



**SCHOOL OF PUBLIC HEALTH
BEHAVIORAL HEALTH WORKFORCE
RESEARCH CENTER**
UNIVERSITY OF MICHIGAN

User Manual for Behavioral Health Workforce Scope of
Practice Data Visualizations

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Project Overview

The data featured in the two visualizations hosted on the [Behavioral Health Workforce Research Center's \(BHWRC's\) homepage](#) are the culmination of three years of research. Funded by the Health Resources and Services Administration (HRSA) and the Substance Abuse and Mental Health Services Administration (SAMHSA), the Center focused on scopes of practice (SOPs) as one of its primary research areas. SOPs are legal constructs that determine which services a professional is authorized to perform and provide statutory/regulatory language that defines the educational and experience requirements for obtaining and maintaining a state-regulated credential for an occupation. For certain occupations that require voluntary certifications instead of a license, like peer support specialists, we used language from the certification manuals, which contain the same SOP and requirements information, in lieu of statutory language.

Beginning in 2016, the BHWRC accessed online statutes and administrative codes in all fifty states and the District of Columbia to collect SOP and credentialing requirements for the following ten behavioral health occupations:

- Psychiatrists
- Psychologists
- Advanced Practice Registered Nurses
- Mental Health Counselors
- Marriage and Family Therapists
- Clinical Social Workers
- Addiction Counselors
- Peer Recovery Support Specialists
- Certified Prevention Specialists
- Psychiatric Aides

For standardization purposes, only 1 credential for each occupation, for each state, was included in the study. For example, if multiple levels of mental health counselor credentials exist in a single state, only one was extracted for the purpose of this study (a full description of study methods and findings can be found [here](#)). The data visualizations include all data from the 2016 study.

Future updates to the data visualization will include an expanded data set. The BHWRC expanded its mental health counselor data in 2017 to include licensing requirements and SOPs for all mental health counselor credentials in the country (a full description of the follow-up study can be found [here](#)). In 2018, the BHWRC expanded its addiction counselor and peer recovery support specialist datasets to include all available credentials across states, and added an eleventh occupation, community health workers. Finally, the American Academy of Physician Assistants will contribute SOP information for physician assistants to the BHWRC's SOP database, bringing the total number of occupations included in the data to twelve.

The data visualization tools, an Exploration tool and a Comparison tool, allow users to quickly and intuitively parse through the BHWRC's SOP database to export, save, and print data subsets. All data sources populating the data visualization tools are publicly available.

Data Dictionary

Below is a brief explanation of each variable present in the database, and how to interpret its potential values. The variables can be categorized into three distinct batches: regulatory information, credentialing requirements, and services authorized. “Regulatory information” refers to information about the credential, such as the state it’s offered in, the name of the credential, and the year it was most recently renewed. “Credentialing requirements” refers to the specific education, experience, and supervision requirements necessary to obtain and maintain licensure/certification. And “services authorized” refers to the specific services the credentialed professional is authorized to perform as part of their SOP.

Each entry in the database refers to a single credential. A value of “NA” in any field means the information was not explicitly present in the statute or rule. A value of “NA” in all fields means a credential for that occupation does not exist within that state.

Variable Name	Possible Values	Explanation
<i>Regulatory Information</i>		
stateID	String variables; state name	This is the plain-text name of the state where the credential is offered
occupation	String variables; name of behavioral health occupation	This is the plain-text name of the occupational group that the credential belongs to. The abbreviations are: Advanced practice nurse – aprn Mental health counselor – mhc Marriage and family therapist – mft Clinical social worker – sw Addiction counselor – ac Peer support specialist – prs Prevention specialist - cps
region	Integer; 1-10	This corresponds to the Department of Health and Human Services region that the credential is located within
state_sop	Binary; “Yes” or “No”	This is a simple yes/no variable meant to signal whether SOP information could be found for a credential of a given occupation within a given state
year_initial	Integer; 1776-2018	This is the earliest recorded year that was found in the statutes/rules for the credential
year_renewed	Integer; 1776-2018	This is the latest recorded year that was found in the statutes/rules for the credential
issuer	String; name of regulatory body	This is the full name of the body that issues/regulates the credential in question. If the credential is issued/regulated by two separate entities, then the issuing entity is cited

issue_type	Integer; 0-2	This determines whether the 'issuer' only issues credentials for one occupation (1), issues credentials for multiple occupations (2), or issues no credentials (0)
professioncode_definition	String	This is a copy-pasted general definition of the occupation/credential, often included in most SOP statutes/rules. It provides context to the role, as opposed to explicit services provided
professioncode_clinical_scope	String	This is the copy-pasted scope of practice for the occupation/credential. It mentions explicitly which services are authorized
title_protect	Binary; "Yes" or "No"	This is a simple yes/no variable meant to illustrate whether title protection (legal provisions for who is allowed to claim to be of a certain occupation) exists for the credential or not
title_protect_desc	String	This is the copy-pasted language for the credential's title protection
statute_url	String	This is a hyperlink to the online statute where the SOP/credentialing requirements were gathered
rule_url	String	This is a hyperlink to the online administrative code where the SOP/credentialing requirements were gathered
lic_name	String	This is the title that the holder of the credential can go by. As opposed to the occupational category, this credential-specific title can vary by state
<i>Credentialing Requirements</i>		
degree_type	Binary; "Yes" or "No"	If "Yes", then the credential requires more than a high school diploma or GED to obtain
edu_hours	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether there is a specific education requirements for obtaining the credential
edu_hours_desc	Integer	This is the number of semester credit hours or clock hours required for obtaining the credential. As a rule, any value over >60 refers to clock hours
exam	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether an examination is required to obtain the credential
exam_type	String; exam name	This is the name of the exam required to obtain the credential. Some credentials require multiple exams

