

# **Staffing Patterns in Washington State Chemical Dependency Treatment Facilities: Trends Over a 15-Year Period**

Prepared for

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## Acknowledgments

Every three years since 1991, the Division of Alcohol and Substance Abuse (DASA) has administered the Staffing Pattern Survey to monitor changes in key demographic characteristics of staff employed in chemical dependency (CD) treatment facilities across Washington State. I have directed the surveys that were conducted in 2000, 2003, and most recently in 2006.

Many individuals deserve recognition for making a contribution to the administration of the 2006 Staffing Pattern Survey and the preparation of this statewide report. Credit goes primarily to Washington State CD treatment providers who willingly gave their time to complete and return the surveys.

At DASA, my appreciation goes to Doug Allen who served as Director from 2006 until 2008, and John Taylor, Acting Director, for their continuing support of the survey. For many years, the survey has benefited from the guidance given by Toni Krupski, Administrator of Evaluation and Quality Assurance (EQA) until 2006. I am grateful to Alice Huber, currently EQA Administrator, for reviewing this report, for her stimulating questions, and for showing great patience in seeing this report finalized. Beverly Smith has my fullest admiration for her administrative and proof reading skills. MaryLou Blocker and Kasey Leonard offered much needed help with the mailing as they have done in previous surveys.

Joan Sharp of Action Data Services deserves praises for coding the survey responses and for her excellent work on double data entry. Thank you so much, Joan.

Felix Rodriguez, Ph.D.

## Executive Summary

### Background

As a matter of policy, the Division of Alcohol and Substance Abuse (DASA) periodically assesses the representation of ethnic minorities, women, persons with disabilities, and persons with multilingual skills on the staff of certified chemical dependency treatment (CD) facilities in Washington State. Supporting the focus on cultural competency coming from the Substance Abuse and Mental Health Services Administration (SAMHSA), DASA recognizes that treatment programs whose staff reflects the backgrounds and experiences of minority groups will be better able to serve their needs. Toward this end, DASA conducts the Staffing Pattern Survey every three years to collect information that would help identify, on a statewide level, disparities in the representation of minority groups on the staff of CD treatment agencies and to develop policies to redress them. This report highlights the results of the latest survey conducted in 2006 and presents staffing pattern trends in CD treatment facilities over the course of fifteen years. The results compare contracting agencies (those that receive public funding), with non-contracting agencies (those that are privately funded). The report uses one full-time equivalent (FTE) as the unit of analysis, rather than persons, in order to adjust for the fact that not every staff was employed full-time.

### Key Findings

#### All Full-Time Equivalent (FTE) Staff

- In 2006, African Americans accounted for 8 percent of FTEs in contracting facilities, Hispanics 7 percent, Native Americans 6.3 percent, and Asian/Pacific Islanders 3.9 percent.
- The proportion of minority FTE staff in contract facilities, 25.2 percent, approximated the proportion of minority patients admitted to publicly funded treatment in 2006, 27.4 percent.
- In 2006, women comprised 67.2 percent of all FTEs in contracting facilities; persons with disabilities 28.9 percent, and persons with multilingual skills 10.7 percent.
- Among multilingual staff, the most common language spoken other than English was Spanish.
- The proportion of African American FTE staff in contract facilities increased from 5.5 percent in 2000 to 8 percent in 2006; in non-contract facilities, the proportion declined from 6.6 percent to 4.7 percent during the same time interval.
- The proportion of FTE staff with disabilities in contract facilities declined from over 35 percent in 1991-1997 to about 30 percent in 2000-2006.

### FTE Staff with Chemical Dependency Professional (CDP) Certification

- Considering contract and non-contract facilities together, the total number of FTE staff with a chemical dependency professional certification (CDP) dropped from 2,014 in 2000 to 1,632 in 2006, a decline of 19 percent.
- Between 1994 and 2003, more than 50 percent of all FTE staff in contract facilities were CDP-certified; the proportion declined to 47.1 percent in 2006.
- In 2006, 69 percent of CDP-certified staff in contract and 44.2 percent in non-contract facilities worked as counselors.
- In 2006, 85.5 percent of CDP-certified FTEs in non-contract facilities were White compared to 77.9 percent in contract facilities.

### Counselors

- In 2006, contract facilities employed 80 percent of the total number of counselors in certified chemical dependency treatment facilities.
- The total number of CDP-certified counselors in contract and non-contract facilities declined from 1,272 in 2000 to 1,011 in 2006, a drop of 20.5 percent.
- In 2006, the proportion of minority counselors in contract facilities, 22.1 percent, was lower by 5.3 percentage points than the proportion of minority patients admitted to publicly funded treatment, 27.4 percent.
- In 2006, 46 percent of counselors with multilingual skills spoke Spanish.

### Counselor Trainees

- The total number of counselor trainees in contract and non-contract facilities increased 224 percent from 163 in 1997 to 528 in 2006.
- The proportion of White counselor trainees in contract and non-contract facilities remained above 70 percent over the course of 15 years.
- In contract facilities, the proportion of counselor trainees with disabilities has steadily dropped from 54 percent in 1994 to 35.5 percent in 2006; in non-contract facilities it declined from 50 percent to 29.1 percent during the same period.



### Counselor Supervisors

- Since 1997, the proportion of White counselor supervisors in contract facilities has fluctuated between 71 percent and 83 percent, while in non-contract facilities, the proportion has varied between 77 percent and 93 percent.
- In non-contract facilities, the proportion of African American counselor supervisors rose from 3.2 percent in 2000 to 8 percent in 2006.
- Historically, contract facilities have employed proportionately more female counselor supervisors than non-contract facilities, but they were almost at parity in 2006.

### Administrators

- Over the course of 15 years, more than 80 percent of administrators in both contract and non-contract facilities have been White, except in 2006 when the proportion of White administrators in contract facilities declined to 78.4 percent.
- In non-contract facilities the proportion of African American administrators dropped from 6.7 percent in 2000 to 2.8 percent in 2006, but grew from 1.3 percent to 5.4 percent in contract facilities during the same period.
- Over the course of 15 years, contract facilities employed proportionately more female administrators than non-contract facilities, 53.3 percent on average compared to 48 percent in non-contract facilities.



# The Staffing Pattern Survey

## Purpose of the Survey

The Division of Alcohol and Substance Abuse (DASA) is the single state agency (SSA) responsible for planning and delivery of chemical dependency (CD) treatment and substance abuse prevention services in Washington State. DASA provides these services through contracts with county governments, Native American tribes, and non-profit service providers.

DASA works with partner agencies and providers to ensure the delivery of quality CD treatment and substance abuse prevention services. It manages the Substance Abuse and Prevention Treatment grant that Washington State receives under the auspices of the Substance Abuse and Mental Health Services Administration (SAMHSA) of the U.S. Department of Human and Health Services (DHHS). In support of SAMHSA's promotion of cultural competency, DASA recognizes that treatment programs whose staff reflects the backgrounds and experiences of minority groups will be better able to meet their needs. DASA therefore has made it a policy to periodically assess changes in the staffing of certified CD treatment facilities in Washington State with respect to gender, ethnicity, disability status, and multilingual skills.

DASA conducts the Staffing Pattern Survey tri-annually to collect information that would help identify disparities in the representation of minority groups on the staff of CD treatment programs statewide. Results from the survey are used to inform new policies and develop corrective action plans if needed. This report highlights the findings from the most recent survey conducted in 2006 and shows trends in the staffing patterns of CD treatment agencies in Washington State over the course of 15 years. It also presents in a special section the most recent information on the number and characteristics of full-time equivalent (FTE) staff with chemical dependency professional (CDP) certification.

## Methodology

Every three years since 1991, DASA sends the Staffing Pattern Survey to directors of all the certified chemical dependency treatment facilities in Washington State. The survey asks directors to list the positions or job titles, not names of persons, in their respective agency, and to provide for each position the following information: average number of hours worked per week; certification status i.e., whether or not the staff member is a chemical dependency professional (CDP); gender; race or ethnicity; disability status; multilingual ability; and language other than English spoken by employees identified as multilingual. For the purpose of the survey, persons with disabilities included staff recovering from chemical dependency. As the following table shows, the survey response rate has been over 90 percent, except in 1997 when it was 85 percent. The current survey reflects 98 percent participation of all certified treatment facilities in the state.

**Statewide Staffing Pattern Survey  
Facility Response Rate by Survey Year, 1991-2006**

Survey Year	Number of Facilities Receiving Survey	Number of Facilities Responding	Survey Response Rate (%)
1991	411	377	92
1994	432	415	96
1997	457	390	85
2000	495	489	99
2003	488	479	98
2006	507	499	98

This report compares trends in staffing patterns between contract and non-contract facilities. Contract facilities receive state or federal funds through a contract with DASA or through a county sub-contract; non-contract facilities do not. Following the procedure used in the previous surveys, the data are weighted on the full-time equivalency rate (FTE) since the average number of hours that employees work per week varies across positions. An FTE was calculated as the reported average number of hours an employee worked per week multiplied by 52 weeks and divided by 2088 hours.

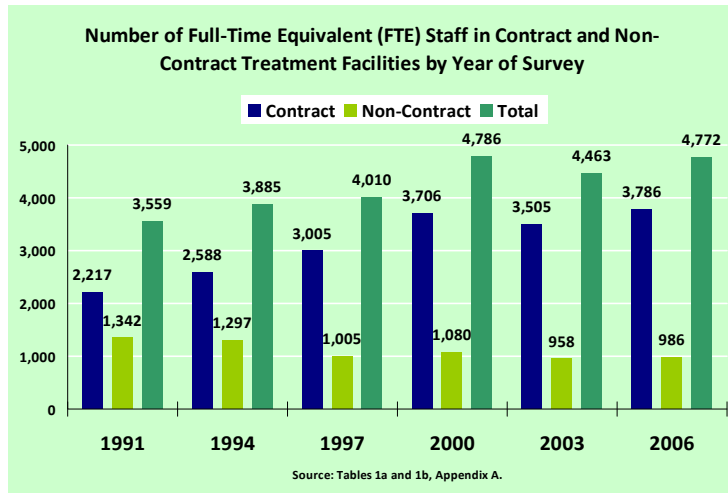
### **Organization of the Findings**

The report begins with findings for all FTE staff followed by separate sections on counselors, counselor trainees, counselor supervisors, and administrators. The tables in Appendix A show all the results for each survey year and are the source of the charts found in the report. The survey instrument and definition of terms used in the survey can be found in Appendix B.

# All Full-Time Equivalent (FTE) Staff



## Number of FTE Staff in Contract and Non-Contract Treatment Facilities

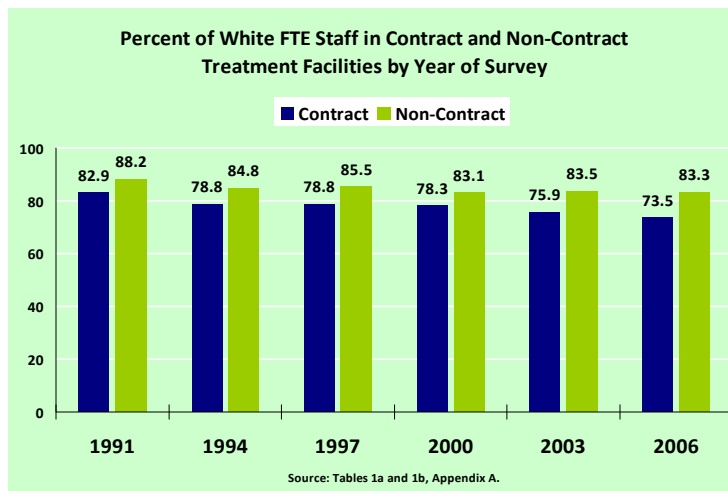


The total number of FTEs in contract and non-contract facilities has grown from 3,559 in 1991 to 4,772 in 2006, generally in line with the population increase in the state over that period of time. However, the percentage of FTEs employed as counselors and CDPs has declined; the percentage of FTEs employed as trainees has increased.

In 2006, four out of five FTEs in certified chemical dependency treatment facilities in Washington State were in contract facilities.

## FTE Staff by Race/Ethnicity

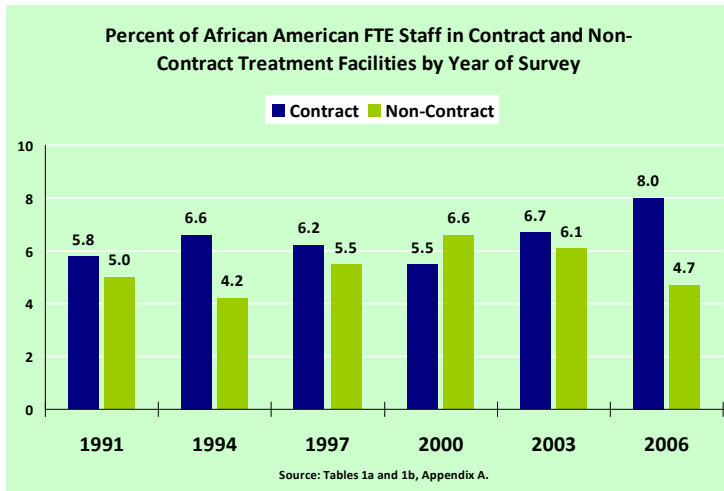
### White FTE Staff



Both contract and non-contract facilities experienced a decline in the proportion of White FTE staff between 1991 and 2006, although the drop was greater in contract facilities with nine percentage points than in non-contract facilities with five percentage points.

The proportion of White FTE staff employed in non-contract facilities remained over 80 percent during the 15-year period.

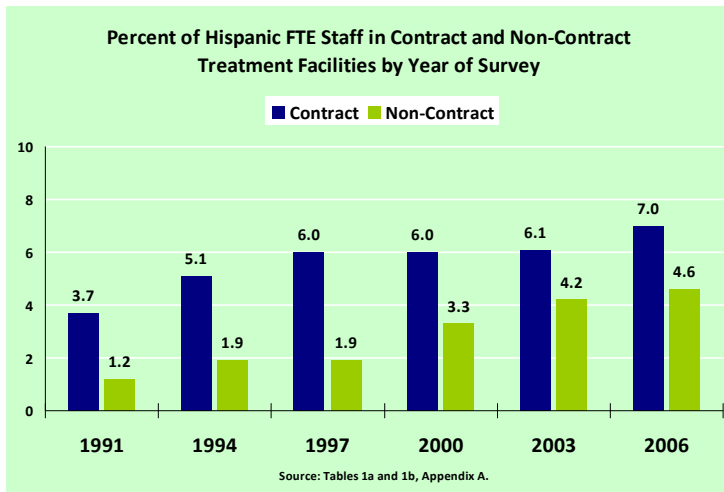
### African American FTE Staff



Except in 2000, contract facilities employed proportionately more African American FTE staff than non-contract facilities.

Between 2000 and 2006, contract facilities increased their proportion of African American FTE staff from 5.5 percent to 8.0 percent; in non-contract facilities, the proportion declined from 6.6 percent to 4.7 percent.

