

Licensed Mental Health Professionals in California

This report compiles and analyzes data obtained from demographics and recent studies on the supply of, and demand for, licensed mental health professionals in several occupations essential to the operation of the public, community-based mental health service system: Psychiatrists, Advanced Practice Nurses, Clinical Psychologists, Licensed Clinical Social Workers (LCSWs), and Marriage and Family Therapists (MFTs). The report identifies trends that impact the mental health field, including the number of current license holders, their geographic distribution, and changes in the workforce over time. The report recommends specific changes to data collection and reporting.

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Note

According to a California Department of Consumer Affairs (DCA) webpage, as of July 1, 2008, the number of valid licensees and registrants with the Board of Behavioral Sciences (BBS) were:

MFTs, 29,531
MFT Interns, 11,404
LCSWs, 17,069
ASWs, 7,800

http://www.bbs.ca.gov/app-reg/licreg_stats.shtml

The numbers in this report were requested and provided in the spring of 2008. The numbers are not quite the same. While among interns the differences are slight, there are rather substantial differences for MFTs and LCSWs.

MFTs, 23,282
MFT Interns, 11,267
LCSWs, 14,578
ASWs, 7,790

Why the difference? An employee of BBS tells the author that the relevant numbers in this report are limited to LCSWs and MFTs who have licenses that are “active.” The numbers at DCA’s website, on the other hand, include all licensees whether in “active” or “inactive” status. “Inactive” status means that the license holder is not currently using his/her license (either not practicing or in a job where a license is not required). Their valid (but inactive) license can be restored to “active” at any time once they have caught up on continuing education and paid required fees.

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Summary

Conceptual Framework

Demand for the services of these professionals is largely a function of federal, state, and local spending for public, community-based mental health services, what people are paid to provide these services, and productivity gains from such developments as computerized records, greater use of physician extenders, increased cooperation between psychiatrists and other physicians, and the like. Publicly funded, community-based mental health services must compete with opportunities in the private mental health sector and with other industries, such as the criminal justice system. *Supply* of key public mental health professionals is largely a function of the size of the college-age population, the percentage obtaining bachelor's degrees and going on for advanced professional education, completing residencies or internships, and entering the public mental health workforce. The percentage obtaining bachelor's degrees and going on for advanced professional education, in turn, depends on the capacity of the educational system (school, slots, etc.), the relative attractiveness of various careers, and various other factors, such as the *cost* of schooling to the student.

In every occupation, there are both *growth* and *replacement* needs. The former is actual change over time in the number employed (or, in the workforce). The latter are job openings attributable to incumbents leaving the workforce (e.g., retirement, death, leaving the workforce for other reasons), net in- or out-migration, changing occupations, and the like. With the baby boomer generation approaching retirement age, replacement needs will very likely exceed growth needs in most health/mental health professions, looking ahead 10 years or more.

Two Commissioned Studies

Working with leaders at the UCSF Center for the Health Professions and the Annapolis Coalition, two small studies were undertaken. The UCSF group interviewed key people in three Masters level programs in California training Nurses in Advanced Practice Nursing (APN). The Annapolis Coalition updated an extensive review of literature on Recruitment and Retention. Findings from these two studies can be found on pages 4-7.

Occupational Outlook

Using national projections of employment by occupation, from the *Occupational Outlook Handbook*, published by the federal Bureau of Labor Statistics, we can say the following about employment growth between 2006 and 2016. The average for all occupations is an increase of 7 to 13 percent. Employment of key mental health (and, physical health) professionals is expected to grow at much higher rates. Here is the forecast, nationally, for:

Physicians and Surgeons.....	14%
Clinical Psychologists.....	16%
Registered Nurses	23%
Social Workers	22%
Marriage and Family Therapists.....	30%

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Growth in employment will create some of the *Demand* for newly minted mental health professionals, but replacing those who retire, die, get promoted, or otherwise leave the direct-care workforce will be substantial.

Current Numbers

Here are numbers of *valid* license holders per 100,000 population in California for several professional groups: (NOTE: Estimated population as of July 1, 2007: 37,771,431.)

	<u>Absolute Number</u>	<u>Number per 100,000 Population</u>
Psychiatrists	6,439	17.2
Psychiatric/MH Nurse Practitioners.....	348	0.9
Certified Nurse Specialists	2,491	6.6
Licensed Clinical Psychologists	14,337	38.0
Licensed Clinical Social Workers	14,070	37.3
ASWs (LCSW registered interns).....	7,668	20.3
Marriage and Family Therapists.....	22,384	59.3
MFT Interns.....	11,075	29.3

The *Mal-Distribution* Issue

Rural areas and some urban, low-income areas with large immigrant (or, other minority) populations struggle to attract and retain sufficient mental health professionals to meet the expressed and latent need for mental health services, both private and publicly-funded.

We obtained AMA data on psychiatrists (2006), along with California Department of Consumer Affairs (DCA) data (2008) for Clinical Psychologists, Advanced Practice Nurses, Licensed Clinical Social Workers, Marriage and Family Therapists, and registered interns in Social Work and Marriage and Family Therapy. We report this information as number (say, of psychiatrists) per 100,000 population in each county. Differences geographically are very substantial for psychiatrists and clinical psychologists, but much less so for LCSWs, MFTs, and their registered interns. To illustrate, in 2006, according to AMA data, there were six counties with no psychiatrists at all: Alpine, Glenn, Lassen, Modoc, Sierra, and Trinity. On the other hand, for Napa, Marin, and San Francisco counties, there were per 100,000 population, 64.4, 70.6, and 74.2 psychiatrists, respectively. Associate Clinical Social Workers (ASWs) and MFT Interns with valid registrations were the most evenly spread professionals (per 100,000 population), by population size and density, DMH region, and 2006 income per capita.

Changes in the Workforce Over Time

In 2006, the Board of Behavioral Sciences, which licenses LCSWs, MFTs, and licensed educational psychologists conducted a survey of active licensees and registrants. Almost 26,000 individuals (out of 64,000) returned surveys. Here are some key findings:

- Across all respondents to the survey, 39.5% reported their primary practice setting as private practice; 19.2% said Non Profit/Charitable; 13.0% County/Municipal Agency;

9.4% Licensed Health Care Facility; 5.2% Schools (65% of LEPs); 3.7% State/Federal Agency; 2.0% College or University; and 6.1% Other. A private practice setting was much more common among MFTs (59.2%) than LCSWs (27.8%). The most frequently identified primary practice settings for MFT Interns and ASWs were non-profit/charitable organizations and county/municipal agencies.

- Of all respondents to the survey, 74.4% listed themselves as Non-Hispanic Whites. In 2006, an estimated 44.4% of California's population was in this category. When broken down by license or registration type, ASWs and MFT Interns resemble more closely the race/ethnicity of the California population than LCSWs and MFTs. Of all groups, ASWs most closely resemble the race/ethnicity characteristics of the general California population.
- Approximately 25.8% of Californians speak Spanish. Of all respondents to the survey, 11.4% said they spoke Spanish. MFTs were the least likely to be able to speak Spanish (8.1%). Much like race/ethnicity diversity, the Spanish-speaking abilities of ASWs and MFT Interns are much higher (24.3% and 16.4% respectively) than those of licensees.

Recommendations

The Contractor offers four suggestions.

Recommendation #1. Provide time series information at the DCA website on numbers of individuals with *valid* licenses and registrations as of (say) July 1, each year, so that trends can be viewed over time.

Recommendation #2. Date variables (i.e., data elements; for example as of July 1, each year), so that over time -- one year to the next; or every five years -- changes in licensure and/or registration *statuses* can be observed and analyzed by users of the DCA data. See example with hypothetical data on page 19 in the body of this report.

Recommendation #3. Repeat the Demographic Survey periodically. Depending on the use individuals and agencies would like to make of the data, consider (a) drawing representative samples from universes of interest and (b) following-up (say, by telephone or email) with non-respondents to get an idea of *response bias*. In general, in any sample, the precision of an estimate (say, proportion) does not improve beyond a sample size of about 1,200.

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PREFACE

Resolving *occupational shortages* is one of the major goals of the Mental Health Services Act (MHSA). In community mental health, it has been apparent for some time that there are serious shortages of psychiatrists, others with prescription authority, and other licensed clinicians (clinical psychologists, licensed clinical social workers, and marriage and family therapists), especially ones who are bilingual and bicultural.

Through the Mental Health Services Act (MHSA), the California Department of Mental Health (DMH) has been supporting an employee in the Board of Behavioral Sciences (BBS), California Department of Consumer Affairs (DCA), to assist in encouraging more individuals in the fields of Licensed Clinical Social Work and Marriage and Family Therapy to work in the field of public mental health services. Christy Berger, the BBS employee, and Inna Tysoe, Staff Mental Health Specialist in DMH's Prevention, Education, and Training Section, have been extraordinarily helpful in getting information from BBS as well as other licensing units within DCA. I very much appreciate their help in making this report possible.

Very recently, two reports on the mental health workforce in California came to my attention. They are:

Vincent Lok, Sharon Christian, and Susan Chapman, "Restructuring California's Mental Health Workforce: Interviews with Key Stakeholders," a publication of the Center for the Health Professions at the University of California, San Francisco (March 2009). Available at: <http://futurehealth.ucsf.edu/> Click on "Publications & Resources," then Filter by "Mental/Behavioral Health."

Vincent Lok and Susan Chapman, *The Mental Health Workforce in California: Trends in Employment, Education, and Diversity*, UCSF Center for the Health Professions (March 2009). Available at: <http://futurehealth.ucsf.edu/> Again, click on "Publications & Resources," and then Filter by "Mental/Behavioral Health."

This second report complements (and adds valuable information to) this report. Both make use of data on licensed professionals, including advanced practice nurses in psychiatry/mental health. The UCSF report has useful information on trends in employment, education (trend data on awards and degrees conferred), and diversity.¹ In the case of psychiatry, the UCSF report has intriguing information on the age, race/ethnicity, and gender of psychiatrists.

CONCEPTUAL FRAMEWORK

In the case of licensed professionals, here are some factors affecting both the *Supply* and

¹ Some of this information relates not only to licensed professions, but also to counselors of various kinds who are not required to be licensed, although some must be certified. These include Psychiatric Technicians and Counselors focusing on mental health issues, substance abuse, and rehabilitation.

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Demand sides of labor markets for their services, both currently and in the future (say, 10 years out).

Supply

Because schooling through high school is essentially *compulsory*, the number of students enrolled in school (public, private, including home-schooling) is largely a function of underlying demographics: births, deaths, and net in- or out-migration over the years. Death rates at early ages are quite low and steady. Birth rates typically follow trends associated with average live births per mother and number of women of childbearing age.

Key *transition probabilities* are affected by individual/family decisions, within the context of both opportunities and *constraints* within the social and physical environment:

The individual/family/neighborhood: needs, aptitudes, aspirations, etc.	Examples of preferences interacting with opportunities and constraints
1. Percentage of young people, ages 5-18 attending school (K-12).	
2. Percentage of those attending school that earn diplomas and graduate more or less on time.	
3. Percentage of those who have graduated who enter higher education?	a. Aspirations and other opportunities. b. Family and peer support. c. Counseling. d. Admission requirements; courses and programs offerings; costs; student financial aid.
4. Percentage of those who have entered higher education who find their way into various fields of study, many of which are prerequisite to subsequent educational endeavors.	a. Academic and vocational counseling, and tentative career aspirations. b. Experiences with courses, teachers, and fellow students. c. Abilities, and interests. d. Number of slots, sometimes related (e.g., nursing) to number of qualified instructors or other school capacity constraints.
5. Percentage of those in college who earn a bachelor's degree more or less on time.	a. The proportion of community college students who decide (and are able) to transition to four-year institutions of higher education. b. Dropping out (or, taking a break and not returning), flunking out.
6. Percentage of those awarded bachelor's degrees that continue their education at Master's and higher levels, and their distribution across fields of study.	a. Whether considered qualified to pursue an advanced program. b. Professional, personal, and career goals. c. Comparative advantage of entering the work force or staying in school and, typically working part-time.
7. Percentage who complete required coursework and earn various degrees (e.g., MSW) or other credentials.	
8. Percentage who enter (or, re-enter) the workforce and accumulate needed hours for licensure and pass the licensing examination.	
9. Percentage who stay in the workforce and	

The individual/family/neighborhood: needs, aptitudes, aspirations, etc.	Examples of preferences interacting with opportunities and constraints
work in “their field of study” most of the time until leaving the workforce (e.g., retirement).	