prac_hours	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether supervised practice hours are required to obtain the credential
prac_hours_num	Integer	This the specific amount of supervised practice hours required to obtain the credential
prac_hours_desig	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether the supervised practice hours must be fulfilled in a certain manner
pract_hours_desig_desc	String	This is a list of the specific manner in which the practice hours must be fulfilled. Typically included are hours spent in a specific setting, treating a specific type of patient, or performing a specific task
super_hours	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether direct supervision hours are required to obtain the credential
super_hours_num	Integer	This the specific amount of direct supervision hours required to obtain the credential
super_hours_desig	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether the direct supervision hours must be fulfilled in a certain manner
super_hours_desig_desc	String	This is a list of the specific manner in which the direct supervision hours must be fulfilled. Typically included are hours supervised in an individual setting, group setting, or remotely
completion_time	Integer	This is the minimum amount of time, in months, that an applicant must spend earning the appropriate requirements prior to receiving the credential
backgrnd_check	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether a background check is required prior to obtaining the credential. This variable is unnecessary, as all credentials include some form of background check
reciprocity_a	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether the credential could be obtained on the grounds of having an equal credential in a different state
reciprocity_b	String	This is the copy-pasted language for credentialing by reciprocity provisions
endorse_a	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether the credential could be

		obtained on the grounds of having gained equivalent experience in another state
endorse_b	String	This is the copy-pasted language for credentialing by endorsement provisions
renewal	Integer	This is the amount of time, in months, the credential is valid for before needing to be renewed
Cont-ed	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether continuing education was required for renewing the credential
Cont-ed-hours	Integer	This is the amount of amount of continuing education hours required for renewing the credential
Cont_ed_desig	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether the continuing education hours must be spent in a particular manner
Cont_ed_desig_desc	String	This is a list of the specific manner in which the continuing education hours must be fulfilled
<i>Services Authorized</i>		
Assesst_serv	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether behavioral assessment was authorized under the credential's scope of practice
Diag_serv	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether clinical diagnosis was authorized under the credential's scope of practice
Psycho_serv	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether psychotherapy was authorized under the credential's scope of practice
Crisis_inter_serv	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether crisis intervention was authorized under the credential's scope of practice
Telehealth_serv	Binary; "Yes" or "No"	This is a simple yes/no variable meant to show whether providing services via telehealth was authorized under the credential's scope of practice
Perm_clinic_serv	String	This essentially served as a copy of the professioncode_clinical_scope variable, and is the copy-pasted language that makes up the credential's scope of practice

Technical Considerations

The visualizations were created in Tableau and are optimized for access via desktop or laptop computer. All browsers should be supported, regardless of operating system. Mobile functionality may be lacking, specifically with commands that require use of the CTRL key on a keyboard, commands that require the user to hover over a part of the visualization with a mouse cursor, and export functionality.

The SOP database was originally built in Google Sheets for ease of sharing and multi-user editing. Tableau synergizes with Sheets, allowing for data tables to be asynchronously called from the database either in regularly scheduled intervals or when manually refreshed. This allows for immediate updates, should the statutes/rules concerning the credential be amended. Furthermore, Tableau will save old builds of the data after updates, creating a log previous nationwide regulations. Over time, these logs could serve as a longitudinal record for the country's behavioral health workforce regulations.

After making a subset of data either through the Exploration or Comparison visualization tool, the subset can be exported with a press of a button. The exported data will be released as a .csv file, which can be read with statistical software like Stata and SPSS, or in spreadsheet programs like Excel or Google Sheets.

Visualization Tool 1: Exploration

Default

Upon navigating to the visualization page, users will automatically find themselves on the Data Exploration visualization. At the top of the page are two tabs, indicating the two visualizations. The “Scope of Practice Characteristics” tab is currently highlighted. The official name for this visualization is the “Behavioral Health Workforce SOP Characteristics, United States” visualization. The visualization window (the interactive object in the center of the page) is currently embedded within the site page.

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Behavioral Health Workforce SOP Characteristics, United States - [University of Michigan Behavioral Health Workforce Research Center](#)

You may click a single state on the map or multiple states by holding [Ctrl]/[Command]. Recenter the map with the left tool bar and reset states with the Reset Filters button.

Standards of Practice Characteristics and Exploration

State ID	Occupation	License	Degree Type	Education Hours	Practice Hours	Supervision Hours	Completion Time	Reciprocity	Endorsement	Continuing Education Hours	Assessment	Diagnosis	Psychotherapy	Crisis Intervention	Telehealth
Alabama	Addiction Counselor	Associate Addiction Professional	No	140	2000	150	NA	No	No	20	Yes	NA	Yes	Yes	NA
	Advanced Practice Registered Nurse	Certified Registered Nurse Practitioner	Yes	NA	NA	NA	NA	No	Yes	24	Yes	Yes	Yes	Yes	NA
	Marriage and Family Therapist	Licensed Marriage and Family Therapist	Yes	30	3000	200	24	No	Yes	40	Yes	Yes	Yes	Yes	NA
	Mental Health Counselor	Licensed Professional Counselor	Yes	48	3000	NA	NA	Yes	No	40	Yes	Yes	Yes	Yes	NA
	Peer Recovery Support Specialist	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prevention Specialist	Certified Prevention Specialist	No	100	4000	NA	NA	Yes	No	12	NA	NA	NA	NA	NA	

A brief description of the visualization, including its functionality, can be found between the visualization selection tabs and the visualization itself.

