

**MHACBO-OHA WORKFORCE
SURVEY (N=3,007)**

Eric Martin & Julie Dodge

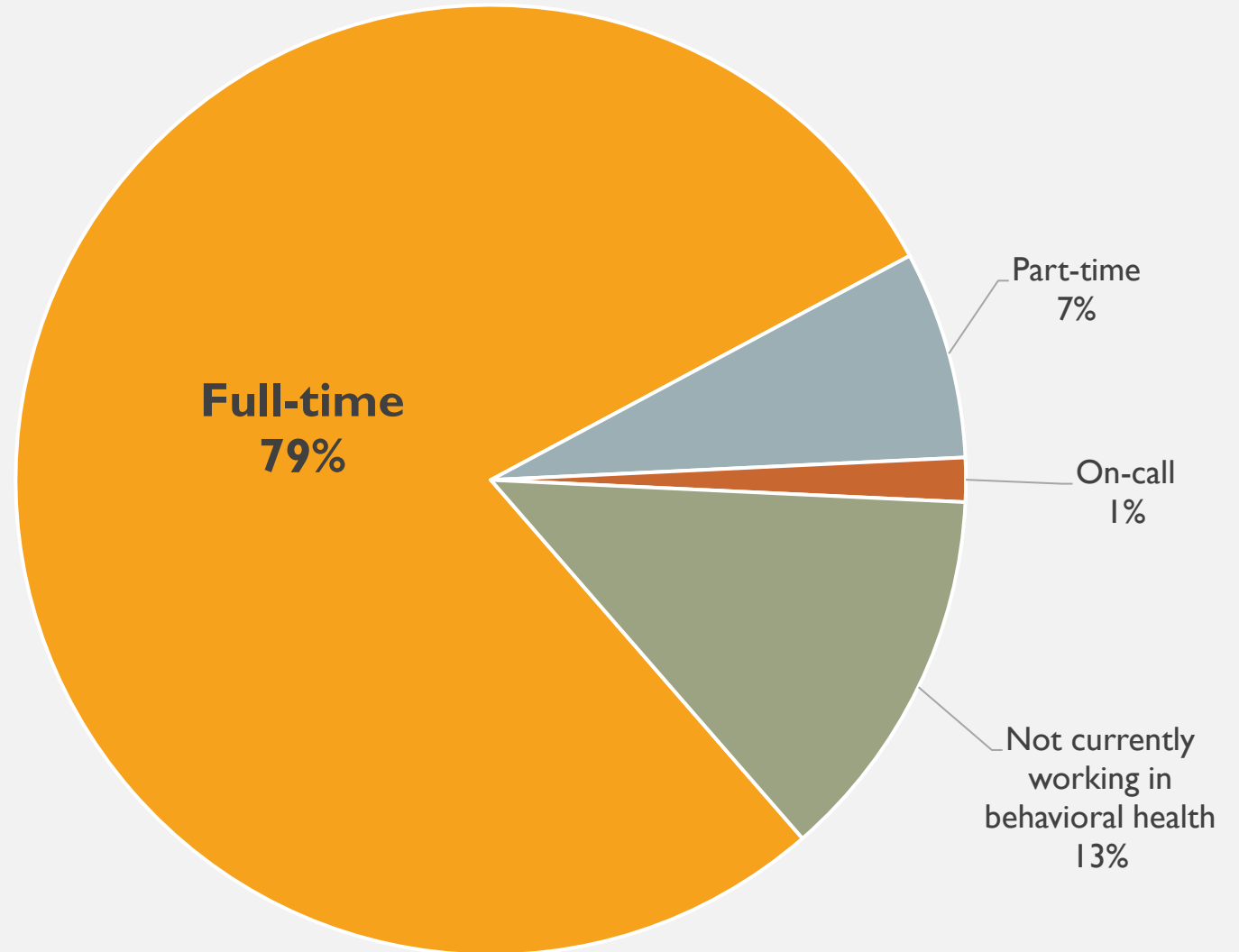
RESPONDENTS

- 3,007 respondents
- Median length of time working in social services: 8.4 years