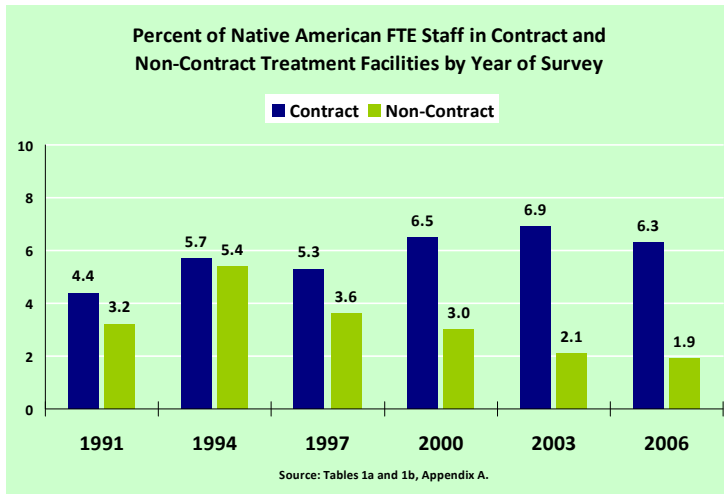
### Hispanic FTE Staff



Results indicate an increasing proportion of Hispanic FTE staff in both contract and non-contract facilities, although contract facilities have consistently employed a higher proportion of Hispanic staff than non-contract facilities. In contract facilities, the proportion of Hispanic FTE staff rose from 3.7 percent in 1991 to 7 percent in 2006. In non-contract facilities the level rose from 1.2 percent to 4.6 percent.

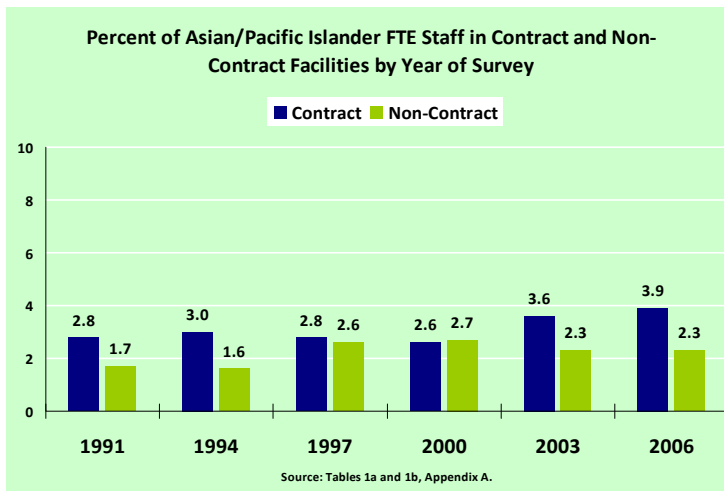


### Native American FTE Staff



Contract facilities have employed proportionately more Native American FTE staff than non-contract facilities and have done so consistently over the course of 15 years. Contract facilities have seen the level of Native American FTE staff fluctuate between 4.4 percent and 6.9 percent, but non-contract facilities have seen continuing decline since 1994.

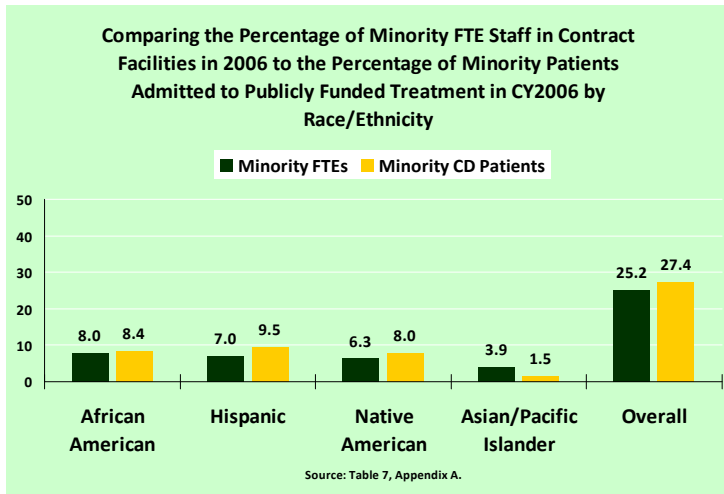
### Asian/Pacific Islander FTE Staff



The proportion of Asian/Pacific Islander FTE staff employed in both contract and non-contract facilities stayed below 4 percent over the course of 15 years.

The proportion of Asian/Pacific Islander FTE staff in contract facilities rose from 2.6 percent in 2000 to 3.9 percent in 2006, while in non-contract facilities the proportion remained near 2.5 percent during the same period.

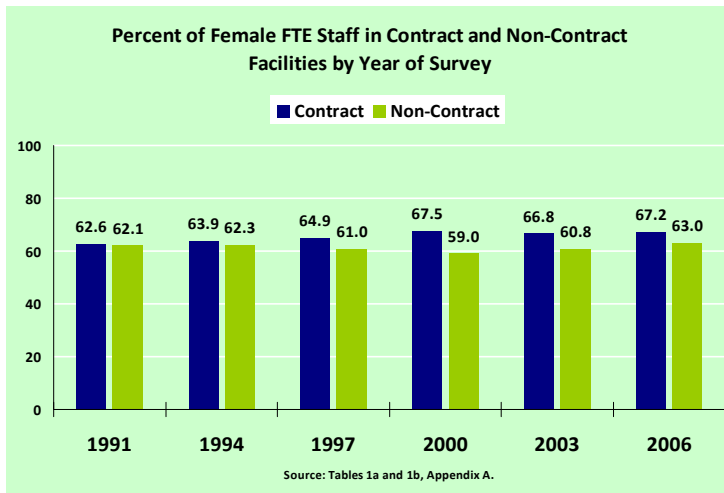
### Minority FTE Staff Compared to Minority CD Patients



Overall, the percentage of minority FTE staff in contract facilities approximated the percentage of minority patients admitted to publicly funded treatment in 2006.\*

A comparison between non-contract facility staff and patients is not possible since DASA does not have access to patient records in non-contract facilities

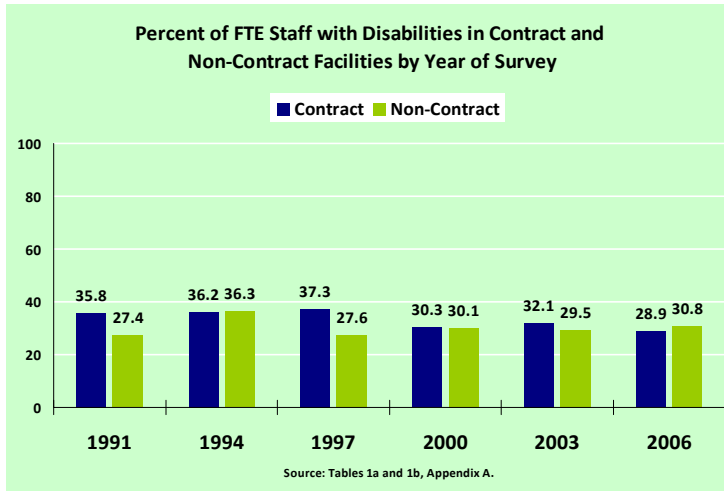
### Female FTE Staff



The proportion of female FTE staff in contract facilities remained at nearly the same level of about 67 percent between 2000 and 2006. In non-contract facilities, the proportion increased from 59 percent in 2000 to 63 percent in 2006.

\* Data on minority patients in contracting facilities were obtained from the Division of Alcohol and Substance Abuse Treatment Analyzer (DASA-TA). The DASA-TA is a Web-based application designed to monitor treatment outcomes for publicly funded CD patients in Washington State. It uses data from DASA's management information system, the Treatment and Assessment Report Generation Tool (TARGET).

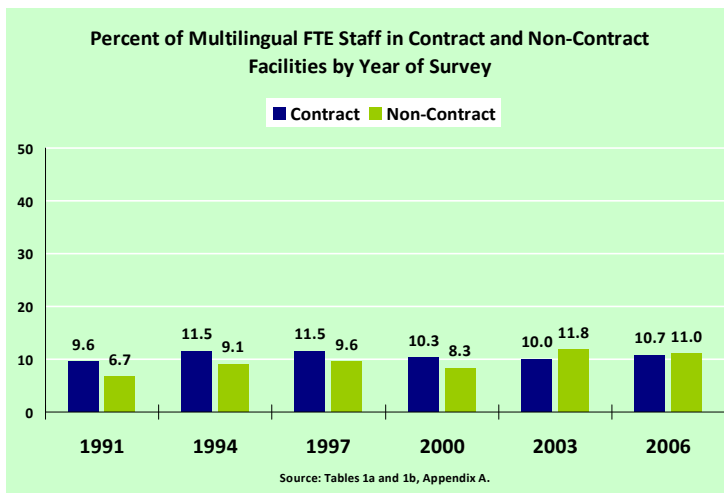
## FTE Staff by Disability Status



Contract and non-contract facilities employed nearly similar proportions of FTE staff with disabilities, except in 1991 and 1997 when contract facilities had proportionately more FTE staff with disabilities than non-contract facilities.

Within contract facilities, the proportion of FTE staff with disabilities declined from over 35 percent in 1991-1997 to about 30 percent in 2000-2006.

## FTE Staff by Multilingual Ability



In contract facilities, the proportion of multilingual FTE staff stayed between 10 percent and 12 percent over the course of 15 years. In non-contract facilities, the level fluctuated but increased from 8.3 percent in 2000 to 11 percent in 2006.

In 2006, Spanish was the most common language other than English spoken by multilingual staff, 48 percent. Other most commonly spoken languages were Filipino, 5.8 percent, and American Sign Language (ASL), 5.1 percent. See Table 8, page 75.

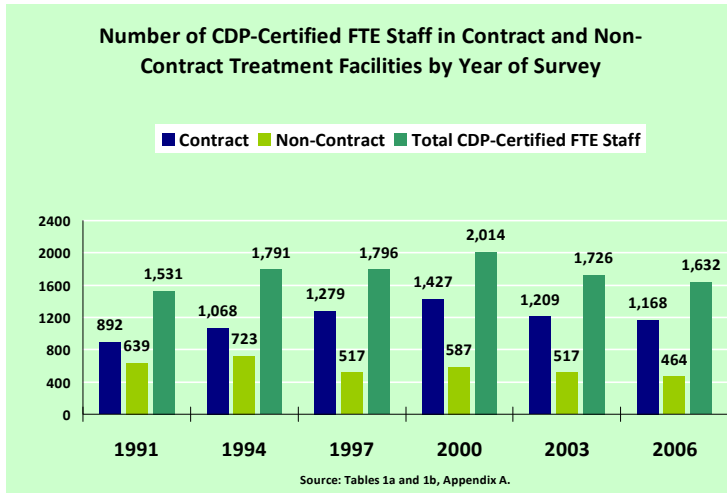


## **Focus on Chemical Dependency Professionals (CDPs)**



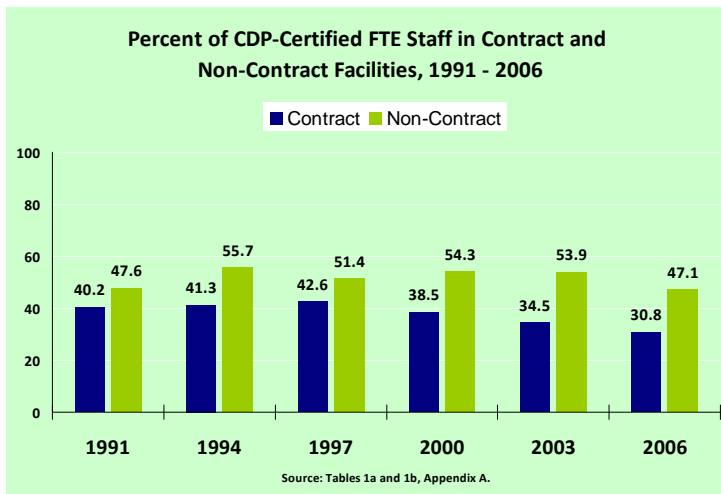
Meeting the need for CDPs has become a serious challenge facing chemical dependency treatment providers in Washington State as earlier generations of CDPs have left the field due to retirement and other reasons. A comprehensive workforce development plan will have to address issues related to diversity, training, recruitment, and retention. Data from this survey include only CDP-certified staff employed in treatment facilities that participated in the survey during a given year and, hence, would not capture CDPs who were unemployed or were about to enter the labor market. However, the percentage of agencies participating in the survey is large enough (98%) to safely support some statements about the number and characteristics of CDPs in Washington State.

### Number of FTE Staff with CDP Certification



The total number of CDP-certified FTE staff in contract and non-contract facilities dropped from 2,014 in 2000 to 1,632 in 2006, a decline of 19 percent. In contract facilities, the number declined by 18 percent from 1,427 to 1,168. In non-contract facilities this number declined by 21 percent from 587 to 464 during the same period. In 2006, contract facilities employed two-thirds of all CDP-certified FTE staff.

### Proportion of All FTE Staff with CDP Certification

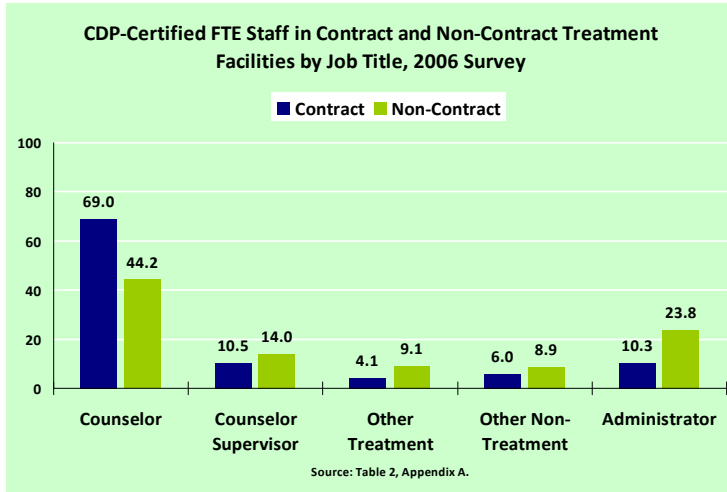


Between 1994 and 2003, more than 50 percent of all FTE staff in non-contract facilities were CDP-certified. The proportion declined to 47.1 percent in 2006.

In 2006, 30.8 percent of FTEs in contract facilities were CDP-certified, continuing a decline since 1997.

The following charts show the characteristics of CDP-certified staff employed in contracting and non-contracting treatment facilities.

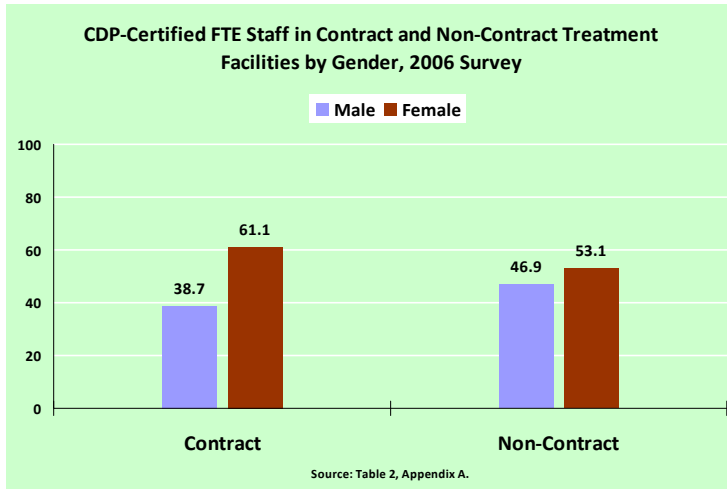
### CDP-Certified FTE Staff by Job Title



In 2006, 69 percent of CDP-certified staff in contract facilities worked as counselors compared to 44.2 percent in non-contract facilities.

Non-contract facilities had proportionately more CDP-certified staff working as counselor supervisors, administrators, and other treatment and non-treatment staff than contract facilities.

