

Status of the Addictions Treatment Workforce in Louisiana—2004 *Survey Findings*

Direct Care Staff:

- There are a total of 554 direct care treatment staff positions.
- Approximately, 44% of direct treatment staff have a Master's degree or higher, 29% have a Baccalaureate degree, and 27% have less than a Baccalaureate degree.

Unfilled Positions:

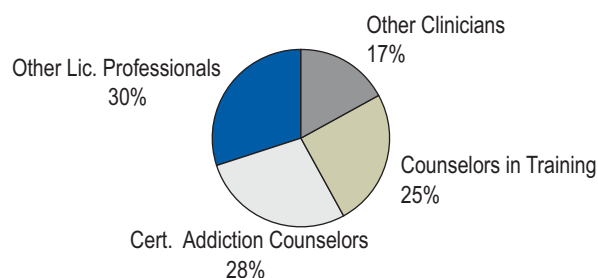
- 70% of Directors report continuing difficulty in filling open positions.
- 68% of programs are presently understaffed.
- 140 staff have left their jobs in the past 12 months, and 66 budgeted positions were unfilled at the time of the survey.
- The turnover rate of staff is 25% per year.

This summary contains the findings of a survey conducted in April, 2004 by the Gulf Coast Addiction Technology Transfer Center on behalf of the Office for Addictive Disorders of the Louisiana Department of Health and Hospitals. The survey was completed by 79 addictions treatment program directors. The survey instrument was adapted from a national instrument which is currently in development by the national network of Addiction Technology Transfer Centers for assessing the state of the addictions workforce in the United States. The on-line questionnaire was completed by program directors who were asked to report on the direct care treatment professionals working in their programs.

Program Characteristics

- 36% of programs are located in areas of 50,000 population or less, 57% are located in middle-range population areas between 50K – 500K.
- 96% of the programs are accredited by State of Louisiana Department of Health and Hospitals (Health Standards)
- The average number of clients served by each agency was 717 for a total of 55,967 clients served annually.
- 95% of surveyed agencies received funds from the DHHS/OAD. The actual percentage of agency budgets funded by the OAD are as follows:
 - 61% of programs funded 90%
 - 25% of programs funded 50%-89%
 - 14% of programs funded less than 50%

Addictions Treatment Workforce

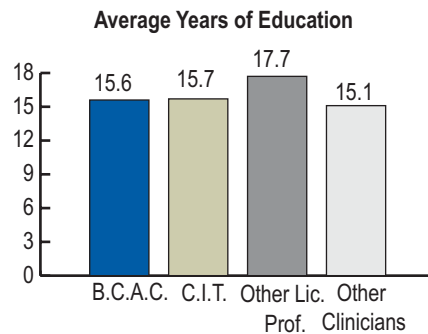


Agency Director Demographics:

- 57% of directors are female; 43% are male.
- The average age of agency directors is 51 years old.
- Of agency directors, 81% are White, 16% Black, and 3% Other.
- Approximately 61% of directors have graduate degrees; 15% have bachelors degrees.

Staff Turnover and Recruitment

- Filling open positions is difficult due to
 - insufficient number of applicants meeting qualifications (lack of exp., certification, education),
 - lack of interest due to salary and limited funding, and
 - small applicant pool in specific geographic areas.
- If applicants fail to qualify for current positions, it is due to:
 - Little or no experience in addictions treatment.
 - Lack of appropriate certification.
 - Insufficient or inadequate training and education.
- Top 5 reasons why staff have left their positions:
 1. Better work opportunity – within field
 2. Personal reasons (e.g., illness, family issues)
 3. Lack of adequate salaries
 4. Better work opportunity – outside field
 5. Burnout
- The majority of directors felt addictions counselors have a lower status compared to other helping professionals. This factor may contribute to professionals leaving the field and the difficulty in recruiting replacements. The top 5 reasons for low status are:
 1. Less formal education or training
 2. Lower credentialing/license requirements
 3. Stigmatized by their association with abusers
 4. Some have a history of substance abuse themselves
 5. Lower quality formal education or training



Average Education

	n	H.S.	1-2 yrs	3-4 yrs	Bachelors	Masters	Avg. Yrs. Ed.
Board Certified	150	14%	9%	11%	44%	21%	15.6
Other Licensed Prof.	165	0%	3%	1%	4%	92%	17.7
C.I.T.	147	11%	12%	10%	45%	22%	15.7
Other Clinicians	92	21%	24%	3%	24%	28%	15.1
TOTAL	554	10%	10%	7%	29%	44%	16.2