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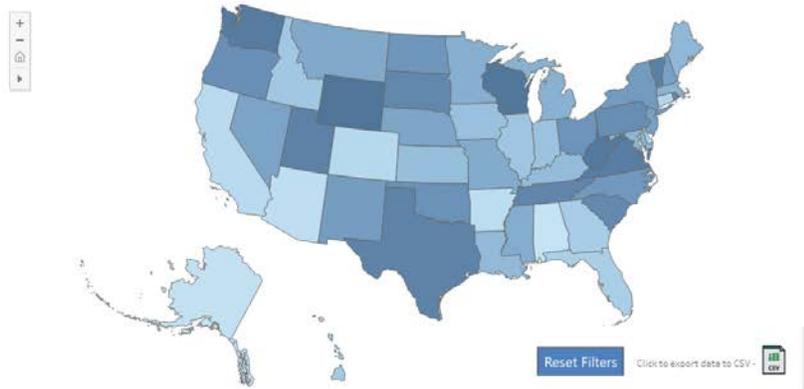
Scope of Practice Characteristics | SOP State Comparison

This tool is for exploring the state-by-state characteristics of the behavioral health workforce. Selecting a state will output information about behavioral health professionals in that state, including what requirements they must meet to earn their credential and which services they are authorized to perform. Selecting multiple states will output information for behavioral health professionals within each selected state. The user can export the data in the output table, below the interactive map, as a .csv file, to be opened with spreadsheet or statistical analysis software. For more information, please download the User Guide at the top of this page. To select your own output variables, please see the other visualization.

Behavioral Health Workforce SOP Characteristics, United States - [University of Michigan Behavioral Health Workforce Research Center](#)
You may click a single state on the map or multiple states by holding [Ctrl]/[Command]. Recenter the map with the left tool bar and reset states with the Reset Filters button.

Basic instructions are included at the top of the page, just below the full title of the visualization.

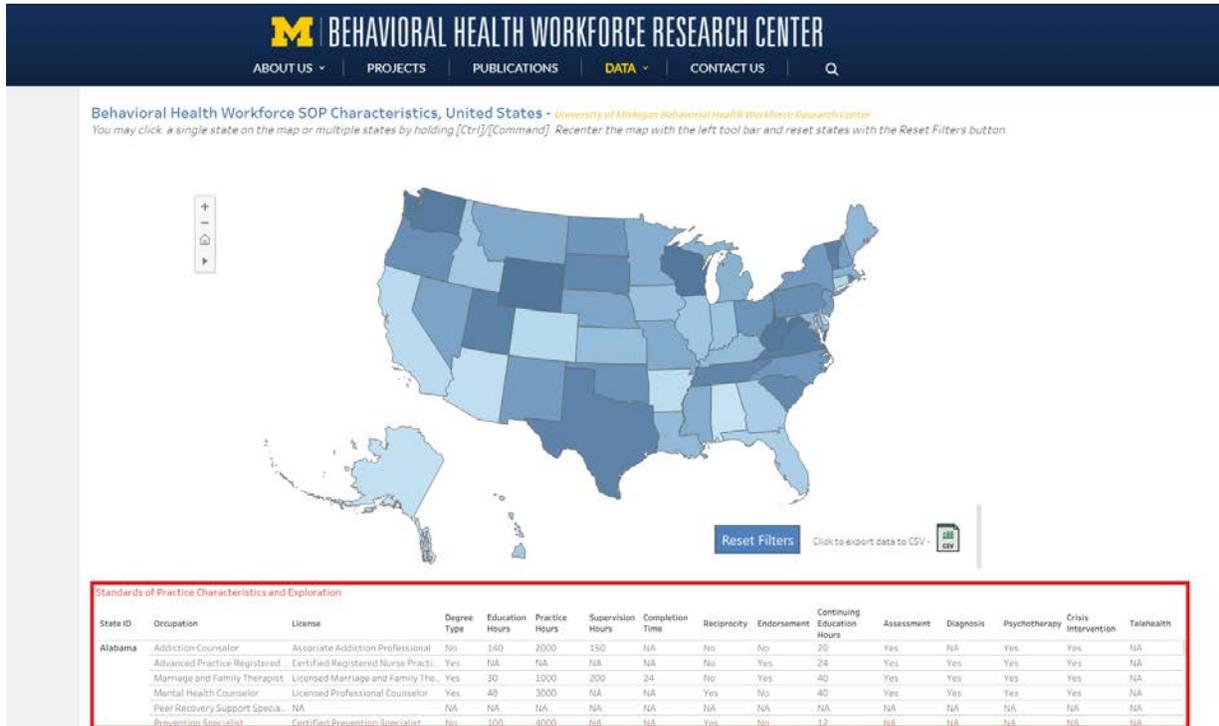
Behavioral Health Workforce SOP Characteristics, United States - [University of Michigan Behavioral Health Workforce Research Center](#)
 You may click a single state on the map or multiple states by holding [Ctrl]/[Command]. Recenter the map with the left tool bar and reset states with the Reset Filters button.



Standards of Practice Characteristics and Exploration

State ID	Occupation	License	Degree Type	Education Hours	Practice Hours	Supervision Hours	Completion Time	Reciprocity	Endorsement	Continuing Education Hours	Assessment	Diagnosis	Psychotherapy	Crisis Intervention	Telehealth
Alabama	Addiction Counselor	Associate Addiction Professional	No	140	2000	150	NA	No	No	20	Yes	NA	Yes	Yes	NA
	Advanced Practice Registered Nurse	Certified Registered Nurse Practitioner	Yes	NA	NA	NA	NA	No	Yes	24	Yes	Yes	Yes	Yes	NA
	Marriage and Family Therapist	Licensed Marriage and Family Therapist	Yes	30	1000	200	24	No	Yes	40	Yes	Yes	Yes	Yes	NA
	Mental Health Counselor	Licensed Professional Counselor	Yes	48	3000	NA	NA	Yes	No	40	Yes	Yes	Yes	Yes	NA
	Peer Recovery Support Specialist	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Prevention Specialist	Certified Prevention Specialist	No	100	4000	NA	NA	Yes	No	12	NA	NA	NA	NA	NA

The variables presented in the table below the visualization are: State ID, Occupation Category, License Name, Degree Type, Education Hours, Practice Hours, Supervision Hours, Completion Time, Reciprocity, Endorsement, Continuing Education Hours, Assessment, Diagnosis, Psychotherapy, Crisis Intervention, and Telehealth. These default variables cannot be changed for other variables.



If the user would like to compare alternate variables, please select the Comparison visualization tab at the top of the visualization window. The Comparison tool is entitled “SOP State Comparison”.