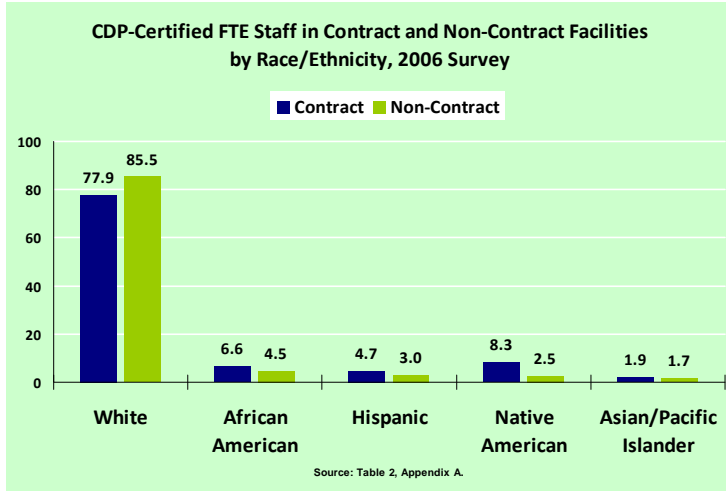
### CDP-Certified FTE Staff by Gender



Over 50 percent of CDP-certified FTE staff were female in both contract and non-contract facilities. However, contract facilities had more female CDP-certified FTEs than non-contract facilities, 61.1 percent versus 53.1 percent. Non-contract facilities had more male CDP-certified staff than contract facilities, 46.9 percent versus 38.7 percent.



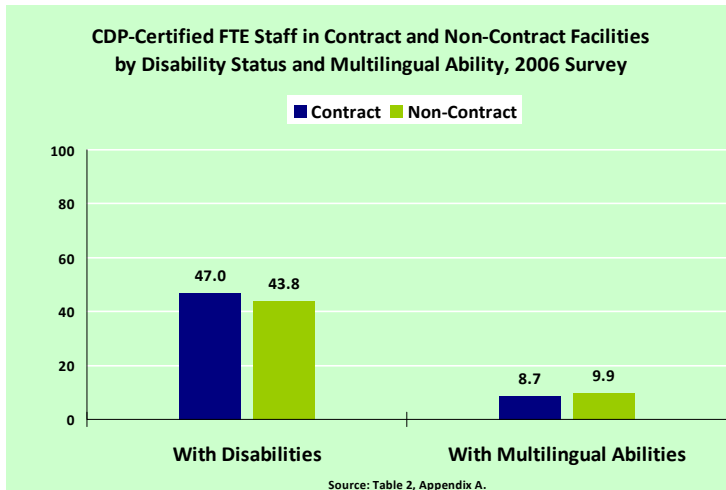
### CDP-Certified FTE Staff by Race/Ethnicity



In 2006, 85.5 percent of CDP-certified FTEs in non-contract facilities were White compared to 77.9 percent in contract facilities.

Contract facilities employed proportionately more African American, Hispanic, and Native American staff than non-contract facilities. Contract and non-contract facilities had similar percentages of Asian/Pacific Islander CDP-certified FTE staff.

### CDP-Certified FTE Staff by Disability Status and Multilingual Ability



In 2006, the proportion of CDP-certified FTE staff with disabilities in contract facilities was 3.2 percentage points higher than non-contract facilities.

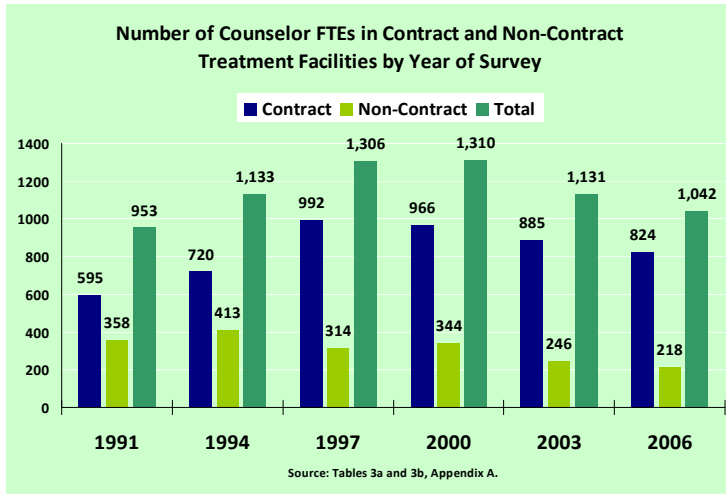
The proportion of CDP-certified staff with multilingual skills in non-contract facilities was slightly higher than contract facilities by 1.2 percentage points.



# Counselors



## Number of Counselors in Contract and Non-Contract Treatment Facilities

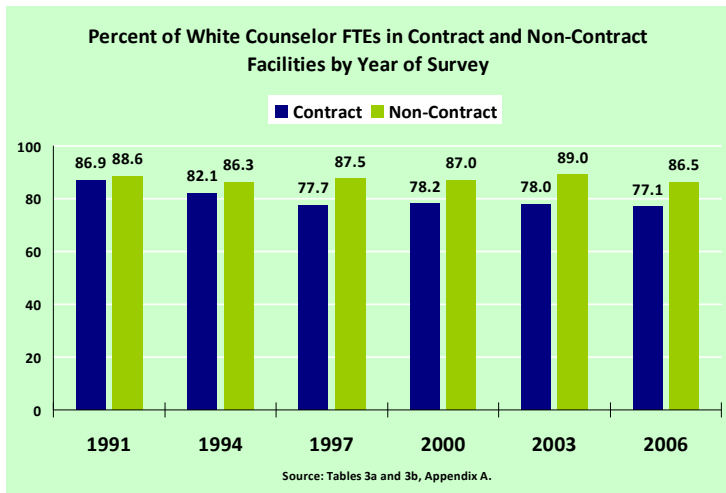


The total number of counselors in contract and non-contract facilities has dropped since the year 2000 from 1,310 to 1,042 in 2006, a decline of 20 percent.

In 2006, contract facilities employed 80 percent of the total number of counselors in certified chemical dependency treatment facilities.

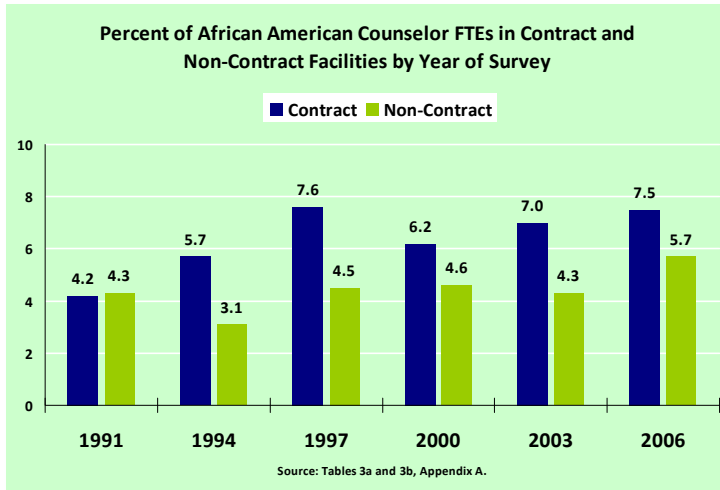
## Counselors by Race/Ethnicity

### White Counselors



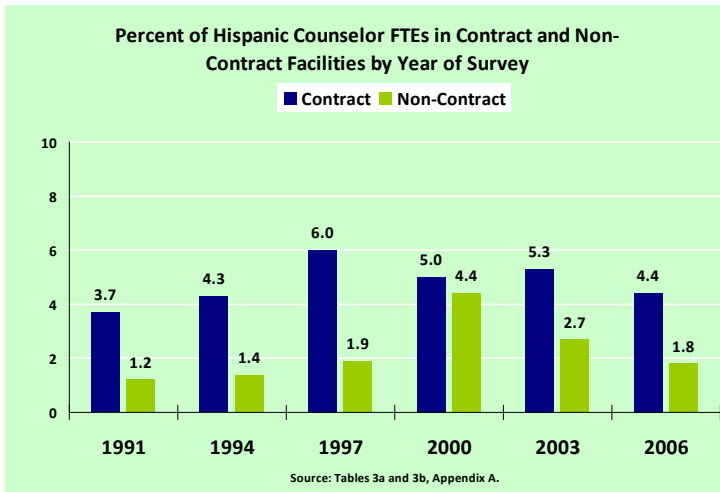
Non-contract facilities employed proportionately more White counselors than contract facilities over the course of 15 years. In contract facilities, the proportion of White counselors has remained close to 78 percent since 1997.

### African American Counselors



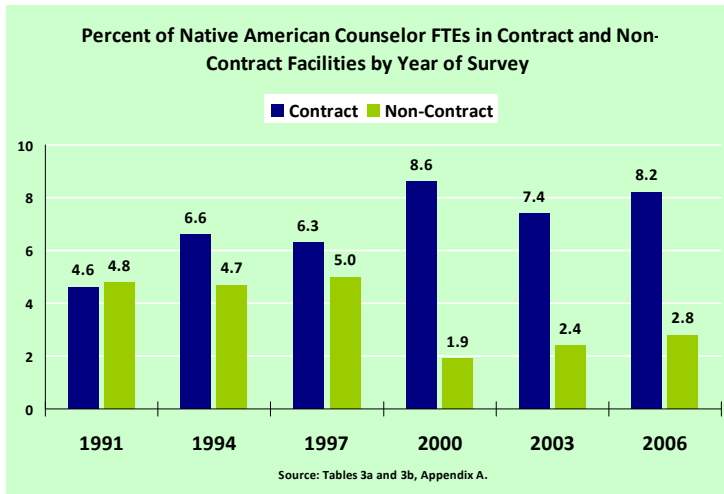
Contract facilities have employed more African American counselors since 1994 than non-contract facilities. The proportion of African American counselors in contract facilities has increased from 6.2 percent in 2000 to 7.5 percent in 2006. In non-contract facilities, the proportion has remained around 4.5 percent between 1997 and 2003 and rose to 5.7 percent in 2006.

### Hispanic Counselors



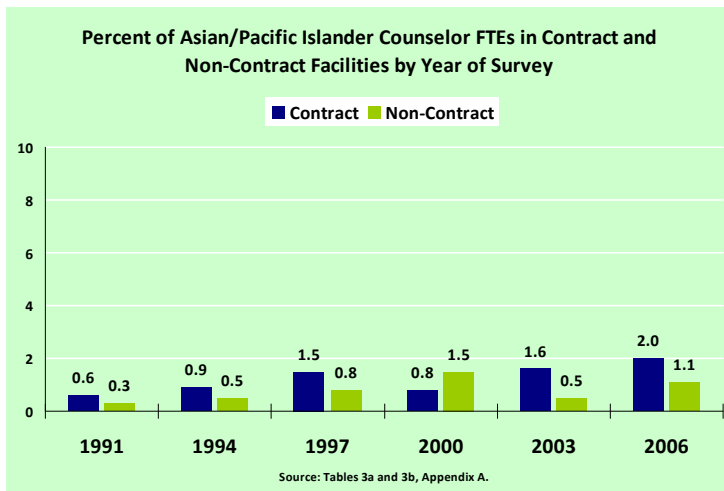
While contract facilities have employed more Hispanic counselors than non-contract facilities over the course of 15 years, they experienced fluctuations in the proportion of Hispanic counselors since 1997. In non-contract facilities, the proportion of Hispanic counselors declined from its highest (4.4 percent) in 2000 to 1.8 percent in 2006.

### Native American Counselors



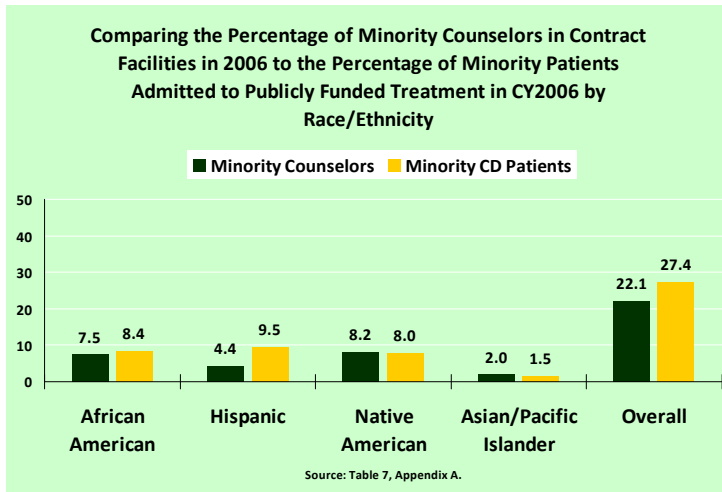
In non-contract facilities, the proportion of Native American counselors stayed close to 5 percent between 1991 and 1997, but declined to less than 3 percent beginning in 2000. Contract facilities employed proportionately more Native American counselors than non-contract facilities. The proportion of Native American counselors in contract facilities is now 8.2 percent.

### Asian/Pacific Islander Counselors



The proportion of Asian/Pacific Islander counselors employed in both contract and non-contract facilities remained very small with 2 percent or under for contract facilities and mostly under 1 percent in non-contract facilities.

## Minority Counselors Compared to Minority CD Patients

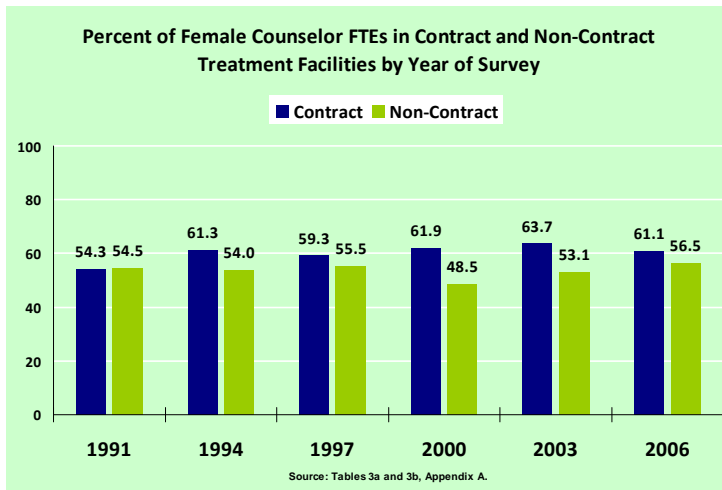


Overall, the percentage of minority counselors in contract facilities was lower than that of minority patients admitted to publicly funded treatment by 5.3 percentage points in 2006.\*

The largest discrepancy was for Hispanics. Nearly 10 percent of minority patients admitted to publicly funded treatment in 2006 were Hispanic compared to 4.4 percent of Hispanic counselors in contract facilities.

A comparison between non-contract minority counselors and patients is not possible since DASA does not have access to patient records in non-contract facilities.

## Female Counselors

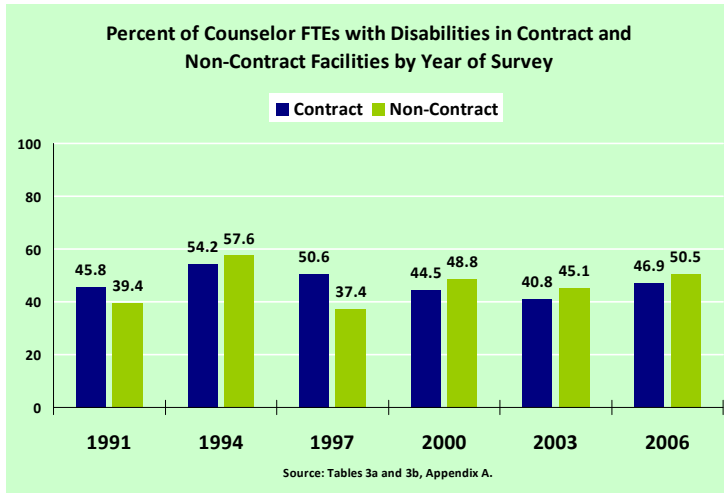


In contract facilities, the proportion of female counselors has remained at over 60 percent since 2000, while in non-contract facilities the proportion has increased from 48.5 percent in 2000 to 56.5 percent in 2006.