Demand

There are at least two traditions when analyzing the *Demand* side of labor markets for key health and mental health professionals. One is to look at *growth* plus *replacement* needs. *Growth* in occupational employment is related to many factors, including overall growth in the workforce, changes in the industrial composition (shares) of the workforce, changes in productivity or efficiency, changes in who does what work, and the like. Job openings based on *replacement* needs are occasioned by individuals leaving their occupation for any number of reasons: death, retirement, taking a break from paid work (e.g., to work at home), being promoted to supervisory or managerial positions, and moving from one field to another (e.g., mental health direct service to teaching or research).

Another tradition is to look at *Demand* not so much in terms of what individuals, employers, and governments spend (and will spend in the future) on mental health services, but to look at trends in the prevalence of serious mental illness, stigma and access issues, and reaching underserved populations because of culture, language, geography, and related factors. In this report, in a later section on FINDINGS, we focus attention on what is often called the problem of *mal-distribution* of the mental health workforce, especially in terms of rural/urban differences in where key professionals work (and live).

Getting at *replacement needs* is very challenging, given information in surveys and in existing administrative databases. Typically, *replacement needs* far exceed *growth needs*. Under “steady state” conditions, if the age distribution of a workforce were relatively even – and if the typical work life were 40 years (say, from age 25 to 65), *replacement needs* attributable to retirement alone would be about 2.5% per year, because 100 years divided by 40 years is 2.5. Employer separations data overstates *replacement needs* across an occupation, because many people leave one employer for another and stay in the same field if not in the very same occupation. Then, too, many people – especially women of child-bearing age -- switch from full-time to part-time, and leave the workforce for varying periods of time, before re-entry to the paid workforce.

Here is a hypothetical illustration of *Growth* plus *Replacement* needs. Let’s say an occupation employs 200,000 people currently, with the number expected to increase by 15% to 230,000 by the end of 10 years. Let’s assume that each year, about 5% leave the occupation (e.g., retirement, change in occupation, leaving the workforce). In one year, *replacement needs* would be 10,000 (200,000 minus .05*200,000). This number is more than three times growth in the total number of jobs in the occupation (200,000*0.015 = 3,000).

TWO COMMISSIONED STUDIES

Allen, Shea & Associates (ASA) sub-contracted with two organizations to study, in a very limited way, important questions on both the *Supply* and *Demand* sides of labor markets for key mental health professionals in California. Findings from these two studies are summarized below.

Supply of APNs

O'Neil and Associates studied the *Supply* of Advanced Practice Nurses (APN) in psychiatric and mental health nursing in California.² Semi-structured interviews were carried out with Key Informants in three programs for APNs: UCSF, UCLA, and CSU-Long Beach. Here are some highlights from the study:

1. There was some unused capacity in all three psychiatric/mental health APN programs, which are at the Master's level.
2. Numbers of students in all three programs have been relatively constant over the last few years.
3. The racial/ethnic characteristics of the psych/MH nursing students have been typical of students in each school's Master's level nursing program, in general. None was devoting resources to outreach to minorities. Over time, an increasing proportion of students have been bilingual.
4. Additional schools may start APN programs with psych/MH specialties over the next few years. Fresno State University and UC-Irvine were mentioned as possibilities.
5. The UCSF program recently received a training grant from the federal Health Resources and Services Administration (HRSA). UCSF hopes to expand training over the next few years to include more online courses, with expansion into rural areas with satellite courses. The hope is that rural students can be attracted to the program with online courses and perhaps satellite supervision of clinical work.
6. Numbers of enrollment applications each year depend largely on interest among qualified Nurses and expected job opportunities and rates of pay.
7. Training slots in public mental health for APN students are, on the whole, adequate. The one exception at one program was an inadequate clinical faculty and training sites for the primary care health assessment component of the NP program.
8. The reported major barriers to recruitment and effective use of APNs with psych/MH specialties in public mental health seem to be (a) low pay and benefits, especially recently in relation to the prison system; (b) lack of attractiveness of positions; (c) job descriptions that don't encompass the actual or potential role; (d) resistance on the part of some psychiatrists to working collaboratively with APNs; (e) the hiring process itself; (f) greater opportunities elsewhere in psych/mental health advanced practice nursing; and (g) low numbers in the pool. One Key Informant said: "We started looking for psych NPs in 1995 and we didn't have our first one until 2005."

² Ed O'Neil and Susan Chapman, "Advanced Practice Psych/Mental Health Nursing in California: Educational Programs and Practice in Public Mental Health Settings," report for Allen, Shea & Associates, September 2008.

9. In all states except Georgia, nurse practitioners in all specialties have prescription authority. Psych/MH NPs in California number fewer than 400. There are at least seven Certified Nurse Specialists (CNS) in California for every Psych/MH NP. Not all CNSs have specialty training in psychiatric and mental health, but many do.

Here are some observations on public policy, drawn from the report.

- California is one of only 12 states where, among APNs, prescriptive authority is limited to Nurse Practitioners.
- The report concludes: “The move toward prescriptive authority for Certified Nurse Specialists (CNS) could make a significant difference in the supply of nurses and treatment models.”
- CNSs, in California, have been seeking prescriptive authority, but have been unsuccessful to date.

Recruitment and Retention

The Annapolis Coalition provided an extensive literature review on labor turnover, recruitment and retention strategies within the behavioral health workforce.³ Here are some highlights from the study:

1. “*Recruitment* is a basic workforce process in behavioral health. However, the literature on this topic is extremely limited and is focused principally on engaging minorities in graduate-level training.” (Report, p. 5)
2. “*Retention* of staff is widely recognized as a highly desirable characteristic of all organizations and at all levels (e.g., administrative and direct service). It is considered to be a cornerstone of program and treatment consistency, as well as therapeutic relationships.” (Report, p. 5)
3. Most studies of retention (or, of voluntary separation rates) are about retention in jobs or roles, not about retaining individuals in the *field* (say, public mental health). (Report, p. 5)
4. “There are remarkably few studies⁴ that have reported workforce turnover rates in behavioral health and, among those reports, the rates were highly variable. Thus, the available data is neither substantive nor consistent enough to draw conclusions about a national average or range for turnover in this field. Since most studies covered only one type of employee in one work setting and there are no employee groups that have been extensively studied, it is difficult to draw conclusions about turnover even for narrow segments of the workforce in behavioral health.” (Report, p. 8)
5. “[P]ublic sector hospitals and community treatment centers are generally not perceived by students in professional training programs as attractive places for long-

³ John A. Morris, Michael A. Hoge, and Manuel Paris, “Recruitment and Retention in Behavioral Health: A White Paper for the California Mental Health Services Act Workforce Planning Initiative,” Report for Allen, Shea & Associates, June 2008.

⁴ Morris and his colleagues combed through over a dozen literature databases, covering the period 1990 to 2008, and reviewed more than sixty articles, a majority of which were descriptive or policy-oriented, rather than quantitative and analytical. The preponderance of research in these articles emanated from Great Britain, Scotland, Australia, and New Zealand.

- term employment. It appears that some young professionals use the public sector as a temporary place of employment while they build a private practice or make their way into other private sector jobs.” (Report, pp. 6-7)
6. Based on a meta-analysis of existing studies, Morris and his associates report a positive association between increased retention (or decreased turnover) and the following variables: (Report, pp. 28-29)
 - Financial compensation
 - Advancement potential
 - Use of tuition reimbursement programs
 - Positive performance evaluations
 - Performance-based rewards
 - Job and role clarity
 - Professional challenge
 - Absence of role conflict/ambiguity
 - Job autonomy
 - A pleasant physical work environment
 - Competent and cohesive co-workers
 - Staff input regarding decisions
 - Quality of relationships with co-workers
 - Level of administrative support
 - Support from supervisors and co-workers
 - Organizational support for creativity
 - Team cohesiveness
 7. “[T]he direct care workforce – which includes consumers and persons in recovery and families – is often given little attention, education, or supports.” (Report, p. 17)
 8. “There are a vast number of foreign-trained behavioral health professionals living in the United States who are unable to practice within their field of specialty due to credentialing restrictions. Exploring this untapped resource has the potential to increase the ‘critical mass’ of culturally and linguistically competent professionals available to provide services to underserved populations.” (Report, p. 20)
 9. Here are general recommendations offered to California policy-makers in the Report:
 - a. Continue activities already underway to strengthen the workforce, such as expansion of workforce collaboratives such as the Bay Area Collaborative and building on the curricular reforms initiated by the California Social Work Education Center.
 - b. Greatly expand the use of peer-supports in clinical services, as well as the use of family members and persons in recovery as faculty in all behavioral health training efforts.
 - c. Focus on supervision as a critical element of sustainable quality and the first step in an integrated career ladder to leadership.
 - d. Put in place strategies to evaluate the effectiveness of efforts to improve recruitment and retention efforts in California, remembering the dearth of published literature on such efforts.
 - e. Use “evidence-based teaching” methods in any workforce training efforts support by the MHSA in California.
 - f. Create special initiatives to address rural populations and increase diversity

in the behavioral health workforce.

10. In a brief summary, Morris and his associates conclude: “The MHSA stands as one of the largest naturalistic research opportunities in a generation, and modest investments in strategic planning and evaluation can yield enormous learnings for California and the nation.” (Report, p. 21)

EMPLOYMENT OUTLOOK

The *Occupational Outlook Handbook*, 2008-09 edition, published by the U.S. Bureau of Labor Statistics, has national outlook information for several of the occupations examined in this report.

Changing employment between 2006 and 2016	
If the statement reads:	Employment is projected to:
Grow much faster than average	increase 21 percent or more
Grow faster than average	increase 14 to 20 percent
Grow about as fast as average	increase 7 to 13 percent
Grow more slowly than average	increase 3 to 6 percent
Little or no change	decrease 2 percent to increase 2 percent
Decline slowly or moderately	decrease 3 to 9 percent
Decline rapidly	decrease 10 percent or more

Opportunities and competition for jobs	
If the statement reads:	Job openings compared with job seekers may be:
Very good to excellent opportunities	More numerous
Good or favorable opportunities	In rough balance
May face, or can expect, keen competition	Fewer

Here’s a brief summary of the employment outlook for some of the occupations examined in this report.

Physicians and Surgeons. – In 2006, there were about 633,000 Physicians and Surgeons in the United States. Of those in patient care, 5.1% were Psychiatrists. Employment is projected to grow 14% (or, by 90,000), or faster than the average, between 2006 and 2016. Job prospects are expected to be very good, especially in rural and low-income areas. Numerous openings will result from the need to replace physicians and surgeons who retire over the decade 2006-16.

Psychiatrists. – An estimated 59.6% of the 633,000 Physicians and Surgeons are in specialty care. An estimated 5.1% of all physicians and surgeons in patient care are psychiatrists. AMA data for 2006 in Appendix A indicate that California had about 6,400 psychiatrists at that time, or about 13% of a national total of about 49,000. California ranks 12th among the 50 states and the District of Columbia in psychiatrists per 100,000 population.

Psychologists. – In 2006, there were about 166,000 jobs for psychologists. This number is projected to increase to 191,000 by 2016, or by 15%. According to the *Handbook*, “Employment will grow because of increased demand for psychological services in schools, hospitals, social service agencies, mental health centers, substance abuse treatment clinics,

consulting firms, and private companies.”

Clinical Psychologists. -- In 2006, there were about 152,000 *Clinical, Counseling, and School Psychologists* in the workforce. Employment is projected to grow 16% (or, by 24,000), or faster than the average for all occupations between 2006 and 2016.

Registered Nurses. – In 2006, there were about 2,505,000 Registered Nurses (RNs) in the national workforce. Employment is expected to grow 23% (or, by 587,000), or by much faster than the average for all occupations between 2006 and 2016. If RNs were distributed across the States in proportion to population, there would be about 277,500 RNs in California.

Psych/MH Nurse Practitioners. – These RNs provide direct patient care and expert consultations in one of many nursing specialties, psychiatric-mental health. There are about 450 Psych/MH Nurse Practitioners with valid licenses in California. These RN's – like other Nurse Practitioners -- have prescribing authority.⁵

Certified Nurse Specialists. – These RNs provide direct patient care and expert consultations in one of many nursing specialties, such as psychiatric-mental health. There are about 2,500 CNS's with valid licenses in California. Being certified as a Nurse Specialist does not give one prescribing authority.

Social Workers. – In 2006, there were nearly 600,000 jobs for social workers, with about 122,000 classified a *Mental Health and Substance Abuse Social Workers*. Employment of all social workers is projected to increase nationwide by 22% (or, by 132,000), or much faster than the average for all occupations between 2006 and 2016. According to the *Handbook*, jobs for mental health and substance abuse social workers will grow by 30% (122,000 to 159,000, or by 37,000), which is much faster than the average over the 2006-16 decade.