To the right of map is a button to Reset Filters and a button to export a selected data subset as a .csv file.

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 You may click a single state on the map or multiple states by holding [Ctrl]/[Command]. Recenter the map with the left tool bar and reset states with the Reset Filters button.

Standards of Practice Characteristics and Exploration

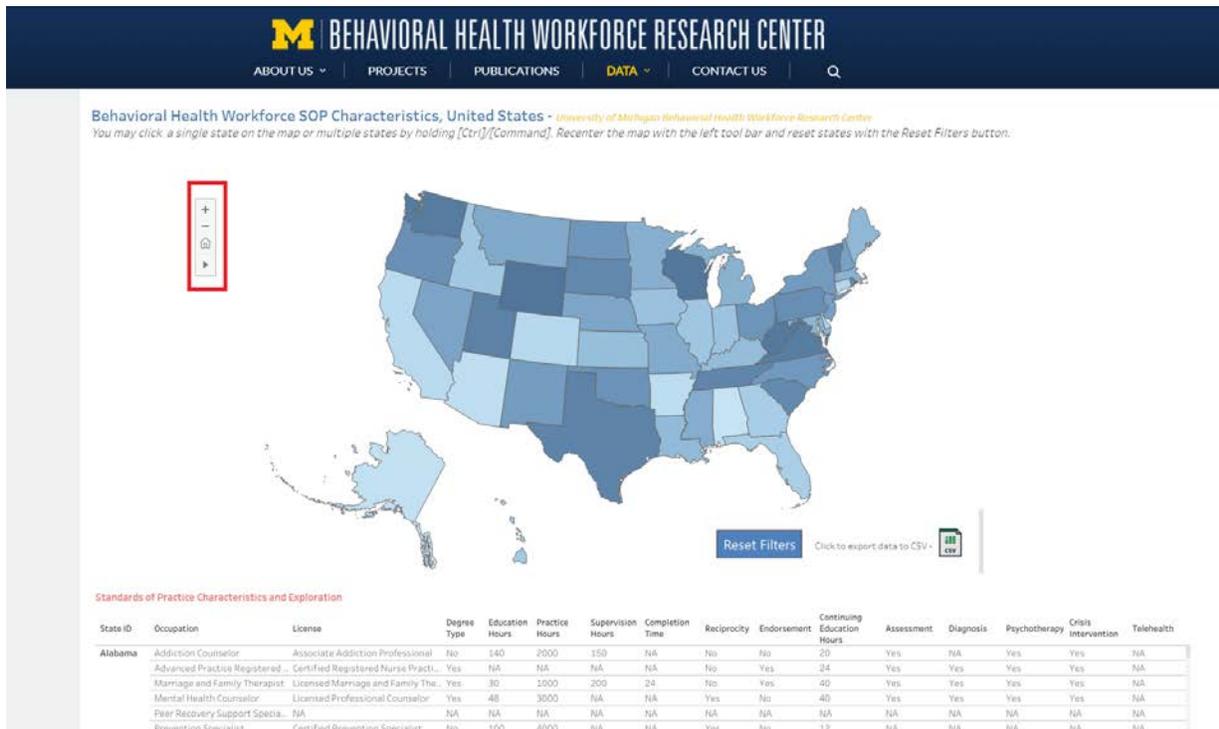
State ID	Occupation	License	Degree Type	Education Hours	Practice Hours	Supervision Hours	Completion Time	Reciprocity	Endorsement	Continuing Education Hours	Assessment	Diagnosis	Psychotherapy	Crisis Intervention	Telehealth
Alabama	Addiction Counselor	Associate Addiction Professional	No	340	2000	150	NA	No	No	20	Yes	NA	Yes	Yes	NA
	Advanced Practice Registered Nurse	Certified Registered Nurse Practitioner	Yes	NA	NA	NA	NA	No	Yes	24	Yes	Yes	Yes	Yes	NA
	Marriage and Family Therapist	Licensed Marriage and Family Therapist	Yes	30	1000	200	24	No	Yes	40	Yes	Yes	Yes	Yes	NA
	Mental Health Counselor	Licensed Professional Counselor	Yes	48	3000	NA	NA	Yes	No	40	Yes	Yes	Yes	Yes	NA
	Peer Recovery Support Specialist	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Prevention Specialist	Certified Prevention Specialist	No	100	4000	NA	NA	Yes	No	12	NA	NA	NA	NA	NA

By default, all fifty states and DC are selected. This, in turn, generates a table below the map, briefly summarizing all the credentials within the SOP database for the entire country.

By default, the cursor is set to the “Select Area” function. Users can still select individual states by left-clicking them, even if the cursor is set to the “Select Area” function.

Navigating the Map

To move the country map around the visualization window, hold the SHIFT key, left click, and drag the map around with the cursor. Alternatively, users can place their cursor into the frame, select the right-facing arrow button from the toolbar that appears on the left, and select the four-directional “Pan” function. Now the user can hold left-click to drag the map around the frame *without* need of the SHIFT key. Using the wheel of the mouse, the user can also zoom in or out of the map to more easily select certain states.



If the map moves outside of the frame, the user can call the map back to center of the screen by hovering over the map area again, and selecting the house-shaped “Zoom Home” icon from the tool panel on the left.

Selecting/De-selecting States

Selecting a specific state highlights that state and grays-out all other states. The table below is updated to only include the selected state(s). This is the method by which the user can build subset of data to export.

Behavioral Health Workforce SOP Characteristics, United States - University of Michigan Behavioral Health Workforce Research Center
 You may click a single state on the map or multiple states by holding [Ctrl]/[Command]. Repcenter the map with the left tool bar and reset states with the Reset Filters button.