\* The source of data on minority patients in contracting facilities is the DASA-TA.

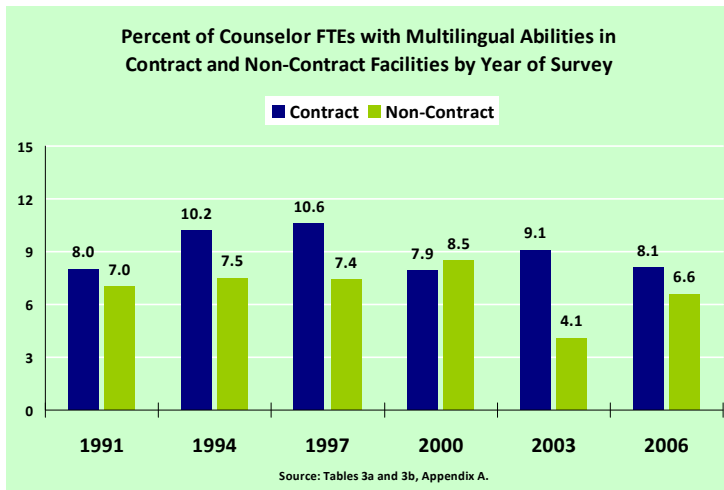


## Counselors with Disabilities



Since 2000, non-contract facilities have employed proportionately more counselors with disabilities than contract facilities. The proportion of counselors with disabilities has remained between 45 percent and 50 percent in both contract and non-contract facilities during the period 2000-2006.

## Counselors with Multilingual Abilities

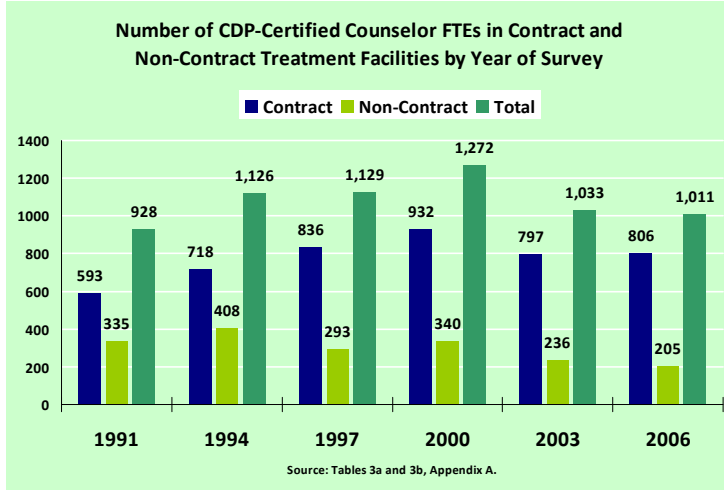


Despite fluctuations, the proportion of counselors with multilingual abilities in both contract and non-contract facilities stayed under 11 percent over the course of 15 years. In non-contract facilities, the proportion of multilingual counselors increased from 4.1 percent in 2003 to 6.6 percent in 2006.

Overall in 2006, 46 percent of multilingual counselors spoke Spanish. The next most commonly spoken languages were Native American (11.8 percent) and ASL (6.3 percent). See Table 8, page 75.

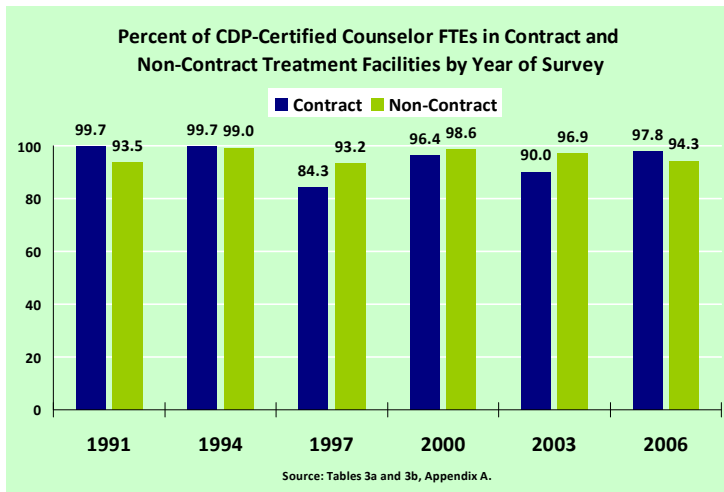
## Counselors with CDP Certifications

### Number of CDP-Certified Counselors



The total number of CDP-certified counselors in contract and non-contract facilities dropped by 20.5 percent from 1,272 in 2000 to 1,011 in 2006. In contract facilities, the number fell by 13.6 percent from 932 to 806. In non-contract facilities, the number declined by 39.7 percent from 340 to 205 during the period 2000-2006.

### Proportion of CDP-Certified Counselors

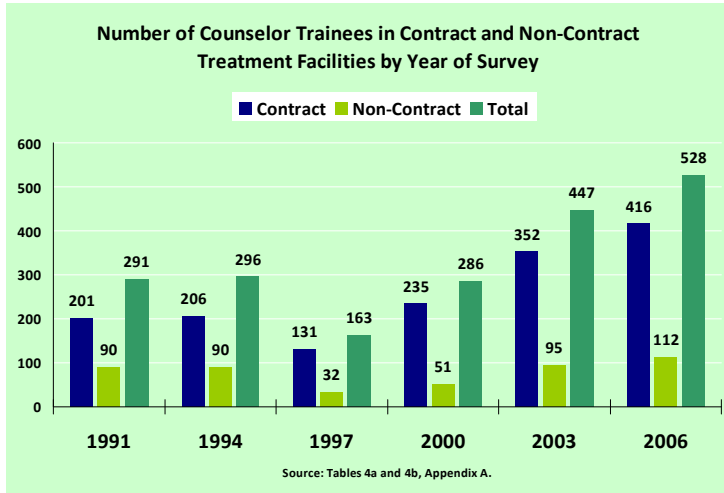


The proportion of CDP-certified counselors in contract facilities has fluctuated since 2000, but increased from 90 percent in 2003 to 97.8 percent in 2006. In non-contract facilities, the proportion has declined from 98.6 percent in 2000 to 94.3 percent in 2006.

# Counselor Trainees



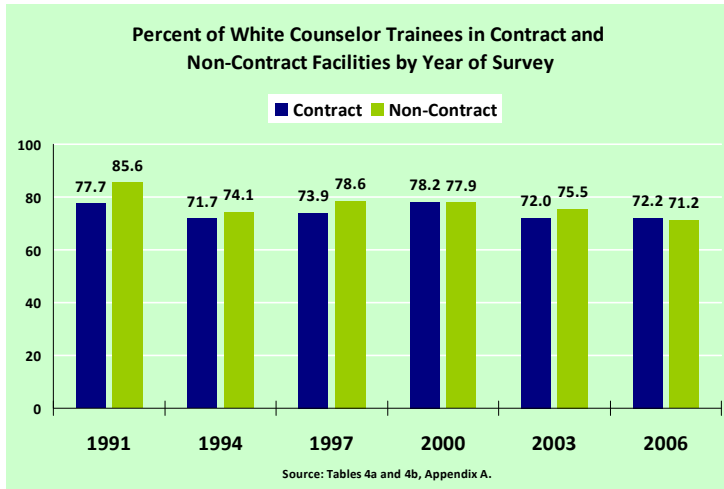
## Number of Counselor Trainees in Contract and Non-Contract Treatment Facilities



Since 1997, the total number of counselor trainees in contract and non-contract facilities has increased significantly from 163 to 528 in 2006, a growth of 224 percent. This trend is reflected in the rising number of counselor trainees in both contract and non-contract treatment facilities.

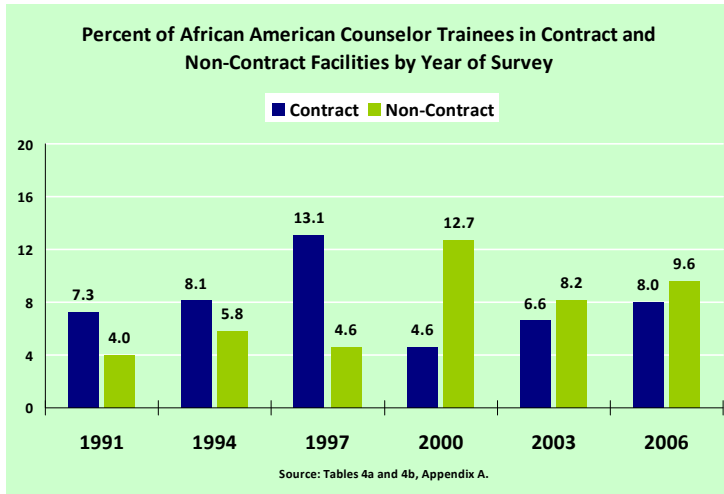
## Counselor Trainees by Race/Ethnicity

### White Counselor Trainees



Over the course of 15 years, more than 70 percent of counselor trainees have been White. Trends reveal decreasing percentages of White counselor trainees since 2000 in contract and, since 1997, in non-contract facilities.

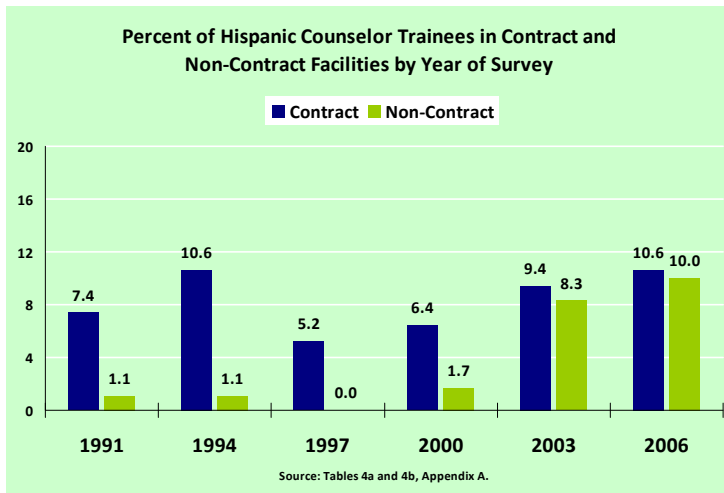
### African American Counselor Trainees



In contract facilities, the percentage of African American counselor trainees has been variable. The proportion of African American counselor trainees grew from 1991 through 1997, but declined and started to grow again between 2000 and 2006.

In non-contract facilities, the proportion of African American counselors declined from 12.7 percent in 2000 to 9.6 percent in 2006, while remaining higher than the period from 1991 to 1997.

### Hispanic Counselor Trainees

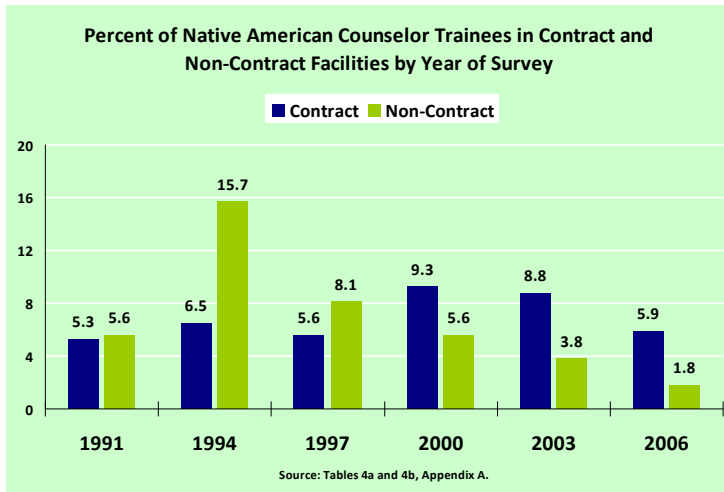


In contract facilities, the proportion of Hispanic counselor trainees grew from 5.2 percent in 1997 to 10.6 percent in 2006.

Non-contract facilities saw the proportion of Hispanic counselor trainees rise from 0.0 percent in 1997 to 10 percent in 2006.

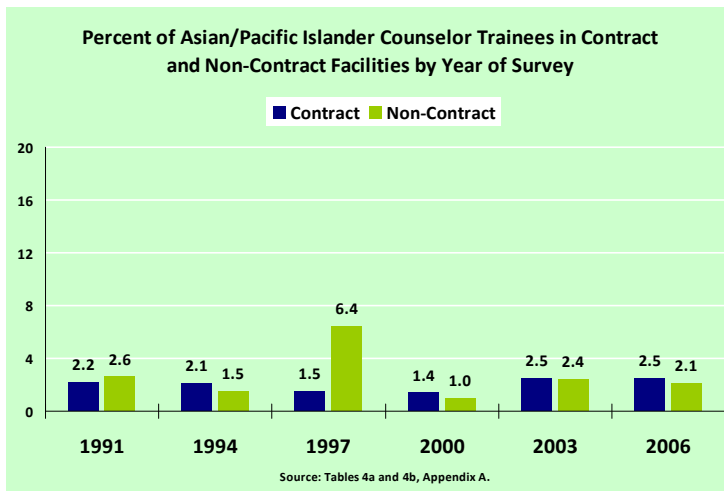
In 2006, contract and non-contract facilities had very similar proportions of Hispanic counselor trainees.

### Native American Counselor Trainees



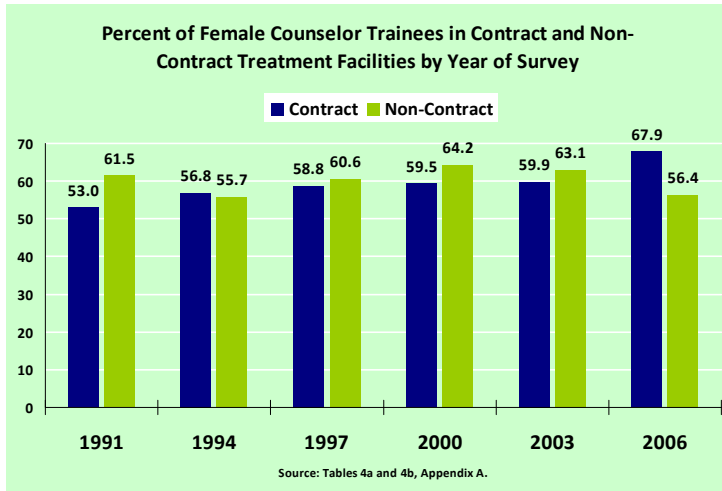
The proportion of Native American counselor trainees has been declining. In contract facilities, it has declined since 2000 from 9.3 percent to 5.9 percent in 2006. In non-contract facilities, it dropped from its highest peak of 15.7 percent in 1994 to 1.8 percent in 2006.

