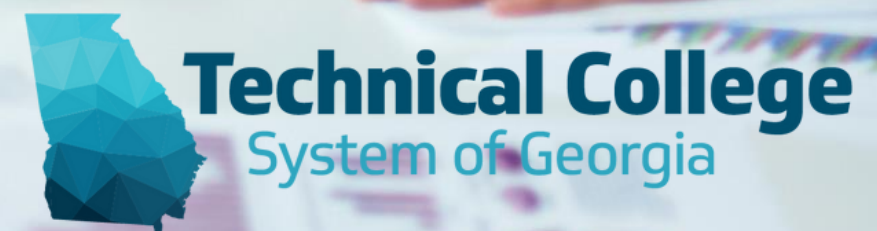




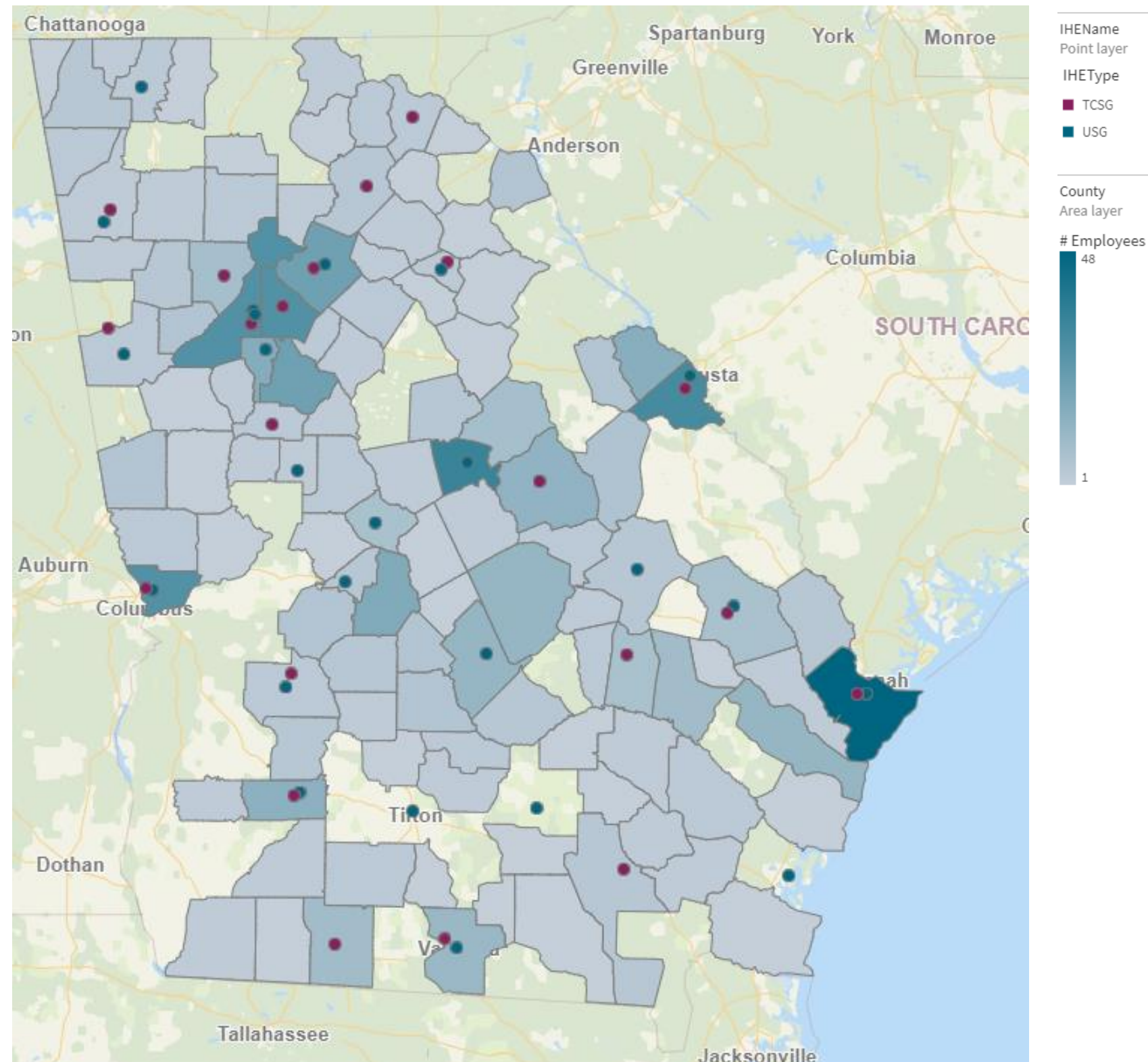
2022 WORKFORCE STRATEGIES INITIATIVE



Healthcare



Location of People in Behavioral Health Counselor and Social Worker Jobs



- People who work in behavioral health counselor and social worker positions live across Georgia with the most living in Chatham county.
- 48 behavioral health counselors or social workers live in Chatham county, while 34 live in Baldwin, 31 in Richmond, and 28 in Dekalb, Muscogee, and Fulton each