Reset Filters Click to export data to CSV

State ID	Occupation	License	Degree Type	Education Hours	Practice Hours	Supervision Hours	Completion Time	Reciprocity	Endorsement	Continuing Education Hours	Assessment	Diagnosis	Psychotherapy	Crisis Intervention	Telehealth
Michigan	Addiction Counselor	Certified Alcohol and Drug Counselor	No	270	6000	300	NA	Yes	No	40	Yes	NA	Yes	Yes	NA
	Advanced Practice Registered Nurse Practitioner		Yes	NA	NA	NA	NA	No	Yes	25	NA	NA	Yes	Yes	NA
	Marriage and Family Therapist	Marriage and Family Therapist	Yes	NA	1000	200	NA	No	Yes	NA	Yes	NA	Yes	Yes	NA
	Mental Health Counselor	Licensed Professional Counselor	Yes	48	3000	100	24	No	Yes	NA	Yes	Yes	Yes	Yes	NA
	Peer Recovery Support Specialist	Certified Peer Recovery Mentor	No	48	500	25	NA	No	No	20	NA	NA	NA	Yes	NA
	Prevention Specialist	Certified Prevention Specialist	No	120	2000	120	NA	Yes	No	80	NA	NA	NA	NA	NA

Specific states can be selected by two means: clicking the state or highlighting the state.

To select a state by clicking, point the cursor at the desired state and left-click it. By holding the CTRL key and left-clicking, a user can select multiple states.

To select a state by highlighting, first make sure that the “Select Area” function has been chosen for the cursor. To do this, hover over the map until the toolbox appears to the left of the window. Click the right-facing triangle button, then click the box-shaped “Select Area” button. Hold left-click and move the cursor to create a highlighted box

States can be de-selected by two means: CTRL-clicking the state or resetting the filters. To reset the filters, press the Reset Filters button to the right of the visualization. This will take the visualization back to the default of having all states and DC selected. Left-clicking anywhere just outside of the map will also return the visualization to its default selections.

Exporting Data

Once a user is finished selecting the desired states and has built a subset, the user can export that subset by clicking the “Click to export data to CSV” button. If the user wants to export the entire dataset, they may do so by selecting all states before pressing the export button.

The screenshot displays the website header for the Behavioral Health Workforce Research Center, with navigation links for ABOUT US, PROJECTS, PUBLICATIONS, DATA, and CONTACT US. Below the header, a title reads "Behavioral Health Workforce SOP Characteristics, United States" followed by the University of Michigan affiliation. A map of the United States is shown with various states highlighted in shades of blue. A red box highlights a button labeled "Click to export data to CSV" next to a "Reset Filters" button. Below the map, a table titled "Standards of Practice Characteristics and Exploration" is visible, showing columns for State ID, Occupation, License, Degree Type, Education Hours, Practice Hours, Supervision Hours, Completion Time, Reciprocity, Endorsement, Continuing Education Hours, Assessment, Diagnosis, Psychotherapy, Crisis Intervention, and Telehealth. The table lists several occupations for Alabama, including Addiction Counselor, Advanced Practice Registered Nurse, Marriage and Family Therapist, Mental Health Counselor, Peer Recovery Support Specialist, and Prevention Specialist, with their respective characteristics.

State ID	Occupation	License	Degree Type	Education Hours	Practice Hours	Supervision Hours	Completion Time	Reciprocity	Endorsement	Continuing Education Hours	Assessment	Diagnosis	Psychotherapy	Crisis Intervention	Telehealth
Alabama	Addiction Counselor	Associate Addiction Professional	No	140	2000	150	NA	No	No	20	Yes	NA	Yes	Yes	NA
	Advanced Practice Registered Nurse	Certified Registered Nurse Practitioner	Yes	NA	NA	NA	NA	No	Yes	24	Yes	Yes	Yes	Yes	NA
	Marriage and Family Therapist	Licensed Marriage and Family Therapist	Yes	30	1000	200	24	No	Yes	40	Yes	Yes	Yes	Yes	NA
	Mental Health Counselor	Licensed Professional Counselor	Yes	48	3000	NA	NA	Yes	No	40	Yes	Yes	Yes	Yes	NA
	Peer Recovery Support Specialist	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Prevention Specialist	Certified Prevention Specialist	No	100	4000	NA	NA	Yes	No	12	NA	NA	NA	NA	NA

Two files will be exported. One file will contain all of the data requested. The second file will include the variables names for the columns of the first file. This is a native quirk of Tableau; dynamic variables do not lend themselves to simple exportation. However, a simple copy-paste between the two files will result in a complete dataset.

Visualization Tool 2: Comparison

Default

Selecting the “SOP State Comparison” tab at the top of the visualization window will switch to the Comparison visualization. The official name for this visualization is the “Behavioral Health Workforce SOP State Comparison, United States” visualization.

Behavioral Health Workforce SOP State Comparison, United States - University of Michigan Behavioral Health Workforce Research Center

Who do you want look at? (Occupation(s))
 (All)

Where do you want look?
 State(s) (All)

Reset Filters

What do you want look at?
 Variable 1: None Variable 2: None Variable 3: None Variable 4: None
 Variable 5: None Variable 6: None Variable 7: None Variable 8: None

Click to export data to CSV

Occupation	State	Region	License	None	Occupation Summary (hover)								
Addiction Counselor	Alabama	4	Associate Addiction Profes...										
	Alaska	10	Chemical Dependency Cou...										
	Arizona	9	Licensed Independent Sub...										
	Arkansas	6	Licensed Alcohol and Drug ...										
	California	9	Certified Alcohol or Drug C...										
	Colorado	8	Licensed Addiction Course...										
	Connecticut	1	Licensed Alcohol and Drug ...										
	Delaware	3	Licensed Chemical Depend...										
	District of Colum...	3	Addiction Counselor II										
	Florida	4	Master's Level Addiction P...										
	Georgia	4	Certified Addiction Course...										
	Hawaii	9	Certified Substance Abuse ...										
	Idaho	10	Certified Alcohol and Othe...										
	Illinois	5	Certified Alcohol and Othe...										
	Indiana	5	Certified Alcohol and Othe...										
	Iowa	7	Certified Alcohol and Drug ...										
	Kansas	7	Licensed Clinical Addictio...										
	Kentucky	4	Licensed Clinical Alcohol a...										
	Louisiana	6	Licensed Addiction Course...										
	Maine	1	Licensed Alcohol and Drug ...										
	Maryland	3	Licensed Clinical Alcohol a...										
	Massachusetts	1	Licensed Alcohol and Drug ...										
	Michigan	5	Certified Alcohol and Drug ...										
	Minnesota	5	Alcohol and Drug Counselo...										
	Mississippi	4	Certified Alcohol And Drug ...										
	Missouri	7	Certified Alcohol and Drug ...										
	Montana	8	Licensed Addiction Course...										
	Nebraska	7	Licensed Alcohol and Drug ...										
	Nevada	9	Licensed Clinical Alcohol a...										
	New Hampshire	1	Licensed Alcohol and Drug ...										