Licensed Clinical Social Workers (LCSWs). – Most health and mental health settings require that social workers be licensed. In most states, licensure requires a master's degree in Social Work and two years (3,000 hours) of supervised clinical experience. The number of LCSWs with valid licenses in California – about 14,000 – was 11.5% of the 122,000 mental health and substance abuse social workers, nationwide, in 2006.

Counselors. – In 2006, counselors held about 635,000 jobs in the workforce. Of this number about 100,000 were mental health counselors, 83,000 substance abuse and behavioral disorder counselors, and 25,000 marriage and family therapists. Employment of all counselors is projected to increase nationwide by 21% (or, by 136,000), or much faster than the average for all occupations between 2006 and 2016.

⁵ Family Nurse Practitioners number 13,000 to 15,000 in California. These Advanced Practice Nurses provide a blend of nursing and health care services to patients and families. The most common specialty areas for nurse practitioners are family practice, adult practice, women's health, pediatrics, acute care, and geriatrics. However, there are a variety of other specialties that nurse practitioners can choose, including neonatology and, as indicated in the text above, mental health. Family Nurse Practitioners can prescribe medications in all States and in the District of Columbia.

Marriage and Family Therapists. -- . According to the *Handbook*, jobs for mental health counselors and marriage and family therapists will grow by 30% (125,000 to 162,000, or by 37,400), which is much faster than the average over the 2006-16 decade. There are about 22,000 Marriage and Family Therapists with valid licenses in California.

LICENSING DATA

BBS CAS Database

Current data (i.e., *current* as of May 2008) comes from the BBS CAS (Consumer Affairs System) database. Only this database, not historical records, contains county codes. With our interest in the *mal-distribution* issue, geographically, we have limited our analysis to current data.

BBS Demographic Survey

In 2006, BBS carried out a voluntary, anonymous survey of LCSWs, MFTs, and registered interns in these two categories. The purpose was to gather information that does not exist in the BBS CAS Database – namely, race/ethnicity, language capacity, gender, age, years in practice, license/registrant category, primary practice setting, specialty certifications, and whether ever a subject matter expert for the Board of Behavioral Sciences.

As with all surveys, especially new ones, BBS staff found responses in several categories to be problematic. These categories included primary practice settings and specialty certifications. In addition, respondents indicating “Other” for second language capability often indicated “English,” which is an inappropriate response given the instructions provided with the survey.

AMA Data on Psychiatrists

In 2006, we asked the American Medical Association for data on physicians, especially psychiatrists. For both members and non-members, AMA for many years has compiled a rather complete list of physicians, both Medical Doctors and Doctors of Osteopathy. As with other *specialists* in the AMA database, being a Psychiatrist is self-declared. Not all are board-certified.

FINDINGS, OVERALL

A set of appendixes show licensing (and other) data for the following occupations, by county:

- Psychiatrists
- Psychiatry/Mental Health Nurse Practitioners
- Certified Nurse Specialists
- Clinical Psychologists
- Licensed Clinical Social Workers and their registered interns
- Marriage and Family Therapists and their registered interns

Licensed Mental Health Professionals in California

Mental Health Professionals with Prescribing Authority

Table 1, below, shows the number of selected licensed mental health professionals with prescribing authority per 100,000 population across California's 58 counties. These are *active* licensees, which means that most are probably practicing their professions. Across the state, there were 17.2 Psychiatrists, but only 0.9 Psych/MH Nurse Practitioner per 100,000 population.

Table 1. Selected Licensed Mental Health Professionals with Prescribing Authority per 100,000 Population, by California County

County (1)	Population, 7/1/06 (2)	Psychiatrists (3)	Psych/MH Nurse Practitioners ¹ (4)	TOTAL (Col. 3+4) (5)
Alameda	1,514,909	20.7	0.8	21.5
Alpine	1,256	0.0	0.0	0.0
Amador	38,377	5.2	0.0	5.2
Butte	216,961	7.8	0.5	8.3
Calaveras	45,928	4.4	0.0	4.4
Colusa	21,766	4.6	0.0	4.6
Contra Costa	1,034,874	15.6	1.0	16.6
Del Norte	29,328	13.6	0.0	13.6
El Dorado	177,909	10.1	0.0	10.1
Fresno	909,399	10.4	0.2	10.6
Glenn	28,767	0.0	0.0	0.0
Humboldt	131,361	13.7	1.5	15.2
Imperial	169,888	4.1	0.0	4.1
Inyo	18,327	16.4	5.5	21.9
Kern	796,331	8.8	0.2	9.0
Kings	149,758	4.7	0.0	4.7
Lake	64,018	4.7	1.6	6.3
Lassen	36,515	0.0	0.0	0.0
Los Angeles	10,292,723	18.0	1.0	19.0
Madera	147,201	6.1	0.0	6.1
Marin	254,769	62.0	8.6	70.6
Mariposa	18,156	11.0	0.0	11.0
Mendocino	89,961	7.8	1.1	8.9
Merced	249,116	2.0	0.0	2.0
Modoc	9,910	0.0	0.0	0.0
Mono	13,755	14.5	0.0	14.5
Monterey	423,478	11.6	1.4	13.0
Napa	135,228	62.9	1.5	64.4
Nevada	99,584	16.1	1.0	17.1
Orange	3,083,894	16.1	0.9	17.0
Placer	322,438	11.8	1.2	13.0
Plumas	21,093	4.7	0.0	4.7
Riverside	2,004,608	6.0	0.3	6.3
Sacramento	1,396,353	15.7	0.3	16.0
San Benito	57,534	3.5	0.0	3.5
San Bernardino	2,016,277	10.0	0.5	10.5
San Diego	3,084,634	20.4	1.2	21.6
San Francisco	802,651	71.1	3.1	74.2
San Joaquin	674,323	7.1	0.1	7.2
San Luis Obispo	263,824	34.1	0.7	34.8

Licensed Mental Health Professionals in California

County	Population, 7/1/06	Psychiatrists	Psych/MH Nurse Practitioners ¹	TOTAL (Col. 3+4)
San Mateo	729,366	30.3	1.9	32.2
Santa Barbara	421,656	15.2	0.5	15.7
Santa Clara	1,791,869	22.7	0.9	23.6
Santa Cruz	263,385	17.1	2.3	19.4
Shasta	180,757	7.2	0.6	7.8
Sierra	3,495	0.0	0.0	0.0
Siskiyou	45,941	6.5	2.2	8.7
Solano	423,033	13.2	0.5	13.7
Sonoma	480,805	17.7	2.3	20.0
Stanislaus	519,276	6.7	0.2	6.9
Sutter	93,142	6.4	0.0	6.4
Tehama	61,424	3.3	0.0	3.3
Trinity	14,196	0.0	0.0	0.0
Tulare	425,600	4.0	0.0	4.0
Tuolumne	57,347	10.5	0.0	10.5
Ventura	821,698	11.3	1.2	12.5
Yolo	192,285	32.2	0.0	32.2
Yuba	71,938	1.4	0.0	1.4
Total (Avg.)	37,444,395	17.2	0.9	18.1

Source: AMA data for Psychiatrists.

¹ The base for this column is estimated population 7/1/07, rather than 7/1/06.

The ten counties with the lowest density of mental health prescribers (numbers per 100,000 population in parenthesis) were:

1. Alpine (0.0)
2. Glenn (0.0)
3. Lassen (0.0)
4. Modoc (0.0)
5. Sierra (0.0)
6. Trinity (0.0)
7. Yuba (1.4)
8. Merced (2.0)
9. Tehama (3.3)
10. San Benito (3.5)

The ten counties with the highest density of mental health prescribers (again, numbers per 100,000 population in parenthesis) were:

49. Alameda (21.5)
50. San Diego (21.6)
51. Inyo (21.9)
52. Santa Clara (23.6)
53. San Mateo (32.2)
54. Yolo (32.2)
55. San Luis Obispo (34.8)
56. Napa (64.4)
57. Marin (70.6)
58. San Francisco (74.2)

Licensed Mental Health Professionals in California

Other Licensed Mental Health Professionals

Table 2, below, shows the number of Clinical Psychologists, LCSWs, and MFTs per 100,000 population across California's 58 counties. These are *active* licensees, which means that most are probably practicing their professions. Across the state, per 100,000 population, there were 38.0 Clinical Psychologists, 37.3 LCSWs, and 59.3 MFTs. Combined, the number was 134.6 per 100,000 population.

Table 2. Number of Licensed Clinical Psychologists, LCSWs, and Marriage and Family Therapists per 100,000 Population, by California County

County (1)	Population, 7/1/07 (2)	Clinical Psychologists (3)	Licensed LCSWs (4)	Licensed MFTs (5)	TOTAL (Col. 3+4+5) (6)
Alameda	1,530,620	73.7	66.2	93.3	233.2
Alpine	1,261	0.0	0.0	0.0	0.0
Amador	38,320	47.0	36.5	47.0	130.5
Butte	219,101	21.0	47.9	88.5	157.4
Calaveras	45,950	19.6	30.5	65.3	115.4
Colusa	21,945	4.6	4.6	13.7	22.9
Contra Costa	1,044,201	44.6	34.6	83.2	162.4
Del Norte	29,207	54.8	51.4	47.9	154.1
El Dorado	178,689	30.8	36.9	72.2	139.9
Fresno	923,052	25.4	33.4	26.7	85.5
Glenn	29,018	3.4	13.8	27.6	44.8
Humboldt	132,364	21.2	63.5	109.5	194.2
Imperial	174,322	2.3	4.0	4.0	10.3
Inyo	18,253	38.3	16.4	65.7	120.4
Kern	809,903	12.2	9.9	28.8	50.9
Kings	153,268	9.8	11.7	11.7	33.2
Lake	63,821	17.2	12.5	48.6	78.3
Lassen	36,223	44.2	22.1	22.1	88.4
Los Angeles	10,294,280	39.2	38.0	56.8	134.0
Madera	149,916	15.3	25.3	24.0	64.6
Marin	256,310	164.2	101.0	298.5	563.7
Mariposa	18,356	16.3	49.0	21.8	87.1
Mendocino	89,669	37.9	62.5	124.9	225.3
Merced	252,544	4.0	12.7	13.1	29.8
Modoc	9,747	51.3	10.3	20.5	82.1
Mono	14,055	35.6	21.3	64.0	120.9
Monterey	425,356	26.1	28.2	49.6	103.9
Napa	135,554	70.1	84.8	87.1	242.0
Nevada	99,587	11.8	49.2	148.6	209.6
Orange	3,098,183	38.2	32.2	60.5	130.9
Placer	329,818	30.0	46.7	72.8	149.5
Plumas	20,891	28.7	33.5	52.7	114.9
Riverside	2,070,315	13.3	18.3	30.7	62.3
Sacramento	1,415,117	28.8	47.8	48.4	125.0
San Benito	57,493	5.2	8.7	20.9	34.8
San Bernardino	2,039,467	15.6	22.2	27.6	65.4
San Diego	3,120,088	50.2	42.5	51.2	143.9
San Francisco	817,537	111.7	93.7	112.5	317.9
San Joaquin	680,183	11.0	16.0	19.7	46.7

Licensed Mental Health Professionals in California

County	Population, 7/1/07	Clinical Psychologists	Licensed LCSWs	Licensed MFTs	TOTAL (Col. 3+4+5)
San Luis Obispo	267,154	74.5	54.3	102.6	231.4
San Mateo	734,453	48.9	43.8	75.6	168.3
Santa Barbara	425,710	49.8	28.4	113.2	191.4
Santa Clara	1,820,176	39.9	34.1	63.0	137.0
Santa Cruz	265,183	50.5	65.6	163.7	279.8
Shasta	181,380	22.0	38.0	56.2	116.2
Sierra	3,400	0.0	29.4	29.4	58.8
Siskiyou	45,695	15.3	41.6	87.5	144.4
Solano	423,970	21.9	31.4	39.9	93.2
Sonoma	482,034	61.0	60.4	152.3	273.7
Stanislaus	523,095	11.1	18.4	35.0	64.5
Sutter	95,516	7.3	23.0	24.1	54.4
Tehama	62,093	3.2	14.5	32.2	49.9
Trinity	14,012	21.4	28.5	92.8	142.7
Tulare	430,974	14.4	23.4	24.4	62.2
Tuolumne	56,910	22.8	36.9	76.6	136.3
Ventura	826,550	28.7	31.0	70.2	129.9
Yolo	197,530	54.7	42.0	56.7	153.4
Yuba	71,612	5.6	15.4	25.1	46.1
Total (Avg.)	37,771,431	38.0	37.3	59.3	134.6

Source: California Department of Consumer Affairs.