### Asian/Pacific Islander Counselor Trainees



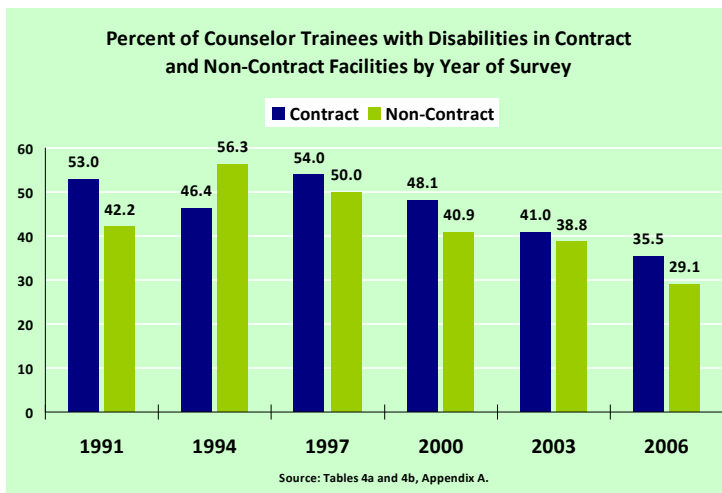
Over the course of 15 years, fewer than 3 percent of counselor trainees in all facilities have been Asian/Pacific Islanders, except in 1997 when 6.4 percent of counselor trainees in non-contract facilities were Asian/Pacific Islanders.

## Female Counselor Trainees



In contract facilities, the proportion of female counselor trainees rose from 59.5 percent in 2000 to 67.9 percent in 2006, while in non-contract facilities, the proportion declined from 64.2 percent to 56.4 percent during the same time period.

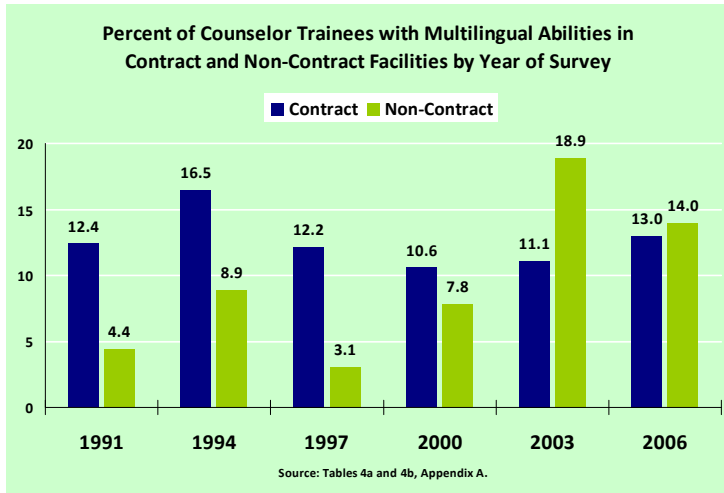
## Counselor Trainees with Disabilities



Overall, the proportion of counselor trainees with disabilities has declined since 1997 in both contract and non-contract facilities. In contract facilities, it dropped by 18.5 percentage points from 54 percent in 1997 to 35.5 percent in 2006, while in non-contract facilities it fell by 20.9 percentage points from 50 percent to 29.1 percent.



## Counselor Trainees with Multilingual Abilities



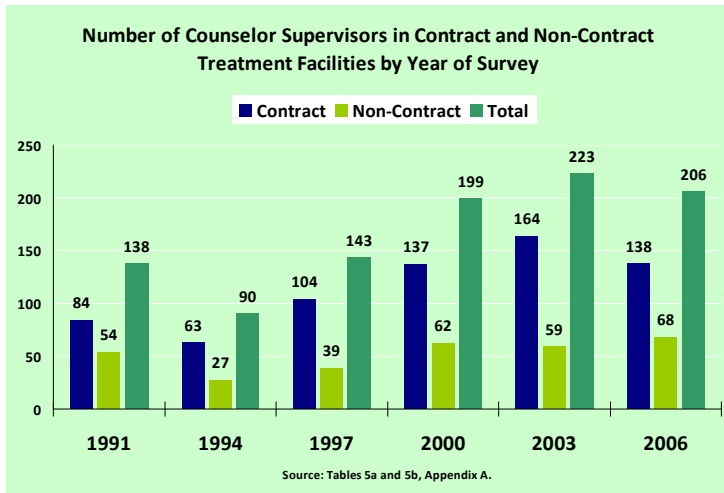
Historically, contract facilities have employed proportionately more counselor trainees with multilingual skills, but the trend reversed in 2003 when 18.9 percent of counselor trainees in non-contract facilities were multilingual compared to 11.1 percent in contract facilities. In 2006, contract and non-contract facilities had nearly equal proportions of counselor trainees with multilingual skills.



# Counselor Supervisors



## Number of Counselor Supervisors in Contract and Non-Contract Treatment Facilities

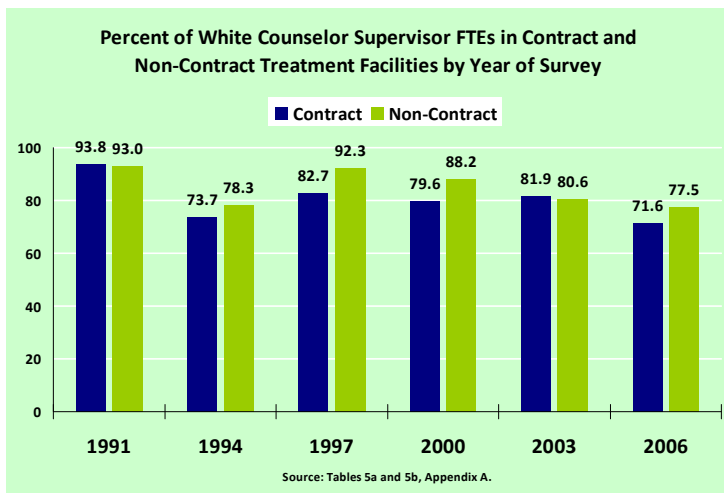


The total number of counselor supervisors increased 147 percent between 1994 and 2003. In 2006, the total number dropped to 206, a decline of 7.6 percent from its level of 223 in 2003.

While the number of counselor supervisors in contract facilities decreased 16 percent between 2003 and 2006, the number in non-contract facilities increased 15 percent during the same period.

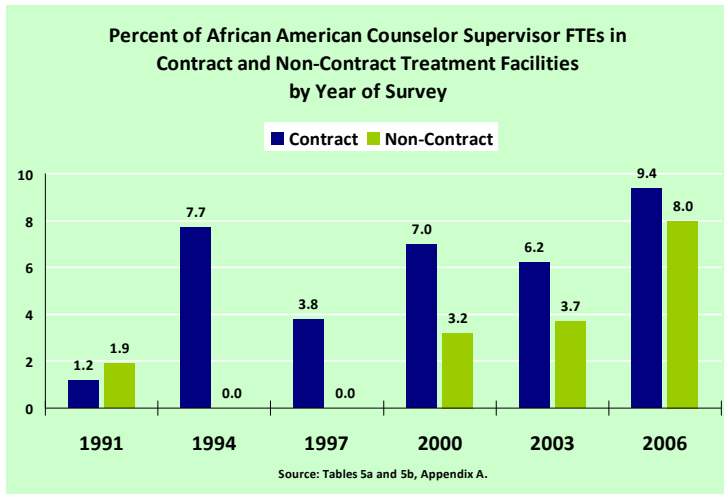
## Counselor Supervisors by Race/Ethnicity

### White Counselor Supervisors



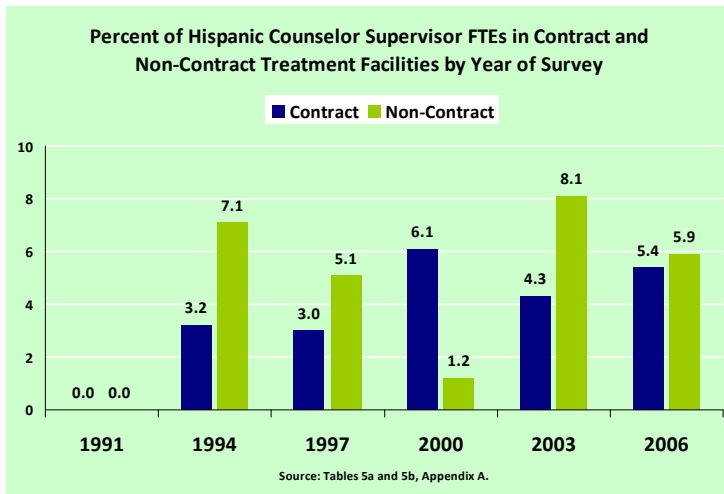
Except for 1991 and 2003, non-contract facilities employed a higher proportion of White counselor supervisors than contract facilities. Since 1997, the proportion of White counselor supervisors in contract facilities fluctuated between 71 percent and 83 percent, while in non-contract facilities the proportion varied between 77 percent and 93 percent.

### African American Counselor Supervisors



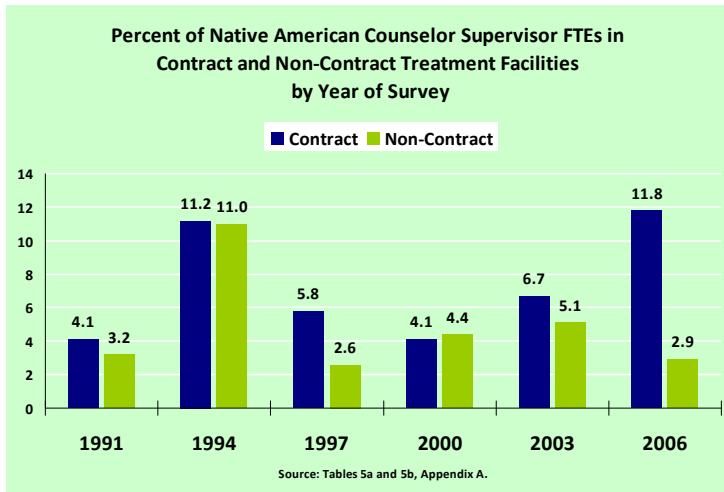
Since 1994, contract facilities have consistently employed a higher proportion of African American counselor supervisors than non-contract facilities. Non-contract facilities have experienced a rise in the proportion of African American counselor supervisors from 0.0 percent in 1994 and 1997 to 8 percent in 2006.

### Hispanic Counselor Supervisors



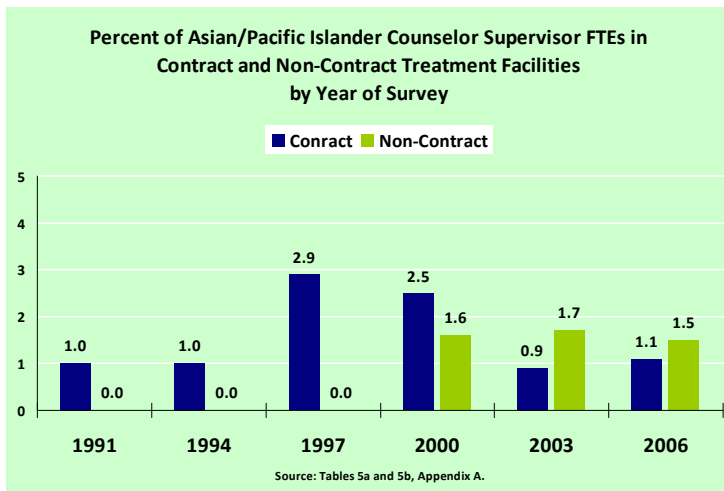
Since 1994, non-contract facilities have employed a higher proportion of Hispanic counselor supervisors than contract facilities except in 2000. In 2006, contract and non-contract facilities were nearly equal in their proportions of Hispanic counselor supervisors.

### Native American Counselor Supervisors



Since 2000, the proportion of Native American counselor supervisors in contract facilities has increased from 4.1 percent to 11.8 percent in 2006. In contract facilities the proportion dropped from 4.4 percent to 2.9 during the same period.

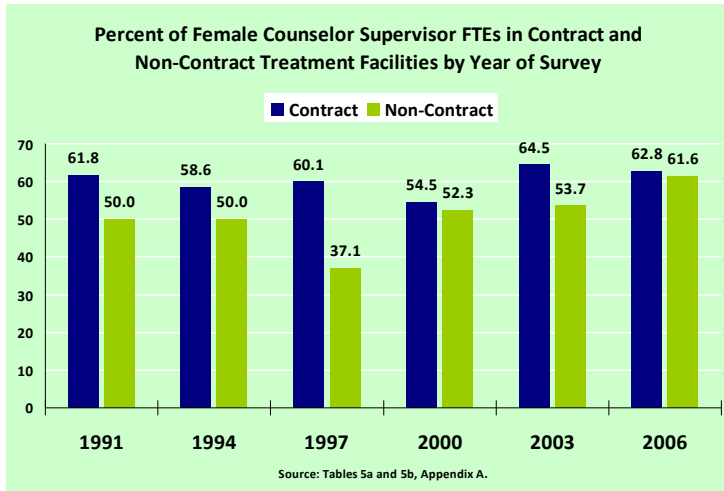
### Asian/Pacific Islander Counselor Supervisors



While contract facilities experienced an upward trend in the proportion of Asian/Pacific Islander counselor supervisors from 1991 to 1997, they experienced a declining trend from 2000 to 2006.

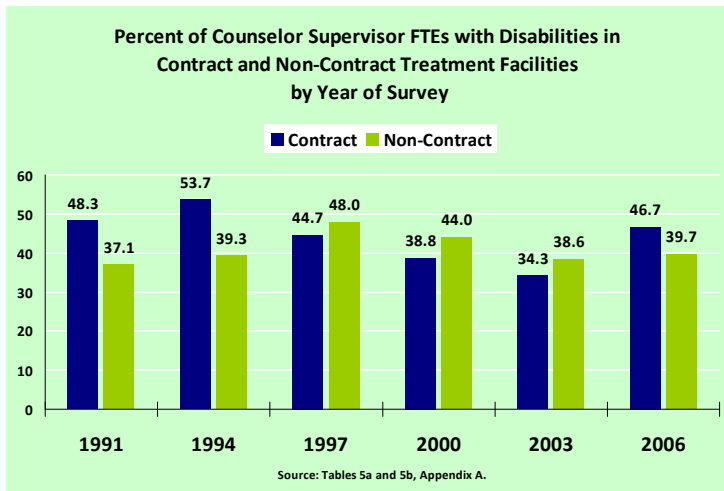
Non-contract facilities had no Asian Pacific Islander counselor supervisors between 1991 and 1997. Since 2000, the proportion of Asian/Pacific Islander counselor supervisors has remained under 2 percent in non-contract facilities.

## Female Counselor Supervisors



Historically, contract facilities have employed proportionately more female counselor supervisors than non-contract facilities, but they were almost at parity in 2006.

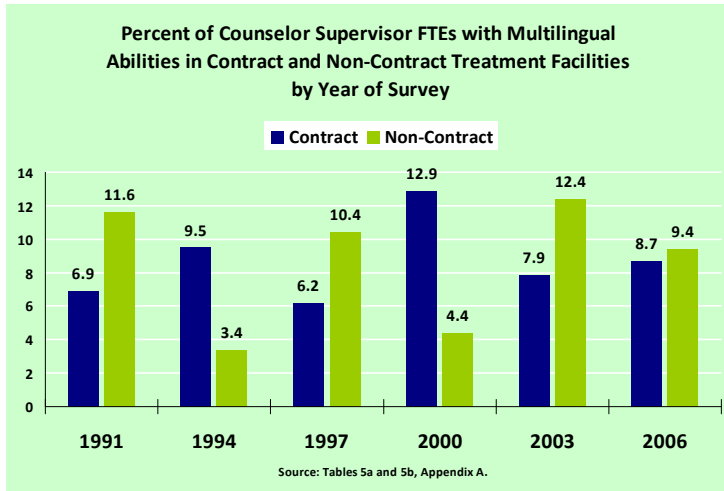
## Counselor Supervisors with Disabilities



In contract facilities, the proportion of counselor supervisors with disabilities declined from 53.7 percent in 1994 to 34.3 percent in 2003, then rose to 46.7 percent in 2006. In non-contract facilities, the proportion of counselor supervisors with disabilities dropped from 48 percent in 1997 to about 40 percent in 2006.