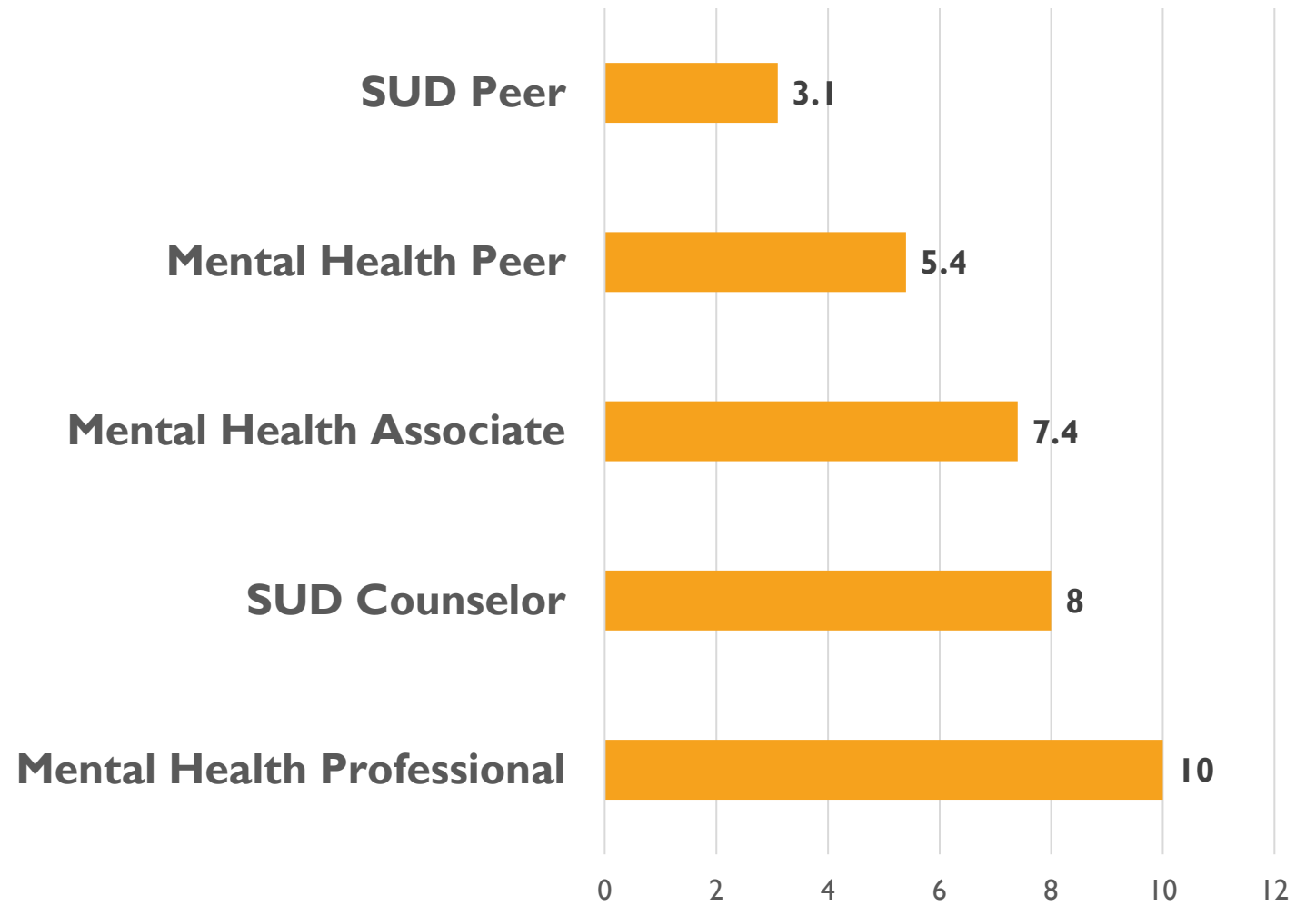
Primary Role	Respondents
Mental Health Professional	761
Mental Health Associate	752
SUD Counselor	621
SUD Peer	200
SUD Supervisor	146
Mental Health Supervisor	129
Mental Health Peer	93
Preventionist	27
Gambling Counselor	14
Gambling Peer	2
Other role, retired or did not identify	262

RESPONDENTS

21% of the workforce reports they are not currently working in behavioral health or are performing limited duties (on-call or part-time).



MEDIAN YEARS
WORKING IN SOCIAL
SERVICES BY
OCCUPATIONAL ROLE



Data preparation: Of 3,007 entries, 86 responses (2.8%) were ruled out due to a significant variance between self-reported hourly and annual wages (converted to hourly). Wages for individuals not currently employed in behavioral health were also ruled out (income from unemployment or other employment [Uber, Lift, Etc.]), and several individuals chose not to report their wages. Six prior wage analyses performed by MHACBO over the past 30 years have revealed a wide disparity in wages, most especially with state/county behavioral health wages vs. private nonprofit agency wages.