Like with the Exploration visualization, users can find a brief description of the Comparison visualization between the visualization selection tabs and the visualization itself.

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Scope of Practice Characteristics
SOP State Comparison

This tool is for comparing state-by-state differences in behavioral health workforce characteristics. Using the filters, users can select what information they are interested in comparing across selected occupations and states. The information includes services that these professionals can provide, or requirements they must meet to earn their credential. The customized table generated with this tool can be exported as a .csv file, to be opened with spreadsheet or statistical analysis software. For more information, please download the User Guide at the top of this page.

Behavioral Health Workforce SOP State Comparison, United States - *University of Michigan Behavioral Health Workforce Research Center*

Who do you want look at? (Occupation(s))

What do you want look at?
 Variable 1: Variable 2: Variable 3: Variable 4:

Where do you want look?
 State(s) Reset Filters Variable 5: Variable 6: Variable 7: Variable 8:

Click to export data to CSV

Occupation	State	Region	License	None	Occupation Summary (hover)							
Addiction Counselor	Alabama		4 Associate Addiction Profes...									●
	Alaska		10 Chemical Dependency Cou...									●
	Arizona		9 Licensed Independent Sub...									●
	Arkansas		6 Licensed Alcohol and Drug ...									●
	California		9 Certified Alcohol and Drug C...									●
	Colorado		8 Licensed Addiction Course...									●
	Connecticut		1 Licensed Alcohol and Drug ...									●
	Delaware		3 Licensed Chemical Depend...									●
	District of Colum...		3 Addiction Counselor II									●
	Florida		4 Master's Level Addiction P...									●
	Georgia		4 Certified Addiction Course...									●
	Hawaii		9 Certified Substance Abuse ...									●
	Idaho		10 Certified Alcohol and Othe...									●
	Illinois		5 Certified Alcohol and Othe...									●
	Indiana		5 Certified Alcohol and Othe...									●
	Iowa		7 Certified Alcohol and Drug...									●
	Kansas		7 Licensed Clinical Addiction...									●
	Kentucky		4 Licensed Clinical Alcohol a...									●
	Louisiana		6 Licensed Addiction Course...									●

This visualization relies almost entirely on the filters at the top of the page. The drop-down menus labeled “Who,” “Where,” and “What,” signify “Who do you want to look at? (Occupation(s)),” “Where do you want to look? (State(s)),” and “What do you want to look at? (Variable(s)).”

The screenshot shows the website header for the Behavioral Health Workforce Research Center. Below the header is a navigation menu with links for ABOUT US, PROJECTS, PUBLICATIONS, DATA, and CONTACT US. The main content area is titled "Behavioral Health Workforce SOP State Comparison, United States". It features a filter interface with three main sections: "Who do you want look at? (Occupation(s))", "Where do you want look?", and "What do you want look at?". The "Who" section has a dropdown menu set to "(All)". The "Where" section has a dropdown menu set to "(All)". The "What" section has eight dropdown menus, all set to "None". A "Reset Filters" button is located below the "Where" section. To the right of the filter interface is a "Click to export data to CSV" button with a CSV icon. Below the filter interface is a table with the following columns: Occupation, State, Region, License, and eight columns labeled "None". The table lists "Addiction Counselor" as the occupation and shows data for various states including Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, and New Hampshire. Each row has a blue dot icon in the rightmost column, labeled "Occupation Summary (hover)".

By default, “All” occupations are selected, “All” states are selected, and no variables have been chosen to compare.

The automatically-generated table will always show the Occupation name, the State in which the listed credential is offered, the HHS Region of that state, and the License name of the credential.

Selecting Occupation(s)

To select the desired occupation(s) for comparison, the user must click the “Who” drop-down menu. Selecting any of the occupations will update the table below to include that occupation for the given states selected in the “Where” menu. Multiple occupations can be selected. CTRL-clicking is not necessary for selecting multiple entries in the Comparison visualization.

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Behavioral Health Workforce SOP State Comparison, United States - University of Michigan Behavioral Health Workforce Research Center

Who do you want look at? (Occupation(s))

- (All)
- Addiction Counselor
- Advanced Practice Registered Nurse
- Marriage and Family Therapist
- Mental Health Counselor
- Peer Recovery Support Specialist
- Prevention Specialist
- Psychiatric Aide
- Psychiatrist
- Psychologist
- Social Worker

What do you want look at?

Variable 1: None | Variable 2: None | Variable 3: None | Variable 4: None | Variable 5: None | Variable 6: None | Variable 7: None | Variable 8: None

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	None	Occupation Summary (hover)							
Profes...									●
Profy Cou...									●
Prof Sub...									●
Arkanas...									●
California									●
Colorado									●
Connecticut									●
Delaware									●
District of Colum									●
Florida									●
Georgia									●
Hawaii									●
Idaho									●
Illinois									●
Indiana									●
Iowa									●
Kansas									●
Kentucky									●
Louisiana									●
Maine									●
Maryland									●
Massachusetts									●
Michigan									●
Minnesota									●
Mississippi									●
Missouri									●
Montana									●
Nebraska									●
Nevada									●

Selecting State(s)

To select the desired state(s) for comparison, the user must click the “Where” drop-down menu. Selecting any of the states will update the table below to include that state for the given occupations selected in the “Who” menu. Multiple states can be selected.