As indicated in Table 2, the ten counties with the lowest density of Clinical Psychologists, LCSWs, and MFTs, combined, (numbers per 100,000 population in parenthesis) were:

1. Alpine (0.0)
2. Imperial (10.3)
3. Colusa (22.9)
4. Merced (29.8)
5. Kings (32.2)
6. San Benito (34.8)
7. Glenn (44.8)
8. Yuba (46.1)
9. San Joaquin (46.7)
10. Tehama (49.9)

The ten counties with the highest density of Clinical Psychologists, LCSWs, and MFTs, combined, (again, numbers per 100,000 population in parenthesis) were:

49. Humboldt (194.2)
50. Nevada (209.6)
51. Mendocino (225.3)
52. San Luis Obispo (231.4)
53. Alameda (233.2)
54. Napa (242.0)
55. Sonoma (273.7)
56. Santa Cruz (279.8)
57. San Francisco (317.9)
58. Marin (563.7)

Licensed Mental Health Professionals in California

Selected Registered Interns

Table 3, below, shows the density of registered interns in both Social Work (ASWs) and Marriage and Family Therapy across California's 58 counties. Combined, the number is 49.6 registered interns in these two professions per 100,000 population.

Table 3. Number of Registered Associate Clinical Social Workers and Marriage and Family Therapy Interns per 100,000 Population, by California County

County	Population, 7/1/07	Registered ASWs	Registered MFT Interns	TOTAL (Col. 3+4)
(1)	(2)	(3)	(4)	(5)
Alameda	1,530,620	32.2	43.0	75.2
Alpine	1,261	0.0	0.0	0.0
Amador	38,320	7.8	23.5	31.3
Butte	219,101	34.7	35.6	70.3
Calaveras	45,950	8.7	17.4	26.1
Colusa	21,945	13.7	4.6	18.3
Contra Costa	1,044,201	15.3	30.1	45.4
Del Norte	29,207	17.1	27.4	44.5
El Dorado	178,689	16.8	34.7	51.5
Fresno	923,052	19.9	21.8	41.7
Glenn	29,018	10.3	10.3	20.6
Humboldt	132,364	58.9	32.5	91.4
Imperial	174,322	8.6	9.2	17.8
Inyo	18,253	5.5	5.5	11.0
Kern	809,903	14.6	14.7	29.3
Kings	153,268	7.2	9.8	17.0
Lake	63,821	11.0	15.7	26.7
Lassen	36,223	5.5	16.6	22.1
Los Angeles	10,294,280	23.5	30.7	54.2
Madera	149,916	6.7	10.7	17.4
Marin	256,310	17.9	66.7	84.6
Mariposa	18,356	32.7	16.3	49.0
Mendocino	89,669	14.5	22.3	36.8
Merced	252,544	13.1	77.1	90.2
Modoc	9,747	20.5	0.0	20.5
Mono	14,055	0.0	0.0	0.0
Monterey	425,356	12.2	18.1	30.3
Napa	135,554	32.5	28.0	60.5
Nevada	99,587	16.1	35.1	51.2
Orange	3,098,183	16.6	28.7	45.3
Placer	329,818	20.9	28.8	49.7
Plumas	20,891	9.6	9.6	19.2
Riverside	2,070,315	10.8	19.3	30.1
Sacramento	1,415,117	26.7	30.6	57.3
San Benito	57,493	15.7	13.9	29.6
San Bernardino	2,039,467	18.2	20.1	38.3
San Diego	3,120,088	27.7	28.6	56.3
San Francisco	817,537	55.0	70.7	125.7
San Joaquin	680,183	13.2	19.7	32.9
San Luis Obispo	267,154	15.3	35.9	51.2
San Mateo	734,453	19.2	35.4	54.6
Santa Barbara	425,710	8.5	49.8	58.3

Licensed Mental Health Professionals in California

County	Population, 7/1/07	Registered ASWs	Registered MFT Interns	TOTAL (Col. 3+4)
Santa Clara	1,820,176	19.3	28.3	47.6
Santa Cruz	265,183	30.2	43.7	73.9
Shasta	181,380	20.4	50.7	71.1
Sierra	3,400	0.0	58.8	58.8
Siskiyou	45,695	19.7	17.5	37.2
Solano	423,970	24.1	21.9	46.0
Sonoma	482,034	17.6	35.5	53.1
Stanislaus	523,095	13.6	21.2	34.8
Sutter	95,516	12.6	18.8	31.4
Tehama	62,093	12.9	25.8	38.7
Trinity	14,012	0.0	50.0	50.0
Tulare	430,974	11.6	15.1	26.7
Tuolumne	56,910	12.3	26.4	38.7
Ventura	826,550	10.2	31.5	41.7
Yolo	197,530	26.3	32.9	59.2
Yuba	71,612	8.4	26.5	34.9
Total (Avg.)	37,771,431	20.3	29.3	49.6

Source: California Department of Consumer Affairs.

The ten counties with the lowest density of registered interns in Social Work (ASWs) and Marriage and Family Therapy, combined, (numbers per 100,000 population in parenthesis) were:

1. Alpine (0.0)
2. Mono (0.0)
3. Inyo (11.0)
4. Kings (17.0)
5. Madera (17.4)
6. Imperial (17.8)
7. Colusa (18.3)
8. Plumas (19.2)
9. Modoc (20.5)
10. Glenn (20.6)

The ten counties with the highest density of registered interns in Social Work and Marriage and Family Therapy, combined, (again, numbers per 100,000 population in parenthesis) were:

49. Yolo (59.2)
50. Napa (60.5)
51. Shasta (71.1)
52. Santa Cruz (73.9)
53. Butte (70.3)
54. Alameda (75.2)
55. Marin (84.6)
56. Merced (90.2)
57. Humboldt (91.4)
58. San Francisco (125.7)

OTHER KEY FINDINGS

Definitions and Data Sources

In the two tables on the next page, and in comparable tables for other professions in appendices, here is how *categories* are defined:

Population size & density. – *Small, rural* counties are defined as those with fewer than 200,000 inhabitants and less than 100 people per square mile; *small, other counties* have fewer than 200,000 inhabitants, with population density above 99 per square mile; *large* counties are all other counties.

2006 per capita income (current dollars). – The source is: U.S. Department of Commerce, Bureau of Economic Analysis with calculations prepared by the California Regional Economic Analysis Project. See: http://www.pnreap.org/California/graphic-trend.php?indicator=Per_Capita_Income

DMH regions. – Los Angeles County is one DMH region. The *Bay Area Region* consists of 12 counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma. The *Southern Region* is made up of these nine counties: Imperial, Kern, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura. The *Superior Region* has 16 counties, as follows: Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity. The *Central Region* consists of these 20 counties: Alpine, Amador, Calaveras, El Dorado, Fresno, Inyo, Kings, Madera, Mariposa, Merced, Mono, Placer, Sacramento, San Joaquin, Stanislaus, Sutter, Tulare, Tuolumne, Yolo, and Yuba.

Mal-Distribution

Psych/MH Nurse Practitioners -- Licensees in this profession, compared with psychiatry and the other professions, have the highest level of *mal-distribution* across counties, as measured by *lowest density* (licensees per 100,000 population) in relation to overall, average density. As indicated in Table 4, Small/Other counties have 0.3 Psych/MH Nurse Practitioners per 100,000 population compared with an overall average of 0.9 per 100,000 population. Counties in the Central Region as a group have 0.2 Psych/MH Nurse Practitioners per 100,000 population, again compared with 0.9. And, the 26 counties with 2006 per capita income of \$29,999 or below have density of 0.3, compared with the overall average of 0.9. Among Psychiatrists and Certified Nurse Specialists there are roughly similar differences. See comparable tables in appendices.

Associate Clinical Social Workers (ASWs) and Registered MFT Interns -- There is considerably less *mal-distribution* among LCSWs, MFTs, and registered interns in these two professions. In-between those in the three health care professions, and those in social work and marriage and family therapy, are Clinical Psychologists. Tables on each of the professions can be found in appendices. The category with least *mal-distribution* are LCSW interns, as can be seen in Table 5, on the next page. Across (1) Population size & density, (2) DMH region, and (3) 2006 per capita income, valid registrations per 100,000 population for the lowest sub-groups are 0.84, 0.75, and 0.76 of the overall average in each of the three categories, respectively.

Licensed Mental Health Professionals in California

Table 4. Psych/MH Nurse Practitioners with *Valid* Licenses per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> licenses	Population, 7/1/07	<i>Valid</i> licenses per 100,000 population
<i>Population size & density:</i>			
Los Angeles (1 county)	100	10,294,280	1.0
Large, Other (26 counties)	238	25,231,094	0.9
Small, Rural (24 counties)	7	1,314,301	0.5
Small, Other (7 counties)	3	931,756	0.3
Total (Avg.)	348	37,771,431	0.9
<i>DMH region:</i>			
Bay Area (12 counties)	128	7,992,887	1.6
Los Angeles (1 county)	100	10,294,280	1.0
Southern (9 counties)	99	12,831,692	0.8
Superior (16 counties)	8	1,058,153	0.8
Central (20 counties)	13	5,594,419	0.2
Total (Avg.)	348	37,771,431	0.9
<i>2006 per capita income:</i>			
\$50,000 & above (5 counties)	88	4,672,677	1.9
\$40,000-\$49,999 (11 counties)	115	10,492,016	1.1
\$30,000-\$39,999 (16 counties)	117	13,547,589	0.9
\$29,999 or below (26 counties)	28	9,059,149	0.3
Total (Avg.)	348	37,771,431	0.9

Table 5. Associate Clinical Social Workers (ASWs) with *Valid* Registrations per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> registrations	Population, 7/1/07	<i>Valid</i> registrations per 100,000 population
<i>Population size & density:</i>			
Los Angeles (1 county)	2,419	10,294,280	23.5
Large, Other (26 counties)	4,854	25,231,094	19.2
Small, Rural (24 counties)	224	1,314,301	17.0
Small, Other (7 counties)	171	931,756	18.4
Total (Avg.)	7,668	37,771,431	20.3
<i>DMH region:</i>			
Bay Area (12 counties)	2,014	7,992,887	25.1
Los Angeles (1 county)	2,419	10,294,280	23.5
Southern (9 counties)	1,957	12,831,692	15.3
Superior (16 counties)	261	1,058,153	24.7
Central (20 counties)	1,017	5,594,419	18.2
Total (Avg.)	7,668	37,771,431	20.3
<i>2006 per capita income:</i>			
\$50,000 & above (5 counties)	1,149	4,672,677	24.6
\$40,000-\$49,999 (11 counties)	2,005	10,492,016	19.1
\$30,000-\$39,999 (16 counties)	3,120	13,547,589	23.0
\$29,999 or below (26 counties)	1,394	9,059,149	15.4
Total (Avg.)	7,668	37,771,431	20.3

Where Licensees and Registrants Went to School?

Not every licensing board consistently collects and stores information on where licensees and registrants went to school. We do have some information, which can be seen in considerable detail in the appendices for most (but not all) of the groups. Shown below are the percentages of licensees and registrants who went to school in state, out-of-state, and out-of-country.

	Schooling <u>In-State</u>	Schooling <u>Out-of-State</u>	Schooling <u>Out-of-Country</u>
Psychiatric/MH Nurse Practitioners	52.7%	46.7%	0.6%
Certified Nurse Specialists.....	83.1	16.6	0.3
Licensed Clinical Psychologists	77.2	21.9	0.8
Licensed Clinical Social Workers.....	74.2	25.0	0.7
ASWs (LCSW registered interns).....	78.0	21.1	0.9
Marriage and Family Therapists	96.4	3.5	0.2
MFT Interns.....	94.3	5.2	0.5

BBS Demographic Survey

In the Fall of 2006, the Board of Behavioral Sciences (BBS) conducted a demographic survey of its active licensees and registrants, the first such survey in BBS history.⁶

Response rate. -- Approximately 64,000 surveys were mailed out; 25,909 were returned for an overall response rate of 40.5%. LCSWs and licensed MFTs responded at rates above the 40.5% average. ASWs and MFT Interns responded at rates below the average.

Primary Practice Settings. – Across all respondents to the survey, 39.5% reported their primary practice setting as private practice; 19.2% said Non Profit/Charitable; 13.0% County/Municipal Agency; 9.4% Licensed Health Care Facility; 5.2% Schools (65% of LEPS); 3.7% State/Federal Agency; 2.0% College or University; and 6.1% Other. A private practice setting was much more common among MFTs (59.2%) than LCSWs (27.8%). The most frequently identified primary practice settings for MFT Interns and ASWs were non-profit/charitable organizations and county/municipal agencies.