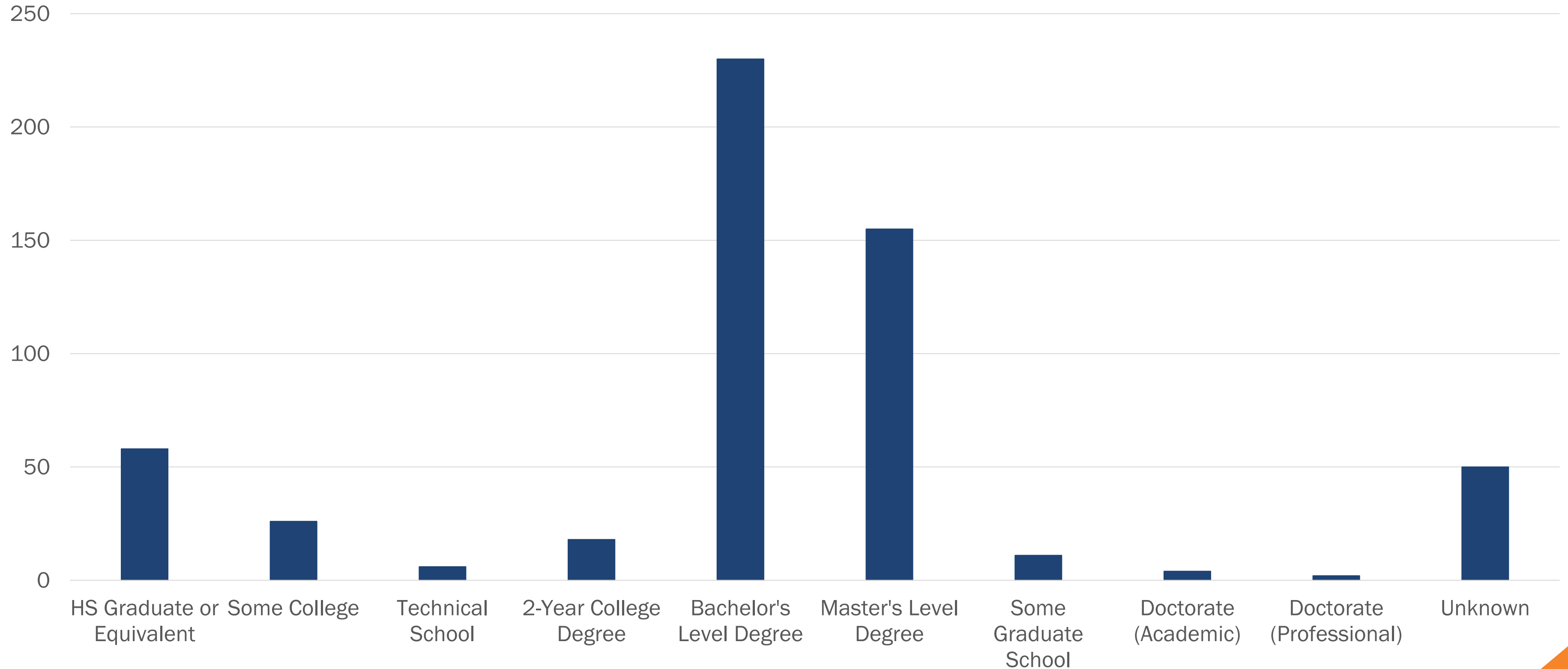
Agencies with Behavioral Health Counselors

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
All Agency Totals (6)	616	560	-9.1%	23.5%	77	134
Department of Corrections	359	318	-11.4%	24.8%	43	80
Department of Behavioral Health and Developmental Disabilities	152	150	-1.3%	23.9%	23	36
Department of Community Supervision	99	82	-17.2%	17.5%	10	15
Vocational Rehabilitation Agency	0	7-		0.0%	0	0
Department of Juvenile Justice	0	3-		64.3%	1	3
Department of Human Services	6	0	-100.0%	0.0%	0	0