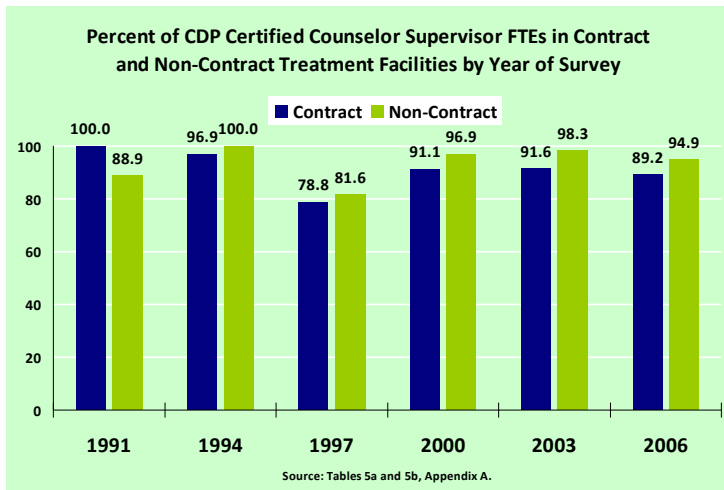


## Counselor Supervisors with Multilingual Abilities



The proportion of counselor supervisors with multilingual skills has fluctuated over the course of 15 years in both contract and non-contract facilities. Since 2000 however, contract facilities have seen a decline from 12.9 percent to 8.7 percent in 2006. Non-contract facilities experienced a decline from 12.4 percent in 2003 to 9.4 percent in 2006.

## Counselor Supervisors with CDP Certifications



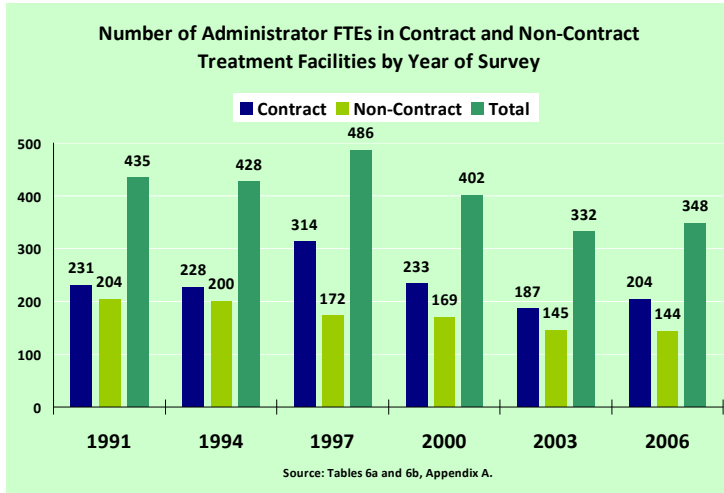
Except for 1991, non-contract facilities have had a higher proportion of CDP-certified counselor supervisors. Both contract and non-contract facilities experienced a decline in the proportion of CDP-certified counselor supervisors between 2003 and 2006.



# Administrators



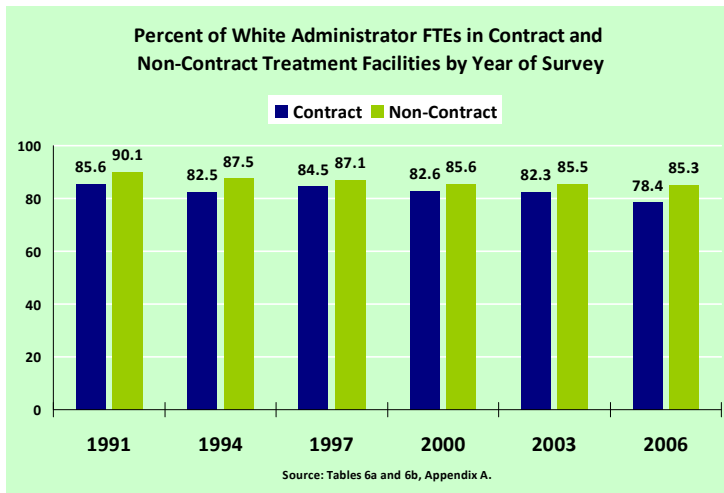
## Number of Administrators in Contract and Non-Contract Treatment Facilities



Overall, the total number of administrators declined between 1997 and 2003, but rose in 2006. Contract facilities followed the overall trend, while non-contract facilities remained in a downward trend.

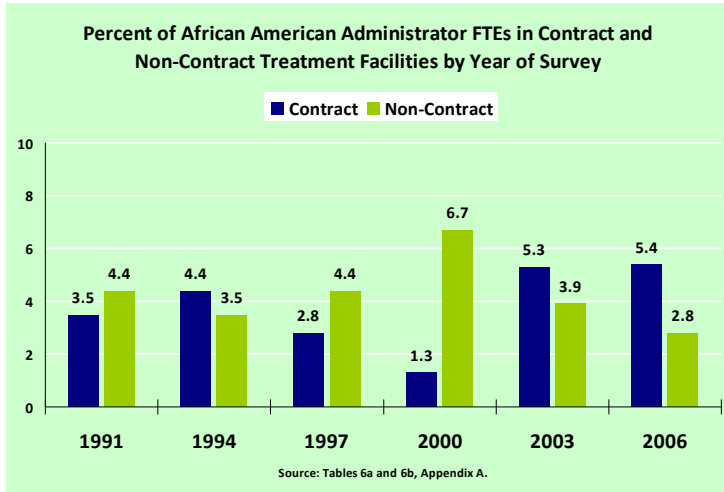
## Administrators by Race/Ethnicity

### White Administrators



Over 80 percent of administrators in contract and non-contract facilities have been White over the course of 15 years until 2006 when the level declined to 78.4 percent in contract facilities. Historically, non-contract facilities have had a higher proportion of White administrators than contract facilities.

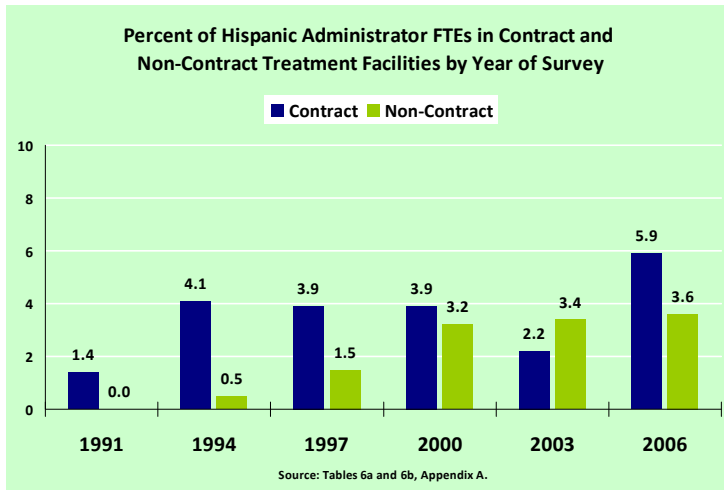
### African American Administrators



Over the course of 15 years, the proportion of African Americans employed as administrators in contract facilities and non-contract facilities has stayed under 7 percent.

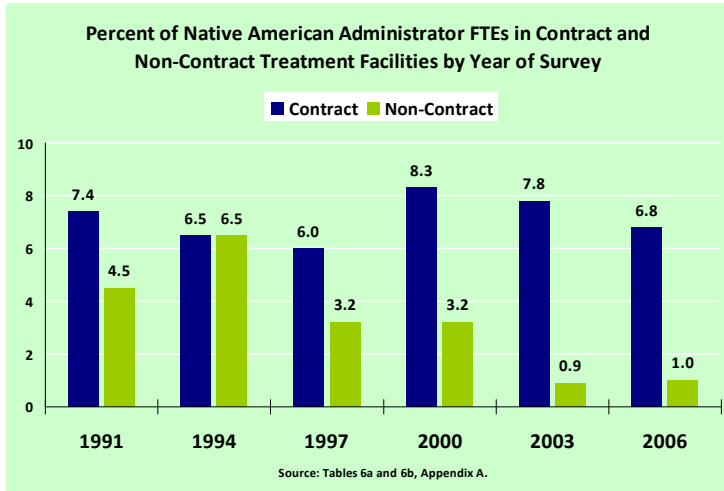
In non-contract facilities the proportion of African American administrators dropped from 6.7 percent in 2000 to 2.8 percent in 2006, but grew from 1.3 percent to 5.4 percent in contract facilities during the same period.

### Hispanic Administrators



Historically, contract facilities have employed proportionately more Hispanic administrators than non-contract facilities except in 2003. In contract facilities, the proportion of Hispanic administrators has ranged from 1.4 percent in 1991 to 5.9 percent in 2006. In non-contract facilities, the percentage of Hispanic administrators has ranged from less than one percent to 3.6 percent.

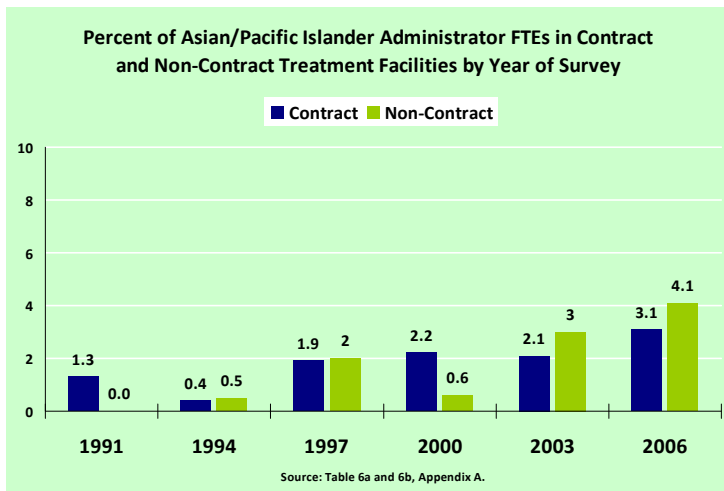
### Native American Administrators



Contract facilities have experienced a cyclical trend where the proportion of Native American administrators declined from 7.4 percent in 1991 to 6 percent in 1997, only to rise in 2000 to 8.3 percent and drop to 6.8 percent in 2006.

Non-contract facilities have seen their percentage of Native American administrators drop from 6.5 percent in 1994 to one percent in 2003 and 2006.

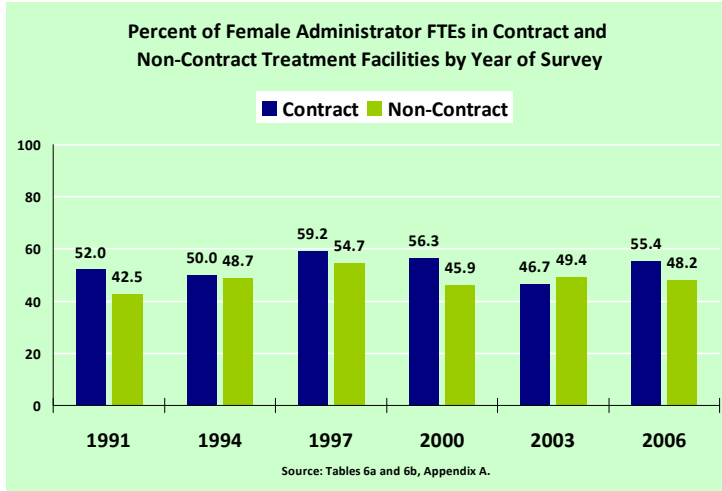
### Asian/Pacific Islander Administrators



Overall, the proportion of administrators identified as Asian/Pacific Islander remained under 5 percent over the course of 15 years.

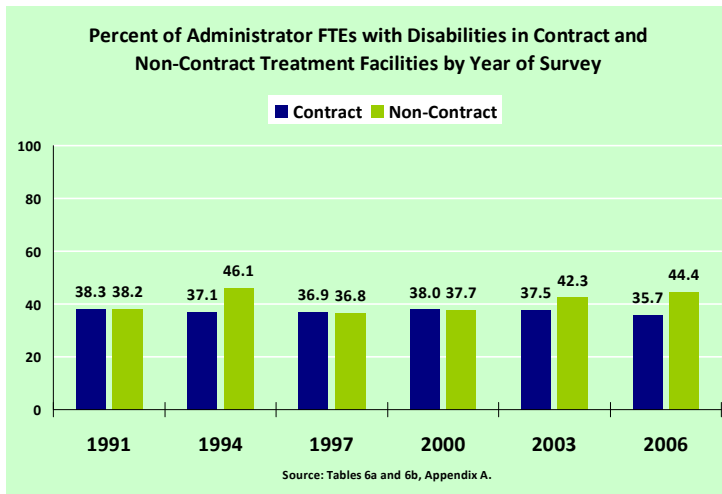
Both contract and non-contract facilities show an increase in the percentage of Asian/Pacific Islander administrators since 1994.

## Female Administrators



Historically, contract facilities have employed a higher proportion of female administrators than non-contract facilities except in 2003. In contract facilities, the proportion of administrators who were female averaged 53.3 percent during the course of 15 years compared to 48 percent in non-contract facilities.

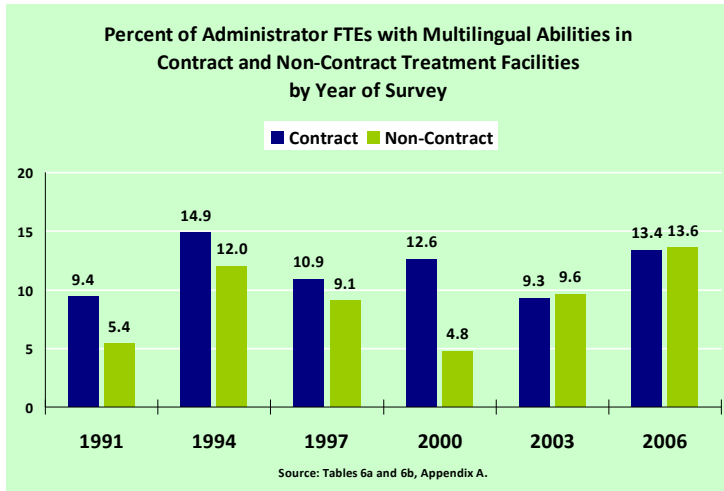
## Administrators with Disabilities



Over the course of 15 years, the proportion of administrators with disabilities in contract and non-contract facilities ranged between 37 percent and 46 percent. In 1991, 1997, and 2000, contract and non-contract facilities had similar proportions of administrators with disabilities. Non-contract facilities have employed a higher proportion of administrators with disabilities in 1994, 2003, and 2006.