Years in Practice. – The median across all respondents was 14 years. Medians for sub-groups were: LCSWs, 20 years; MFTs, 15 years; ASWs, 4 years; and MFT Interns, 3 years.

Gender. – 78.5% of respondents were female. Among registrants, the percentage was even higher: ASW's, 85.8% female; and MFT Interns, 82.7% female.

Age. – Median age of all respondents was 53. The medians for MFTs and LCSWs were 56 and 54 years, respectively. As one would expect, the median age of MFT Interns and

⁶ See BBS, "Demographic Report on Licensees and Registrants," Summary, December 2007. This report was published by the Board of Behavioral Sciences, 1625 N. Market Blvd., Suite S-200, Sacramento, CA 95834. Phone: 916-574-7830.

ASWs were much lower, 40 and 34 years, respectively.

Race/ethnicity. – Of all respondents to the survey, 74.4% listed themselves as Non-Hispanic Whites. In 2006, an estimated 44.4% of California’s population was in this category. When broken down by license or registration type, ASWs and MFT Interns resemble more closely the race/ethnicity of the California population than LCSWs and MFTs. Of all groups, ASWs most closely resemble the race/ethnicity characteristics of the general California population.

Language proficiency. – Approximately 25.8% of Californians speak Spanish. Of all respondents to the survey, 11.4% said they spoke Spanish. MFTs were the least likely to be able to speak Spanish (8.1%). Much like race/ethnicity diversity, the Spanish-speaking abilities of ASWs and MFT Interns are much higher (24.3% and 16.4% respectively) than those of licensees.

RECOMMENDATIONS

Our major recommendations regarding DCA data collection and analysis are:

Recommendation #1. Provide time series information at the DCA website on numbers of individuals with *valid* licenses and registrations as of (say) July 1, each year, so that trends can be viewed over time.

Recommendation #2. Date variables (i.e., data elements; for example as of July 1, each year), so that over time -- one year to the next; or over five years – changes in licensure and/or registration *statuses* can be observed and analyzed by users of the DCA data. A hypothetical example can be seen in Table 6. *Stayers* in a status category are in the table cells coded gray. *Movers* from one status category to another are off the diagonal.

Table 6. Comparison of Licensure/Registration Status, July 1, 2008 with July 1, 2009: LCSWs and ASWs

Licensure/Registration Status, July 1, 2008	Licensure/Registration Status, July 1, 2009				Total
	Valid, ASW	Not Valid, ASW	Valid, LCSW	Not Valid, LCSW	
Valid, ASW	6,500	200	800		7,500
Not Valid, ASW	400	2,100			2,500
Valid, LCSW			12,250	1,250	13,500
Not Valid, LCSW			1,000	3,000	4,000
Total	6,900	2,300	14,050	4,250	27,500

NOTE: The universe is composed of all those with an ASW or LCSW status as of July 1, 2008.

Recommendation #3. Repeat the Demographic Survey periodically. Depending on the use individuals and agencies would like to make of the data, consider (a) drawing representative samples from universes of interest and (b) following-up (say, by telephone or email) with non-respondents to get an idea of *response bias*. In general, in

any sample, the precision of an estimate (say, proportion) does not improve beyond a sample of about 1,200.

**Appendix A
Psychiatrists**

Licensed Mental Health Professionals in California

Table A-1. Psychiatrists in Relation to Population, by County, 2006

County	No. of Psychiatrists	Population, 7/1/06	Psychiatrists per 100,000 population
Alameda	314	1,514,909	20.7
Alpine	0	1,256	0.0
Amador	2	38,377	5.2
Butte	17	216,961	7.8
Calaveras	2	45,928	4.4
Colusa	1	21,766	4.6
Contra Costa	161	1,034,874	15.6
Del Norte	4	29,328	13.6
El Dorado	18	177,909	10.1
Fresno	95	909,399	10.4
Glenn	0	28,767	0.0
Humboldt	18	131,361	13.7
Imperial	7	169,888	4.1
Inyo	3	18,327	16.4
Kern	70	796,331	8.8
Kings	7	149,758	4.7
Lake	3	64,018	4.7
Lassen	0	36,515	0.0
Los Angeles	1,852	10,292,723	18.0
Madera	9	147,201	6.1
Marin	158	254,769	62.0
Mariposa	2	18,156	11.0
Mendocino	7	89,961	7.8
Merced	5	249,116	2.0
Modoc	0	9,910	0.0
Mono	2	13,755	14.5
Monterey	49	423,478	11.6
Napa	85	135,228	62.9
Nevada	16	99,584	16.1
Orange	496	3,083,894	16.1
Placer	38	322,438	11.8
Plumas	1	21,093	4.7
Riverside	120	2,004,608	6.0
Sacramento	219	1,396,353	15.7
San Benito	2	57,534	3.5
San Bernardino	202	2,016,277	10.0
San Diego	629	3,084,634	20.4
San Francisco	571	802,651	71.1
San Joaquin	48	674,323	7.1
San Luis Obispo	90	263,824	34.1
San Mateo	221	729,366	30.3
Santa Barbara	64	421,656	15.2
Santa Clara	407	1,791,869	22.7
Santa Cruz	45	263,385	17.1
Shasta	13	180,757	7.2

Licensed Mental Health Professionals in California

County	No. of Psychiatrists	Population, 7/1/06	Psychiatrists per 100,000 population
Sierra	0	3,495	0.0
Siskiyou	3	45,941	6.5
Solano	56	423,033	13.2
Sonoma	85	480,805	17.7
Stanislaus	35	519,276	6.7
Sutter	6	93,142	6.4
Tehama	2	61,424	3.3
Trinity	0	14,196	0.0
Tulare	17	425,600	4.0
Tuolumne	6	57,347	10.5
Ventura	93	821,698	11.3
Yolo	62	192,285	32.2
Yuba	1	71,938	1.4
Total (Avg.)	6,439	37,444,395	17.2

Table A-2. Psychiatrists per 100,000 Population, by Counties in Various Categories

County Characteristic	No. of Psychiatrists	Population, 7/1/06	Psychiatrists per 100,000 population
Population size & density:			
Los Angeles (1 county)	1,852	10,292,723	18.0
Large, Other (26 counties)	4,305	24,925,527	17.3
Small, Rural (24 counties)	87	1,306,301	6.7
Small, Other (7 counties)	195	919,844	21.2
Total (Avg.)	6,439	37,444,395	17.2
DMH region:			
Bay Area (12 counties)	2,154	7,911,901	27.2
Los Angeles (1 county)	1,852	10,292,723	18.0
Southern (9 counties)	1,771	12,662,810	14.0
Superior (16 counties)	85	1,055,077	8.1
Central (20 counties)	577	5,521,884	10.4
Total (Avg.)	6,439	37,444,395	17.2
2006 per capita income:			
\$50,000 & above (4 counties)	1,357	3,578,655	37.9
\$40,000-\$49,999 (12 counties)	2,044	11,441,014	17.9
\$30,000-\$39,999 (16 counties)	2,366	13,516,031	17.5
\$29,999 or below (26 counties)	672	8,908,695	7.5
Total (Avg.)	6,439	37,444,395	17.2

**Appendix B
Selected Advanced Practice Nurses**

Licensed Mental Health Professionals in California

Psych/MH Nurse Practitioners

Table B-1. Psych/MH Nurse Practitioners, by License Status

License Status	Number	Percent
Delinquent	72	15.2%
Inactive	24	5.1
Valid (Clear):		
In-state	348	73.3
Out-of-state or out-of-country	31	6.5
Sub-total	379	79.8
CE Not Adequate	0	0.0
Renewal Incomplete	0	0.0
Total	475	100.0%

Table B-2. Psych/MH Nurse Practitioners with Valid Licenses in Relation to Population, by County

County	No. of Licensees with Psych/MH certification	Population, 7/1/07	Licensees with Psych/MH certification per 100,000 population
Alameda	13	1,530,620	0.8
Alpine	0	1,261	0.0
Amador	0	38,320	0.0
Butte	1	219,101	0.5
Calaveras	0	45,950	0.0
Colusa	0	21,945	0.0
Contra Costa	10	1,044,201	1.0
Del Norte	0	29,207	0.0
El Dorado	0	178,689	0.0
Fresno	2	923,052	0.2
Glenn	0	29,018	0.0
Humboldt	2	132,364	1.5
Imperial	0	174,322	0.0
Inyo	1	18,253	5.5
Kern	2	809,903	0.2
Kings	0	153,268	0.0
Lake	1	63,821	1.6
Lassen	0	36,223	0.0
Los Angeles	100	10,294,280	1.0
Madera	0	149,916	0.0
Marin	22	256,310	8.6
Mariposa	0	18,356	0.0
Mendocino	1	89,669	1.1
Merced	0	252,544	0.0
Modoc	0	9,747	0.0
Mono	0	14,055	0.0
Monterey	6	425,356	1.4
Napa	2	135,554	1.5
Nevada	1	99,587	1.0

Licensed Mental Health Professionals in California

County	No. of Licensees with Psych/MH certification	Population, 7/1/07	Licensees with Psych/MH certification per 100,000 population
Orange	27	3,098,183	0.9
Placer	4	329,818	1.2
Plumas	0	20,891	0.0
Riverside	7	2,070,315	0.3
Sacramento	4	1,415,117	0.3
San Benito	0	57,493	0.0
San Bernardino	10	2,039,467	0.5
San Diego	39	3,120,088	1.2
San Francisco	25	817,537	3.1
San Joaquin	1	680,183	0.1
San Luis Obispo	2	267,154	0.7
San Mateo	14	734,453	1.9
Santa Barbara	2	425,710	0.5
Santa Clara	17	1,820,176	0.9
Santa Cruz	6	265,183	2.3
Shasta	1	181,380	0.6
Sierra	0	3,400	0.0
Siskiyou	1	45,695	2.2
Solano	2	423,970	0.5
Sonoma	11	482,034	2.3
Stanislaus	1	523,095	0.2
Sutter/Yuba	0	167,128	0.0
Tehama	0	62,093	0.0
Trinity	0	14,012	0.0
Tulare	0	430,974	0.0
Tuolumne	0	56,910	0.0
Ventura	10	826,550	1.2
Yolo	0	197,530	0.0
Total (Avg.)	348	37,771,431	0.9

Licensed Mental Health Professionals in California

Table B-3. Psych/MH Nurse Practitioners with *Valid* Licenses per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> licenses	Population, 7/1/07	<i>Valid</i> licenses per 100,000 population
Population size & density:			
Los Angeles (1 county)	100	10,294,280	1.0
Large, Other (26 counties)	238	25,231,094	0.9
Small, Rural (24 counties)	7	1,314,301	0.5
Small, Other (7 counties)	3	931,756	0.3
Total (Avg.)	348	37,771,431	0.9
DMH region:			
Bay Area (12 counties)	128	7,992,887	1.6
Los Angeles (1 county)	100	10,294,280	1.0
Southern (9 counties)	99	12,831,692	0.8
Superior (16 counties)	8	1,058,153	0.8
Central (20 counties)	13	5,594,419	0.2
Total (Avg.)	348	37,771,431	0.9
2006 per capita income:			
\$50,000 & above (5 counties)	88	4,672,677	1.9
\$40,000-\$49,999 (11 counties)	115	10,492,016	1.1
\$30,000-\$39,999 (16 counties)	117	13,547,589	0.9
\$29,999 or below (26 counties)	28	9,059,149	0.3
Total (Avg.)	348	37,771,431	0.9

Table B-4. Producers of Psych/MH Nurse Practitioners with Valid Licenses, by Location of School

School	Number	Percent*
California colleges & universities	88	52.7%
Out-of-State schools	78	46.7
Out-of-Country schools	1	0.6
Unknown	181	
Total	348	100.0

* Percentages based on Total Known (N = 167).

NOTE: Detail may not add to total, due to rounding.