ADJUSTED HOURLY WAGES

Median Self-reported
“Hourly Wages”
\$24.04 for all
behavioral health
workers

Median Self-reported
“Annual Wages”
converted to hourly
wages
\$24.00 for all
behavioral health
workers

Average Median Self-
reported “Hourly”
and “Annual” wages
\$24.02 for all
behavioral health
workers

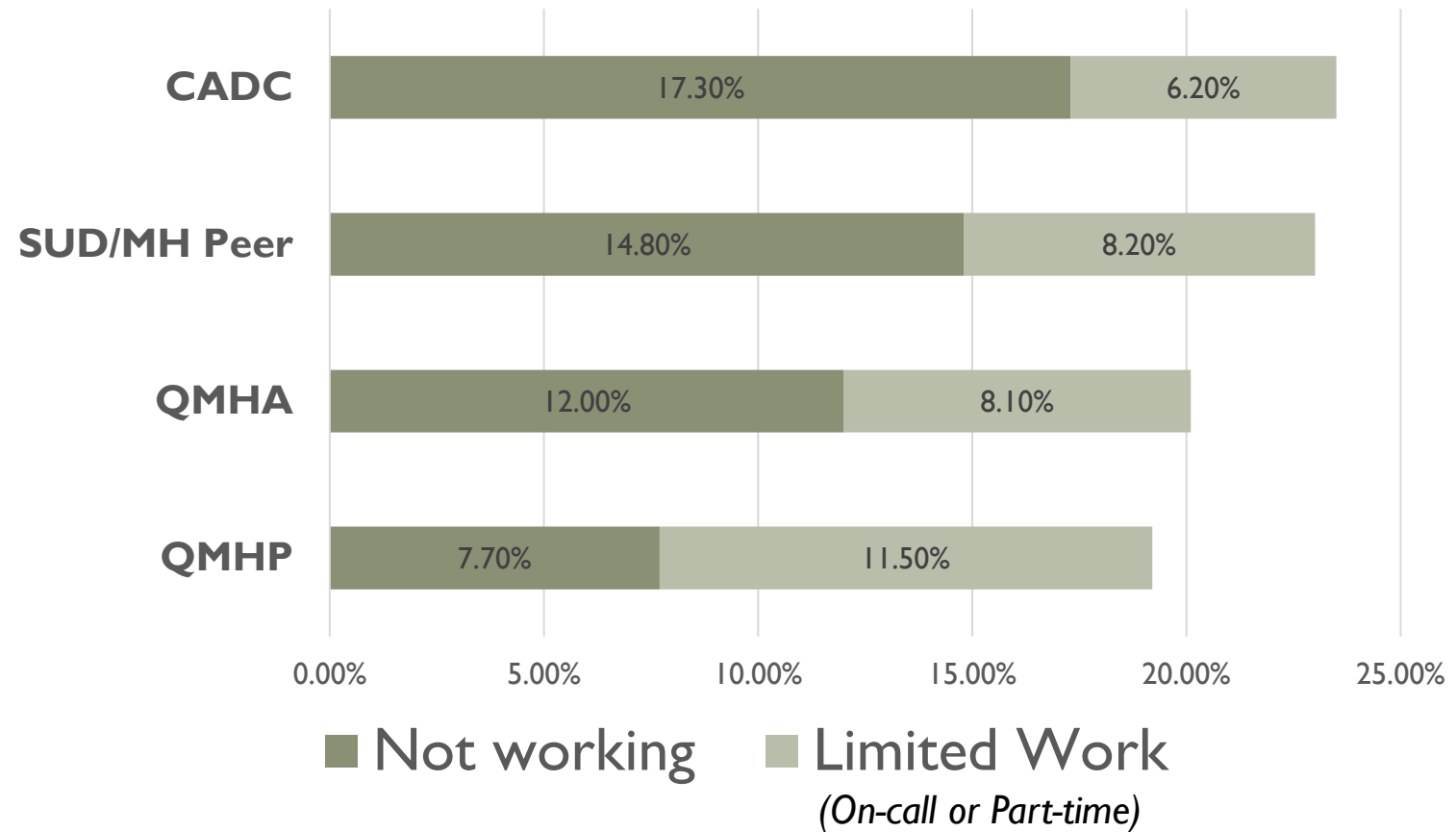
MEDIAN WAGES (N=3,007)

Note six prior wage analyses performed by MHACBO over the past 30 years have revealed a wide disparity in wages. For example, state/county behavioral health wages are typically higher than community nonprofit wages.

