	*	*	*

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Psychologists, All Other					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	**$31.30**	**$35.06**	**$40.37**	**$31.74**	**$41.97**
CDA	*	*	*	*	*
Lewiston	*	*	*	*	*
Boise-Nampa	$32.32	$35.11	$43.17	$32.11	$45.89
Pocatello	*	*	*	*	*
Idaho Falls	*	*	*	*	*

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

EDUCATION AND TRAINING PROGRAMS

Idaho State University offers the only doctoral program in clinical psychology in Idaho.

The Idaho State University psychology program has a capacity of 30 seats. It admits six applicants each year, approximately 10 percent of eligible applicants to the program.

Idaho State University conferred 29 Psy.D.s from academic years 2005-2006 through 2010-2011. The number graduating each year varied widely though the program consistently graduates more women than men.
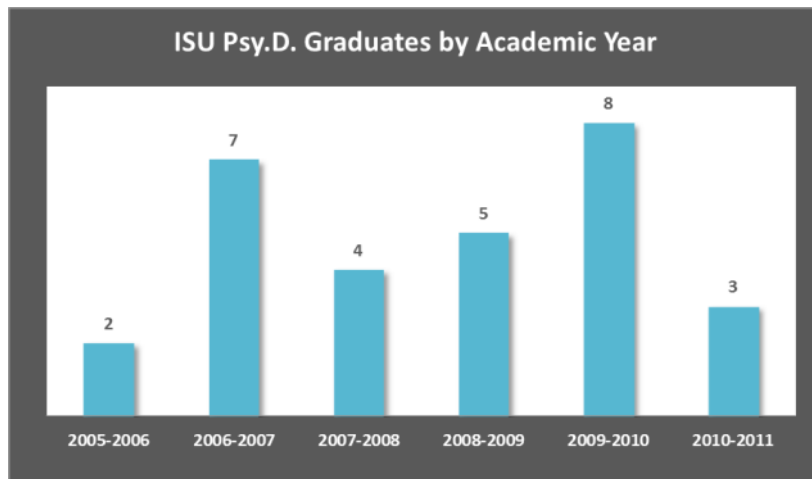
2010 Survey of Idaho Clinical Psychology Programs.

HISTORICAL SUPPLY

The following chart shows the number of psychologists receiving licensure per year for the past 10 years.

Idaho Board of Occupational Licensing, Fall 2011.

MARRIAGE AND FAMILY THERAPISTS AND COUNSELORS

EMPLOYMENT BASELINE — MARRIAGE AND FAMILY THERAPISTS

Marriage and family therapists are licensed by the Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists. There are 239 marriage and family therapist licenses recorded in the Bureau of Occupational Licenses' database, 227 of which are active. The rest of this analysis will focus only on the active licenses.

The majority of licenses are at the full licensed marriage and family therapist level with a smaller number of licensed associate marriage and family therapists and senior licensed marriage and family therapists as shown in the table to the right. Since licensed therapists comprise such a great majority of licensees and the difference in license levels is not great, all license types will be taken as a whole for the remainder of this analysis unless otherwise noted.

Idaho Marriage and Family Therapy Licenses	
LMFT	213
LMFTS	3
LMFTI	12
LAMFT	11
Total Active	227
TOTAL	239

Nearly half of the marriage and family therapists licensed in Idaho – 105 – held an additional mental health provider license recorded in the licensing bureau database. Most of these additional licenses were counseling licenses. The most common overlap was with licensed clinical professional counselors with 74 therapists holding that additional license.

As expected, over 90 percent of licensees are located in Idaho, based on addresses listed in the licensing bureau database. A handful of practitioners had addresses in Washington and California, and the remainder were scattered across other states.

State Distribution of Active Marriage and Family Therapist Licenses by Licensees' Addresses	
Idaho	206
Washington	5
California	5
All Other	11
TOTAL	227

Over half of the licensed marriage and family therapists in Idaho had addresses in the southwestern part of the state. That region also had the greatest number of marriage and family therapists per capita at 16.4 per 100,000 people compared to the statewide concentration of 13.1 per 100,000. North central and southeastern Idaho had the fewest therapists per 100,000 people – 4.7 and 4.8 respectively.

Region Distribution of Marriage and Family Therapists			
	2011 Baseline	2010 Census	Per 100,000 Population
Statewide	206	1,567,582	13.14
Northern	29	212,393	13.65
North Central	5	105,358	4.75
Southwestern	113	690,258	16.37
South Central	22	185,790	11.84
Southeastern	8	166,284	4.81
Eastern	29	207,499	13.98

Average Age of Marriage and Family Therapists	
Statewide	54.7
Northern	57.8
North Central	54.1
Southwestern	55.4
South Central	55.8
Southeastern	55.7
Eastern	47.2
Out of State	57.3
All	54.7

Marriage and family therapists ranged from 26 to 81 years of age. The average age for all therapists was 57.4, which was the same for all those with in-state addresses. The northern region had the highest average age at 57.8 and eastern Idaho had the youngest overall average of 47.2.

As suggested by the statewide average age of therapists, the greatest number fell in the 55 to 64 age range.

Age Distribution of Marriage and Family Therapists	
<35	10
35-44	42
45-54	51
55-64	81
65-74	38
>75	5
TOTAL	227

EMPLOYMENT BASELINE — COUNSELORS

Counselors are licensed by the Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists. There are 1,495 counselor licenses in the Bureau of Occupational Licenses database, 1,456 of which are active. There are slightly more licensed professional counselor licenses than licensed clinical professional counselor licenses – 777 versus 679. The active license count includes senior level licenses, which are grouped together with regular licenses for the remainder of this analysis unless otherwise noted.

Idaho Counseling Licenses	
LPC	775
LPCS	2
LCPC	673
LCPCS	6
Inactive LPC	29
Inactive LCPC	10
Total Active	1,456
Total	1,495

Roughly 10 percent of counselors licensed in Idaho – 154 – held an additional mental health provider license, recorded in the licensing bureau database. In addition to the considerable overlap between counselor and marriage and family therapist licenses discussed in the marriage and family therapy employment baseline section above, there were 39 counselors that also held a social work license and 25 with a psychologist or service extender license.

State Distribution of Active Counseling Licenses by Licensees' Addresses	
Idaho	1,351
Washington	28
Oregon	18
California	9
Utah	7
All Other	43
TOTAL	1,456

Over 92 percent of active licensees had Idaho addresses listed in licensing bureau's records. Washington and Oregon licensees together accounted for just over 3 percent of active licenses, and the rest were spread thinly across other states.

Within Idaho, the greatest number of counselors had addresses in the southwestern region. However, the region with the greatest number of counselors by population was southeastern Idaho, which had just under 103 counselors per 100,000 people compared to the state average of 86.2 per 100,000. The regions with the lowest concentration of counselors were south central Idaho with 58.6, eastern with 62.1 and north central with 64.5.

Interestingly, statewide distribution of counselors was different for the two different licensure levels. While southwestern Idaho had the greatest number of licensed clinical professional counselors per capita, southeastern Idaho had the highest concentration of licensed professional counselors. And although eastern Idaho had the lowest concentration of licensed professional counselors, it had the fourth greatest concentration of licensed clinical professional counselors.

Region Distribution of Counselors							
		All Counselors		LPC		LCPC	
Area	2010 Census	Count	Per 100,000 Population	Count	Per 100,000 Population	Count	Per 100,000 Population
Statewide	1,567,582	1351	86.18	712	45.42	639	40.76
Northern	212,393	177	83.34	94	44.26	83	39.08
North Central	105,358	68	64.54	38	36.07	30	28.47
Southwestern	690,258	697	100.98	368	53.31	329	47.66
South Central	185,790	109	58.67	58	31.22	51	27.45
Southeastern	166,284	171	102.84	97	58.33	74	44.50
Eastern	207,499	129	62.17	57	27.47	72	34.70

Licensed counselors ranged from 22 to 83 years of age. The average age of all active licensed counselors in the database was 48.4 years – 44.4 years for licensed professional counselors and 53 for licensed clinical professional counselors. The average age of counselors with in-state addresses was the same – 48.5 – and out-of-state counselors were slightly older—59.3 for licensed professional counselors, 50.7 for licensed clinical professional counselors and 53 overall. North central Idaho had the highest average age for all counselors at 53, and southeastern Idaho had the lowest at 45.8.

It is clear that licensed professional counselors are weighted toward the younger end of the spectrum. Over 40 percent in the database were under 40, and the number tapers off as age increases. Licensed clinical professional counselors, on the other hand, are more likely to be older. The majority in the database were in their 50s or 60s. This suggests that most licensed professional counselors go on to obtain licensed clinical professional counselor licenses, which is not surprising since the only difference in the requirements for the two licenses is the amount of supervised practice.

Average Age of Counselors			
Area	LPC	LCPC	All
Statewide	44.4	53	48.5
Northern	47.2	54	50.4
North Central	50.7	55.7	53
Southwestern	43.2	52.9	47.8
South Central	46.7	54.8	50.4
Southeastern	41.2	51.7	45.8
Eastern	46.1	51.3	49
Out of State	59.3	50.7	53
All	44.4	53	48.4

Age Distribution of Counselors		
Age	LPC	LCPC
<30	83	4
30-39	250	116
40-49	176	142
50-59	153	188
60-69	103	203
70+	12	26
TOTAL	777	679

WAGES — MARRIAGE AND FAMILY THERAPISTS

Marriage and family therapists have their own Standard Occupational Classification code: "Diagnose and treat mental and emotional disorders, whether cognitive, affective or behavioral within the context of marriage and family systems. Apply psychotherapeutic and family systems theories and techniques in the delivery of services to individuals, couples and families for the purpose of treating such diagnosed nervous and mental disorders. Excludes social workers and psychologists. Examples include: Child and Family Counselor, Couples Therapist, Marriage Counselor."

Wage information is only available statewide for this occupation.

Hourly Wages by Region Marriage and Family Therapists				
	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$18.24	$26.38	$25.40	$20.11	$30.27

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

WAGES — COUNSELORS

Licensed counselors may be reported under a variety of occupational codes: 21-1011 Substance Abuse and Behavioral Disorder Counselors, 21-1012 Educational, Guidance, School and Vocational Counselors , 21-1014 Mental Health Counselors, 21-1015 Rehabilitation Counselors and 21-1019 Counselors, All Other.

Substance Abuse and Behavioral Disorder Counselors: "Counsel and advise individuals with alcohol, tobacco, drug or other problems such as gambling and eating disorders. May counsel individuals, families or groups or engage in prevention programs. Excludes social workers, psychologists and mental health counselors providing these services. Examples include: Addiction Counselor, Alcohol and Drug Counselor, Chemical Dependency Counselor."

Hourly Wages by Region Substance Abuse and Behavioral Disorder Counselors					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$14.60	$18.94	$18.87	$16.82	$21.31
Region 1	$13.43	$18.43	$18.62	$15.07	$22.00
Region 2	*	*	*	*	*
Region 3	$15.13	$19.25	$18.92	$17.39	$21.42
Region 4	*	*	*	*	*
Region 5	$13.18	$19.14	$18.96	$15.58	$22.97
Region 6	$14.78	$18.32	$17.83	$16.78	$19.70

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Substance Abuse and Behavioral Disorder Counselors					
MSA	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$14.60	$18.94	$18.87	$16.82	$21.31
CDA	*	*	*	*	*
Lewiston	*	*	*	*	*
Boise-Nampa	$15.20	$19.23	$18.90	$17.39	$21.35
Pocatello	$14.08	$19.84	$19.70	$16.55	$23.93
Idaho Falls	$14.78	$18.37	$17.85	$16.81	$19.72

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Educational, Guidance, School and Vocational Counselors: "Counsel individuals and provide group educational and vocational guidance services. Examples include: Career Counselor, Career Technical Counselor, Student Development Advisor."

Hourly Wages by Region Education, Guidance, School and Vocational Counselors					
Area	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$13.01	$21.94	$21.94	$15.76	$28.70
Region 1	$8.31	$15.40	$17.59	$8.56	$23.68
Region 2	$16.22	$22.24	$22.76	$18.47	$26.93
Region 3	$14.30	$25.63	$22.95	$16.56	$29.18
Region 4	$15.13	$21.05	$22.45	$17.75	$29.80
Region 5	$12.53	$20.58	$19.65	$14.53	$24.05
Region 6	$12.74	$23.56	$22.82	$15.86	$30.89

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Educational, Guidance, School and Vocational Counselors					
MSA	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$13.01	$21.94	$21.94	$15.76	$28.70
CDA	$16.08	$18.44	$25.33	$16.23	$36.48
Lewiston	$19.15	$24.29	$24.81	$20.05	$30.05
Boise-Nampa	$14.18	$25.43	$22.74	$16.36	$29.16
Pocatello	$12.55	$20.73	$19.75	$14.53	$24.16
Idaho Falls	$17.88	$28.82	$26.38	$20.87	$32.80

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Mental Health Counselors: "Counsel with an emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addiction and substance abuse; family, parenting and marital problems; stress management; self-esteem; and aging. Excludes social workers, psychiatrists and psychologists. Examples include: Licensed Clinical Mental Health Counselor (LCMHC), Licensed Mental Health Counselor (LMHC)."

Hourly Wages by Region Mental Health Counselors					
Area	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	**$16.67**	**$24.32**	**$25.14**	**$19.01**	**$32.97**
Region 1	$16.60	$24.18	$23.76	$18.88	$28.81
Region 2	$12.41	$17.68	$17.64	$14.12	$21.28
Region 3	$17.09	$20.93	$23.45	$18.27	$30.02
Region 4	$17.08	$24.53	$25.01	$19.55	$29.27
Region 5	$20.39	$31.17	$29.27	$22.75	$36.65
Region 6	$18.85	$28.03	$28.12	$22.47	$36.16

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Mental Health Counselors					
MSA	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	**$16.67**	**$24.32**	**$25.14**	**$19.01**	**$32.97**
CDA	$15.99	$22.72	$22.81	$18.16	$27.89
Lewiston	*	*	*	*	*
Boise-Nampa	$17.09	$20.93	$23.45	$18.27	$30.02
Pocatello	*	*	*	*	*
Idaho Falls	$19.86	$28.41	$28.64	$23.01	$36.33

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Rehabilitation Counselors: "Counsel individuals to maximize the independence and employability of persons coping with personal, social and vocational difficulties that result from birth defects, illness, disease, accidents or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training and job placement. Examples include: Psychosocial Rehabilitation Counselor, Veterans Rehabilitation Counselor, Vocational Rehabilitation Counselor."