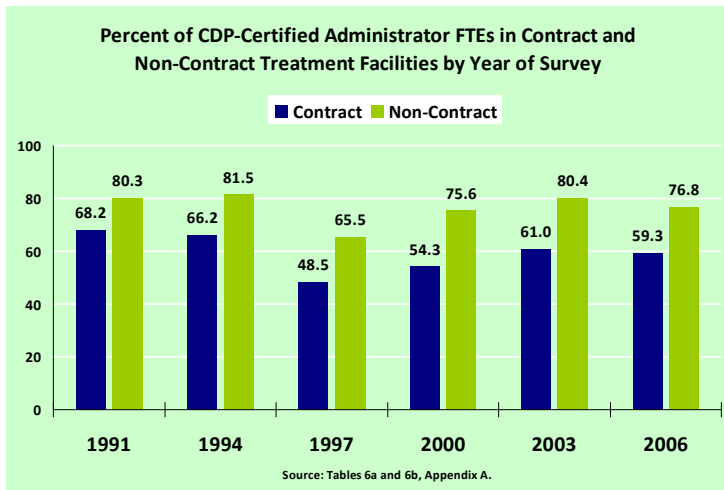
## Administrators with Multilingual Ability



In contract facilities, the proportion of administrators with multilingual abilities fluctuated over the course of 15 years. The percentage increased from 9.3 percent in 2003 to 13.4 percent in 2006.

In non-contract facilities, the proportion of administrators with multilingual skills declined from 12.0 percent in 1994 to 4.8 percent in 2000, then rose to 13.6 percent in 2006.

## Administrators with CDP Certifications



Over the past 15 years, non-contract facilities have had a higher proportion of CDP-certified administrators. Between 76 percent and 82 percent of administrators in non-contract facilities were CDP-certified compared to a range of 49 percent and 68 percent in contract facilities.



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<http://www.ofm.wa.gov/policy/25.10.htm>. September 22, 2004.

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# Appendix A: Source Tables



Table 1a  
All Full-Time Equivalent (FTE) \* Staff in Contract and Non-Contract Treatment Facilities †  
by Employee Characteristics and Year of Survey, 1991 – 1997 ‡

Employee Characteristics	1991				1994				1997			
	Contract (n=2,217)		Non-Contract (n=1,342)		Contract (n=2,588)		Non-Contract (n=1,297)		Contract (n=3,005)		Non-Contract (n=1,005)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	830	37.4	509	37.9	934	36.1	488	37.7	1,048	34.9	392	39.0
Female	1,387	62.6	833	62.1	1,654	63.9	808	62.3	1,951	64.9	613	61.0
Unknown									6	0.2		
<b>Race/Ethnicity</b>												
White	1,837	82.9	1,184	88.2	2,039	78.8	1,100	84.8	2,367	78.8	860	85.5
African American	128	5.8	66	5.0	171	6.6	55	4.2	187	6.2	55	5.5
Hispanic	82	3.7	16	1.2	132	5.1	25	1.9	180	6.0	19	1.9
Native American	98	4.4	44	3.2	148	5.7	70	5.4	158	5.3	36	3.6
Asian/Pacific Islander	63	2.8	23	1.7	78	3.0	21	1.6	83	2.8	26	2.6
Other	9	0.4	9	0.7	20	0.8	11	0.9	23	0.8	9	0.9
Unknown							15	1.2	7	0.2		
<b>Disability Status</b>												
With disability	794	35.8	368	27.4	936	36.2	470	36.3	1,121	37.3	277	27.6
<b>Multilingual Ability</b>												
With multilingual ability	212	9.6	89	6.7	297	11.5	117	9.1	344	11.5	96	9.6
<b>Certification Status</b>												
CDC/CDP <sup>§</sup>	892	40.2	639	47.6	1,068	41.3	723	55.7	1,279	42.6	517	51.4

\* From here on, the unit of analysis is one full-time equivalent (FTE).

† Contract facilities receive state or federal funds through a contract with DASA or through a county sub-contract; non-contract facilities do not.

‡ Column percentages may not exactly equal 100 percent because of rounding.

§ The designation of Chemical Dependency Counselor (CDC) was changed to Chemical Dependency Professional (CDP) on July 1, 2001.

**Table 1b**  
**All Full-Time Equivalent (FTE) Staff in Contract and Non-Contract Treatment Facilities**  
**by Employee Characteristics and Year of Survey, 2000 – 2006**

Employee Characteristics	2000				2003				2006			
	Contract (n=3,706)		Non-Contract (n=1,080)		Contract (n=3,505)		Non-Contract (n=958)		Contract (n=3,786)		Non-Contract (n=986)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	1,204	<b>32.5</b>	442	<b>41.0</b>	1,165	<b>33.2</b>	376	<b>39.2</b>	1,228	<b>32.4</b>	360	<b>36.5</b>
Female	2,502	<b>67.5</b>	638	<b>59.0</b>	2,340	<b>66.8</b>	582	<b>60.8</b>	2,544	<b>67.2</b>	622	<b>63.0</b>
Unknown									15	<b>0.4</b>	4	<b>0.4</b>
<b>Race/Ethnicity</b>												
White	2,901	<b>78.3</b>	897	<b>83.1</b>	2,661	<b>75.9</b>	800	<b>83.5</b>	2,784	<b>73.5</b>	821	<b>83.3</b>
African American	204	<b>5.5</b>	72	<b>6.6</b>	234	<b>6.7</b>	59	<b>6.1</b>	303	<b>8.0</b>	46	<b>4.7</b>
Hispanic	222	<b>6.0</b>	36	<b>3.3</b>	215	<b>6.1</b>	40	<b>4.2</b>	263	<b>7.0</b>	45	<b>4.6</b>
Native American	241	<b>6.5</b>	32	<b>3.0</b>	243	<b>6.9</b>	20	<b>2.1</b>	239	<b>6.3</b>	19	<b>1.9</b>
Asian/Pacific Islander	96	<b>2.6</b>	29	<b>2.7</b>	126	<b>3.6</b>	22	<b>2.3</b>	149	<b>3.9</b>	22	<b>2.3</b>
Other	41	<b>1.1</b>	14	<b>1.3</b>	25	<b>0.7</b>	17	<b>1.8</b>	30	<b>0.8</b>	17	<b>1.8</b>
Unknown									18	<b>0.5</b>	16	<b>1.6</b>
<b>Disability Status</b>												
With disability	1,122	<b>30.3</b>	325	<b>30.1</b>	1,125	<b>32.1</b>	282	<b>29.5</b>	1,093	<b>28.9</b>	304	<b>30.8</b>
<b>Multilingual Ability</b>												
With multilingual ability	381	<b>10.3</b>	89	<b>8.3</b>	351	<b>10.0</b>	113	<b>11.8</b>	404	<b>10.7</b>	109	<b>11.0</b>
<b>Certification Status</b>												
CDC/CDP	1,427	<b>38.5</b>	587	<b>54.3</b>	1,209	<b>34.5</b>	517	<b>53.9</b>	1,168	<b>30.8</b>	464	<b>47.1</b>



**Table 2**  
**Characteristics of All Full-Time Equivalent (FTE) Staff with Chemical Dependency Professional (CDP) Certification, Staffing Pattern Survey 2006**

Employee Characteristics	Contract (n=1,168)		Non-Contract (n=464)		Total (n=1,632)	
	N	%	N	%	N	%
<b>Job Title</b>						
Counselor	806	<b>69.0</b>	205	<b>44.2</b>	1,011	<b>62.0</b>
Counselor Supervisor	123	<b>10.5</b>	65	<b>14.0</b>	188	<b>11.5</b>
Other Treatment	48	<b>4.1</b>	42	<b>9.1</b>	90	<b>5.5</b>
Other Non-treatment	70	<b>6.0</b>	41	<b>8.9</b>	111	<b>6.8</b>
Administrator	121	<b>10.3</b>	111	<b>23.8</b>	231	<b>14.2</b>
<b>Gender</b>						
Male	452	<b>38.7</b>	218	<b>46.9</b>	669	<b>41.0</b>
Female	713	<b>61.1</b>	246	<b>53.1</b>	959	<b>58.8</b>
Unknown	3	<b>0.3</b>			3	<b>0.2</b>
<b>Race/Ethnicity</b>						
White	910	<b>77.9</b>	397	<b>85.5</b>	1,307	<b>80.1</b>
African American	77	<b>6.6</b>	21	<b>4.5</b>	97	<b>6.0</b>
Hispanic	55	<b>4.7</b>	14	<b>3.0</b>	69	<b>4.2</b>
Native American	97	<b>8.3</b>	12	<b>2.5</b>	108	<b>6.6</b>
Asian/Pacific Islander	22	<b>1.9</b>	8	<b>1.7</b>	30	<b>1.8</b>
Other	5	<b>0.4</b>	6	<b>1.3</b>	11	<b>0.7</b>
Unknown	3	<b>0.3</b>	7	<b>1.5</b>	10	<b>0.6</b>
<b>Disability Status</b>						
With disability	548	<b>47.0</b>	203	<b>43.8</b>	752	<b>46.1</b>
<b>Multilingual Ability</b>						
With multilingual ability	102	<b>8.7</b>	46	<b>9.9</b>	148	<b>9.0</b>

Table 3a  
Counselors in Contract and Non-Contract Treatment Facilities  
by Employee Characteristics and Year of Survey, 1991 – 1997

Employee Characteristics	1991				1994				1997			
	Contract (n=595)		Non-Contract (n=358)		Contract (n=720)		Non-Contract (n=413)		Contract (n=992)		Non-Contract (n=314)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	272	45.7	163	45.5	279	38.7	190	46.0	402	40.5	140	44.5
Female	323	54.3	195	54.5	441	61.3	223	54.0	588	59.3	174	55.5
Unknown												
<b>Race/Ethnicity</b>												
White	517	86.9	317	88.6	591	82.1	356	86.3	770	77.7	275	87.5
African American	25	4.2	15	4.3	41	5.7	13	3.1	75	7.6	14	4.5
Hispanic	22	3.7	4	1.2	31	4.3	6	1.4	59	6.0	6	1.9
Native American	27	4.6	17	4.8	47	6.6	19	4.7	62	6.3	16	5.0
Asian/Pacific Islander	4	0.6	1	0.3	6	0.9	2	0.5	15	1.5	2	0.8
Other			3	0.9	3	0.4	6	1.4	6	0.6	1	0.4
Unknown							10	2.5	4	0.4		
<b>Disability Status</b>												
With disability	273	45.8	141	39.4	390	54.2	238	57.6	502	50.6	118	37.4
<b>Multilingual Ability</b>												
With multilingual ability	48	8.0	25	7.0	73	10.2	31	7.5	105	10.6	23	7.4
<b>Certification Status</b>												
CDC/CDP	593	99.7	335	93.5	718	99.7	408	99.0	836	84.3	293	93.2

Table 3b  
Counselors in Contract and Non-Contract Treatment Facilities  
by Employee Characteristics and Year of Survey, 2000 – 2006

Employee Characteristics	2000				2003				2006			
	Contract (n=966)		Non-Contract (n=344)		Contract (n=885)		Non-Contract (n=246)		Contract (n=824)		Non-Contract (n=218)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	368	38.1	177	51.4	322	36.3	115	46.9	317	38.5	95	43.5
Female	599	61.9	167	48.6	564	63.7	131	53.1	504	61.1	123	56.5
Unknown									3	0.4		
<b>Race/Ethnicity</b>												
White	756	78.2	300	87.0	691	78.0	219	89.0	636	77.1	188	86.5
African American	60	6.2	16	4.6	62	7.0	11	4.3	62	7.5	12	5.7
Hispanic	48	5.0	15	4.4	47	5.3	7	2.7	36	4.4	4	1.8
Native American	83	8.6	7	1.9	65	7.4	6	2.4	67	8.2	6	2.8
Asian/Pacific Islander	8	0.8	5	1.5	14	1.6	1	0.5	16	2.0	2	1.1
Other	12	1.2	2	0.6	7	0.8	3	1.1	4	0.5	1	0.6
Unknown									3	0.4	4	0.6
<b>Disability Status</b>												
With disability	430	44.5	168	48.8	361	40.8	111	45.1	387	46.9	110	50.5
<b>Multilingual Ability</b>												
With multilingual ability	77	7.9	29	8.5	80	9.1	10	4.1	66	8.1	14	6.6
<b>Certification Status</b>												
CDC/CDP	932	96.4	340	98.6	797	90.0	236	96.9	806	97.8	205	94.3

**Table 4a**  
**Counselor Trainees in Contract and Non-Contract Treatment Facilities**  
**by Employee Characteristics and Year of Survey, 1991 – 1997**

Employee Characteristics	1991				1994				1997			
	Contract (n=201)		Non-Contract (n=90)		Contract (n=206)		Non-Contract (n=90)		Contract (n=131)		Non-Contract (n=32)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	95	47.0	35	38.5	89	43.2	40	44.3	54	41.2	13	39.4
Female	107	53.0	55	61.5	117	56.8	50	55.7	77	58.8	20	60.6
Unknown												
<b>Race/Ethnicity</b>												
White	157	77.7	77	85.6	148	71.7	67	74.1	97	73.9	25	78.6
African American	15	7.3	4	4.0	17	8.1	5	5.8	17	13.1	1	4.6
Hispanic	15	7.4	1	1.1	22	10.6	1	1.1	7	5.2		
Native American	11	5.3	5	5.6	13	6.5	14	15.7	7	5.6	3	8.1
Asian/Pacific Islander	4	2.2	2	2.6	4	2.1	1	1.5	2	1.5	2	6.4
Other			1	1.1	2	1.0	2	1.7	1	0.8	1	2.3
Unknown												
<b>Disability Status</b>												
With disability	107	53.0	38	42.2	96	46.4	51	56.3	71	54.0	16	50.0
<b>Multilingual Ability</b>												
With multilingual ability	25	12.6	4	3.9	34	16.3	8	8.9	16	12.4	1	4.1

Table 4b  
Counselor Trainees in Contract and Non-Contract Treatment Facilities  
by Employee Characteristics and Year of Survey, 2000 – 2006

Employee Characteristics	2000				2003				2006			
	Contract (n=235)		Non-Contract (n=51)		Contract (n=352)		Non-Contract (n=95)		Contract (n=416)		Non-Contract (n=112)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	95	40.5	18	35.8	141	40.1	35	36.9	134	32.1	49	43.6
Female	140	59.5	33	64.2	211	59.9	60	63.1	283	67.9	63	56.4
Unknown												
<b>Race/Ethnicity</b>												
White	184	78.2	40	77.9	253	72.0	72	75.5	300	72.2	80	71.2
African American	11	4.6	7	12.7	23	6.6	8	8.2	33	8.0	11	9.6
Hispanic	15	6.4	1	1.7	33	9.4	8	8.3	44	10.6	11	10.0
Native American	22	9.3	3	5.6	31	8.8	4	3.8	25	5.9	2	1.8
Asian/Pacific Islander	3	1.4	1	1.0	9	2.5	2	2.4	11	2.5	2	2.1
Other			1	1.0	2	0.7	2	1.9	2	0.6	3	2.7
Unknown									1	0.2	3	2.7
<b>Disability Status</b>												
With disability	113	48.1	21	40.9	144	41.0	37	38.8	148	35.5	33	29.1
<b>Multilingual Ability</b>												
With multilingual ability	25	10.8	4	8.5	39	11.0	18	19.2	54	13.0	16	14.0

**Table 5a**  
**Counselor Supervisors in Contract and Non-Contract Treatment Facilities**  
**by Employee Characteristics and Year of Survey, 1991 – 1997**