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Behavioral Health Workforce SOP State Comparison, United States - University of Michigan Behavioral Health Workforce Research Center

Who do you want look at? (Occupation(s)) (All) What do you want look at? Variable 1: None Variable 2: None Variable 3: None Variable 4: None

Where do you want look? State(s) (All) **Reset Filters** Variable 5: None Variable 6: None Variable 7: None Variable 8: None

Click to export data to CSV

Occupation	Region	License	None	Occupation Summary (hover)							
Addiction C...											
	4	Associate Addiction Profes...									
	10	Chemical Dependency Cou...									
	9	Licensed Independent Sub...									
	6	Licensed Alcohol and Drug ...									
	9	Certified Alcohol or Drug C...									
	8	Licensed Addiction Course...									
	1	Licensed Alcohol and Drug ...									
	3	Licensed Chemical Depend...									
	3	Addiction Counselor II									
	4	Master's Level Addiction P...									
	4	Certified Addiction Course...									
	9	Certified Substance Abuse ...									
	10	Certified Alcohol and Othe...									
	5	Certified Alcohol and Othe...									
	5	Certified Alcohol and Othe...									
	7	Certified Alcohol and Drug ...									
	7	Licensed Clinical Addictio...									
	4	Licensed Clinical Alcohol a...									
	6	Licensed Addiction Course...									
	1	Licensed Alcohol and Drug ...									
	3	Licensed Clinical Alcohol a...									
	1	Licensed Alcohol and Drug ...									
	5	Certified Alcohol and Drug ...									
	5	Alcohol and Drug Counselo...									
	4	Certified Alcohol And Drug...									
	7	Certified Alcohol and Drug ...									
	8	Licensed Addiction Course...									
	7	Licensed Alcohol and Drug ...									
	9	Licensed Clinical Alcohol a...									
	9	Licensed Alcohol and Drug ...									

Selecting Variable(s)

The “What” selection field includes eight drop-down menus for separate variables. “Variable 1” corresponds to the first variable column in the table, “Variable 2” to the second, and so on. All of the variables mentioned in the [Data Dictionary](#) are available to add to the comparison. This allows users to tailor a data subset to their exact specifications.

Behavioral Health Workforce SOP State Comparison, United States - University of Michigan Behavioral Health Workforce Research Center

Who do you want look at? (Occupation(s))
 (All)

Where do you want look?
 State(s) (All) [Reset Filters](#)

Click to export data to CSV

What do you want look at?

Variable 1: None Variable 2: None Variable 3: None Variable 4: None
 Variable 5: None Variable 6: None Variable 7: None Variable 8: None

Occupation	State	Region	License	None	None	None	None	None	None	Occupation Summary (hover)
Addiction Counselor	Alabama	4	Associate Addiction P...	Profes...	State SOP					
	Alaska	10	Chemical Dependency Cou...	Chemical...	Year Established					
	Arizona	9	Licensed Independent Sub...	Sub...	Year Renewed					
	Arkansas	6	Licensed Alcohol and Drug...	Drug...	Agency/Board Issuer					
	California	9	Certified Alcohol and Drug...	Drug C...	Profession Definition					
	Colorado	8	Licensed Addiction Counselor...	Counselor...	Scope of Practice					
	Connecticut	1	Licensed Alcohol and Drug...	Drug...	Title Protection					
	Delaware	3	Licensed Chemical Dependency...	Depend...	Title Protection Description					
	District of Colum...	3	Addiction Counselor II	Addiction...	Degree Required					
	Florida	4	Master's Level Addiction P...	P...	Exam Required					
	Georgia	4	Certified Addiction Counselor...	Counselor...	Exam Type					
	Hawaii	9	Certified Substance Abuse...	Abuse...	Practice Hours Required					
	Idaho	10	Certified Alcohol and Drug...	Drug...	Practice Hours Number					
	Illinois	5	Certified Alcohol and Drug...	Drug...	Practice Hours Description					
	Indiana	5	Certified Alcohol and Drug...	Drug...	Supervision Hours Required					
	Iowa	7	Certified Alcohol and Drug...	Drug...	Supervision Hours Number					
	Kansas	7	Licensed Clinical Addiction...	Addiction...	Supervision Hours Description					
	Kentucky	4	Licensed Clinical Alcohol...	Alcohol...	Completion Time Hours					
	Louisiana	6	Licensed Addiction Counselor...	Counselor...	Reciprocity					
	Maine	1	Licensed Alcohol and Drug...	Drug...	Reciprocity Conditions					
	Maryland	3	Licensed Clinical Alcohol...	Alcohol...	Endorsement					
	Massachusetts	1	Licensed Alcohol and Drug...	Drug...	Endorsement Conditions					
	Michigan	5	Certified Alcohol and Drug...	Drug...	Renewal Frequency					
	Minnesota	5	Alcohol and Drug Counselor...	Counselor...	Education Hours					
	Mississippi	4	Certified Alcohol And Drug...	Drug...	Education Hours Description					
	Missouri	7	Certified Alcohol and Drug...	Drug...	Continuing Education Required					
	Montana	8	Licensed Addiction Counselor...	Counselor...	Continuing Education Hours					
	Nebraska	7	Licensed Alcohol and Drug...	Drug...	Continuing Education Description					
	Nevada	9	Licensed Clinical Alcohol...	Alcohol...	Assessment Services					
	New Hampshire	1	Licensed Alcohol and Drug...	Drug...	Diagnosis Services					
					Psycho Services					
					Crisis Intervention Services					
					Telehealth Services					
					None					

Quick Summary

To summarize the specifics of a single credential at a glance, the user can hover over the “Occupation Summary” cell to the right of the Comparison table. Doing so will cause a window to pop up, briefly summarizing all of the selected variables for that credential. This functionality may not be available to mobile users.