Hourly Wages by Region Rehabilitation Counselors					
Area	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$12.88	$18.73	$18.89	$14.21	$22.74
Region 1	$13.34	$20.21	$19.11	$15.81	$22.68
Region 2	$11.09	$17.50	$17.12	$12.81	$21.83
Region 3	$12.78	$16.88	$18.33	$13.63	$22.84
Region 4	$13.61	$22.07	$22.09	$15.68	$26.52
Region 5	$17.69	$19.66	$20.27	$18.01	$22.41
Region 6	$13.05	$18.18	$17.85	$14.70	$21.29

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Rehabilitation Counselors					
MSA	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$12.88	$18.73	$18.89	$14.21	$22.74
CDA	$12.94	$19.84	$18.55	$15.02	$22.07
Lewiston	$11.58	$17.38	$17.57	$13.06	$22.42
Boise-Nampa	$12.78	$16.88	$18.30	$13.59	$22.77
Pocatello	$17.59	$19.03	$19.71	$17.46	$22.26
Idaho Falls	$14.94	$18.44	$18.25	$16.04	$20.94

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Counselors, All Other: "All counselors not listed separately. Examples include: Anger Control Counselor, Grief Counselor, Sexual Assault Counselor."

Wage information is not available for workers with this occupation.

EDUCATION AND TRAINING PROGRAMS

Idaho postsecondary schools offer several types of counseling programs. There are no programs in Idaho accredited by the Commission on Accreditation for Marriage and Family Therapy Education.

The following programs are accredited by the Council for Accreditation of Counseling and Related Educational Programs:

Boise State University
Master of Arts - School Counseling
Idaho State University
Master of Counseling - Marital, Couple, and Family Counseling
Master of Counseling – Clinical Mental Health Counseling
Master of Counseling - Student Affairs
Master of Counseling – School Counseling
Doctor of Philosophy – Counselor Education and Supervision
Northwest Nazarene University
Master of Science – School Counseling
Master of Science – Clinical Counseling
Master of Science – Marriage and Family Counseling

The following programs are accredited by the Council on Rehabilitation Education.

| University of Idaho |
| --- |
| Master of Education in Rehabilitation Counseling and Human Services |

The following section and series of charts shows the numbers of graduates from Idaho's academic institutions that may potentially qualify for licensure.

ENTRY LEVEL COUNSELING PROGRAMS

Marriage and Family Therapy Programs

Idaho State University has a graduate program in marital, couple and family counseling, conferring a Master of Counseling. Northwest Nazarene University also has a graduate program in marriage and family counseling that confers a Master of Science in Counseling. The number of graduates from those programs are shown in the chart below. Northwest Nazarene University's graduates from their clinical counseling program were reported simultaneously with its marriage and family counseling graduates and are included in the chart.
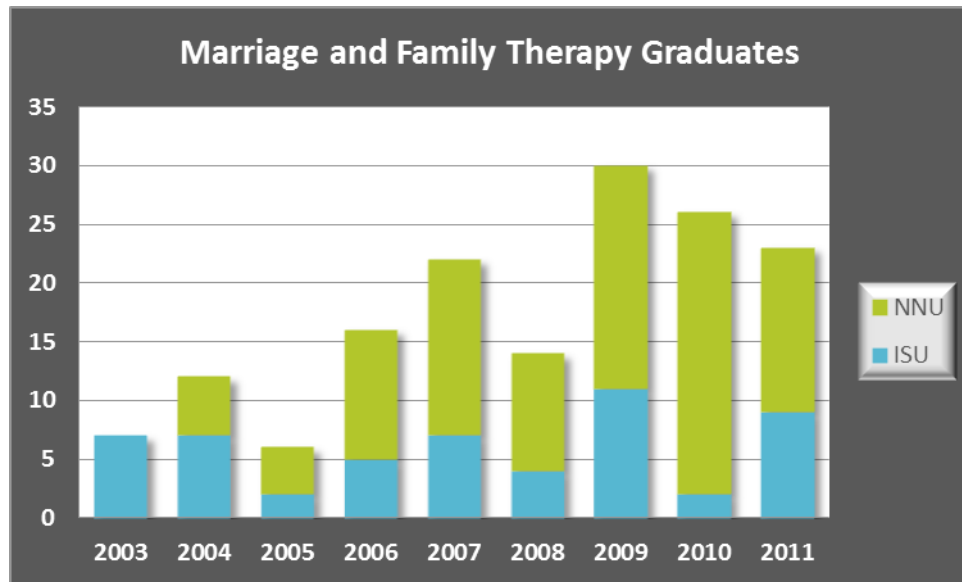
Marriage and Family Therapy Graduates

Source: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education, from EMSI.

School Counseling

Graduates of school counseling programs may be eligible to become licensed professional counselors. School counselors have a separate Idaho certificate that is outside the scope of this paper. However, the course content and accreditation bodies for academic programs do allow graduates of these programs to pursue licensure. The chart on page 30 shows the graduates from the programs described below.

Boise State University has a graduate counseling program leading to a Master of Arts in Counseling with a concentration in school counseling.

Idaho State University has Master of Counseling programs in school counseling and student affairs.

Northwest Nazarene University offers a Master of Science in Counseling specializing in School Counseling.

The University of Idaho currently offers a Master of Education in rehabilitation counseling and human services. This Council on Rehabilitation Education-accredited program allows students to obtain a licensed professional counselor license. Until recently, University of Idaho offered several other master's degree programs accredited by the Council for Accreditation of Counseling and Related Educational Programs, which allowed graduates to pursue professional counselor licensure. Although the programs have been discontinued, the graduates from those programs are counted in the table below.

Source: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education (from EMSI).
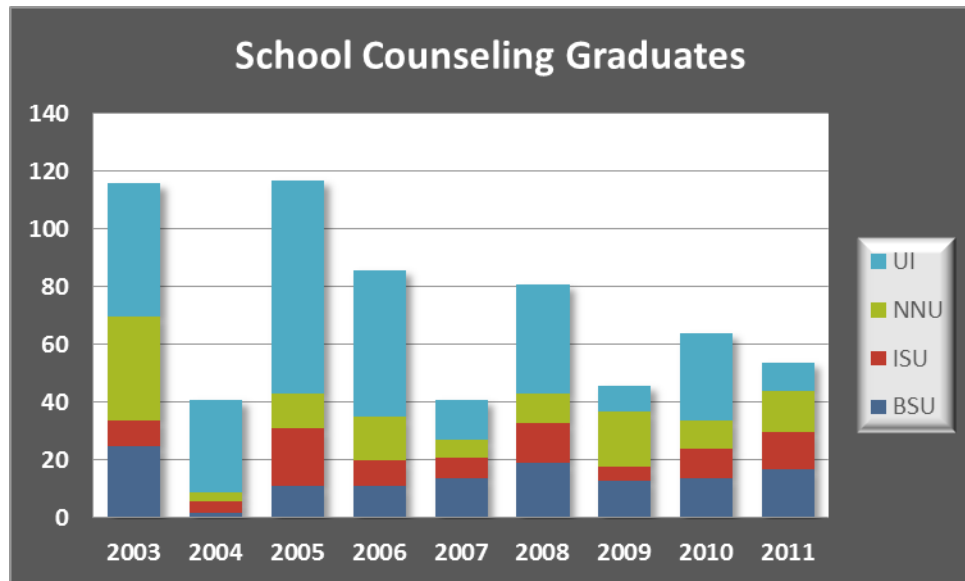
Counseling

Idaho State University offers a program in clinical mental health counseling leading to a Master of Counseling. Graduate information is available in the following chart.

Northwest Nazarene University also offers a Master of Science in Clinical Counseling. The graduates from that program are included with the marriage and family therapy graduates in the chart on page 29.

Counseling Graduates

Source: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education (from EMSI).

Total Potential Supply

The following table aggregates the graduates from all of the eligible academic master's degree programs in Idaho. The largest numbers of eligible graduates are from school counseling programs. But the share of marriage and family therapy graduates has been increasing.

Masters Counseling Graduates
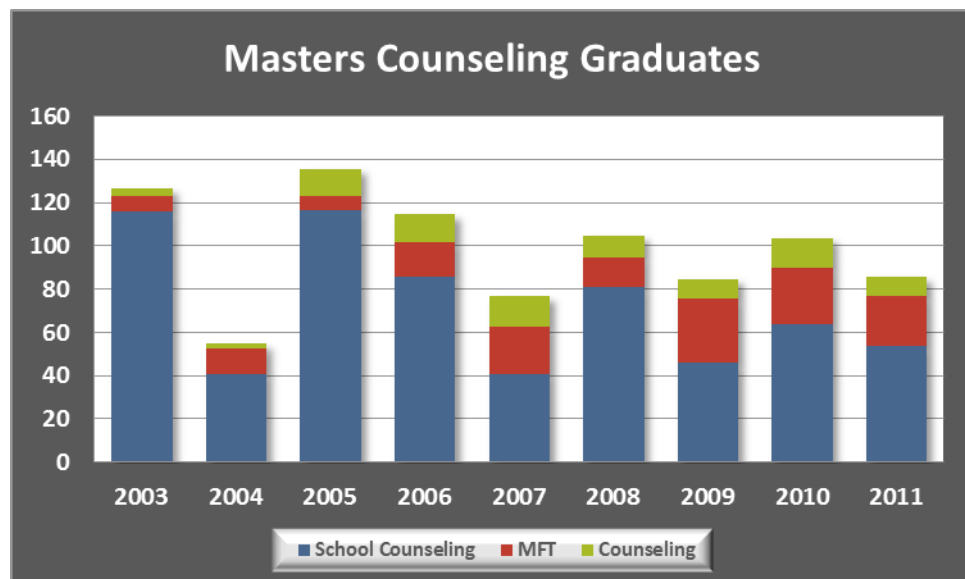
SUPERVISORY

Idaho State University offers a Doctor of Philosophy in Counselor Education and Counseling and Educational Specialist degrees. Both of these degrees are advanced beyond a master's degree. Ph.D. Graduates are prepared to be counselors, counseling supervisors and counselor educators. The doctoral graduates of Idaho State University's program are in the table below.

The University of Idaho previously had Doctor of Philosophy and Doctor of Education programs in counselor education and supervision. Accreditation for the programs ended in 2008, and information on the numbers of those graduates is not available.
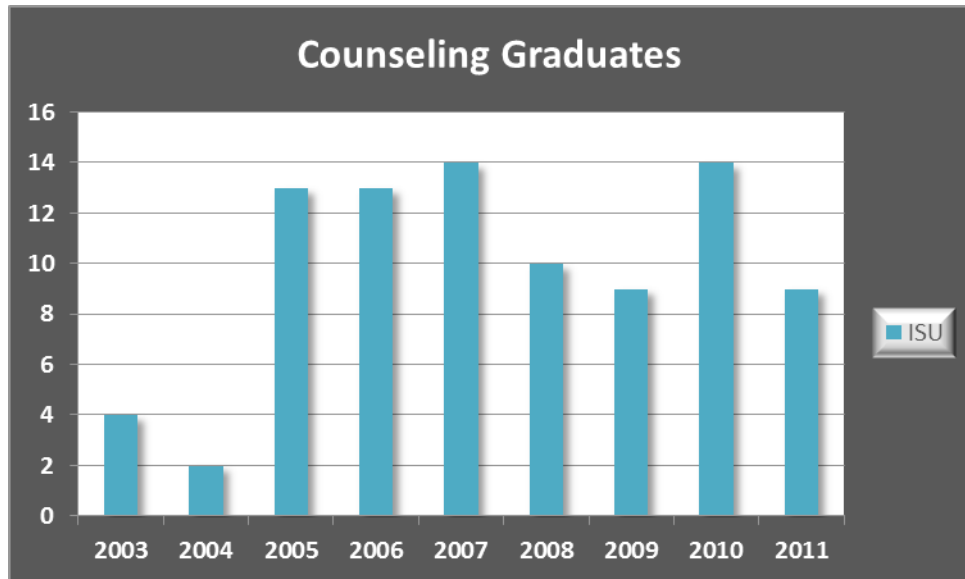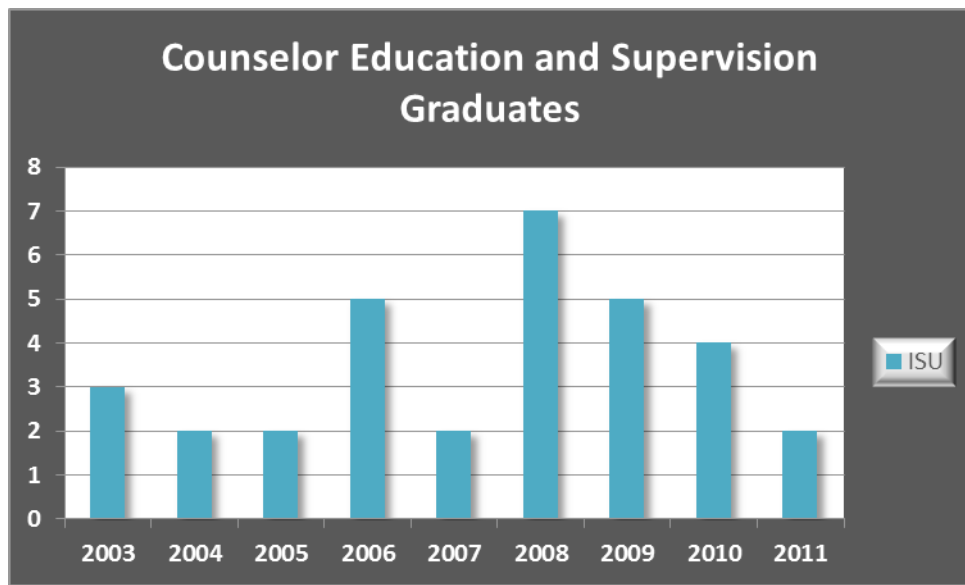

Source: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education (from EMSI).