Table B-5. California Producers of Psych/MH Nurse Practitioners with Valid Licenses

School	Rank	No. of licensees	School	Rank	No. of licensees
UCLA	1	30	San Jose State University	5	2
UCSF	2	28	Loma Linda University	6	1
CSU, Long Beach	3	10	Los Angeles Valley College	6	1
CSU, Los Angeles	4	9	De Anza College	6	1
Pasadena City College	5	2	Santa Monica City College	6	1

Licensed Mental Health Professionals in California

The following schools outside California accounted for three or more Psych/MH Nurse Practitioners:

Columbia University	6
University of Pennsylvania	5
University of Cincinnati.....	4
University of Washington	3
University of Maryland, Baltimore	3
Boston College.....	3
Wayne State University.....	3

Certified Nurse Specialists

Table B-6. Certified Nurse Specialists, by License Status

License Status	Number	Percent
Delinquent	270	9.1%
Inactive	18	0.6
Valid (Clear):		
In-state	2,491	84.4
Out-of-state or out-of-country	172	5.8
Sub-total	2,663	90.2
CE Not Adequate	0	0.0
Renewal Incomplete	0	0.0
Total	2,951	100.0%

Table B-7. Certified Nurse Specialists with Valid Licenses in Relation to Population, by County

County	No. of Licensees with CNS certification	Population, 7/1/07	Licensees with CNS certification per 100,000 population
Alameda	145	1,530,620	9.5
Alpine	0	1,261	0.0
Amador	0	38,320	0.0
Butte	7	219,101	3.2
Calaveras	2	45,950	4.4
Colusa	0	21,945	0.0
Contra Costa	103	1,044,201	9.9
Del Norte	0	29,207	0.0
El Dorado	13	178,689	7.4
Fresno	47	923,052	5.1
Glenn	0	29,018	0.0
Humboldt	3	132,364	2.3
Imperial	1	174,322	0.6
Inyo	1	18,253	5.5
Kern	15	809,903	1.8
Kings	3	153,268	2.0
Lake	1	63,821	1.6
Lassen	0	36,223	0.0

Licensed Mental Health Professionals in California

County	No. of Licensees with CNS certification	Population, 7/1/07	Licensees with CNS certification per 100,000 population
Los Angeles	525	10,294,280	5.1
Madera	2	149,916	1.3
Marin	85	256,310	33.2
Mariposa	0	18,356	0.0
Mendocino	1	89,669	1.1
Merced	0	252,544	0.0
Modoc	0	9,747	0.0
Mono	1	14,055	7.1
Monterey	14	425,356	3.3
Napa	15	135,554	11.1
Nevada	6	99,587	6.1
Orange	150	3,098,183	4.8
Placer	40	329,818	12.1
Plumas	0	20,891	0.0
Riverside	94	2,070,315	4.5
Sacramento	72	1,415,117	5.1
San Benito	1	57,493	1.7
San Bernardino	116	2,039,467	5.7
San Diego	233	3,120,088	7.5
San Francisco	238	817,537	29.1
San Joaquin	21	680,183	3.1
San Luis Obispo	18	267,154	6.7
San Mateo	159	734,453	21.6
Santa Barbara	7	425,710	1.6
Santa Clara	164	1,820,176	9.0
Santa Cruz	19	265,183	7.2
Shasta	5	181,380	2.8
Sierra	0	3,400	0.0
Siskiyou	1	45,695	2.2
Solano	33	423,970	7.8
Sonoma	53	482,034	11.0
Stanislaus	16	523,095	3.0
Sutter/Yuba	1	167,128	0.6
Tehama	1	62,093	1.6
Trinity	0	14,012	0.0
Tulare	7	430,974	1.6
Tuolumne	2	56,910	3.5
Ventura	36	826,550	4.4
Yolo	14	197,530	7.1
Total (Avg.)	2,491	37,771,431	6.6

Licensed Mental Health Professionals in California

Table B-8. Certified Nurse Specialists with *Valid* Licenses per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> licenses	Population, 7/1/07	<i>Valid</i> licenses per 100,000 population
Population size & density:			
Los Angeles (1 county)	525	10,294,280	5.1
Large, Other (26 counties)	1,892	25,231,094	7.5
Small, Rural (24 counties)	22	1,314,301	1.7
Small, Other (7 counties)	52	931,756	5.6
Total (Avg.)	2,491	37,771,431	6.6
DMH region:			
Bay Area (12 counties)	1,029	7,992,887	12.9
Los Angeles (1 county)	525	10,294,280	5.1
Southern (9 counties)	670	12,831,692	5.2
Superior (16 counties)	25	1,058,153	2.4
Central (20 counties)	242	5,594,419	4.3
Total (Avg.)	2,491	37,771,431	6.6
2006 per capita income:			
\$50,000 & above (5 counties)	749	4,672,677	16.0
\$40,000-\$49,999 (11 counties)	717	10,492,016	6.8
\$30,000-\$39,999 (16 counties)	689	13,547,589	5.1
\$29,999 or below (26 counties)	336	9,059,149	3.7
Total (Avg.)	2,491	37,771,431	6.6

Table B-9. Producers of Certified Nurse Specialists with Valid Licenses, by Location of School

School	Number	Percent*
California colleges & universities	2,194	83.1
Out-of-State schools	439	16.6
Out-of-Country schools	8	0.3
Unknown	22	--
Total	2,663	100.0

* Percentages based on Total Known (N = 2,641).

NOTE: Detail may not add to total, due to rounding.

Table B-10. California Producers of Certified Nurse Specialists with Valid Licenses

School	Rank	No. of licensees	School	Rank	No. of licensees
UCSF	1	753	CSU, Los Angeles	11	53
UCLA	2	386	CSU, San Bernardino	12	49
SF State University	3	162	CSU, Fresno	13	47
CSU, Dominguez Hills	4	159	CSU, Sacramento	14	44
University of SF	5	85	University of San Diego	15	33
CSU, Long Beach	6	84	Dominican University	16	31
San Diego State Univ.	7	80	CSU, Bakersfield	17t	5
Azusa Pacific University	8	72	Samuel Merritt-St Mary's	17t	5
Loma Linda University	9	71	U of Southern California	17t	5
San Jose State University	10	57	<i>All others, combined</i>	--	13

Licensed Mental Health Professionals in California

The following schools outside California account for ten or more CNSs:

University of Pennsylvania, Philadelphia	27
University of Washington, Seattle	20
Yale University	17
University of Colorado Health Sciences Center	16
University of Maryland, Baltimore	15
University of Phoenix, Phoenix	13
Boston College, Chestnut Hill	12
Wayne State University	10
Texas Women's University	10
Catholic University of America	10

**Appendix C
Clinical Psychologists**

Licensed Mental Health Professionals in California

Table C-1. Clinical Psychologists, by License Status

License Status	Number	Percent
Delinquent	651	3.3%
Inactive	2,754	14.0
Valid (<i>Clear</i>)		
In-state	14,337	73.1
Out-of-state or out-of-country	1,655	8.4
<i>Sub-total</i>	15,992	81.6
CE Not Adequate	206	1.1
Renewal Incomplete	0	0.0
Total	19,603	100.0%

Table C-2. Clinical Psychologists with *Valid* Licenses in Relation to Population, by County

County	No. of Psy licensees	Population, 7/1/07	Psy licensees per 100,000 population
Alameda	1,128	1,530,620	73.7
Alpine	0	1,261	0.0
Amador	18	38,320	47.0
Butte	46	219,101	21.0
Calaveras	9	45,950	19.6
Colusa	1	21,945	4.6
Contra Costa	466	1,044,201	44.6
Del Norte	16	29,207	54.8
El Dorado	55	178,689	30.8
Fresno	234	923,052	25.4
Glenn	1	29,018	3.4
Humboldt	28	132,364	21.2
Imperial	4	174,322	2.3
Inyo	7	18,253	38.3
Kern	99	809,903	12.2
Kings	15	153,268	9.8
Lake	11	63,821	17.2
Lassen	16	36,223	44.2
Los Angeles	4,038	10,294,280	39.2
Madera	23	149,916	15.3
Marin	421	256,310	164.2
Mariposa	3	18,356	16.3
Mendocino	34	89,669	37.9
Merced	10	252,544	4.0
Modoc	5	9,747	51.3
Mono	5	14,055	35.6
Monterey	111	425,356	26.1
Napa	95	135,554	70.1
Nevada	39	99,587	11.8
Orange	1,185	3,098,183	38.2
Placer	99	329,818	30.0
Plumas	6	20,891	28.7

Licensed Mental Health Professionals in California

County	No. of Psy licensees	Population, 7/1/07	Psy licensees per 100,000 population
Riverside	276	2,070,315	13.3
Sacramento	407	1,415,117	28.8
San Benito	3	57,493	5.2
San Bernardino	319	2,039,467	15.6
San Diego	1,558	3,120,088	50.2
San Francisco	913	817,537	111.7
San Joaquin	75	680,183	11.0
San Luis Obispo	199	267,154	74.5
San Mateo	359	734,453	48.9
Santa Barbara	212	425,710	49.8
Santa Clara	726	1,820,176	39.9
Santa Cruz	134	265,183	50.5
Shasta	40	181,380	22.0
Sierra	0	3,400	0.0
Siskiyou	7	45,695	15.3
Solano	93	423,970	21.9
Sonoma	294	482,034	61.0
Stanislaus	58	523,095	11.1
Sutter/Yuba	11	167,128	6.6
Tehama	2	62,093	3.2
Trinity	3	14,012	21.4
Tulare	62	430,974	14.4
Tuolumne	13	56,910	22.8
Ventura	237	826,550	28.7
Yolo	108	197,530	54.7
Total (Avg.)	14,337	37,771,431	38.0

Licensed Mental Health Professionals in California

Table C-3. Clinical Psychologists with *Valid* Licenses per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> licenses	Population, 7/1/07	<i>Valid</i> licenses per 100,000 population
Population size & density:			
Los Angeles (1 county)	4,038	10,294,280	39.2
Large, Other (26 counties)	9,721	25,231,094	38.5
Small, Rural (24 counties)	255	1,314,301	19.4
Small, Other (7 counties)	323	931,756	34.7
Total (Avg.)	14,337	37,771,431	38.0
DMH region:			
Bay Area (12 counties)	4,743	7,992,887	59.3
Los Angeles (1 county)	4,038	10,294,280	39.2
Southern (9 counties)	4,089	12,831,692	31.9
Superior (16 counties)	255	1,058,153	24.1
Central (20 counties)	1,212	5,594,419	21.7
Total (Avg.)	14,337	37,771,431	38.0
2006 per capita income:			
\$50,000 & above (5 counties)	2,885	4,672,677	61.7
\$40,000-\$49,999 (11 counties)	5,036	10,492,016	48.0
\$30,000-\$39,999 (16 counties)	5,091	13,547,589	37.6
\$29,999 or below (26 counties)	1,325	9,059,149	14.6
Total (Avg.)	14,337	37,771,431	38.0

Table C-4. Producers of Clinical Psychologists with *Valid* Licenses

School	Number	Percent*
California colleges & universities	4,736	77.2%
Out-of-State schools	1,345	21.9
Out-of-Country schools	50	0.8
Unknown	9,861	--
Total	15,992	100.0%

* Percentages based on Total Known (N = 6,131).

NOTE: Detail may not add to total, due to rounding.