Primary Occupational Role	Median Hourly Wage
SUD Peer: CRM, PSS, PWS	\$18.09
Mental Health Peer: PSS, PWS	\$18.24
Mental Health Associate: QMHA	\$21.10
SUD Counselor: CADC or several Licensed MH (primarily working as SUD Counselor)	\$22.06
Gambling Counselor: CGAC	\$22.65
SUD Supervisor	\$27.11
Mental Health Professional: QMHP-C, Licensed MH Prof	\$30.45
MH Supervisor	\$33.55
Other: CCO staff, OHA, administration, directors, instructors, those with evenly split occupational duties (MH & AD), atypical unique behavioral health jobs, etc.	\$31.14
Preventionist	\$28.15

“NOT WORKING” OR LIMITED WORK (PART-TIME OR ON-CALL)

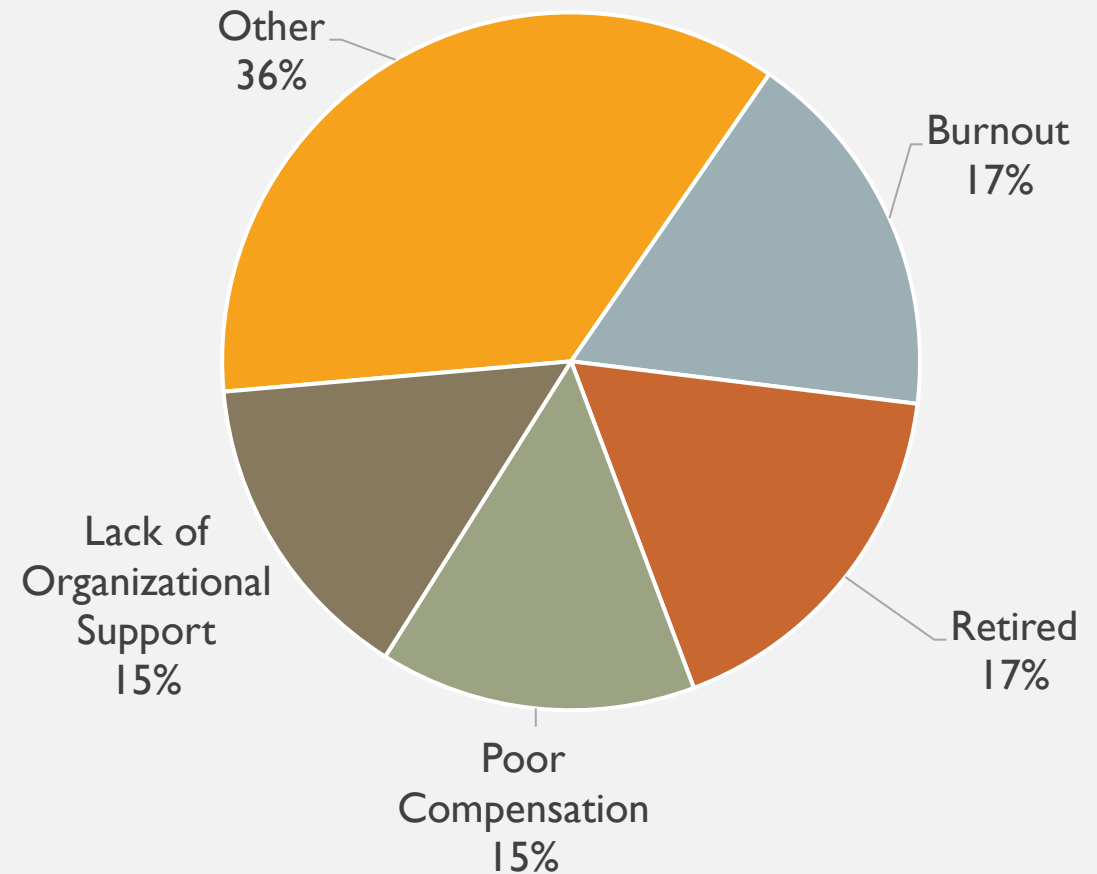
Percent of credentialed worker types either not working or performing limited work in behavioral health



CADC STATISTICS

23.5% of CADCs are either not working or are performing limited duties (part-time, on-call).