Employee Characteristics	1991				1994				1997			
	Contract (n=84)		Non-Contract (n=54)		Contract (n=63)		Non-Contract (n=27)		Contract (n=104)		Non-Contract (n=39)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	32	38.2	27	50.0	26	41.4	14	50.0	42	39.9	25	62.9
Female	52	61.8	27	50.0	37	58.6	14	50.0	63	60.1	15	37.1
Unknown												
<b>Race/Ethnicity</b>												
White	78	93.8	50	93.0	46	73.7	21	78.3	86	82.7	36	92.3
African American	1	1.2	1	1.9	5	7.7			4	3.8		
Hispanic					2	3.2	2	7.1	3	3.0	2	5.1
Native American	3	4.1	2	3.2	7	11.2	3	11.0	6	5.8	1	2.6
Asian/Pacific Islander	1	1.0			1	1.0			3	2.9		
Other			1	1.9	2	3.2	1	3.7	2	1.9		
Unknown												
<b>Disability Status</b>												
With disability	40	48.3	20	37.1	34	53.7	11	39.3	47	44.7	19	48.0
<b>Multilingual Ability</b>												
With multilingual ability	6	6.9	6	11.6	6	9.5	1	3.4	7	6.2	4	10.4
<b>Certification Status</b>												
CDC/CDP	84	100	48	89.8	61	96.9	27	100	82	78.8	32	81.6

Table 5b  
Counselor Supervisors in Contract and Non-Contract Treatment Facilities  
by Employee Characteristics and Year of Survey, 2000 – 2006

Employee Characteristics	2000				2003				2006			
	Contract (n=137)		Non-Contract (n=62)		Contract (n=164)		Non-Contract (n=59)		Contract (n=138)		Non-Contract (n=68)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	62	45.5	29	47.7	58	35.5	27	46.3	51	37.2	26	38.4
Female	75	54.5	32	52.3	106	64.5	32	53.7	87	62.8	42	61.6
Unknown												
<b>Race/Ethnicity</b>												
White	109	79.6	55	88.2	134	81.9	47	80.6	99	71.6	53	77.5
African American	10	7.0	2	3.2	10	6.2	2	3.7	13	9.4	5	8.0
Hispanic	8	6.1	1	1.2	7	4.3	5	8.1	8	5.4	4	5.9
Native American	6	4.1	3	4.4	11	6.7	3	5.1	16	11.8	2	2.9
Asian/Pacific Islander	3	2.5	1	1.6	2	0.9	1	1.7	2	1.1	1	1.5
Other	1	0.7	1	1.3			1	0.9	1	0.6	2	2.7
Unknown											1	1.5
<b>Disability Status</b>												
With disability	53	38.8	28	44.0	56	34.3	23	38.6	64	46.7	27	39.7
<b>Multilingual Ability</b>												
With multilingual ability	18	12.9	3	4.4	13	7.9	7	12.4	12	8.7	6	9.4
<b>Certification Status</b>												
CDC/CDP	125	91.1	60	96.9	150	91.6	58	98.3	123	89.2	65	94.9

Table 6a  
Administrators in Contract and Non-Contract Treatment Facilities  
by Employee Characteristics and Year of Survey, 1991 – 1997

Employee Characteristics	1991				1994				1997			
	Contract (n=231)		Non-Contract (n=204)		Contract (n=228)		Non-Contract (n=200)		Contract (n=314)		Non-Contract (n=172)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	111	48.0	117	57.5	114	50.0	103	51.3	125	39.9	78	45.3
Female	120	52.0	87	42.5	114	50.0	97	48.7	186	59.2	94	54.7
Unknown									3	0.9		
<b>Race/Ethnicity</b>												
White	197	85.6	184	90.1	188	82.5	175	87.5	265	84.5	150	87.1
African American	8	3.5	9	4.4	10	4.4	7	3.5	9	2.8	8	4.4
Hispanic	3	1.4			9	4.1	1	0.5	12	3.9	3	1.5
Native American	17	7.4	9	4.5	15	6.5	13	6.5	19	6.0	6	3.2
Asian/Pacific Islander	3	1.3			1	0.4	1	0.5	6	1.9	3	2.0
Other	2	0.9	2	1.0	5	2.1	2	1.0	2	0.6	3	1.9
Unknown							1	0.5	1	0.3		
<b>Disability Status</b>												
With disability	88	38.3	78	38.2	85	37.1	92	46.1	116	36.9	63	36.8
<b>Multilingual Ability</b>												
With multilingual ability	22	9.4	11	5.4	34	14.9	24	12.0	34	10.9	16	9.1
<b>Certification Status</b>												
CDC/CDP	157	68.2	164	80.3	151	66.2	163	81.5	152	48.5	113	65.5



Table 6b  
Administrators in Contract and Non-Contract Treatment Facilities  
by Employee Characteristics and Year of Survey, 2000 – 2006

Employee Characteristics	2000				2003				2006			
	Contract (n=233)		Non-Contract (n=169)		Contract (n=187)		Non-Contract (n=145)		Contract (n=204)		Non-Contract (n=144)	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Gender</b>												
Male	102	43.7	91	54.1	99	53.3	74	50.6	90	44.4	75	51.8
Female	131	56.3	77	45.9	87	46.7	72	49.4	113	55.4	69	48.2
Unknown									1	0.2		
<b>Race/Ethnicity</b>												
White	193	82.6	144	85.6	154	82.3	124	85.5	160	78.4	123	85.3
African American	3	1.3	11	6.7	10	5.3	6	3.9	11	5.4	4	2.8
Hispanic	9	3.9	5	3.2	4	2.2	5	3.4	12	5.9	5	3.6
Native American	19	8.3	5	3.2	15	7.8	1	0.9	14	6.8	2	1.0
Asian/Pacific Islander	5	2.2	1	0.6	4	2.1	4	3.0	6	3.1	6	4.1
Other	4	1.7	1	0.6	1	0.3	5	3.3	1	0.5	2	1.4
Unknown											3	1.7
<b>Disability Status</b>												
With disability	89	38.0	64	37.7	70	37.5	61	42.3	73	35.7	64	44.4
<b>Multilingual Ability</b>												
With multilingual ability	29	12.6	8	4.8	17	9.3	14	9.6	27	13.4	20	13.6
<b>Certification Status</b>												
CDC/CDP	127	54.3	128	75.6	114	61.0	117	80.4	121	59.3	111	76.8

**Table 7**  
Comparing Racial/Ethnic Background of all Full-Time Equivalent (FTE) Staff and Counselors in Contract Facilities in 2006 with Clients Admitted to Publicly Funded Chemical Dependency Treatment in CY2006 and Washington State Population in 2000

Race/Ethnicity	All FTE Staff 2006 (n=3,786)		Counselors 2006 (n=824)		Publicly Funded Treatment Clients CY 2006 <sup>†</sup> (n=54,508)		Washington State Population 2000 <sup>†</sup> (n=5,894,121)	
	N	%	N	%	N	%	N	%
White	2,784	73.5	636	77.1	36,265	66.5	4,652,490	78.9
African American	303	8.0	62	7.5	4,592	8.4	184,631	3.1
Hispanic	263	7.0	36	4.4	5,154	9.5	441,509	7.5
Native American	239	6.3	67	8.2	4,381	8.0	85,396	1.5
Asian/Pacific Islander	149	3.9	16	2.0	810	1.5	342,180	5.8
Other	30	0.8	4	0.5	3,306	6.1	187,915	3.2
Unknown	18	0.5	3	0.4				

\* Count of Admissions by Modality and Ethnicity CY 2006, DASA-TA, November 2008.

<sup>†</sup> State of Washington 2003 Data Book, Office of Financial Management.

**Table 8**  
Non-English Languages Spoken by Multilingual Staff in Contract and Non-Contract Facilities  
in 2006: All Full-Time Equivalent (FTEs) Staff and Counselors

Language	All FTEs						Counselors					
	Contract (n=404)		Non-Contract (n=109)		Overall (n=512)		Contract (n=66)		Non-Contract (n=14)		Overall (n=80)	
	N	%	N	%	N	%	N	%	N	%	N	%
Spanish	200	49.5	46	42.5	246	48.0	31	47.2	6	42.9	37	46.0
Filipino	26	6.5	3	3.1	30	5.8	0	0.0	0	0.0	0	0.0
American Sign Language (ASL)	20	4.9	6	5.7	26	5.1	5	7.7	0	0.0	5	6.3
Native American	19	4.7	0	0.0	19	3.7	10	14.3	0	0.0	10	11.8
Korean	11	2.8	6	5.1	17	3.3	1	1.2	2	10.5	3	3.8
Japanese	13	3.2	3	2.9	16	3.1	3	4.5	0	0.0	3	3.8
German	6	1.5	10	8.9	16	3.1	0	0.0	2	10.5	2	2.5
Vietnamese	12	2.9	0	0.0	12	2.3	4	6.0	0	0.0	4	5.0
Chinese	9	2.3	1	0.9	10	2.0	0	0.0	0	0.0	0	0.0
French	4	0.9	6	5.9	10	1.9	1	1.5	3	21.4	4	5.0
Russian	6	1.6	2	1.8	8	1.6	1	1.5	0	0.0	1	1.3
Cambodian	6	1.5	0	0.0	6	1.2	0	0.0	0	0.0	0	0.0
Arabic	4	0.9	1	0.9	5	0.9	0	0.0	0	0.0	0	0.0
Laotian	5	1.2	0	0.0	5	0.9	0	0.0	0	0.0	0	0.0



## **Appendix B: The Staffing Pattern Survey**





## 2006 STAFFING PATTERNS SURVEY

Please follow these four easy steps to complete this survey.

(Facility name and ID label here)

### 1. Answer the questions below:

Does your organization receive state/federal funds through a contract with DASA or a county subcontract?  Yes  No

Is your organization a community-based organization (CBO)? See definition on page 3 for further explanation.  Yes  No

### 2. Complete the Facility Staffing Form on page 2. Extra copies are attached. For each of your full- and part-time staff, including volunteers, provide the following information:

- Job title for each staff person. See list of suggested job titles on page 4 for examples. If more than one person has the same job title, list each one separately.
- Average number of hours worked per week.
- Whether or not the staff person is a chemical dependency professional (CDP), as defined by RCW 18.205, regardless of their current job title.
- Gender
- Race or ethnicity. There are six options. See definitions on page 3 for further explanation of these options.

White, Caucasian (W)	Asian, Pacific Islander (API)
American Indian, Alaskan Native (I)	Hispanic (H)
Black, African American (B)	All others not included (O)
- Disability status. See definition on page 3 for further explanation of disability status.
- Their multilingual ability, that is, the ability to read, speak, or write a language other than English, including American sign language.

### 3. Answer the remaining questions below:

Total number of paid staff? \_\_\_\_\_ # Full-time \_\_\_\_\_ # Part-time \_\_\_\_\_

Are any staff: Volunteers?  Yes  No If YES, how many? \_\_\_\_\_  
Contractors?  Yes  No If YES, how many? \_\_\_\_\_

Of staff listed in the Facility Staffing Form, how many have a disability? \_\_\_\_\_  
(Please include staff who are recovering from alcohol or drug addiction.)

Of staff listed as disabled, how many are recovering from alcoholism or drug addiction? \_\_\_\_\_

Total number of chemical dependency professional trainees? \_\_\_\_\_  
(as defined by WAC 388-805-210)

Who completed this survey?

Name \_\_\_\_\_ Phone \_\_\_\_\_ Today's date \_\_\_\_\_

### 4. Return completed survey using the attached prepaid return envelope by October 6, 2006, to Felix Rodriguez, Ph.D., P.O. Box 45330, Olympia, WA 98504. Thank you very much for your cooperation.





Felix Rodriguez, Ph.D., Research Investigator  
 Division of Alcohol and Substance Abuse  
 P.O. Box 45330  
 Olympia, WA 98504-5330  
 Phone: 360-725-3761 | Fax: 360-407-1044

Page \_\_\_\_ of \_\_\_\_

Agency Name \_\_\_\_\_

DASA Certification ID# \_\_\_\_\_

**FACILITY STAFFING FORM**  
 Please list each employee in your facility by:

Job Title  (List each employee by job title. Please refer to page 4 for suggested job titles.)	Average Number of Hours Worked Per Week	Chemical Dependency Professional? (Regardless of job title)		Gender		Race/Ethnicity (Please use these codes: W=White B=Black H=Hispanic I=Indian API=Asian O=Other)	Disabled?		Multilingual? (Includes American Sign Language)		If Multilingual, Indicate Language(s)
		Circle One	Circle One	Circle One	Circle One		Circle One	Circle One			
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	
		Y	N	M	F		Y	N	Y	N	

Please find two additional copies of this form at the end of this document.

► Please return to step 3 on page 1 after completing the Facility Staffing Form.

Comments: \_\_\_\_\_  
 \_\_\_\_\_



## DEFINITIONS

**Volunteer:**

Any person who performs duties for the facility for which they receive no compensation.

**Contractors:**

Any person, partnership, corporation, association, or organization not in the employment of the treatment facility, who is performing all or part of those services under contract with the facility.

**Community-Based Organization (CBO):**

A community-based organization means a not-for-profit agency, institution, or organization that provides services and benefits to the diverse racial and ethnic minority population of the community which they serve, and which is administered by a board of directors that also reflects the diversity of their service area population. (*Washington State Department of Social and Health Services Administrative Policy No. 7.09*)

**Chemical Dependency Professional (CDP):**

A chemical dependency professional (CDP) has a certificate from the Washington State Department of Health.

**White/Caucasian (W):**

A person with origins in any of the peoples of Europe, North Africa, or the Middle East who is not of Hispanic origin.

**American Indian/Alaskan Native (I):**

A person with origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

**Black/African American (B):**

A person with origins in any of the black racial groups of Africa who is not of Hispanic origin.

**Asian/Pacific Islander (API):**

A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. Includes China, Japan, Korea, Hawaii, Samoa, etc.

**Hispanic (H):**

A person of Mexican, Puerto Rican, Cuban, South American, or other Spanish culture or origin regardless of race.

**Multilingual:**

A person who reads, speaks, or writes a second language other than English (includes proficiency in American Sign Language).

**Persons with Disabilities:**

Persons with physical, mental, or sensory impairments. The impairment must be permanent, meaning that it is seldom fully corrected by medical replacement, therapy, or surgery.

*(NOTE: Alcohol and other drug addictions are considered disabilities for the purpose of this definition. Persons with disabilities may also include persons with communicable diseases, such as HIV/AIDS and Hepatitis.)*



### SUGGESTED JOB TITLES

Chief Executive Officer	Dietitian
Owner/Administrator	Kitchen Supervisor
Executive Director/Administrator	Residential Assistant
Assistant Director/Assistant Administrator	Cook
Site Manager	Food Services Provider
Program Manager/Director	Kitchen Helper/Dishwasher
Treatment/Clinical Director	Child Care Staff
Attorney	
Administrative Assistant	Assessment Specialist
Staff Trainer	ADIS Instructor/Teacher
Bookkeeper	Admissions Coordinator
Adult Service Manager	
Collection Services Manager	Physician
Intake Coordinator	Psychologist/Psychiatrist
	Certified Physician's Assistant
Intake Specialist (not clerical)	Mental Health Professional
Probation Assessment Officer	Certified Nurse Practitioner
Social Worker	Nursing Supervisor
	Registered Nurse
	Licensed Practical Nurse
Clinical Supervisor	Community Health Educator
Counselor Supervisor	Certified Nurse's Aide
Chemical Dependency Professional	Attendant Aid
Chemical Dependency Professional Trainee	Maintenance Supervisor
Vocational Counselor	Maintenance Staff
Family Counselor	Driver
Recreational Therapist	Housekeeping Supervisor
Chaplain/Medicine Person	Housekeeper



*Please return completed survey by October 6, 2006, to:*

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