Licensed Mental Health Professionals in California

Table C-5. Top 20 California Producers of Clinical Psychologists with Valid Licenses

School	Rank	No. of licensees
California School of Professional Psychology, Los Angeles	1	572
California School of Professional Psychology, Berkeley	2	371
Alliant International University, Alhambra	3	313
California School of Professional Psychology, San Diego	4	294
Wright Institute, Berkeley	5	286
Pacific Graduate School of Psychology	6	208
California School of Professional Psychology, Fresno	7	185
California Graduate Institute, West Los Angeles	8	171
Fuller Theological Seminary, Pasadena	9	149
Alliant University, San Diego	10	147
University of Southern California, Los Angeles (USC)	11	137
U.S. International University, San Diego	12	132
Alliant University, San Francisco	13	126
Ryokan College, Los Angeles	14	118
California Institute of Integral Studies, San Francisco	15	106
Biola University, La Mirada	16	90
University of California, Los Angeles (UCLA)	17	82
Alliant University, Fresno	18t	74
Pepperdine University, Culver City	18t	74
Argosy University	19	73
All the rest (66 professional schools)		1,028

The following schools outside California account for eighteen or more Clinical Psychologists with valid licenses:

University of Denver.....	40
University of Texas, Austin.....	26
Arizona State University.....	25
Illinois School of Professional Psychology.....	25
Ohio State University.....	25
New York University.....	24
Nova Southeastern University.....	22
University of Maryland, College Park.....	20
University of Michigan.....	19
Washington State University.....	19
Yeshiva University – Bronx, NY.....	19
Michigan State University.....	18

**Appendix D
Clinical Social Workers**

Licensed Mental Health Professionals in California

Licensed Clinical Social Workers (LCSWs)

Table D-1. Licensed Clinical Social Workers (LCSWs), by License Status

License Status	Number	Percent
Delinquent	1,560	8.3%
Inactive	2,536	13.5
Valid (<i>Clear</i>):		
In-state	14,070	75.1
Out-of-state or out-of-country	508	2.7
<i>Sub-total</i>	14,578	77.8
CE Not Adequate	43	0.2
Renewal Incomplete	27	0.1
Total	18,744	100.0%

Table D-2. Licensed Clinical Social Workers (LCSWs) with *Valid* Licenses in Relation to Population, by County

County	No. of LCSW licensees	Population, 7/1/07	LCSW licensees per 100,000 population
Alameda	1,013	1,530,620	66.2
Alpine	0	1,261	0.0
Amador	14	38,320	36.5
Butte	105	219,101	47.9
Calaveras	14	45,950	30.5
Colusa	1	21,945	4.6
Contra Costa	361	1,044,201	34.6
Del Norte	15	29,207	51.4
El Dorado	66	178,689	36.9
Fresno	308	923,052	33.4
Glenn	4	29,018	13.8
Humboldt	84	132,364	63.5
Imperial	7	174,322	4.0
Inyo	3	18,253	16.4
Kern	80	809,903	9.9
Kings	18	153,268	11.7
Lake	8	63,821	12.5
Lassen	8	36,223	22.1
Los Angeles	3,907	10,294,280	38.0
Madera	38	149,916	25.3
Marin	259	256,310	101.0
Mariposa	9	18,356	49.0
Mendocino	56	89,669	62.5
Merced	32	252,544	12.7
Modoc	1	9,747	10.3
Mono	3	14,055	21.3
Monterey	120	425,356	28.2
Napa	115	135,554	84.8

Licensed Mental Health Professionals in California

County	No. of LCSW licensees	Population, 7/1/07	LCSW licensees per 100,000 population
Nevada	49	99,587	49.2
Orange	997	3,098,183	32.2
Placer	154	329,818	46.7
Plumas	7	20,891	33.5
Riverside	379	2,070,315	18.3
Sacramento	677	1,415,117	47.8
San Benito	5	57,493	8.7
San Bernardino	452	2,039,467	22.2
San Diego	1,327	3,120,088	42.5
San Francisco	766	817,537	93.7
San Joaquin	109	680,183	16.0
San Luis Obispo	145	267,154	54.3
San Mateo	322	734,453	43.8
Santa Barbara	121	425,710	28.4
Santa Clara	621	1,820,176	34.1
Santa Cruz	174	265,183	65.6
Shasta	69	181,380	38.0
Sierra	1	3,400	29.4
Siskiyou	19	45,695	41.6
Solano	133	423,970	31.4
Sonoma	291	482,034	60.4
Stanislaus	96	523,095	18.4
Sutter/Yuba	33	167,128	19.7
Tehama	9	62,093	14.5
Trinity	4	14,012	28.5
Tulare	101	430,974	23.4
Tuolumne	21	56,910	36.9
Ventura	256	826,550	31.0
Yolo	83	197,530	42.0
Total (Avg.)	14,070	37,771,431	37.3

Licensed Mental Health Professionals in California

Table D-3. Licensed Clinical Social Workers (LCSWs) with *Valid* Licenses per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> licenses	Population, 7/1/07	<i>Valid</i> licenses per 100,000 population
Population size & density:			
Los Angeles (1 county)	3,907	10,294,280	38.0
Large, Other (26 counties)	9,399	25,231,094	37.3
Small, Rural (24 counties)	400	1,314,301	30.4
Small, Other (7 counties)	364	931,756	39.1
Total (Avg.)	14,070	37,771,431	37.3
DMH region:			
Bay Area (12 counties)	4,180	7,992,887	52.3
Los Angeles (1 county)	3,907	10,294,280	38.0
Southern (9 counties)	3,764	12,831,692	29.3
Superior (16 counties)	440	1,058,153	41.6
Central (20 counties)	1,779	5,594,419	31.8
Total (Avg.)	14,070	37,771,431	37.3
2006 per capita income:			
\$50,000 & above (5 counties)	2,329	4,672,677	49.8
\$40,000-\$49,999 (11 counties)	4,563	10,492,016	43.5
\$30,000-\$39,999 (16 counties)	5,257	13,547,589	38.8
\$29,999 or below (26 counties)	1,921	9,059,149	21.2
Total (Avg.)	14,070	37,771,431	37.3

Table D-4. Producers of Licensed Clinical Social Workers (LCSW) with *Valid* Licenses, by Location of School

School	Number	Percent*
California colleges & universities	5,782	74.2%
Out-of-State schools	1,950	25.0
Out-of-Country schools	56	0.7
Unknown	6,790	--
Total	14,578	100.0%

* Percentages based on Total Known (N = 7,788).

NOTE: Detail may not add to total, due to rounding.

Table D-5. California Producers of LCSWs with Valid Licenses

School	Rank	No. of licensees
University of Southern California, Los Angeles	1	1,166
CSU, Long Beach	2	826
CSU, Sacramento	3	752
San Diego State University	4	672
UC, Berkeley	5t	513
UC, Los Angeles (UCLA)	5t	513
San Jose State University	6	416
San Francisco State University	7	308
CSU, Fresno	8	297
CSU, San Bernardino	9	163
Loma Linda University, Orinda	10	59
CSU, Stanislaus	11	56
CSU, Los Angeles	12	37
CSU, Chico	13	2

Licensed Mental Health Professionals in California

School	Rank	No. of licensees
CSU, Bakersfield	14t	1
University of San Francisco, San Francisco	14t	1

Associate Clinical Social Workers (ASWs)

Table D-6. Associate Clinical Social Workers (ASWs), by Registration Status

License Status	Number	Percent
Delinquent	2,318	22.8%
Inactive	0	0.0
Valid (Clear):		
In-state	7,668	75.4
Out-of-state or out-of-country	122	1.2
Sub-total	7,790	76.6
CE Not Adequate	0	0.0
Renewal Incomplete	64	0.6
Total	10,172	100.0%

Table D-7. Associate Clinical Social Workers (ASWs) with Valid Credentials in Relation to Population, by County

County	No. of ASWs	Population, 7/1/07	ASWs per 100,000 population
Alameda	493	1,530,620	32.2
Alpine	0	1,261	0.0
Amador	3	38,320	7.8
Butte	76	219,101	34.7
Calaveras	4	45,950	8.7
Colusa	3	21,945	13.7
Contra Costa	160	1,044,201	15.3
Del Norte	5	29,207	17.1
El Dorado	30	178,689	16.8
Fresno	184	923,052	19.9
Glenn	3	29,018	10.3
Humboldt	78	132,364	58.9
Imperial	15	174,322	8.6
Inyo	1	18,253	5.5
Kern	118	809,903	14.6
Kings	11	153,268	7.2
Lake	7	63,821	11.0
Lassen	2	36,223	5.5
Los Angeles	2,419	10,294,280	23.5
Madera	10	149,916	6.7
Marin	46	256,310	17.9
Mariposa	6	18,356	32.7
Mendocino	13	89,669	14.5

Licensed Mental Health Professionals in California

County	No. of ASWs	Population, 7/1/07	ASWs per 100,000 population
Merced	33	252,544	13.1
Modoc	2	9,747	20.5
Mono	0	14,055	0.0
Monterey	52	425,356	12.2
Napa	44	135,554	32.5
Nevada	16	99,587	16.1
Orange	515	3,098,183	16.6
Placer	69	329,818	20.9
Plumas	2	20,891	9.6
Riverside	223	2,070,315	10.8
Sacramento	378	1,415,117	26.7
San Benito	9	57,493	15.7
San Bernardino	372	2,039,467	18.2
San Diego	553	3,120,088	27.7
San Francisco	450	817,537	55.0
San Joaquin	90	680,183	13.2
San Luis Obispo	41	267,154	15.3
San Mateo	141	734,453	19.2
Santa Barbara	36	425,710	8.5
Santa Clara	352	1,820,176	19.3
Santa Cruz	80	265,183	30.2
Shasta	37	181,380	20.4
Sierra	0	3,400	0.0
Siskiyou	9	45,695	19.7
Solano	102	423,970	24.1
Sonoma	85	482,034	17.6
Stanislaus	71	523,095	13.6
Sutter/Yuba	18	167,128	10.8
Tehama	8	62,093	12.9
Trinity	0	14,012	0.0
Tulare	50	430,974	11.6
Tuolumne	7	56,910	12.3
Ventura	84	826,550	10.2
Yolo	52	197,530	26.3
Total (Avg.)	7,668	37,771,431	20.3

Licensed Mental Health Professionals in California

Table D-8. Associate Clinical Social Workers (ASWs) with *Valid* Registrations per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> registrations	Population, 7/1/07	<i>Valid</i> registrations per 100,000 population
Population size & density:			
Los Angeles (1 county)	2,419	10,294,280	23.5
Large, Other (26 counties)	4,854	25,231,094	19.2
Small, Rural (24 counties)	224	1,314,301	17.0
Small, Other (7 counties)	171	931,756	18.4
Total (Avg.)	7,668	37,771,431	20.3
DMH region:			
Bay Area (12 counties)	2,014	7,992,887	25.1
Los Angeles (1 county)	2,419	10,294,280	23.5
Southern (9 counties)	1,957	12,831,692	15.3
Superior (16 counties)	261	1,058,153	24.7
Central (20 counties)	1,017	5,594,419	18.2
Total (Avg.)	7,668	37,771,431	20.3
2006 per capita income:			
\$50,000 & above (5 counties)	1,149	4,672,677	24.6
\$40,000-\$49,999 (11 counties)	2,005	10,492,016	19.1
\$30,000-\$39,999 (16 counties)	3,120	13,547,589	23.0
\$29,999 or below (26 counties)	1,394	9,059,149	15.4
Total (Avg.)	7,668	37,771,431	20.3

Table D-9. Producers of Associate Clinical Social Workers (ASWs) with *Valid* Credentials, by Location of School

School	Number	Percent*
California colleges & universities	6,022	78.0%
Out-of-State schools	1,631	21.1
Out-of-Country schools	71	0.9
Unknown	66	--
Total	7,790	100.0%

* Percentages based on Total Known (N = 7,724).

NOTE: Detail may not add to total, due to rounding.

Table D-10. California Producers of ASWs with *Valid* Credentials

School	Rank	No. of registrants
University of Southern California, Los Angeles	1	1,072
CSU, Long Beach	2	871
CSU, Sacramento	3	645
San Jose State University	4	505
San Diego State University	5	449
UC, Los Angeles (UCLA)	6	354
UC, Berkeley	7t	340
San Francisco State University	7t	340
CSU, Los Angeles	8	279
CSU, San Bernardino	9	262
CSU, Fresno	10	260
CSU, Stanislaus	11	143
Loma Linda University, Orinda	12	142

Licensed Mental Health Professionals in California

School	Rank	No. of registrants
CSU, Bakersfield	13	112
CSU, Hayward (East Bay)	14	110
CSU, Chico	15	85
Humboldt State University, Arcata	16	39
CSU, Northridge	17	14

Appendix E
Marriage and Family Therapists

Marriage and Family Therapists

Table E-1. Marriage and Family Therapists (MFTs), by License Status

License Status	Number	Percent
Delinquent	2,696	8.7%
Inactive	4,751	15.4
<i>Valid (Clear):</i>		
In-state	22,384	72.5
Out-of-state or out-of-country	898	2.9
<i>Sub-total</i>	23,282	75.4
CE Not Adequate	80	0.3
Renewal Incomplete	63	0.2
Total	30,872	100.0%

Table E-2. Marriage and Family Therapists (MFTs) with *Valid* Licenses in Relation to Population, by County

County	No. of MFT licensees	Population, 7/1/07	MFT licensees per 100,000 population
Alameda	1,428	1,530,620	93.3
Alpine	0	1,261	0.0
Amador	18	38,320	47.0
Butte	194	219,101	88.5
Calaveras	30	45,950	65.3
Colusa	3	21,945	13.7
Contra Costa	869	1,044,201	83.2
Del Norte	14	29,207	47.9
El Dorado	129	178,689	72.2
Fresno	246	923,052	26.7
Glenn	8	29,018	27.6
Humboldt	145	132,364	109.5
Imperial	7	174,322	4.0
Inyo	12	18,253	65.7
Kern	233	809,903	28.8
Kings	18	153,268	11.7
Lake	31	63,821	48.6
Lassen	8	36,223	22.1
Los Angeles	5,844	10,294,280	56.8
Madera	36	149,916	24.0
Marin	765	256,310	298.5
Mariposa	4	18,356	21.8
Mendocino	112	89,669	124.9
Merced	33	252,544	13.1
Modoc	2	9,747	20.5
Mono	9	14,055	64.0
Monterey	211	425,356	49.6
Napa	118	135,554	87.1