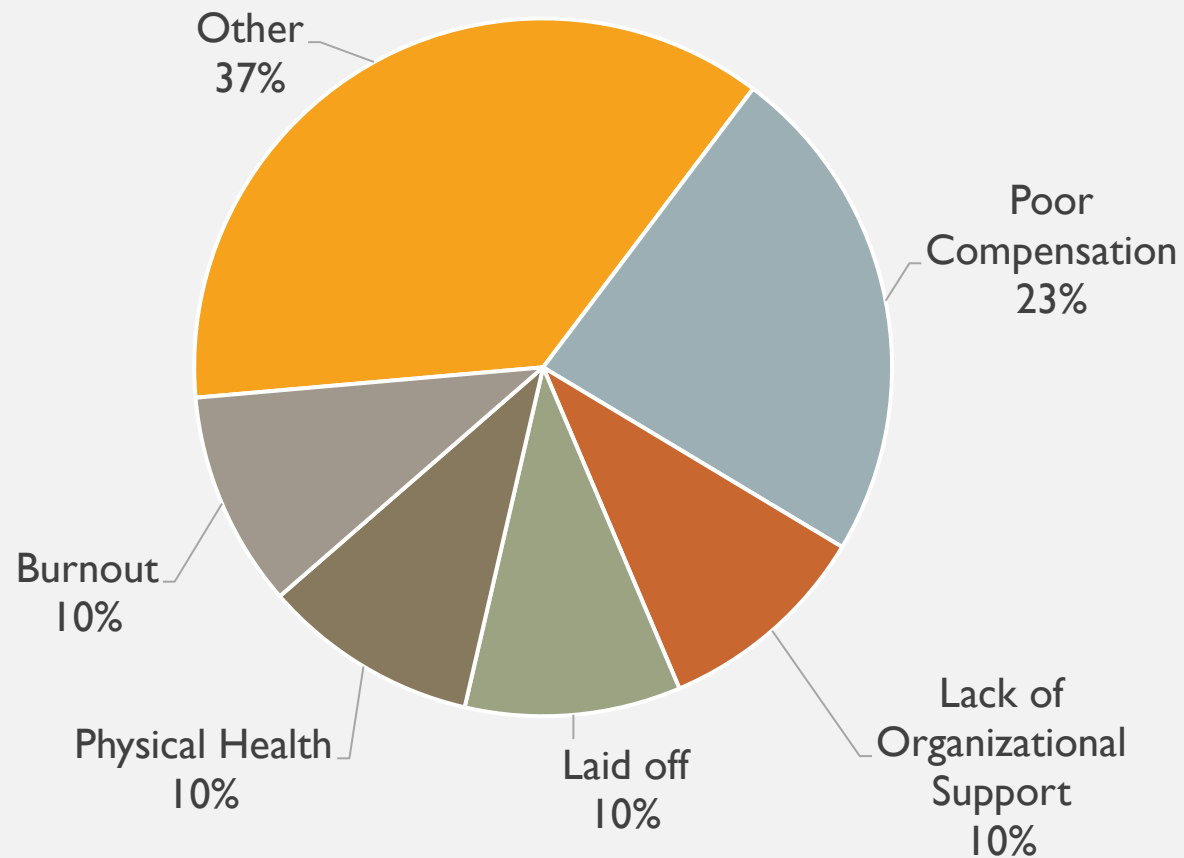
Of those not working, they report the following top 5 reasons:
(proportion of top 5)



PEER STATISTICS

23.0% of Peers are either not working or are performing limited duties (part-time, on-call).

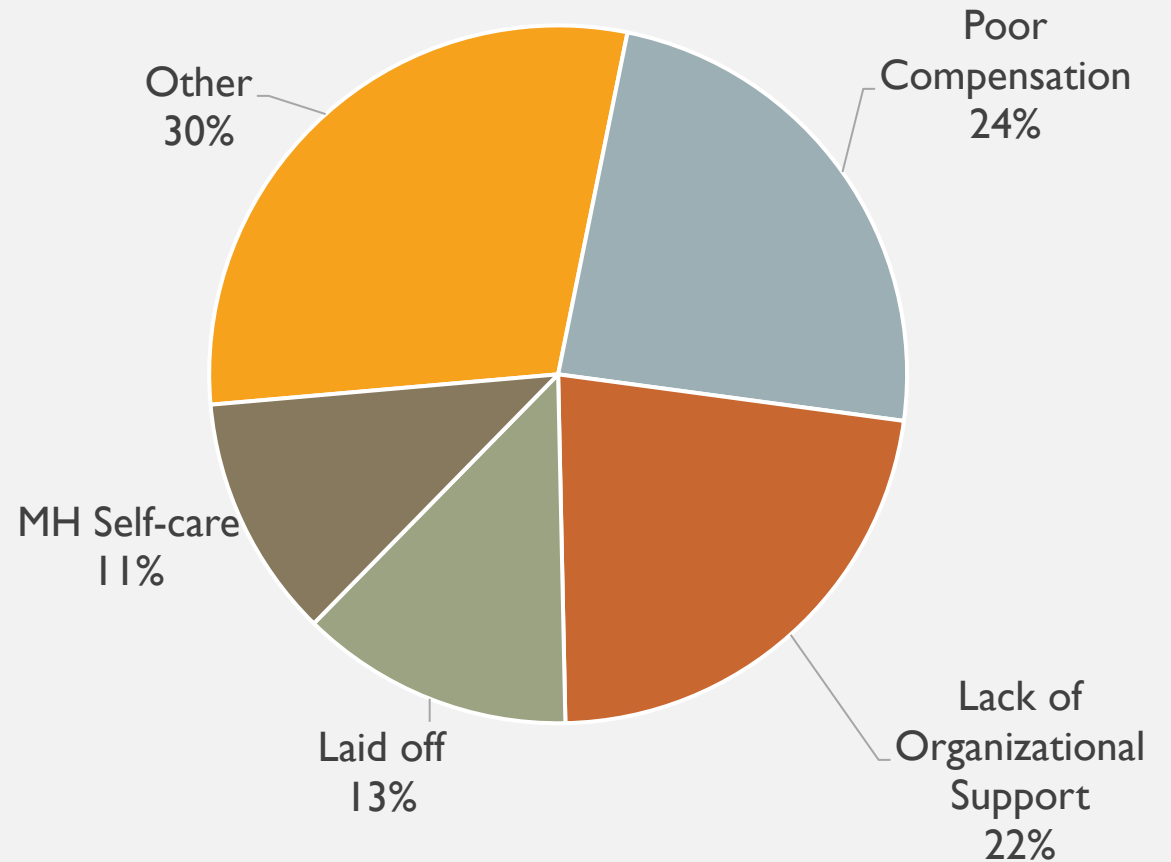
Of those not working, they report the following top 6 reasons:
(proportion of top 6)