ADDICTION COUNSELORS

Boise State University has developed an interdisciplinary program leading to a graduate certificate in addiction studies. The graduate certificate meets the educational require-ments to become a nationally credentialed master addictions counselor if holding a master's in counseling, and an Idaho certified alcohol and drug counselor or advanced certified alcohol and drug counselor, if holding a related graduate degree.
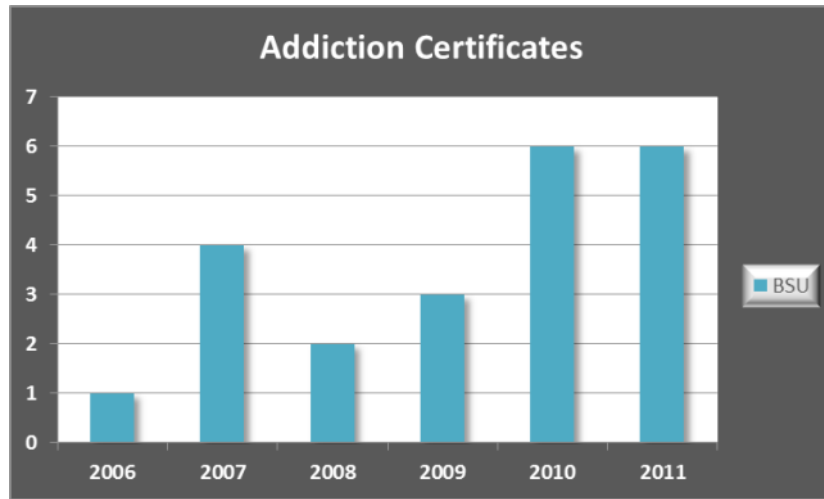
Source: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education (from EMSI).

HISTORICAL SUPPLY — MARRIAGE AND FAMILY THERAPISTS

The number of licensed associate marriage and family therapists and the number of licensed marriage and family therapists who received licenses in the given year are displayed in the chart below. The licensed associate marriage and family therapist credential was codified in 2008. From 2001 through 2003, approximately 15 licensed professional counselors or licensed clinical professional counselors per year received a marriage and family therapy credential.
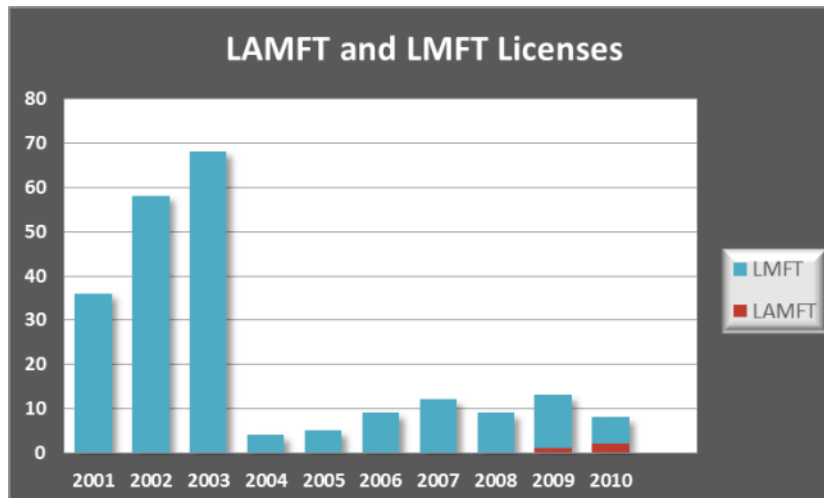
Source: Idaho Bureau of Occupational Licenses, Fall 2011.

HISTORICAL SUPPLY — COUNSELORS

The number of licensed professional counselors and the number of licensed clinical professional counselors who received licenses in the given year are displayed in the chart below. It is not surprising to see the lower numbers of licensed professional counselors receiving licenses in previous years since it can be expected that many of them continued to work toward and received the licensed clinical professional counselor credential.
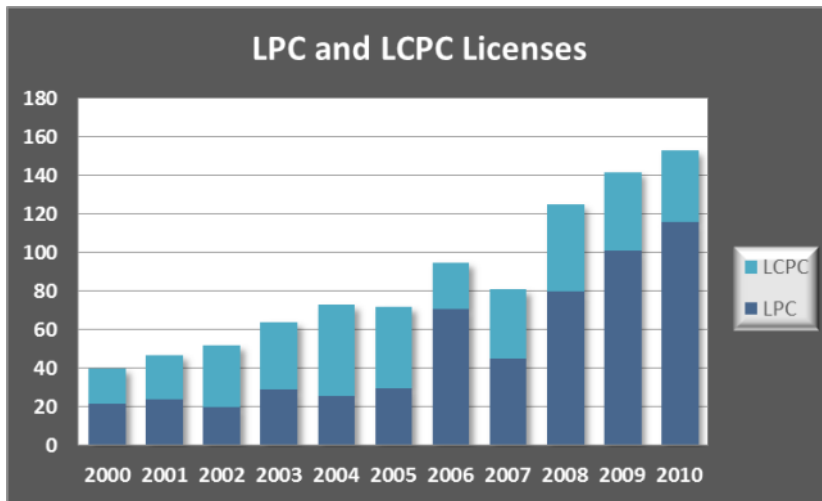
Source: Idaho Bureau of Occupational Licenses, Fall 2011.

SOCIAL WORKERS

EMPLOYMENT BASELINE

The Idaho Bureau of Occupational Licenses database contains 3,337 social work licenses, of which 3,285 are active licenses.

Licensed social worker licenses were the most common with 1,397 active licenses recorded. Seventeen of them were independent licensed social worker licenses. They were followed by licensed clinical social workers at 960 licenses and licensed masters social workers at 928 licenses, including seven independent licenses.

Idaho Social Work Licenses	
LSW	1,380
Independent LSW (LSWI)	17
Inactive LSW(ILSW)	24
LMSW	921
Independent LMSW (LMSWI)	7
Inactive LMSW (ILMSW)	14
LCSW	960
Inactive LCSW (ILCSW)	14
Total Active	3,285
TOTAL	3,337

Fifty-two social workers licensed in Idaho had another mental health provider license recorded in the licensing bureau database. Thirty-eight of them were counseling licenses.

Over 90 percent of active licensees had Idaho addresses listed in the Idaho Bureau of Occupational Licenses database though a not-insignificant 3.6 percent had Washington addresses with the rest spread through other states.

State Distribution of Active Social Work Licenses by Licensees' Addresses	
Idaho	2,980
Washington	120
Oregon	29
Utah	28
California	16
Nevada	13
Montana	12
All Other	87
TOTAL	3,285

Within Idaho, the greatest number of social workers in the licensing bureau database had addresses listed in the southwestern region, the most populous in the state. However, compared to 2010 Census population numbers, southeastern Idaho had the greatest number of social workers per capita at 239.35 per 100,000 followed by eastern Idaho with 213.50 per 100,000. These two regions owed their relatively high concentration of social workers to their abundance of bachelor's degree-level social workers. Southeastern Idaho had 153.35 licensed social workers per 100,000 people, and eastern Idaho had 112.77 – both well over the state average concentration of 83.12 per 100,000.

However, north central Idaho had the greatest concentration of licensed masters social workers at 69.29 per 100,000, and southwestern Idaho had the highest concentration of licensed clinical social workers at 61.57 per 100,000. The high number of licensed social workers compared to master's degree-level social workers in the eastern regions of the state could be due in part to fewer educational and supervisory opportunities to obtain a higher level of licensure. While both eastern and southeastern Idaho have bachelor's-degree programs in social work at BYU-Idaho and Idaho State respectively, the only two master's-degree programs for social work are in the southwestern region at Boise State and Northwest Nazarene.

South central Idaho had the lowest concentration of social workers of all types with 131.87 per 100,000 people.

Region Distribution of Social Workers									
		All Social Workers		LSW		LMSW		LCSW	
Area	2010 Census	Count	Per 100,000 Population	Count	Per 100,000 Population	Count	Per 100,000 Population	Count	Per 100,000 Population
Statewide	1,567,582	2,980	190.10	1,303	83.12	842	53.71	835	53.27
Northern	212,393	376	177.03	142	66.86	116	54.62	118	55.56
North Central	105,358	197	186.98	82	77.83	73	69.29	42	39.86
Southwestern	690,258	1321	191.38	472	68.38	424	61.43	425	61.57
South Central	185,790	245	131.87	118	63.51	70	37.68	57	30.68
Southeastern	166,284	398	239.35	255	153.35	63	37.89	80	48.11
Eastern	207,499	443	213.50	234	112.77	96	46.27	113	54.46

As a whole, social workers ranged from 22 to 92 years of age. The average age of all social workers was 45.3, which was the same as the average for all in-state social workers. Out-of-state social workers had a somewhat higher average age at 51.7. The average age of the different licensure levels for in-state practitioners was 44.1 for licensed social workers, 41.7 for licensed masters social workers and 50 for licensed clinical social workers. North central Idaho had the highest average age at 47.6, and eastern Idaho had the lowest overall average age at 43.6.

Average Age of Social Workers				
Area	LSW	LMSW	LCSW	All
Statewide	44.1	41.7	50	45.3
Northern	44.9	43.6	53.3	47.2
North Central	47.3	44.5	52.8	47.6
Southwestern	44.7	41.1	49.4	45.1
South Central	44.6	42	50	45.2
Southeastern	43.3	41.7	51.2	44.7
Eastern	42.5	40.5	47.3	43.6
Out of State	49.6	48.7	54.8	51.7
All	44.2	41.8	50.1	45.3

Interestingly licensed masters social workers have a lower average age than licensed social workers even though the masters license requires more education. Numerous licensed social workers and licensed masters social workers are under 40, but as age increases the number of licensed masters social workers tapers off while the number of licensed social workers holds steady. At the same time, young licensed clinical social workers are less common but increase as age increases, peaking around age 50. This suggests that for many social workers the masters license is a stepping stone on the way to obtaining a clinical license, which is supported by the fact that there are more active licensed clinical social workers in the database than licensed masters social workers.

Age Distribution of Social Workers			
Age	LSW	LMSW	LCSW
<30	207	153	10
30-39	365	325	213
40-49	339	209	245
50-59	322	146	267
60-69	154	84	199
70+	10	11	26

WAGES

Social workers of varying levels of licensure can be reported under these Standard Occupational Classification codes as 21-1021 Child, Family and School Social Workers, 21-1022 Medical and Public Health Social Workers, 21-1023 Mental Health and Substance Abuse Social Workers and 21-1029 Social Workers, All Other.

Child, Family and School Social Workers: "Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior and truancy. May also advise teachers." Examples include: Certified Children, Youth and Family Social Worker; Child Abuse Worker; Foster Care Worker.

Hourly Wages by Region Child, Family and School Social Workers					
	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$10.06	$17.26	$16.74	$11.53	$20.95
Region 1	$12.71	$17.01	$16.88	$14.00	$19.10
Region 2	$13.13	$15.60	$17.56	$13.66	$20.59
Region 3	$9.08	$17.52	$16.36	$10.05	$20.91
Region 4	$11.06	$18.91	$19.01	$12.57	$22.32
Region 5	$12.58	$19.92	$19.23	$14.41	$22.51
Region 6	$8.82	$15.73	$15.19	$9.36	$19.31

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Child, Family and School Social Workers					
MSA	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$10.06	$17.26	$16.74	$11.53	$20.95
CDA	$12.11	$16.22	$16.13	$13.46	$18.31
Lewiston	$15.69	$19.48	$20.74	$16.60	$23.33
Boise-Nampa	$8.98	$17.40	$16.27	$9.85	$20.89
Pocatello	$13.27	$21.07	$19.83	$17.86	$22.55
Idaho Falls	$8.52	$14.11	$14.55	$9.05	$18.71

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Medical and Public Health Social Workers: Provide persons, families, or vulnerable populations with the psychosocial support needed to cope with chronic, acute, or terminal illnesses, such as Alzheimer's, cancer, or AIDS. Services include advising family care givers, providing patient education and counseling, and making necessary referrals for other social services. Examples include: Hospice Social Worker; Oncology Social Worker; Public Health Social Worker.

Hourly Wages by Region Medical and Public Health Social Workers					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$15.98	$19.73	$21.55	$17.18	$24.18
Region 1	$14.72	$20.91	$21.11	$15.67	$26.15
Region 2	*	*	*	*	*
Region 3	$16.61	$19.02	$20.39	$16.96	$22.63
Region 4	*	*	*	*	*
Region 5	$14.48	$19.16	$20.49	$16.87	$22.96
Region 6	$18.87	$21.42	$28.34	$19.32	$27.35

*Suppressed for confidentiality..
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Medical and Public Health Social Workers					
MSA	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$15.98	$19.73	$21.55	$17.18	$24.18
CDA	$14.65	$20.84	$21.01	$15.59	$26.06
Lewiston	*	*	*	*	*
Boise-Nampa	$16.59	$18.70	$20.01	$16.84	$22.41
Pocatello	$17.27	$19.23	$21.93	$17.43	$23.54
Idaho Falls	$18.85	$21.30	$28.24	$19.27	$26.25

*Suppressed for confidentiality..
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Mental Health and Substance Abuse Social Workers: "Assess and treat individuals with mental, emotional or substance abuse problems, including abuse of alcohol, tobacco and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention and education." Examples include: Community Mental Health Social Worker; Drug Abuse Social Worker; Psychiatric Social Worker.

Hourly Wages by Region Mental Health and Substance Abuse Social Workers					
Area	Entry Wage	Midpoint (Median)	Average (Mean)	Beg Middle Range	End Middle Range
Statewide	$13.87	$17.52	$17.96	$15.44	$20.36
Region 1	$16.95	$21.72	$22.52	$18.72	$25.93
Region 2	$14.50	$17.13	$17.32	$15.73	$18.63
Region 3	$15.24	$17.94	$18.73	$16.15	$21.02
Region 4	$13.17	$14.57	$16.25	$13.16	$19.43
Region 5	$10.05	$16.20	$15.39	$11.40	$18.59
Region 6	$15.97	$17.68	$18.80	$16.02	$20.90

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Mental Health and Substance Abuse Social Workers					
MSA	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$13.87	$17.52	$17.96	$15.44	$20.36
CDA	$17.55	$22.76	$23.42	$19.51	$26.86
Lewiston	$17.13	$18.03	$18.87	$16.72	$19.60
Boise-Nampa	$15.24	$17.94	$18.73	$16.15	$21.02
Pocatello	$9.70	$16.52	$15.44	$10.94	$18.81
Idaho Falls	$15.91	$17.21	$17.97	$15.80	$18.89

Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Social Workers, All Other: "All social workers not listed separately." Examples include: Criminal Justice Social Worker; Forensic Social Worker; Sexual Assault Social Worker.