Licensed Mental Health Professionals in California

County	No. of MFT licensees	Population, 7/1/07	MFT licensees per 100,000 population
Nevada	148	99,587	148.6
Orange	1,875	3,098,183	60.5
Placer	140	329,818	72.8
Plumas	11	20,891	52.7
Riverside	636	2,070,315	30.7
Sacramento	685	1,415,117	48.4
San Benito	12	57,493	20.9
San Bernardino	562	2,039,467	27.6
San Diego	1,599	3,120,088	51.2
San Francisco	920	817,537	112.5
San Joaquin	134	680,183	19.7
San Luis Obispo	274	267,154	102.6
San Mateo	555	734,453	75.6
Santa Barbara	482	425,710	113.2
Santa Clara	1,147	1,820,176	63.0
Santa Cruz	434	265,183	163.7
Shasta	102	181,380	56.2
Sierra	1	3,400	29.4
Siskiyou	40	45,695	87.5
Solano	169	423,970	39.9
Sonoma	734	482,034	152.3
Stanislaus	183	523,095	35.0
Sutter/Yuba	41	167,128	24.5
Tehama	20	62,093	32.2
Trinity	13	14,012	92.8
Tulare	105	430,974	24.4
Tuolumne	43	56,910	76.6
Ventura	580	826,550	70.2
Yolo	112	197,530	56.7
Total (Avg.)	22,384	37,771,431	59.3

Licensed Mental Health Professionals in California

Table E-3. Marriage and Family Therapists (MFTs) with *Valid* Licenses per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. <i>Valid</i> licenses	Population, 7/1/07	<i>Valid</i> licenses per 100,000 population
Population size & density:			
Los Angeles (1 county)	5,844	10,294,280	56.8
Large, Other (26 counties)	15,293	25,231,094	60.6
Small, Rural (24 counties)	681	1,314,301	51.8
Small, Other (7 counties)	566	931,756	60.7
Total (Avg.)	22,384	37,771,431	59.3
DMH region:			
Bay Area (12 counties)	7,362	7,992,887	92.1
Los Angeles (1 county)	5,844	10,294,280	56.8
Southern (9 counties)	6,248	12,831,692	48.7
Superior (16 counties)	852	1,058,153	80.5
Central (20 counties)	2,078	5,594,419	37.1
Total (Avg.)	22,384	37,771,431	59.3
2006 per capita income:			
\$50,000 & above (5 counties)	4,256	4,672,677	91.1
\$40,000-\$49,999 (11 counties)	7,767	10,492,016	74.0
\$30,000-\$39,999 (16 counties)	7,644	13,547,589	56.4
\$29,999 or below (26 counties)	2,717	9,059,149	30.0
Total (Avg.)	22,384	37,771,,431	59.3

Table E-4. Producers of Marriage and Family Therapists (MFTs) with *Valid* Licenses, by Location of School

School	Number	Percent*
California colleges & universities	12,531	96.4%
Out-of-State schools	449	3.5
Out-of-Country schools	20	0.1
Unknown	11,267	--
Total	24,262	100.0%

* Percentages based on Total Known (N = 13,000).

NOTE: Detail may not add to total, due to rounding.

Table E-5. California Producers of MFTs with Valid Licenses

School	Rank	No. of licensees
John F. Kennedy University, Orinda	1	1,062
Phillips Graduate Institute	2	810
Antioch University, Los Angeles	3	770
National University	4	667
Pepperdine University, Malibu	5	650
University of San Francisco, San Francisco	6	581
San Francisco State University	7	441
CSU, Northridge	8	410
California Institute of Integral Studies, San Francisco	9	402
Santa Clara University	10	345
Chapman University, Orange	11	342
CSU, East Bay	12	336
CSU, Fullerton	13	325

Licensed Mental Health Professionals in California

School	Rank	No. of licensees
CSU, Sacramento	14	280
Azusa Pacific, Azusa	15	232
College of Notre Dame, Belmont	16	231
Antioch University, Santa Barbara	17	228
Loyola Marymount University, Los Angeles	18	195
New College of California, San Francisco	19	188
Fuller Theological Seminary, Pasadena	20	172
Pacifica Graduate Institute, Carpenteria	21	171
CSU, Fresno	22	162
CSU, Dominguez Hills	23	161
University of San Diego, San Diego	24	150
Sonoma State University	25	141
San Jose State University	26	140
San Diego State University	27	138
CSU, Los Angeles	28	125
CSU, Bakersfield	29	122
Dominican University of California	30	120
Pacific Oaks College, Pasadena	31	97
Ryokan College, Los Angeles	32	96
California Graduate Institute, Los Angeles	33	95
Alliant International University (AKA U.S. International)	34	94
CSU, Chico	35t	92
Professional School of Psychology, Sacramento	35t	92
Loma Linda University, Orinda	36	88
University of Southern California, Los Angeles	37	86
Trinity College of Graduate Studies, Orange	38	83
CSU, Long Beach	39	81
California Lutheran College, Thousand Oaks	40	79
CSU, San Bernardino	41	78
California Baptist University, Riverside	42	77
Cal Poly, San Luis Obispo	43t	76
Antioch University, San Francisco	43t	76
University of La Verne, La Verne	44	71
St. Mary's College of California, Moraga	45	69
CSU, Stanislaus	46t	62
Humboldt State University	46t	62
Hope International University	47	57
Sierra University/A University Without Walls	48t	55
University for Humanistic Studies	48t	55
<i>Fifty-nine additional schools accounting for fewer than 50 MFTs, each</i>	--	733

Marriage and Family Therapy Interns

Table E-6. MFT Registered Interns, by Registration Status

License Status	Number	Percent
Delinquent	3,364	22.9%
Inactive	0	0.0
Valid (<i>Clear</i>):		
In-state	11,075	75.3
Out-of-state or out-of-country	192	1.3
<i>Sub-total</i>	11,267	76.6
CE Not Adequate	0	0.0
Renewal Incomplete	86	0.6
Total	14,717	100.0%

Table E-7. MFT Registered Interns in Relation to Population, by County

County	No. of MFT Interns	Population, 7/1/07	MFT Interns per 100,000 population
Alameda	658	1,530,620	43.0
Alpine	0	1,261	0.0
Amador	9	38,320	23.5
Butte	78	219,101	35.6
Calaveras	8	45,950	17.4
Colusa	1	21,945	4.6
Contra Costa	314	1,044,201	30.1
Del Norte	8	29,207	27.4
El Dorado	62	178,689	34.7
Fresno	201	923,052	21.8
Glenn	3	29,018	10.3
Humboldt	43	132,364	32.5
Imperial	16	174,322	9.2
Inyo	1	18,253	5.5
Kern	119	809,903	14.7
Kings	15	153,268	9.8
Lake	10	63,821	15.7
Lassen	6	36,223	16.6
Los Angeles	3,162	10,294,280	30.7
Madera	16	149,916	10.7
Marin	171	256,310	66.7
Mariposa	3	18,356	16.3
Mendocino	20	89,669	22.33
Merced	18	252,544	77.1
Modoc	0	9,747	0.0
Mono	0	14,055	0.0
Monterey	77	425,356	18.1
Napa	38	135,554	28.0
Nevada	35	99,587	35.1

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County	No. of MFT Interns	Population, 7/1/07	MFT Interns per 100,000 population
Orange	890	3,098,183	28.7
Placer	95	329,818	28.8
Plumas	2	20,891	9.6
Riverside	399	2,070,315	19.3
Sacramento	433	1,415,117	30.6
San Benito	8	57,493	13.9
San Bernardino	409	2,039,467	20.1
San Diego	893	3,120,088	28.6
San Francisco	578	817,537	70.7
San Joaquin	134	680,183	19.7
San Luis Obispo	96	267,154	35.9
San Mateo	260	734,453	35.4
Santa Barbara	212	425,710	49.8
Santa Clara	516	1,820,176	28.3
Santa Cruz	116	265,183	43.7
Shasta	92	181,380	50.7
Sierra	2	3,400	58.8
Siskiyou	8	45,695	17.5
Solano	93	423,970	21.9
Sonoma	181	482,034	35.5
Stanislaus	111	523,095	21.2
Sutter/Yuba	37	167,128	22.1
Tehama	16	62,093	25.8
Trinity	7	14,012	50.0
Tulare	65	430,974	15.1
Tuolumne	15	56,910	26.4
Ventura	260	826,550	31.5
Yolo	65	197,530	32.9
Total (Avg.)	11,075	37,771,431	29.3

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Table E-8. MFT Registered Interns per 100,000 Population, by California Counties in Various Categories

County Characteristic	No. Valid registrations	Population, 7/1/07	Valid registrations per 100,000 population
Population size & density:			
Los Angeles (1 county)	3,162	10,294,280	30.7
Large, Other (26 counties)	7,367	25,231,094	29.2
Small, Rural (24 counties)	294	1,314,301	22.4
Small, Other (7 counties)	252	931,756	27.0
Total (Avg.)	11,075	37,771,431	29.3
DMH region:			
Bay Area (12 counties)	3,000	7,992,887	37.5
Los Angeles (1 county)	3,162	10,294,280	30.7
Southern (9 counties)	3,294	12,831,692	25.7
Superior (16 counties)	331	1,058,153	31.3
Central (20 counties)	1,288	5,594,419	23.0
Total (Avg.)	11,075	37,771,431	29.3
2006 per capita income:			
\$50,000 & above (5 counties)	1,839	4,672,677	39.4
\$40,000-\$49,999 (11 counties)	3,430	10,492,016	32.7
\$30,000-\$39,999 (16 counties)	4,081	13,547,589	30.1
\$29,999 or below (26 counties)	1,725	9,059,149	19.0
Total (Avg.)	11,075	37,771,431	29.3

Table E-9. Producers of MFT Registered Interns with Valid Registrations, by Location of School

School	Number	Percent*
California colleges & universities	11,075	98.3%
Out-of-State schools	176	1.6
Out-of-Country schools	16	0.1
Unknown	125	--
Total	11,392	100.0

* Percentages based on Total Known (N = 11,267).

NOTE: Detail may not add to total, due to rounding.

Table E-10. California Producers of MFT Registered Interns

School	Rank	No. of licensees
National University	1	797
John F. Kennedy University, Orinda	2	614
Pepperdine University	3	571
Antioch University, Los Angeles	4	540
Phillips Graduate Institute	5	447
University of San Francisco, San Francisco	6	420
Chapman University, Orange	7	394
CSU, Fullerton	8	345
California Institute of Integral Studies, San Francisco	9	344
CSU, Northridge	10	324
CSU, Sacramento	11	237
San Francisco State University	12	227
University of Phoenix, Sacramento	13	205
Antioch University, Santa Barbara	14	201

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School	Rank	No. of licensees
Pacific Oaks College, Pasadena	15	195
CSU, East Bay	16	189
Pacifica Graduate Institute, Carpinteria	17	188
Azusa Pacific, Azusa	18t	187
College of Notre Dame, Belmont	18t	187
Alliant International University (AKA U.S. International)	19	184
California Baptist University, Riverside	20	183
CSU, Fresno	21t	176
Santa Clara University	21t	176
University of Phoenix, San Diego	22	173
Fuller Theological Seminary, Pasadena	23	158
CSU, Dominguez Hills	24t	152
Argosy University (AKA American School of Professional Psychology)	24t	152
New College of California, San Francisco	25	150
CSU, Los Angeles	26	110
Loma Linda University, Orinda	27	102
Hope International University	28	97
CSU, Long Beach	29	93
University of San Diego, San Diego	30	86
San Diego State University	31t	84
Sonoma State University	31t	84
Institute of Transpersonal Psychology, San Jose	32t	83
California Graduate Institute, Los Angeles	32t	83
Loyola Marymount University, Los Angeles	33t	80
University of Southern California, Los Angeles	33t	80
CSU, Chico	32	79
California Lutheran College, Thousand Oaks	33t	76
University of La Verne, La Verne	33t	76
Dominican University of California	34t	75
University of Santa Monica	34t	75
Vanguard University of Southern California	35	73
Western Seminary (Western Conservative Baptist Seminary)	36	69
St. Mary's College of California, Moraga	37	66
CSU, Bakersfield	38	60
Ryokan College, Los Angeles	39	59
Trinity College of Graduate Studies, Orange	40	52
Cal Poly, San Luis Obispo	41	50
<i>Thirty-four additional schools accounting for fewer than 50 interns, each</i>	--	596