QMHA STATISTICS

20.1% of QMHAs are either not working or are performing limited duties (part-time, on-call).

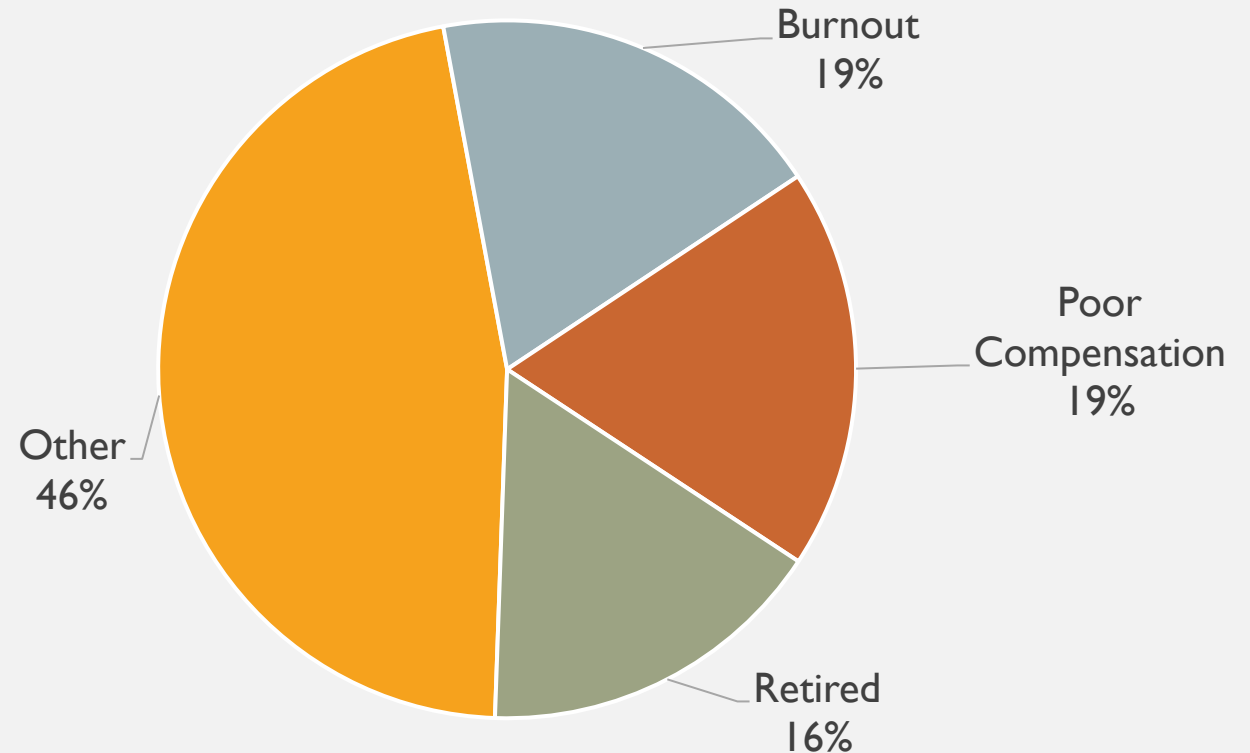
Of those not working, they report the following top 5 reasons:
(proportion of top 5)



QMHP STATISTICS

19.2% of QMHPs are either not working or are performing limited duties (part-time, on-call).