Hourly Wages by Region Social Workers, All Other					
Area	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$12.12	$24.53	$23.62	$15.12	$31.28
Region 1	*	*	*	*	*
Region 2	$17.34	$25.64	$25.65	$20.66	$32.23
Region 3	$17.67	$29.40	$27.51	$22.82	$34.18
Region 4	*	*	*	*	*
Region 5	*	*	*	*	*
Region 6	*	*	*	*	*

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

Hourly Wages by MSA Social Workers, All Others					
MSA	**Entry Wage**	**Midpoint (Median)**	**Average (Mean)**	**Beg Middle Range**	**End Middle Range**
Statewide	$12.12	$24.53	$23.62	$15.12	$31.28
CDA	*	*	*	*	*
Lewiston	$17.19	$26.46	$25.07	$20.96	$29.93
Boise-Nampa	$17.32	$29.14	$27.44	$22.68	$34.18
Pocatello	*	*	*	*	*
Idaho Falls	*	*	*	*	*

*Suppressed for confidentiality.
Source: Idaho Department of Labor Occupational Employment and Wage Release 2011.

EDUCATION AND TRAINING PROGRAMS

The level of social work licensure depends on the educational and supervised practice requirements for each license type. It is possible to track the number of education graduates. Six Idaho schools offer social work programs: Boise State University, BYU-Idaho, Idaho State University, Lewis-Clark State College, North Idaho College and Northwest Nazarene University.

North Idaho College offers an Associate of Arts in Social Work and an Associate of Science in Social Work. It is recommended that students further their education to receive a Bachelor of Social Work at a four-year institution.

The five remaining programs offer a bachelor's degree in social work. Additionally, Boise State University and Northwest Nazarene University offer accredited master's degree programs in social work.

LICENSED SOCIAL WORKERS

Licensed social workers have a bachelor's degree in social work. Idaho schools have graduated over 1,400 students with a bachelor's degree in social work between 2003 and 2010. A breakdown of the number of graduates from each school is shown in the following chart.
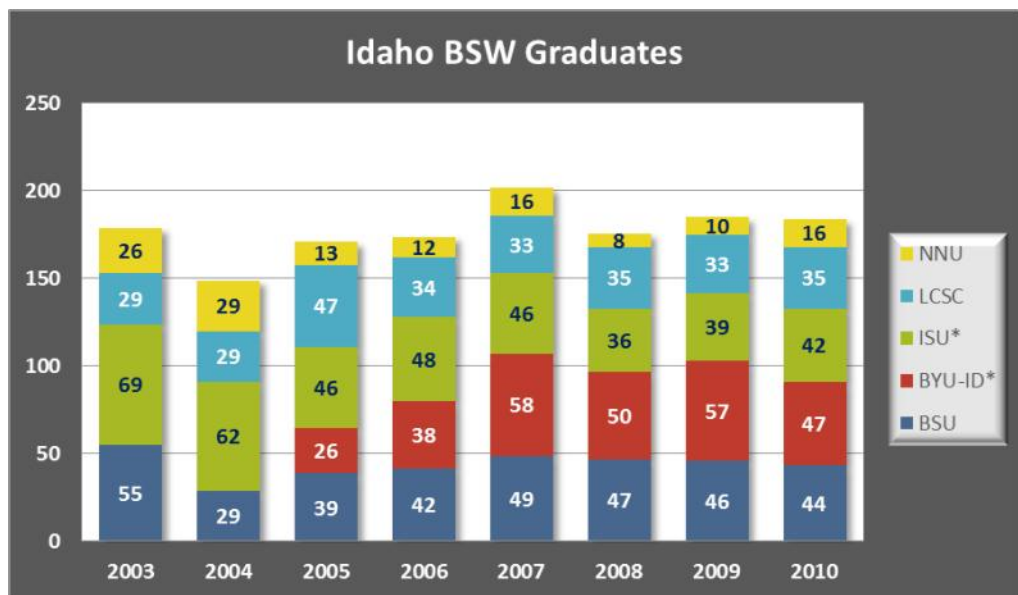
Sources: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education (from EMSI).
*Survey of Idaho Social Work Programs 2012.

The yearly number of bachelor's degree graduates in Idaho fluctuated from a low of 149 in 2004 to a high of 202 in 2007. The addition of the social work program at BYU-Idaho has not dramatically increased the overall number of social work graduates in the state. From the chart, it appears that Idaho State University had a corresponding decline in graduates. However, the program director from the BYU-Idaho social work program said in the survey response, "Many of our students come from all over the U.S. and international countries. Therefore, upon graduation most leave Idaho and locate elsewhere." [5]

Historical Supply

The year in which current licensed social workers and inactive licensed social workers were issued a license can be used as a proxy for the number of licensed social workers who enter the workforce each year. Because licensed social worker is an entry level license, there is reason to believe that a number continue their education and training to more advanced licenses. Nevertheless, the chart below is a snapshot of the currently licensed social workers since 2000.

Source: Idaho Bureau of Occupational Licensing, Fall 2011.

LICENSED MASTERS SOCIAL WORKERS AND LICENSED CLINICAL SOCIAL WORKERS

To become a licensed masters social worker or a licensed clinical social worker requires at least a master's degree in social work. A chart showing the graduates with Masters in Social Work from Idaho's two programs is on the next page.

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[5]Survey of Idaho Social Work Programs 2012.

Idaho MSW Graduates
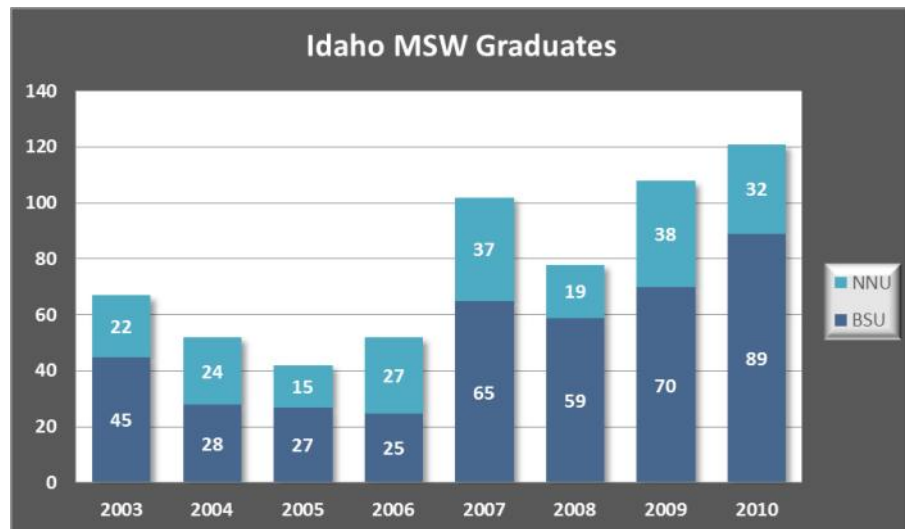
Source: Integrated Postsecondary Educational Data System, National Center for Education Statistics, U.S. Department of Education (from EMSI).

The yearly number of master's degree graduates in Idaho fluctuated from a low of 42 in 2005 to a high of 121 in 2010. The number has been substantially higher in recent years than in the past, due mostly to a greater number of social workers earning a master's degree at Boise State.

Historical Supply

There has been a dramatic increase in the number of licensed masters social workers and licensed clinical social workers licensed in Idaho since 2000. The number of licensed masters social workers has tripled since 2002 and the number of licensed clinical social workers has doubled in the same time period. The increase corresponds to the increase in master's graduates since 2007.

LMSW and LCSW Licensed by Year

Source: Idaho Bureau of Occupational Licensing, Fall 2011.

APPENDIX A — METHODOLOGY

As part of its goal to become the state's health care workforce data center, the Idaho Department of Labor established a Memorandum of Understanding for data sharing with the Idaho Bureau of Occupational Licenses in March 2011.

In the fall of 2011, the board shared its licensure database with department researchers, who cleaned and analyzed the data that support the findings in this report on social workers, marriage and family therapists, counselors and psychologists licensed to practice in Idaho.

Under a Health Resources and Services Administration planning grant to evaluate primary care occupations including mental health providers, the department developed a baseline for tracking projected increases in employment over the next 10 years. This study was conducted with information from the Idaho Department of Labor, the Idaho Bureau of Occupational Licenses and the Idaho educational institutions offering programs in social work, marriage and family therapy, counseling and psychology. The department agreed to provide its analysis to the licensing boards and the education institutions that were surveyed.

Wherever possible, Idaho Department of Labor uses its own labor market information for workforce analysis. But department researchers use licensure data for precise numbers and additional information not available from their own estimates. The licensure information was used to develop employment baselines for social workers, marriage and family therapists, counselors and psychologists reported to the Health Resources and Services Administration. These numbers were subsequently used to augment the department's Long-Term Occupational Employment Projections.

Additionally, researchers matched Social Security numbers from the licensure database with Idaho Department of Labor Unemployment Insurance employment records to ascertain whether licensed mental health providers were practicing in Idaho. Employment records also contain some information about employers, including a North American Industry Classification System code, so researchers were able to determine which industry sectors employed the most mental health providers. Although employment records have a county code associated with every UI covered employer, these codes do not always correspond to the county where work is actually being performed due to record-keeping practices. Therefore, researchers were unable to use this information to determine which regions mental health providers were working in.

To study the supply of the mental health providers entering Idaho's workforce, researchers contacted Idaho State University, Boise State University, Lewis-Clark State College, Northwest Nazarene University and BYU-Idaho for the characteristics of their students enrolled in their counseling, social work and psychology programs. These questionnaires, *Survey of*

Idaho Clinical Psychology Programs, Survey of Idaho Counseling Programs and *Survey of Idaho Social Work Programs* as well as the results from Idaho State University, Boise State University, Lewis-Clark State College and BYU-Idaho are available in Appendices C through E. Researchers used information from the Integrated Postsecondary Educational Data System to report on the number of Idaho program graduates.

APPENDIX B — CONFIDENTIALITY SAFEGUARDS

The Idaho Department of Labor is grateful to the licensure boards, professional associations, educational institutions and state government offices for sharing their information on primary care occupations being researched under a Health Resources and Services Administration workforce planning grant. The analysis conducted as part of this research would not have been possible without the information provided.

Most of the data provided to the Idaho Department of Labor are the result of a memorandum of understanding with the providing agency. These agreements may specify the level of reporting and analysis allowed by the providing agency. In any case, the department recognizes the sensitive nature of the data that are shared. Under no circumstances is individually identifying information ever disclosed. Data analysis and reporting are conducted at an aggregate level only.

The Idaho Department of Labor works extensively with confidential information in a variety of situations. As such, strict confidentiality procedures are engrained into all staff.

The Department's confidentiality procedures require:

- All research staff to undergo confidentiality training every year.

- All research staff to sign a Confidential Information Protection and Statistical Efficiency Act (CIPSEA) agreement, which enforces felony criminal penalties for deliberate breaches of confidential labor market information.

- The Idaho Department of Labor to enforce internal confidentiality agreements specially created for those individuals working with sensitive records such as licensure records.

- The Department never publishes identifying information that can be linked to an individual or business except with express consent from the individual or business.

- Sensitive information to be transferred electronically using a secure FTP connection.

- Electronic files with identifying information stored on a server to be password protected.

- Sensitive non-electronic records such as CDs and DVDs to be stored in locked file drawers accessible only by staff supervisors.

APPENDIX C — ISU CLINICAL PSYCHOLOGIST SURVEY

Survey of Idaho Clinical Psychology Programs

APPENDIX C (CONT.) — ISU CLINICAL PSYCHOLOGIST SURVEY

About the Survey

Thank you for your participation. This survey will help us provide a comprehensive picture of Idaho's capacity to train future psychologists. Data will be used by the Department of Labor to assess the future supply of psychologists and psychologist personnel and by the Idaho Health Care Workforce Planning Committee to develop a comprehensive approach to providing adequate mental health care statewide. Approximate time to complete this questionnaire is two hours.

Please submit survey results to Polly Lorenz at the Idaho Department of Labor by Monday, February 13, 2012.

SECTION 1: STUDENT CAPACITY

1.1. What is the current capacity (number of seats) for doctoral clinical psychology students at your school? _____

1.2 What CIP code is associated with this program? _____

1.3. What is the number of eligible applicants for admission for the 2011-12 academic year? _____

1.4. Number of admissions offered? _____ accepted? _____

1.5. Do you have a waitlist? Yes / No

      1.5.1. If yes, what is the number of qualified applicants on the waitlist? _____

1.6. Do you track students who are denied admission in one year but accepted at a later date? Yes / No

      1.6.1. If yes, what percentage of students who were denied admission were accepted at a later date? _____%

1.7. Do you offer deferred admission? Yes / No

      1.7.1. If yes, what is the percentage of students offered deferred admission who matriculated at the later date? _____?

1.8. What is the average age of admitted applicants? _____

1.9. What is the total number of students enrolled in your clinical psychology education programs for the 2011-12 school year?

	Female	**Male**
Doctorate	_____	_____

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APPENDIX C (CONT.) — ISU CLINICAL PSYCHOLOGIST SURVEY

1.10. Please provide enrollment counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of students
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

1.11. What is the persistence rate for the clinical psychologist program for the following academic years?
Please provide enrollment data by class year.