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Behavioral Health Workforce SOP State Comparison, United States - University of Michigan Behavioral Health Workforce Research Center

Who do you want look at? (Occupation(s)) (All) What do you want look at? Variable 1: None Variable 2: None Variable 3: None Variable 4: None Click to export data to CSV

Where do you want look? State(s) (All) Reset Filters Variable 5: None Variable 6: None Variable 7: None Variable 8: None SEE CSV

Occupation	State	Region	License	None	Occupation Summary (hover)							
Addiction Counselor	Alabama	4	Associate Addiction Profes...									Occupation: Addiction Counselor State ID: Alabama Region: 4
	Alaska	10	Chemical Dependency Cou...									None
	Arizona	9	Licensed Independent Sub...									None
	Arkansas	6	Licensed Alcohol and Drug ...									None
	California	9	Certified Alcohol or Drug C...									None
	Colorado	8	Licensed Addiction Counse...									None
	Connecticut	1	Licensed Alcohol and Drug ...									None
	Delaware	3	Licensed Chemical Depend...									None
	District of Colum...	3	Addiction Counselor II									None
	Florida	4	Master's Level Addiction P...									None
	Georgia	4	Certified Addiction Course...									None
	Hawaii	9	Certified Substance Abuse...									None
	Idaho	10	Certified Alcohol and Othe...									None
	Illinois	5	Certified Alcohol and Othe...									None
	Indiana	5	Certified Alcohol and Othe...									None
	Iowa	7	Certified Alcohol and Drug ...									None
	Kansas	7	Licensed Clinical Addiction...									None
	Kentucky	4	Licensed Clinical Alcohol a...									None
	Louisiana	6	Licensed Addiction Counse...									None
	Maine	1	Licensed Alcohol and Drug ...									None
Maryland	3	Licensed Clinical Alcohol a...									None	
Massachusetts	1	Licensed Alcohol and Drug ...									None	
Michigan	5	Certified Alcohol and Drug ...									None	
Minnesota	5	Alcohol and Drug Counselo...									None	
Mississippi	4	Certified Alcohol And Drug ...									None	
Missouri	7	Certified Alcohol and Drug ...									None	
Montana	8	Licensed Addiction Course...									None	

Exporting Data

Once the user's desired comparison subset is built, the subset can be exported to the user's device as a .csv file. To do so, press the "Click to export data to CSV" button. This functionality may not be available to mobile users. Exporting a copy of the entire dataset is not possible from the Comparison tool, because only a maximum of eight variables can be exported. For a copy of the entire dataset, please use the Exploration tool.

Behavioral Health Workforce SOP State Comparison, United States - University of Michigan Behavioral Health Workforce Research Center

Who do you want look at? (Occupation(s))
(All)

Where do you want look?
State(s) (All) [Reset Filters](#)

What do you want look at?
Variable 1: None Variable 2: None Variable 3: None Variable 4: None
Variable 5: None Variable 6: None Variable 7: None Variable 8: None

[Click to export data to CSV](#)

Occupation	State	Region	License	None	Occupation Summary (never)							
Addiction Counselor	Alabama	4	Associate Addiction Profes...									
	Alaska	10	Chemical Dependency Cou...									
	Arizona	9	Licensed Independent Sub...									
	Arkansas	6	Licensed Alcohol and Drug...									
	California	9	Certified Alcohol or Drug C...									
	Colorado	8	Licensed Addiction Course...									
	Connecticut	1	Licensed Alcohol and Drug...									
	Delaware	3	Licensed Chemical Depend...									
	District of Colum...	3	Addiction Counselor II									
	Florida	4	Master's Level Addiction P...									
	Georgia	4	Certified Addiction Course...									
	Hawaii	9	Certified Substance Abuse...									
	Idaho	10	Certified Alcohol and Othe...									
	Illinois	5	Certified Alcohol and Othe...									
	Indiana	5	Certified Alcohol and Othe...									
	Iowa	7	Certified Alcohol and Drug...									
	Kansas	7	Licensed Clinical Addiction...									
	Kentucky	4	Licensed Clinical Alcohol a...									
	Louisiana	6	Licensed Addiction Course...									
	Maine	1	Licensed Alcohol and Drug...									
	Maryland	3	Licensed Clinical Alcohol a...									
	Massachusetts	1	Licensed Alcohol and Drug...									
	Michigan	5	Certified Alcohol and Drug...									
	Minnesota	5	Alcohol and Drug Counselo...									
	Mississippi	4	Certified Alcohol And Drug...									
	Missouri	7	Certified Alcohol and Drug...									
	Montana	8	Licensed Addiction Course...									
	Nebraska	7	Licensed Alcohol and Drug...									
	Nevada	9	Licensed Clinical Alcohol a...									
	New Hampshire	1	Licensed Alcohol and Drug...									

As with the Exploration tool, two files will be exported. One file will contain all of the data requested. The second file will include the variables names for the columns of the first file. This is a native quirk of Tableau; dynamic variables do not lend themselves to simple exportation. However, a simple copy-paste between the two files will result in a complete dataset.

Coming Soon

Expanded Occupations

The current dataset being pulled by the visualizations is the SOP database reflects the findings of the 2016 project – 10 behavioral health occupations for each state, with only 1 credential per occupation. Once the functionality of the visualizations is polished, the expansion data from 2017 and 2018 will be added to the referenced database, allowing users to choose from all available credentials, per state, for addiction counselors and mental health counselors. Future BHWRC studies may permit additional database expansion.

More Occupations

Future updates will include the addition of community health worker and physician assistant occupational data. Physician assistant SOP information is provided by the American Academy of Physician Assistants. Future additions of occupational categories is dependent upon the BHWRC's funded work plan.

Contact Us

If you have any questions, comments, concerns, or corrections, please fill out the form below either visualization.

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 Help us improve our tool. If you're experiencing problems, or see something wrong, [please email us](#).

Help us improve our tool

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Name

<input type="text"/>	<input type="text"/>
First	Last

Email

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Subject

Description

Would you like to be contacted?

Yes

No