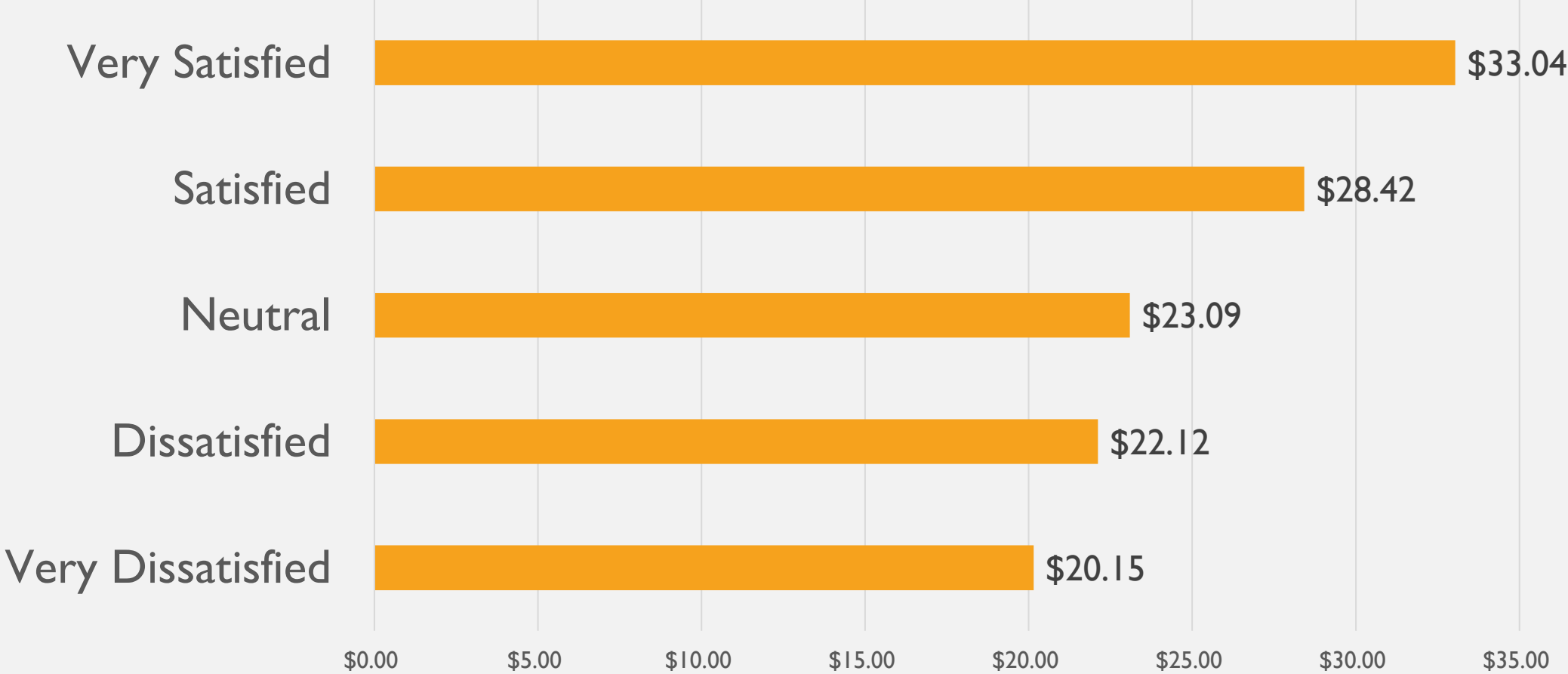
Of those not working, they report the following top 4 reasons:
(proportion of top 4)