Academic Year	Year One	Year Two	Year Three	Year Four	Fifth Year
2005-2006	_____	_____	_____	_____	_____
2006-2007	_____	_____	_____	_____	_____
2007-2008	_____	_____	_____	_____	_____
2009-2010	_____	_____	_____	_____	_____
2010-2011	_____	_____	_____	_____	_____
2011-2012	_____	_____	_____	_____	_____

1.12. How many degrees were conferred for the following academic years?

Academic Year	Female	Male	Total
2005-2006	_____	_____	_____
2006-2007	_____	_____	_____
2007-2008	_____	_____	_____
2009-2010	_____	_____	_____
2010-2011	_____	_____	_____
2011-2012	_____	_____	_____

1.13. Do you track the National Examination for Professional Practice of Psychology pass rates for alumni? Yes / No

1.13.1. If yes, what are the pass rates for the past five years?

2005-2006	_____
2006-2007	_____
2007-2008	_____
2009-2010	_____
2010-2011	_____

Psychology
3

APPENDIX C (CONT.) — ISU CLINICAL PSYCHOLOGIST SURVEY

SECTION 2: PROGRAM

2.1. How many theory instructors in your clinical psychology programs for the 2011-12 school year?

Status	Female	Male
Full-Time	_____	_____
Part-Time	_____	_____
Adjunct	_____	_____

2.2. How many clinical Instructors in your clinical psychology programs for the 2011-12 school year?

Status	Female	Male
Full-Time	_____	_____
Part-Time	_____	_____
Adjunct	_____	_____

2.3. Student to faculty ratio: _____to 1 (based on _____students and _____faculty)

2.4. What is the average age of your faculty? _____

2.5. How many hours per week do faculty work? _____

2.6. Do the clinical psychology faculty work during the academic calendar breaks? Yes/No

2.6.1. If **yes**, how many hours per week?_____

2.7. How many faculty are projected to retire in the next five years? _____

2.8. Please provide faculty counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of Faculty
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

2.9. Do you plan to increase the capacity over the next five years? Yes / No

If **yes**, how many new seats do you plan to add? _____

2.10. Are you planning to add any new areas of concentration or emphasis? _____

Psychology
4

2.11. Please rank the following capacity constraints by order of importance, with 1 being the most important.

Rank

_____ Qualified Faculty

_____ Clinical Site Availability

_____ Funding

_____ Campus Facilities and Equipment

_____ Operating Support

_____ Scheduling Constraints for Classes

_____ Prerequisite Coursework for Incoming Students

_____ Other (please specify)_____

2.12. During the 2011-12 school year, what is the number of qualified applicants denied admission to your programs due to any of the capacity constraints listed above (2.11)? _____

SECTION 3: CLINICAL ROTATIONS

3.1. What organizations does your institution currently use for student clinical rotations?
(Please list the names of these organizations below, use the back page if more space is needed, or attach a separate spreadsheet)

3.2. What limiting factors has your school experienced, if any, to providing clinical rotations?
(Please check all that apply)

☐ Faculty participation   ☐ Conflicts with other schools
☐ Participation by organizations   ☐ Student time conflicts
☐ Space provided by organizations   ☐ Availability of supervisory staff
☐ Equipment provided by organizations   ☐ Other (please specify) _____
☐ Location of participating organization
☐ Faculty time availability

3.3. Do you feel that you have enough participating organizations to meet your clinical rotation needs? Yes / No

If **no**, please explain?
_____
_____
_____

3.4. Do you feel your school is competing with other institutions for clinic availability? Yes / No

3.5. On average, do students perform clinical rotations at one site or multiple sites? One Site / Multiple Sites

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APPENDIX C (CONT.) — ISU CLINICAL PSYCHOLOGIST SURVEY

3.6. In your experience, what barriers exist between colleges and universities to work collaboratively in scheduling clinical rotations?

_____
_____
_____

3.7. Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed and scheduled? Yes / No

      3.7.1. If **no**, why not?

_____
_____
_____

3.8. What creative solutions for clinical rotations are being developed and used by your school?
(Example: more simulation, extended hours, summer programs, rotating program acceptance)

3.9. Are the solutions mentioned in 3.8 above being shared with other colleges and universities? Yes / No

    3.91 If **yes**, how are these solutions being shared?

_____
_____
_____

    3.92 If **no**, why not?

_____
_____
_____
_____

SECTION 4: FACULTY RECRUITMENT

4.1. What is the number of faculty in your clinical psychology programs who meet credential requirements?

    a. Full-Time   _____
    b. Part-Time   _____
    c. Adjunct   _____

4.2. What is the number of faculty in your clinical psychology education programs who **_do not_** meet credential requirements?

    a. Full-Time   _____
    b. Part-Time   _____
    c. Adjunct   _____

APPENDIX C (CONT.) — ISU CLINICAL PSYCHOLOGIST SURVEY

4.3. Over the last five years, what was the average number of applicants per open faculty position within your clinical psychology education programs?

    a. Full-time   _____

    b. Adjunct   _____

4.4. How does the number of clinical psychology faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?

    □ More applicants in clinical psychology program
    □ Fewer applicants in clinical psychology program
    □ About the same number of applicants

4.5. What sources are you currently using to advertise for clinical psychology faculty candidates?

    □ Online job posting sites   □ List serve/email announcements
    □ School website   □ Chronicle of Higher Education
    □ Television   □ Idaho Department of Labor
    □ Flyers   □ Clinical Psychology Association journals
    □ Career fairs   □ Other (*please specify*) _____
    □ Newspaper
    □ Headhunter service

4.6. Over the last five years, how many clinical psychology faculty members have been recruited from outside Idaho? _____

4.7. Over the last five years, how many clinical psychology faculty candidates turned down offers of employment? _____

4.8. What was the estimated cost of faculty recruitment in 2011-12? (*Please include both hour and dollar estimates*)

    $ _____   Time spent (in hours) _____

4.9. What was the total estimated cost of clinical psychology education faculty turnover in 2011-12? **$_____**
    (*Please consider the overall cost including replacement faculty, cancelled courses, recruitment and training*)

4.10. If you could change **one thing** about the applicants for clinical psychology faculty, what would it be?

    □ More age diverse applicants   □ More local or in-state applicants
    □ More applicants who meet credential requirements   □ More applicants in general
    □ More Ph.D. educated applicants   □ More diverse gender representation
    □ More experienced applicants   □ Other (please specify) _____

Psychology   7

APPENDIX C (CONT.) — ISU CLINICAL PSYCHOLOGIST SURVEY

SECTION 5: CONCLUSION

Would you be interested in receiving a copy of the final report? **YES/NO**

I certify that the information submitted in this form is complete and accurate to the best of my knowledge.

_____   _____
Signature of Respondent: Date:

_____
Respondent Name Printed

_____
Name of School

_____
Contact Phone Number

Please submit survey responses in the return envelope provided to
Polly Lorenz
Idaho Department of Labor
Communications & Research
317 W. Main St.
Boise, ID 83703

IDAHO
DEPARTMENT OF LABOR

Polly.Lorenz@labor.idaho.gov
Office: (208) 332-3570 x 3213
Fax: (208) 334-6455

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APPENDIX C (CONT.) — ISU SURVEY RESPONSES

Idaho State University-Clinical Psychology Program

STUDENT CAPACITY

Current Capacity	30
Number of eligible applicants for admission for the 2011-2012 academic year?	61
Number of admissions offered?	10
Number of admissions accepted?	6
Do you have a waitlist?	No
Number of people on waitlist?	x
What is the average age of admitted students?	unknown
Do you track students who are denied admission, but were accepted at a later date?	No
Do you offer deferred admission?	No
What is the total # of students enrolled in the physician assistant programs for the 2011-2012 year?	
Female	18
Male	12
TOTAL	30

Academic Year	1st Year	2nd Year	3rd Year	4th Year	5th Year	% Rate
2005-2006	5	5	5	5	3	60
2006-2007	6	6	6	6	5	84
2007-2008	6	6	6	6	4	67
2008-2009	5	5	5	5		
2009-2010	6	6	6			
2010-2011	6	5				
2011-2012						

How many degrees were conferred for the following academic years?

Academic Year	Female	Male	Total
2005-2006	1	1	2
2006-2007	5	2	7
2007-2008	3	1	4
2008-2009	5	0	5
2009-2010	7	1	8
2010-2011	3	0	3
TOTAL	**24**	**5**	**29**

1

APPENDIX C (CONT.) — ISU SURVEY RESPONSES

Idaho State University-Clinical Psychology Program

Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic	
Asian, non-Hispanic	4
Black or African American, non-Hispanic	
Hispanic	
Two or more races, non-Hispanic	
Native Hawaiian or other Pacific islander, Non-Hispanic	
White, Non-Hispanic	26
Race or Ethnicity Unknown	
TOTAL	30

National Examination for Professional Practice of Psychology

Academic Years	Pass Rate
2005-2006	100%
2006-2007	100%
2007-2008	100%
2008-2009	100%
2009-2010	100%
2010-2011	

PROGRAM

How many theory instructors in Clinical Psychology program for 2011-2012 year?

	Female	Male	
Full-Time	3	3	5 FTE faculty from experimental psychology program instruct courses for clinical students
Part-Time	0	0	
Adjunct	0	0	

How many clinical instructors in PA program for 2011-2012 year?

	Female	Male	
Full-Time	0	0	
Part-Time	0	0	
Clinical Affiliates	6	10	Not ISU employees, but supervise students in regional mental health programs

2

Idaho State University-Clinical Psychology Program

Student Faculty ratio	5:1	**30 students per 6 faculty**

Average Age of Faculty?	43.2
Hours worked per Week: Faculty	40
Do Faculty work during calendar breaks?	varies
How many hours do faculty work during breaks?	unknown
Projected number of faculty who will retire in the next five years?	1

Racial/Ethnic Category	# of Faculty
American Indian or Alaska Native, non-Hispanic	0
Asian, non-Hispanic	0
Black or African American, non-Hispanic	0
Hispanic	0
Native Hawaiian, non-Hispanic	0
Two or more races, non-Hispanic	0
White, non-Hispanic	6
Race or Ethnicity unknown	0
Total	6

Increase your program in the next 5 years?	No
If yes, by how many seats?	x
Add satellite campuses?	No

	Rank	Comments
Qualified Faculty	1	
Clinical Site Availability	3	
Funding	2	
Campus Facilities and equipment		
Operating Support		
Scheduling constraints for classes		
Other		

During the 2011-2012 school year, what is the # of qualified applicants denied admission?	11 per year. Median # on alternate admission list for the past five years

3

APPENDIX C (CONT.) — ISU SURVEY RESPONSES

Idaho State University-Clinical Psychology Program

CLINICAL ROTATIONS

What organizations does your institution currently use for student clinical rotations? — See attached

What Limiting factors has your school experienced, if any, to providing clinical rotations? — Participation by organizations
Location of participating organizations
Student time conflicts
Availability of supervisory staff

Do you feel you have enough participating organizations to meet your clinical needs? — Yes

Do you compete with other schools for clinic availability? — Yes
On average, students perform clinical rotations at one or multiple sites? — Multiple

What barriers exist between colleges/universities to change the way clinical rotations are staffed or scheduled? — None

Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed or scheduled? — Yes

What creative solutions for clinical rotations are being developed and used by the school? — Use licensed psychologists who are also clinical faculty to supervise students at external sites.

Are the solutions mentioned above being shared with other colleges and universities? — No
If no, why are these solutions, not being shared? — Not relevant to most doctoral programs. Sufficient number of sites

FACULTY RECRUITMENT

What is the number of faculty in your PA programs who meet credential requirements?
Full-time — 5 of 6
Part-Time
Adjunct

# of Faculty who do not meet credential requirements?
Full-time — 1 of 6
Part-Time
Adjunct

Past five years, average number of applicants per open faculty position
Full-time — 20
Part-time — Not applicable
Adjunct — Not applicable

How does the # of PA faculty compare to the number of applicants for faculty openings in other programs — Fewer applicants in clinical psychology program

4

Idaho State University-Clinical Psychology Program

at your college or university?

What sources are you currently using to advertise PA faculty candidates?

Sources
Online job posting sites
School website
List serve/email announcements
Clinical Psychology Journals
American Psychological Association Monitor
Alumni letter

Over the past 5 years, how many PA faculty candidates turned down offers of employment?	7
Over the past five years, how many PA faculty have been recruited outside of Idaho?	3
What is the estimated cost of faculty recruitment in 2011-2012?	$10,000
What is the total estimated cost of clinical education faculty turnover in 2011-2012?	0
Time spent in hours	50
If you could change one thing about applicants, what would they be?	More applicants in general

5

APPENDIX D — PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

Survey of Idaho Counseling Programs

Counseling Programs   1

APPENDIX D (CONT.) – PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

About the Survey

Thank you for your participation. This survey will help us provide a comprehensive picture of Idaho's capacity to train future counselors and marriage and family therapists. Data will be used by the Department of Labor to assess the future supply of counselor and marriage and family therapist personnel and by the Idaho Health Care Workforce Planning Committee to develop a comprehensive approach to providing adequate mental health care statewide.

Approximate time to complete this questionnaire is two hours.

Please submit survey results to Polly Lorenz at the Idaho Department of Labor by Monday February 13, 2012.

SECTION 1: STUDENT CAPACITY

1.1. Does your school offer a counseling degree that allows students to qualify for the Associate Marriage and Family Therapy licensure in the state of Idaho? Yes / No

    1.1.1. If yes, what is the name of this graduate program? _____

    1.1.2. What is the name of the degree? _____

    1.1.3. What CIP code is associated with this program? _____

    1.1.4. What is the current capacity (number of seats) for this program? _____

  1.2. Does your school offer a counseling degree that allows students to qualify for professional counselor licensure for the state of Idaho? Yes / No

    1.2.1. What is the name of this graduate program? _____

    1.2.2. What is the name of the degree? _____

    1.2.3. What CIP code is associated with this program? _____

    1.2.4. What is the current capacity (number of seats) for this program? _____

  1.3. Does your school offer degree emphases? Yes / No

    1.3.1. If, yes please provide the areas of concentration_____

Counseling Programs   2

APPENDIX D (CONT.) – PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

1.4. What is the number of eligible applicants for admission for the 2011-12 academic year? _____

1.5. Number of admissions offered? _____ Accepted? _____

1.6. Do you have a waitlist? Yes / No

    1.6.1. What is the number of qualified applicants on the waitlist? _____

1.7. Do you track students who are denied admission in one year but accepted at a later date? Yes / No

    1.7.1. If yes, what percentage of students who were denied admission was accepted at a later date? _____ %

1.8. Do you offer deferred admission? Yes / No

    1.8.1. If so, what is the percentage of students offered deferred admissions who matriculated at the later date? _____ %

1.9. What is the average age of admitted applicants? _____

1.10. What is the total number of students enrolled in your counseling program as specified on the previous page for the 2011-12 school year?

Female   **Male**

_____   _____

1.11. Please provide enrollment counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of students
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

1.12. What is the persistence rate for the counseling program for the following academic years?

Academic Year	1st Semester	2nd Semester	3rd Semester	4th Semester	5th Semester	6th Semester
2005-2006	_____	_____	_____	_____	_____	_____
2006-2007	_____	_____	_____	_____	_____	_____
2007-2008	_____	_____	_____	_____	_____	_____
2009-2010	_____	_____	_____	_____	_____	_____
2010-2011	_____	_____	_____	_____	_____	_____
2011-2012	_____	_____	_____	_____	_____	_____

Counseling Programs   3

APPENDIX D (CONT.) – PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

1.13. How many degrees were conferred for the following academic years?

Academic Year	Female	Male	Total
2005-2006	_____	_____	_____
2006-2007	_____	_____	_____
2007-2008	_____	_____	_____
2009-2010	_____	_____	_____
2010-2011	_____	_____	_____
2011-2012	_____	_____	_____

1.14. Do you track the National Marital and Family Therapy Examination pass rates for alumni? Yes / No

    1.14.1.   If yes, what are the pass rates for the following years?

2005-2006	_____
2006-2007	_____
2007-2008	_____
2009-2010	_____
2010-2011	_____

1.15. Do you track the National Counselor Examination pass rates for alumni? Yes/ No

    1.15.1.   If yes, what are the pass rates for the following years?

2005-2006	_____
2006-2007	_____
2007-2008	_____
2009-2010	_____
2010-2011	_____

1.16. Do you track the National Clinical Mental Health Counselor Examination pass rates for alumni ? Yes/ No

    1.16.1.   If yes, what are the pass rates for the following years?

2005-2006	_____
2006-2007	_____
2007-2008	_____
2009-2010	_____
2010-2011	_____

SECTION 2: FACULTY

2.1.   How many theory instructors do you have in your counseling programs for the 2011-12 school year?

Status	Female	Male
Full-Time	_____	_____
Part-Time	_____	_____
Adjunct	_____	_____

Counseling Programs   4

2.2. How many clinical instructors do you have in your counseling programs for the 2011-12 school year?

Status	Female	Male
Full-Time	_____	_____
Part-Time	_____	_____
Adjunct	_____	_____

2.3. Student to faculty ratio: _____to 1 (based on _____students and _____faculty)

2.4. What is the average age of your faculty? _____

2.5. How many hours per week do faculty work?_____

2.6. Do faculty work during the academic calendar breaks? Yes / No

   2.6.1. If **yes**, how many hours per week?_____

2.7. How many faculty are expected to retire in the next five years?_____

2.8. Please provide faculty counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of Faculty
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

2.9. Do you plan to increase the capacity over the next five years? Yes / No

   2.9.1. If **yes**, how many new seats do you plan to add? _____

2.10. Please rank the following capacity constraints by order of importance, with 1 being the most important.

Rank

_____ Qualified Faculty
_____ Clinical Site Availability
_____ Funding
_____ Campus Facilities and Equipment
_____ Operating Support
_____ Scheduling Constraints for Classes
_____ Prerequisite Coursework for Incoming Students
_____ Other (please specify) _____

Counseling Programs   5

2.11. During the 2011-12 school year, what is the number of qualified applicants denied admission to your programs due to any of the capacity constraints listed above (2.10)? _____

SECTION 3: CLINICAL ROTATIONS

3.1. What organizations does your institution currently use for student clinical rotations?
(Please list the names of these organizations below, use the back page if more space is needed, or attach a separate spreadsheet)

3.1.1. Are the organizations being used to capacity? Yes / No

3.1.2. If **no**, why not?

_____
_____
_____

3.2. What limiting factors has your school experienced, if any, to providing clinical rotations?
(Please check all that apply)

- □ Faculty participation
- □ Participation by organizations
- □ Space provided by organizations
- □ Equipment provided by organizations
- □ Location of participating organization

- □ Faculty time availability
- □ Conflicts with other schools
- □ Student time conflicts
- □ Availability of supervisory staff
- □ Other (please specify) _____

3.3. Do you feel that you have enough participating organizations to meet your clinical rotation needs? Yes / No

If **no**, please explain?

_____
_____
_____

3.4. Do you feel your school is competing with other institutions for clinic availability? Yes / No

3.5. On average, do students perform clinical rotations at one site or multiple sites? One Site / Multiple Sites

3.6. In your experience, what barriers exist between colleges and universities to work collaboratively in scheduling clinical rotations?

_____
_____
_____

3.7. Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed and scheduled? _____

Counseling Programs   6

APPENDIX D (CONT.) — PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

3.8. What creative solutions for clinical rotations are being developed and used by your school?
(Example: more simulation, extended hours, summer programs, rotating program acceptance)

3.9. Are the solutions mentioned in 3.8 above being shared with other colleges and universities? Yes / No

If **yes**, how are these solutions being shared?

_____

_____

_____

SECTION 4: FACULTY RECRUITMENT

4.1. What is the number of faculty in your counseling programs who meet credential requirements?

    a. Full-Time   _____

    b. Part-Time   _____

    c. Adjunct   _____

4.2. What is the number of faculty in your counseling education programs who **do not** meet credential requirements?

    a. Full-Time   _____

    b. Part-Time   _____

    c. Adjunct   _____

4.3. Over the last five years, what was the average number of applicants per open faculty position within your counseling education programs?

    a. Full-Time   _____

    b. Part-Time   _____

    c. Adjunct   _____

4.4. How does the number of counseling faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?

    ☐ More applicants in counseling program

    ☐ Fewer applicants in counseling program

    ☐ About the same number of applicants

APPENDIX D (CONT.) — PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

4.5. What sources are you currently using to advertise for faculty candidates?

☐ Online job posting sites	☐ Headhunter service
☐ School website	☐ List serve/email announcements
☐ Television	☐ Chronicle of Higher Education
☐ Flyers	☐ Idaho Department of Labor
☐ Career fairs	☐ Marriage & Family Therapists Association journals
☐ Newspaper	☐ Other (*please specify*) _____

4.6. Over the last five years, how many counseling faculty members have been recruited from outside Idaho? _____

4.7. Over the last five years, how many counseling faculty candidates turned down offers of employment? _____

4.8. What was the estimated cost of faculty recruitment in 2011-12? (*Please include both hour and dollar estimates*)

$ _____   Time spent (in hours) _____

4.9. What was the total estimated cost of counseling education faculty turnover in 2011-12? **$_____**

(*Please consider the overall cost including replacement faculty, cancelled courses, recruitment and training*)

4.10. If you could change **one thing** about the applicants for counseling faculty, what would it be?

☐ More age diverse applicants	☐ More local or in-state applicants
☐ More applicants who meet credential requirements	☐ More applicants in general
☐ More Ph.D. educated applicants	☐ More diverse gender representation
☐ More experienced applicants	☐ Other (please specify) _____

Counseling Programs   8

APPENDIX D (CONT.) — PROGRAM DIRECTOR SURVEY - IDAHO COUNSELING PROGRAMS

SECTION 5: CONCLUSION

Would you be interested in receiving a copy of the final report? Yes / No

I certify that the information submitted in this form is complete and accurate to the best of my knowledge.

Signature of Respondent: _____

Date: _____

_____
Respondent Name Printed

_____
Name of School

_____
Contact Phone Number

Please submit survey responses in the return envelope provided to
Polly Lorenz
Idaho Department of Labor
Communications & Research
317 W Main St
Boise, ID 83703

IDAHO
DEPARTMENT OF LABOR

Polly.Lorenz@labor.idaho.gov
Office: (208) 332-3570 x 3244
Fax: (208) 334-6455

Counseling Programs

9

Boise State University-Counseling Program

STUDENT CAPACITY

Does your school offer a counseling degree that allows students to qualify for professional counselor licensure for the state of Idaho?	Yes
What is the name of this graduate program?	Boise State University Counseling Program
What is the name of the degree?	MA in Counseling
Current Capacity	80
Does your school offer degree emphases?	Yes
	School Counseling
	Addictions
Number of eligible applicants for admission for the 2011-2012 academic year?	70
Number of admissions offered?	27
Number of admissions accepted?	27
Do you have a waitlist?	Yes
Number of people on waitlist?	5
Do you track students who are denied admission, but were accepted at a later date?	No
Do you offer deferred admission?	No
What is the average age of admitted applicants?	30

What is the total # of students enrolled in the physician assistant programs for the 2011-2012 year?

	Female	45
	Male	15
	TOTAL	60

Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic		
Asian, non-Hispanic		6
Black or African American, non-Hispanic		
Hispanic		10
Native Hawaiian or other Pacific islander, Non-Hispanic		
Two or more races, non-Hispanic		2
White, Non-Hispanic		40
Race or Ethnicity Unknown		2
	TOTAL	60

Enrollment by class year / persistence rate

1

Boise State University-Counseling Program

Academic Year	1st Semester	2nd Semester	3rd Semester	4th Semester	5th Semester	6th Semester
2005-2006	17	17	17	17	17	17
2006-2007	14	14	14	14	14	14
2007-2008	16	18	16	16	16	16
2009-2010	19	18	18	18	18	18
2010-2011	20	17	17	17	17	17
2011-2012	24	20	20	20	20	20

How many degrees were conferred for the following academic years?

Academic Year	Female	Male	Total
2005-2006	14	3	17
2006-2007	9	5	14
2007-2008	12	4	16
2009-2010	14	4	18
2010-2011	13	4	17
2011-2012	18	2	20

Do you track the National Counselor Examination pass rates for alumni?   Yes

Academic Years	Pass Rate
2005-2006	98%
2006-2007	100%
2007-2008	95%
2009-2010	100%
2010-2011	100%

Do you track the National Clinical Mental Health Counselor pass rates for alumni?   No

FACULTY

How many theory instructors in counseling program for 2011-2012 year?

          Female   Male

2

Boise State University-Counseling Program

Full-Time	4	1
Part-Time	0	0
Adjunct	3	0

How many clinical instructors in counseling program for 2011-2012 year?

	Female	Male
Full-Time	4	1
Part-Time	0	0
Adjunct	3	10

Student Faculty ratio	10:1	50 students per 5 faculty

Average Age of Faculty?	45
Hours worked per Week: Faculty	60
Do faculty work during calendar breaks?	No

Projected number of faculty who will retire in the next five years?	1

Racial/Ethnic Category	# of Faculty
American Indian or Alaska Native, non-Hispanic	1
Asian, non-Hispanic	0
Black or African American, non-Hispanic	0
Hispanic	0
Native Hawaiian, non-Hispanic	0
Two or more races, non-Hispanic	0
White, non-Hispanic	4
Race or Ethnicity unknown	0
Total	**5**

Increase your program in the next 5 years?	No
If yes, by how many seats?	x

Rank capacity constraints by order of importance

	Rank	Comments
Qualified Faculty		
Clinical Site Availability		

3

Boise State University-Counseling Program

Funding   1
Campus Facilities and equipment   3
Operating Support   2
Scheduling constraints for classes
Other

During the 2011-2012 school year, what is the # of   0
qualified applicants denied admission?

CLINICAL ROTATIONS

What organizations does your institution currently use for student clinical rotations?   School Districts

What Limiting factors has your school experienced, if any, to providing clinical rotations?   Space provided by organizations
Conflicts with other schools

Do you feel you have enough participating organizations to meet your clinical needs?   Yes

Do you feel you compete with other schools for clinic availability?   Yes
On average, students perform clinical rotations at one or multiple sites?   Multiple

What barriers exist between colleges/universities to change the way clinical rotations are staffed or scheduled?   We have an excellent relationship with area school districts and mental health agencies.

Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed or scheduled?   N/A
What creative solutions for clinical rotations are being developed and used by the school?   No changes

---

FACULTY RECRUITMENT

What is the number of faculty in your counseling programs who meet credential requirements ?
Full-time   5
Part-Time
Adjunct   3

4

Boise State University-Counseling Program

# of Faculty who do not meet credential requirements?
Full-time   0
Part-Time   0
Adjunct   0

Past five years, average number of applicants per open faculty position
Full-time   30
Part-time
Adjunct

How does the # of counseling faculty applicants compare to the number of applicants   About the same number of applicants
for faculty openings in other programs at your college or university?

What sources are you currently using to advertise faculty candidates?   **Sources**
     Online job posting sites
     Newspaper
     List serve/email announcements
     Chronicle of Higher Education

Over the past 5 years, how many counseling faculty candidates turned down offers of employment?   1
Over the past five years, how many counseling faculty have been recruited outside of Idaho?   3
What is the estimated cost of faculty recruitment in 2011-2012? $2,000
Time spent in hours   100
What is the total estimated cost of clinical education faculty turnover in 2011-2012?   0
If you could change one thing about applicants, what would they be?   More ethnically diverse

5

Idaho State University-Counseling Programs

STUDENT CAPACITY

Does your school offer a counseling degree that allows students to qualify for the Associate Marriage and Family Therapy licensure in the state of Idaho?	Yes
What is the name of this graduate program?	Marital, Couple and Family Counseling
What is the name of the degree?	Master of Counseling (M. Coun.)
What is the current capacity for this program?	20

Does your school offer a counseling degree that allows students to qualify for professional counselor licensure for the state of Idaho?	Yes
What is the name of this graduate program?	Clinical Mental Health Counseling
What is the name of the degree?	Master of Counseling (M. Coun.)
Current Capacity	50

Does your school offer degree emphases?	Yes
Areas of concentration:	Marital, Couples and Family Counseling
	Clinical Mental Health Counseling
	School Counseling
	Student Affairs Counseling

Number of eligible applicants for admission for the 2011-2012 academic year?	58
Number of admissions offered?	39
Number of admissions accepted?	35
Do you have a waitlist?	No
Number of people on waitlist?	X
Do you track students who are denied admission, but were accepted at a later date?	No
Do you offer deferred admission?	No
What is the average age of admitted applicants?	28
What is the total # of students enrolled in the physician assistant programs for the 2011-2012 year?	
Female	22
Male	13
TOTAL	35

1

Idaho Mental
Health
Professionals
Workforce
Overview

APPENDIX D (CONT.) — IDAHO STATE UNIVERSITY SURVEY RESPONSES

Idaho State University-Counseling Programs

Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic	0
Asian, non-Hispanic	1
Black or African American, non-Hispanic	0
Hispanic	2
Native Hawaiian or other Pacific islander, Non-Hispanic	0
Two or more races, non-Hispanic	
White, Non-Hispanic	30
Race or Ethnicity Unknown	2
TOTAL	35

Enrollment by class year / persistence rate

Academic Year	1st Semester	2nd Semester	3rd Semester	4th Semester	5th Semester	6th Semester
2005-2006	98%	100%	100	100		
2006-2007	98	100	100	100		
2007-2008	99	100	100	100		
2009-2010	98	100	99	100		
2010-2011	99	100	100	100		
2011-2012	97	100	100	100		

How many degrees were conferred for the following academic years?