MOST FREQUENTLY CITED FOR NOT WORKING IN BEHAVIORAL HEALTH

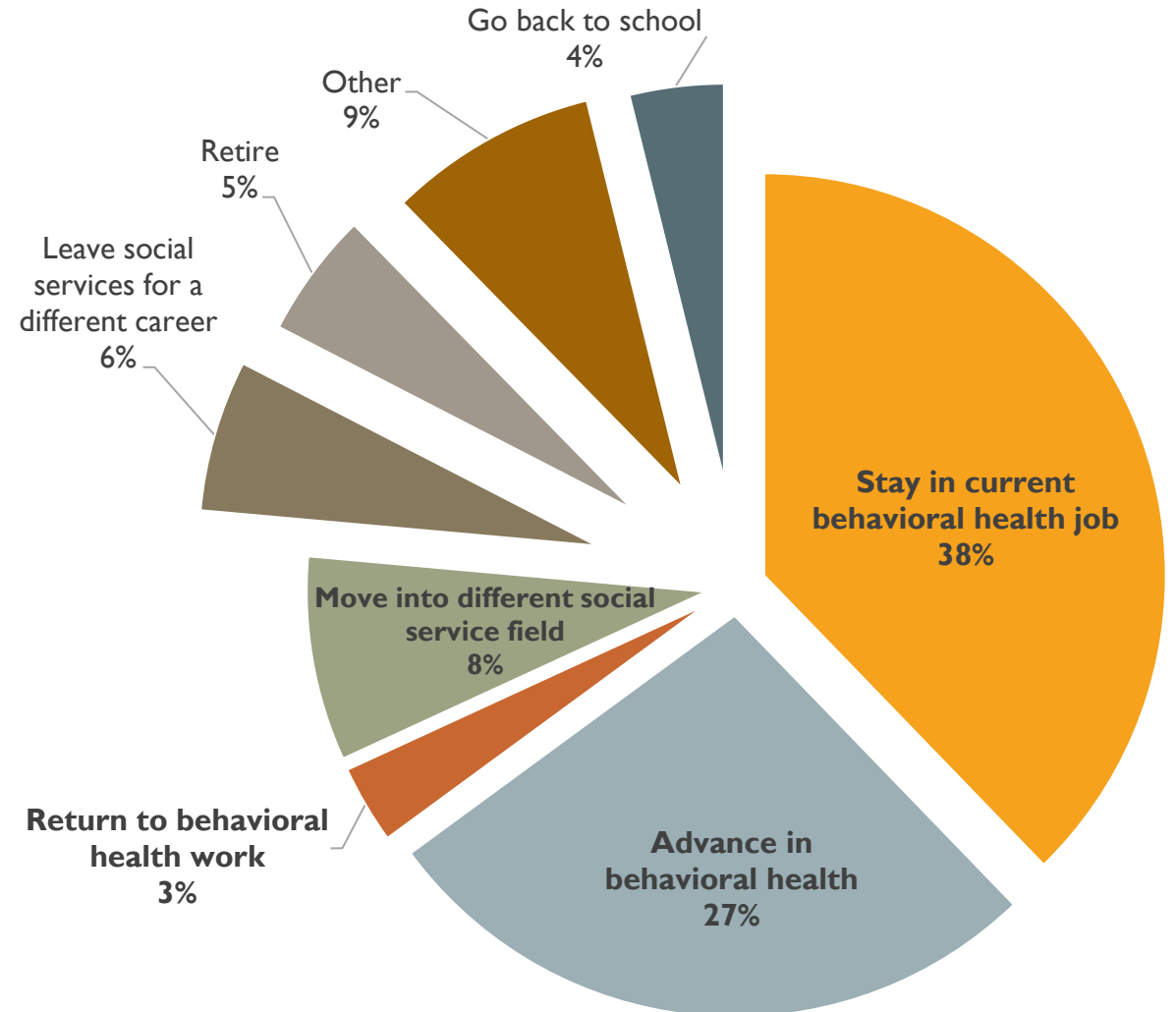
- Poor Compensation
- Lack of Organizational Support
- Burnout
- Retirement
- Other (“all of the above”, “most the above”, COVID, Child Care, etc.)

MEDIAN WAGES BY LEVEL OF SATISFACTION WITH WAGES



76%: Staying 24%: Ambivalent/Alternative Plans

FUTURE PLANS



MHACBO 2018 WAGE ANALYSIS(COLLECTED IN 2017)
 COMPARED TO 2021 WAGE ANALYSIS

**Overall,
 QMHA
 wages have
 significantly
 failed to keep
 pace with
 inflation.**

Occupation	2017 Wage Estimates	2017 wages adjusted to rate of inflation (CPI)* to 2021 dollars	2021 Wage Estimates
SUD Counselor	\$18.94	\$21.09	\$22.06 
SUD Peer	\$15.10	\$16.82	\$18.09 
SUD Supervisor	\$25.00	\$27.84	\$27.11 
QMHA	\$19.79	\$22.04	\$21.10 
Mental Health Peer	\$17.00	\$18.93	\$18.24 
QMHP	\$26.90	\$29.96	\$30.45 
Mental Health Supervisor	\$30.17	\$33.60	\$33.55 

*usinflationcalculator