Academic Year	Female	Male	Total
2005-2006	16	9	25
2006-2007	17	10	27
2007-2008	15	9	24
2009-2010	18	6	24
2010-2011	15	7	22
2011-2012	24	10	34

Do you track the National Marital and Family Therapy Examination pass rates for alumni?	No
Do you track the National Counselor Examination pass rates for alumni?	Yes

Academic Years	Pass Rate

2

Idaho State University-Counseling Programs

2005-2006	100%
2006-2007	100%
2007-2008	100%
2009-2010	96%
2010-2011	98%

Do you track the National Clinical Mental Health Counselor pass rates for alumni?   No

Academic Years	Pass Rate
2007-2008	100%
2009-2010	100%
2010-2011	100%

FACULTY

How many theory instructors in your counseling programs for 2011-2012 year?

	Female	Male
Full-Time	2	0
Part-Time	0	0
Adjunct	0	0

How many clinical instructors in counseling program for 2011-2012 year?

	Female	Male
Full-Time	5	3
Part-Time	0	1
Adjunct	0	2

Student Faculty ratio	10:1	90 students per 8.5 faculty
Average Age of Faculty?	44	
Hours worked per Week: Faculty	50	
Do faculty work during calendar breaks?	No	
Projected number of faculty who will retire in the next five years?	2	

3

Idaho State University-Counseling Programs

Racial/Ethnic Category	# of Faculty
American Indian or Alaska Native, non-Hispanic	0
Asian, non-Hispanic	.5
Black or African American, non-Hispanic	1
Hispanic	0
Native Hawaiian, non-Hispanic	0
Two or more races, non-Hispanic	0
White, non-Hispanic	7
Race or Ethnicity unknown	0
Total	**8.5**

Increase your program in the next 5 years?

If yes, by how many seats?   Dependent on new faculty – 1 faculty = 10 more students

Rank capacity constraints by order of importance

	Rank	Comments
Qualified Faculty	2	
Clinical Site Availability	3	
Funding	1	
Campus Facilities and Equipment	5	
Operating Support	4	
Scheduling Constraints for Classes	6	
Prerequisite Coursework for Incoming Students	7	
Other		

CLINICAL ROTATIONS

What organizations does your institution currently use for student clinical rotations?   We have over 100 affiliation agreements. Site locations from St. Anthony to American Falls and all around Boise, Nampa and Caldwell

What limiting factors has your school experienced, if any, to providing clinical rotations?   Participation by organizations
Space provided by organizations
Availability of supervisory staff

4

Idaho State University-Counseling Programs

Do you feel you have enough participating organizations to meet your clinical needs?	No As we increase the number of students, state and federal reimbursement has declined so many nonprofits have closed thus diminishing the number of sites.
Do you feel you compete with other schools for clinic availability?	No in East Idaho, yes in Treasure Valley
On average, students perform clinical rotations at one or multiple sites?	Multiple
What barriers exist between colleges/universities to change the way clinical rotations are staffed or scheduled?	No real barriers
Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed or scheduled?	Yes
What creative solutions for clinical rotations are being developed and used by the school?	No changes

FACULTY RECRUITMENT

What is the number of faculty in your counseling programs who meet credential requirements?

Full-time	8
Part-Time	1
Adjunct	2

# of Faculty who do not meet credential requirements?

Full-time	0
Part-Time	0
Adjunct	0

Past five years, average number of applicants per open faculty position

Full-time	25
Part-time	
Adjunct	

How does the # of counseling faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?	About the same number of applicants

5

APPENDIX D (CONT.) — IDAHO STATE UNIVERSITY SURVEY RESPONSES

Idaho State University-Counseling Programs

What sources are you currently using to advertise faculty candidates?	**Sources** Online job posting sites School website List serve/email announcements

Over the past 5 years, how many counseling faculty candidates turned down offers of employment?	2
Over the past five years, how many counseling faculty have been recruited outside of Idaho?	1
What is the estimated cost of faculty recruitment in 2011-2012?	$2,000
Time spent in hours	40
What is the total estimated cost of clinical education faculty turnover in 2011-2012?	$10,000
If you could change one thing about applicants, what would they be?	More applicants in general

6

APPENDIX E — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

Survey of Idaho Social Work Programs

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

About the Survey

Thank you for your participation. This survey will help us provide a comprehensive picture of Idaho's capacity to train future social workers. Data will be used by the Idaho Health Care Workforce Planning Committee to develop a comprehensive approach to providing adequate mental health care and by the Department of Labor to assess the future supply of social worker personnel. Approximate time to complete this questionnaire is two hours.

Please submit survey results to Polly Lorenz at the Idaho Department of Labor by Thursday March 1, 2012.

SECTION 1: STUDENTS

1.1. What is the current capacity (number of seats) for the Bachelors in Social Work at your school? _____

1.2. What is the current capacity (number of seats) for the Master of Social Work program at your school? _____

1.2 What CIP code is associated with this program? _____

1.3. What is the number of eligible undergraduate applicants for admission for the 2011-12 academic year? _____

1.4. Number of admissions offered? _____ Accepted? _____

1.5 What is the number of eligible graduate applicants for admission for the 2011-2012 academic year? _____

1.6 Number of admissions offered? _____ Accepted? _____

1.7. Do you have a waitlist? Yes / No

    1.7.1. If yes, what is the number of qualified undergraduate applicants on the waitlist? _____
    1.7.2 If yes, what is the number of qualified graduate applicants on the waitlist? _____

1.8. Do you track students who are denied admission in one year but accepted at a later date? Yes / No

    1.8.1. If yes, what percentage of undergraduate students who were denied admission was accepted at a later date? _____%

    1.8.2. If yes, what percentage of graduate students who were denied admission was accepted at a later date? _____%

1.9. Do you offer deferred admission? Yes / No

    1.9.1. If yes, what is the percentage of undergraduate students offered deferred admission that matriculated at the later date? _____%

    1.9.2. If yes, what is the percentage of graduate students offered deferred admission that matriculated at the later date? _____%

Social Work   2

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

1.10. What is the average age of admitted undergraduate students? _____

1.11. What is the average age of admitted graduate students? _____

1.12. What is the total number of students enrolled in your social work education programs for the 2011-12 school year?

	Female	Male	Total
Bachelors	_____	_____	_____
Masters	_____	_____	_____

1.13. Please provide undergraduate enrollment counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of students
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

1.14. Please provide graduate enrollment counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of students
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

1.15. What is the persistence rate for the undergraduate social work program for the following academic years? Please provide enrollment data by class year.

Academic Year	Freshman	Sophomore	Junior	Senior
2005-2006	_____	_____	_____	_____
2006-2007	_____	_____	_____	_____
2007-2008	_____	_____	_____	_____
2008-2009	_____	_____	_____	_____
2009-2010	_____	_____	_____	_____
2010-2011	_____	_____	_____	_____
2011-2012	_____	_____	_____	_____

Social Work   3

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

1.16. What is the persistence rate for the graduate social work program for the following academic years? Please provide enrollment data by class year.

Academic Year	1st Semester	2nd Semester	3rd Semester	4th Semester	5th Semester	6th Semester	7th Semester
2005-2006	_____	_____	_____	_____	_____	_____	_____
2006-2007	_____	_____	_____	_____	_____	_____	_____
2007-2008	_____	_____	_____	_____	_____	_____	_____
2008-2009	_____	_____	_____	_____	_____	_____	_____
2009-2010	_____	_____	_____	_____	_____	_____	_____
2010-2011	_____	_____	_____	_____	_____	_____	_____
2011-2012	_____	_____	_____	_____	_____	_____	_____

1.17. How many degrees were conferred for the following academic years?

Academic Year	Baccalaureate	Masters
2005-2006	_____	_____
2006-2007	_____	_____
2007-2008	_____	_____
2008-2009	_____	_____
2009-2010	_____	_____
2010-2011	_____	_____
2011-2012	_____	_____

1.18. Do you track the Nationally Standardized Examination of Association of Social Work Boards pass rates for alumni? Yes / No

    1.18.1. If yes, what are the pass rates for the following years?

2005-2006	_____
2006-2007	_____
2007-2008	_____
2008-2009	_____
2009-2010	_____
2010-2011	_____

Social Work   4

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

SECTION 2: FACULTY

2.1. How many theory instructors do you have in your social work programs for the 2011-12 school year?

Status	Female	Male
Full-Time	_____	_____
Part-Time	_____	_____
Adjunct	_____	_____

2.2. How many clinical instructors do you have in your social work programs for the 2011-12 school year?

Status	Female	Male
Full-Time	_____	_____
Part-Time	_____	_____
Adjunct	_____	_____

2.3. Undergraduate student to faculty ratio: _____ to 1 (based on ____students and _____faculty)

2.4. Graduate student to faculty ratio:_____ to 1 (based on _____students and _____ faculty)

2.5. What is the average age of your faculty? _____

2.6. How many hours per week do full- time faculty work? _____

2.7. Do the social work faculty work during academic calendar breaks? Yes / No

    2.7.1. If **yes**, how many hours per week?_____

2.8. How many faculty are projected to retire in the next five years? _____

2.9. Please provide faculty counts by racial/ethnic category for the 2011-12 academic year.

Racial/Ethnic Category	Number of Faculty
American Indian or Alaska Native, Non-Hispanic	_____
Asian, Non-Hispanic	_____
Black or African American, Non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, Non-Hispanic	_____
Two or more races, Non-Hispanic	_____
White, Non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

2.9 Do you plan to increase the capacity of the undergraduate program over the next five years? Yes / No

If **yes**, how many new seats do you plan to add? _____

2.10 Do you plan to increase the capacity of the graduate program over the next five years? Yes / No

If **yes**, how many new seats do you plan to add? _____

Social Work   5

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

2.10.   Do you plan to add satellite campuses? Yes/No

2.11. Please rank the following capacity constraints by order of importance, with 1 being the most important.

Rank

_____   Qualified Faculty
_____   Clinical Site Availability
_____   Funding
_____   Campus Facilities and Equipment
_____   Operating Support
_____   Scheduling Constraints for Classes
_____   Prerequisite Coursework for Incoming Students
_____   Other (please specify)_____

2.12. During the 2011-12 school year, what is the number of qualified applicants denied admission to your programs due to any of the capacity constraints listed above (2.11)? _____

SECTION 3: FIELD PRACTICUM

3.1. What organizations does your institution currently use for student field practicums?
(Please list the names of these organizations below, use the back page if more space is needed, or attach a separate spreadsheet)

3.2. What limiting factors has your school experienced, if any, to providing field practicums?
(Please check all that apply)

- □ Faculty participation
- □ Participation by organizations
- □ Space provided by organizations
- □ Equipment provided by organizations
- □ Location of participating organization
- □ Faculty time availability
- □ Conflicts with other schools
- □ Student time conflicts
- □ Availability of supervisory staff
- □ Other (please specify) _____

3.3. Do you feel that you have enough participating organizations to meet your field practicum needs? Yes / No

3.4. Do you feel your school is competing with other institutions for field availability? Yes / No

3.5. On average, do students perform field practicums at one site or multiple sites? One Site / Multiple Sites

Social Work   6

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

3.6. In your experience, what barriers exist between colleges and universities to work collaboratively in scheduling field practicums?

_____
_____
_____

3.7. Are health provider organizations willing to partner with college/universities to change the way clinical practicums are currently staffed and scheduled? Yes / No

    3.7.1. If **no**, why not?

_____
_____
_____

3.8. What creative solutions for field rotations are being developed and used by your school?
    (Example: more simulation, extended hours, summer programs, rotating program acceptance)

3.9. Are the solutions mentioned in 3.8 above being shared with other colleges and universities? Yes / No

    3.9.1. If **yes**, how are these solutions being shared?

_____
_____
_____

    3.9.2. If **no**, why not?

_____
_____
_____
_____

SECTION 3: FACULTY RECRUITMENT

4.1. What is the number of faculty in your social work programs who meet credential requirements?

    a. Full-Time   _____
    b. Part-Time   _____
    c. Adjunct   _____

4.2. What is the number of faculty in your Social Work education programs who **do not** meet credential requirements?

    a. Full-Time   _____
    b. Part-Time   _____
    c. Adjunct   _____

4.3. Over the last five years, what was the average number of applicants per open faculty position within your social work education programs?

    a. Full-Time   _____
    c. Adjunct   _____

4.4. How does the number of social work faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?

    ☐ More applicants in social work program
    ☐ Fewer applicants in social work program
    ☐ About the same number of applicants

Social Work   7

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

4.5. What sources are you currently using to advertise for social work faculty candidates?

☐ Online job posting sites
☐ School website
☐ Television
☐ Flyers
☐ Career fairs
☐ Newspaper
☐ Headhunter service

☐ List serve/email announcements
☐ Chronicle of Higher Education
☐ Idaho Department of Labor
☐ Social Work Association journals
☐ Other (*please specify*) _____

4.6. Over the last five years, how many social work faculty members have been recruited from outside Idaho? _____

4.7. Over the last five years, how many social work faculty candidates turned down offers of employment? _____

4.8. What was the estimated cost of faculty recruitment in 2011-12? (*Please include both hour and dollar estimates*)

$ _____   Time spent (in hours) _____

4.9. What was the total estimated cost of social work education faculty turnover in 2011-12? $_____
(*Please consider the overall cost including replacement faculty, cancelled courses, recruitment and training*)

4.10. If you could change *one thing* about the applicants for social work faculty, what would it be?

☐ More age diverse applicants
☐ More applicants who meet credential requirements
☐ More Ph.D. educated applicants
☐ More experienced applicants

☐ More local or in-state applicants
☐ More applicants in general
☐ More diverse gender representation
☐ Other (please specify) _____

SECTION 5: SOCIAL WORK SPECIFIC

5.1. How many of your faculty are licensed social workers? _____
5.2. What professional social work organizations do your faculty members belong to?

_____
_____
_____

Social Work   8

APPENDIX E (CONT.) — PROGRAM DIRECTOR SURVEY - SOCIAL WORK PROGRAMS

SECTION 6: CONCLUSION

Would you be interested in receiving a copy of the final report? Yes / No

I certify that the information submitted in this form is complete and accurate to the best of my knowledge.

_____   _____
Signature of Respondent: Date:

_____
Respondent Name Printed

_____
Name of School

_____
Contact Phone Number

Please submit survey responses in the return envelope provided to
Polly Lorenz
Idaho Department of Labor
Communications & Research
317 W. Main St.
Boise, ID 83703

IDAHO
DEPARTMENT OF LABOR

Polly.Lorenz@labor.idaho.gov
Office: (208) 332-3570 x 3244
Fax: (208) 334-6455

Social Work   9

Boise State University-Social Work Program

STUDENT CAPACITY

Current capacity for the Bachelors in Social Work program	75
Current capacity for the Master in Social Work program	200
Number of eligible undergraduate applicants for admission for the 2011-2012 academic year?	150
Number of admissions offered?	50
Number of admissions accepted?	50
Number of eligible graduate applicants for admission for the 2011-2012 academic year?	320
Number of admissions offered?	95
Number of admissions accepted?	94
Do you have a waitlist?	Yes
Number of qualified undergraduate applicants on waitlist?	6
Number of qualified graduate applicants on the waitlist?	2
Do you track students who are denied admission, but were accepted at a later date?	No
Do you offer deferred admission?	No
What is the average age of admitted undergraduate students?	29.2
What is the average age of admitted graduate students?	34.3

What is the total # of students enrolled in your social work education programs for the 2011-2012 year?

Bachelors   Note: Only juniors and seniors are in the undergraduate social work program

	Female	177
	Male	34
	TOTAL	211

Masters

	Female	174
	Male	42
	Total	216

Undergraduate Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic	13

1

APPENDIX E (CONT.) — BOISE STATE UNIVERSITY SURVEY RESPONSES

Idaho Mental
Health
Professionals
Workforce
Overview

Boise State University-Social Work Program

Asian, non-Hispanic		24
Black or African American, non-Hispanic		4
Hispanic		10
Native Hawaiian or other Pacific islander, Non-Hispanic		0
Two or more races, non-Hispanic		1
White, Non-Hispanic		99
Race or Ethnicity Unknown		1
	TOTAL	123

Graduate Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic		5
Asian, non-Hispanic		3
Black or African American, non-Hispanic		0
Hispanic		10
Native Hawaiian or other Pacific islander, Non-Hispanic		0
Two or more races, non-Hispanic		11
White, Non-Hispanic		183
Race or Ethnicity Unknown		7
	TOTAL	216

Undergraduate enrollment by class year / persistence rate

Academic Year	Freshman	Sophomore	Junior	Senior
2005-2006				
2006-2007	83	61	74	83
2007-2008	72	65	78	87
2008-2009	63	95	83	77
2009-2010	83	79	88	79
2010-2011	87	95	108	89
2011-2012	83	104	91	123

2

APPENDIX E (CONT.) — BYU-IDAHO SURVEY RESPONSES

Idaho Mental
Health
Professionals
Workforce
Overview

BYU-Idaho Social Work Program

STUDENT CAPACITY

Current Capacity	100
Number of admissions offered?	100
Number of admissions accepted?	37
What is the average age of admitted undergraduate students?	Approx. 25<
What is the total # of students enrolled in your social work education programs for the 2011-2012 year?	
Female	104
Male	9
TOTAL	113

Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic	1
Asian, non-Hispanic	1
Black or African American, non-Hispanic	
Hispanic	14
Native Hawaiian or other Pacific islander, Non-Hispanic	1
Two or more races, non-Hispanic	
White, Non-Hispanic	
Race or Ethnicity Unknown	96
TOTAL	113

How many degrees were conferred for the following academic years?

Academic Year	Total
2007	56
2008	49
2009	50
2010	57
2011	47

FACULTY

Student Faculty ratio	25:1	100 students per 4 faculty

Hours worked per Week: Faculty	40+
Do faculty work during calendar breaks?	Yes
How many hours do faculty work during breaks?	We have year round school.

1

APPENDIX E (CONT.) — BYU-IDAHO SURVEY RESPONSES

Idaho Mental
Health
Professionals
Workforce
Overview

BYU-Idaho Social Work Program

FIELD PRACTICUM

What organizations does your institution currently use for student field practicum?   Social Work Internships attached

Do you feel you have enough participating organizations to meet your clinical needs?   Yes

Do you feel your school is competing with other schools for clinic availability?   No

On average, students perform clinical rotations at one or multiple sites?   Multiple, Depends

What creative solutions for clinical rotations are being developed and used by the school?

We have three semesters a year.
Jan – Apr
Apr – July
Late Aug/Sept – Dec

FACULTY RECRUITMENT

What is the number of faculty in your social work programs who meet credential requirements?

Full-time   4

Part-Time

Adjunct   2

How many of your faculty are licensed social workers?   4-6

2

Idaho State University-Social Work Program

STUDENT CAPACITY

Current Capacity	100
Number of eligible applicants for admission for the 2011-2012 academic year?	37
Number of admissions offered?	37
Number of admissions accepted?	37
Do you have a waitlist?	No
Number of people on waitlist?	x
Do you track students who are denied admission, but were accepted at a later date?	Yes
What percentage of undergraduate students were denied admission was accepted at a later date?	100%
Do you offer deferred admission?	No
What is the average age of admitted undergraduate students?	29
What is the total # of students enrolled in your social work education programs for the 2011-2012 year?	
Female	43
Male	9
TOTAL	52

Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic	
Asian, non-Hispanic	
Black or African American, non-Hispanic	
Hispanic	11
Native Hawaiian or other Pacific islander, Non-Hispanic	2
Two or more races, non-Hispanic	
White, Non-Hispanic	36
Race or Ethnicity Unknown	3
TOTAL	52

How many degrees were conferred for the following academic years?

1

Idaho Mental
Health
Professionals
Workforce
Overview

APPENDIX E (CONT.) — IDAHO STATE UNIVERSITY SURVEY RESPONSES

Idaho State University-Social Work Program

Fiscal Year	Total
2006	48
2007	46
2008	36
2009	39
2010	42
2011	30
TOTAL	

Do you track the Nationally Standardized Examination of Social Work   Yes
Boards pass rates for alumni?

Academic Years	Pass Rate
2005-2006	
2006-2007	
2007-2008	94%
2008-2009	90%
2009-2010	
2010-2011	

FACULTY

How many theory instructors in social work program for 2011-2012 year?

	Female	Male
Full-Time	1	2
Part-Time	1	0
Adjunct	1	0

How many clinical instructors in PA program for 2011-2012 year?

	Female	Male
Full-Time	1	0
Part-Time	0	0
Adjunct	0	0

Student Faculty ratio	23:1	58 students per 3 faculty

Average Age of Faculty?	46
Hours worked per Week: Faculty	40+
Do Faculty work during calendar breaks?	Yes

2

Idaho State University-Social Work Program

How many hours do faculty work during breaks?	Varies – 9 month contract, but most do research
Projected number of faculty who will retire in the next five years?	**0**

Racial/Ethnic Category	# of Faculty
American Indian or Alaska Native, non-Hispanic	0
Asian, non-Hispanic	0
Black or African American, non-Hispanic	0
Hispanic	0
Native Hawaiian, non-Hispanic	0
Two or more races, non-Hispanic	0
White, non-Hispanic	5
Race or Ethnicity unknown	0
Total	**6**

Increase your program in the next 5 years?	No
If yes, by how many seats?	x
Add satellite campuses?	No

Capacity constraints by order of importance

	Rank
Qualified Faculty	1
Clinical Site Availability	4
Funding	1
Campus Facilities and equipment	5
Operating Support	7
Scheduling constraints for classes	6
Prerequisite Coursework for Incoming Students	3
Other	
During the 2011-2012 school year, what is the # of qualified applicants denied admission due to capacity constraints?	0

3

Idaho State University-Social Work Program

FIELD PRACTICUM

What organizations does your institution currently use for student field practicum? — **See attached**

What limiting factors has your school experienced, if any, to providing clinical rotations?

Participation by organizations
Conflicts with other schools
Availability of supervisory staff

Do you feel you have enough participating organizations to meet your clinical needs? — Yes

Do you compete with other schools for clinic availability? — Yes
On average, students perform clinical rotations at one or multiple sites? — Multiple

What barriers exist between colleges/universities to change the way clinical rotations are staffed or scheduled?

Many social service agencies have experienced funding cuts so field instructor time onsite may be limited. Also, if agency has limited slots and needs to choose between a BSW and an MSW student, MSW may be preferred.

Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed or scheduled?

Yes, as able to. However, if field instructors or pertinent learning asks are not available then they cannot change.

What creative solutions for clinical rotations are being developed and used by the school? — Extended hours – evening

Are the solutions mentioned above being shared with other colleges and universities? — No
If no, why are these solutions, not being shared? — Hasn't been necessary yet

FACULTY RECRUITMENT

What is the number of faculty in your social work programs who meet credential requirements?
Full-time — 3
Part-Time — 1
Adjunct — 1

# of Faculty who do not meet credential requirements?
Full-time — 0
Part-Time — 0
Adjunct — 0

Past five years, average number of applicants per open faculty position
Full-time — 12-15
Adjunct

4

Idaho State University-Social Work Program

How does the # of social work faculty compare to the number of applicants for faculty openings in other programs at your college or university?

Fewer applicants in social work program

What sources are you currently using to advertise social work faculty candidates?

Sources
Online job posting sites
School website
List serve/email announcements
Chronicle of Higher Education
Social Work Association journals

Over the past five years, how many social work faculty have been recruited outside of Idaho?   1

Over the past 5 years, how many social work faculty candidates turned down offers of employment?   2

Currently have 2 searches going, but unsure yet of results

What is the estimated cost of faculty recruitment in 2011-2012? $3,000

Time spent in hours   64 hours

What is the total estimated cost of clinical education faculty turnover in 2011-2012? $3,000

If you could change one thing about applicants, what would they be?

More applicants who meet credential requirements
More applicants who have both PhD, social work clinical license and practical experience.

How many of your faculty are licensed social workers?   4

What professional social work organizations do your faculty members belong to?   NASW, CSWE, BPD, NACSW

5

Lewis-Clark State College-Social Work Program

STUDENT CAPACITY

Current Capacity	200
Number of eligible applicants for admission for the 2011-2012 academic year?	31
Number of admissions offered?	31
Number of admissions accepted?	31
Do you have a waitlist?	No
Number of people on waitlist?	x
Do you track students who are denied admission, but were accepted at a later date?	No
What percentage of undergraduate students were denied admission was accepted at a later date?	x
Do you offer deferred admission?	No
What is the average age of admitted undergraduate students?	28
What is the total # of students enrolled in your social work education programs for the 2011-2012 year?	
Female	137
Male	32
TOTAL	169

Enrollment by racial/ethnic category

American Indian or Alaska Native, Non-Hispanic	10
Asian, non-Hispanic	
Black or African American, non-Hispanic	2
Hispanic	14
Native Hawaiian or other Pacific islander, Non-Hispanic	
Two or more races, non-Hispanic	
White, Non-Hispanic	143
Race or Ethnicity Unknown	
TOTAL	169

How many degrees were conferred for the following academic years?

1

Lewis-Clark State College-Social Work Program

Academic Year	Total
2005-2006	28
2006-2007	36
2007-2008	25
2008-2009	30
2009-2010	34
2010-2011	43
2011-2012	**46**

Do you track the Nationally Standardized Examination of Social Work Boards pass rates for alumni?   Yes

Academic Years	Pass Rate
2005-2006	94%
2006-2007	85%
2007-2008	94%
2008-2009	96%
2009-2010	90%
2010-2011	92%

FACULTY

How many theory instructors in social work program for 2011-2012 year?

	Female	Male
Full-Time	4	2
Part-Time	2	
Adjunct		

How many clinical instructors in PA program for 2011-2012 year?

	Female	Male
Full-Time	1	
Part-Time		
Adjunct		

Student Faculty ratio	24:1	182 students per 7.5 faculty

Average Age of Faculty?	55
Hours worked per Week: Faculty	40
Do Faculty work during calendar breaks?	Yes

2

Lewis-Clark State College-Social Work Program

How many hours do faculty work during breaks?	No
Projected number of faculty who will retire in the next five years?	3

Racial/Ethnic Category	# of Faculty
American Indian or Alaska Native, non-Hispanic	0
Asian, non-Hispanic	0
Black or African American, non-Hispanic	0
Hispanic	0
Native Hawaiian, non-Hispanic	0
Two or more races, non-Hispanic	0
White, non-Hispanic	10
Race or Ethnicity unknown	0
Total	10

Increase your program in the next 5 years?	Yes
If yes, by how many seats?	Not identified yet
Add satellite campuses?	No

Capacity constraints by order of importance

	Rank
Qualified Faculty	4
Clinical Site Availability	7
Funding	1
Campus Facilities and equipment	2
Operating Support	5
Scheduling constraints for classes	3
Prerequisite Coursework for Incoming Students	6
Other	
During the 2011-2012 school year, what is the # of qualified applicants denied admission due to capacity constraints?	0

3

Lewis-Clark State College-Social Work Program

FIELD PRACTICUM

What organizations does your institution currently use for student field practicum? **See attached**

What limiting factors has your school experienced, if any, to providing clinical rotations?

Participation by organizations
Space provided by organizations
Conflicts with other schools

Do you feel you have enough participating organizations to meet your clinical needs?	No
Do you compete with other schools for clinic availability?	Yes
On average, students perform clinical rotations at one or multiple sites?	One site
What barriers exist between colleges/universities to change the way clinical rotations are staffed or scheduled?	More students than sites
What creative solutions for clinical rotations are being developed and used by the school?	None

FACULTY RECRUITMENT

What is the number of faculty in your social work programs who meet credential requirements?

Full-time	6
Part-Time	2
Adjunct	2

# of Faculty who do not meet credential requirements?

Full-time	0
Part-Time	0
Adjunct	0

Past five years, average number of applicants per open faculty position

Full-time	3
Adjunct	

How does the # of social work faculty compare to the number of applicants for faculty openings in other programs at your college or university?

Fewer applicants in social work program

What sources are you currently using to advertise social work faculty candidates?

Sources
Online job posting sites
School website
Flyers
Newspaper
List serve/email announcements
Chronicle of Higher Education
Social Work Association journals

4

Lewis-Clark State College-Social Work Program

Over the past five years, how many social work faculty have been recruited outside of Idaho?	2
Over the past 5 years, how many social work faculty candidates turned down offers of employment?	0
What is the estimated cost of faculty recruitment in 2011-2012?	$1,000
Time spent in hours	10 hours
What is the total estimated cost of clinical education faculty turnover in 2011-2012?	0
If you could change one thing about applicants, what would they be?	More applicants in general
	More applicants who have both PhD, social work clinical license and practical experience.
How many of your faculty are licensed social workers?	All 10
What professional social work organizations do your faculty members belong to?	SWRR, NASW, BPD, CSWE

5