Behavioral Health Counselor Occupation

Job	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
Totals	616	560	-9.1%	23.5%	77	134
Behavioral Health Counselor 1	39	49	25.6%	43.2%	24	20
Behavioral Health Counselor 2	452	393	-13.1%	23.9%	44	97
Behavioral Health Counselor 3	125	118	-5.6%	14.3%	9	17

Behavioral Health Counselors Education Level at Time of Hire



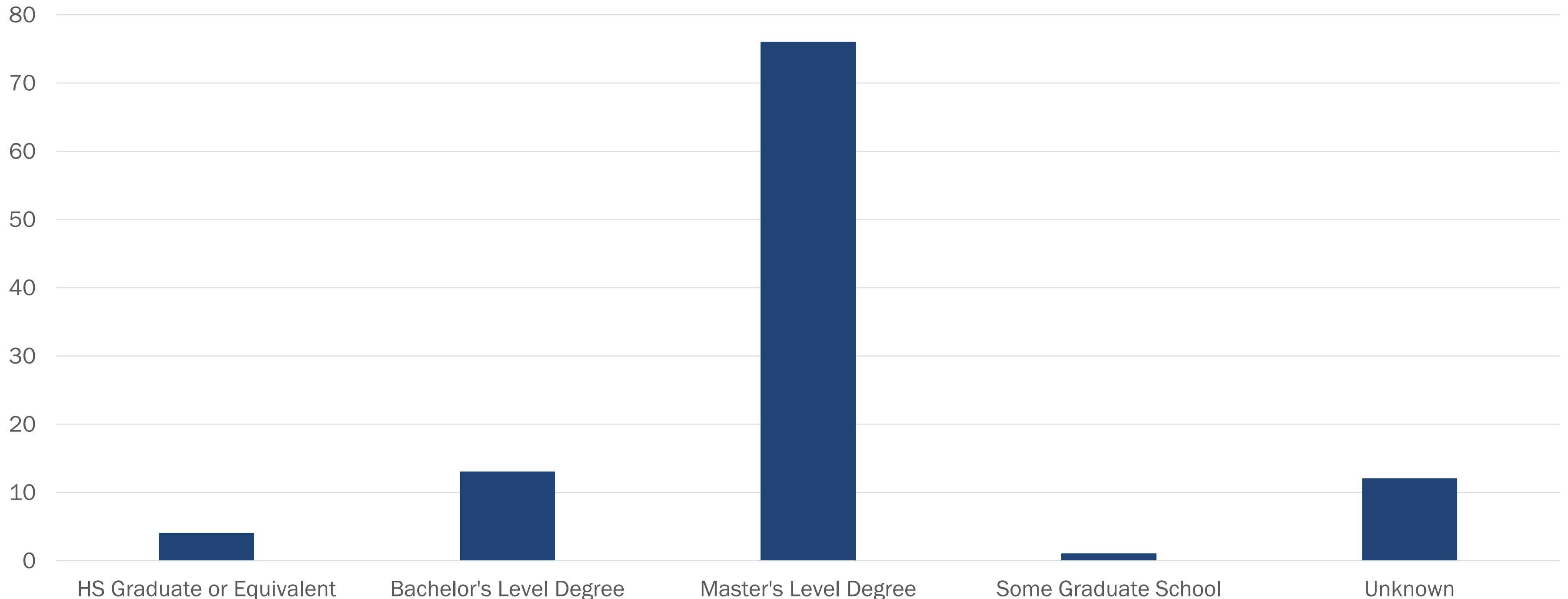
Agencies with Social Workers

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
All Agency Totals (6)	100	106	6.0%	33.2%	31	35
Department of Behavioral Health and Developmental Disabilities	92	83	-9.8%	40.0%	27	33
Department of Human Services	0	16-		0.0%	0	0
Department of Corrections	3	2	-33.3%	42.9%	1	1
Department of Public Health	2	2	0.0%	0.0%	0	0
Department of Public Safety	0	2-		0.0%	2	0
Public Defender Council	3	1	-66.7%	60.0%	1	1

Social Worker, Licensed/Non-Licensed Occupation

Job	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
Total	100	106	6.0%	33.2%	31	35
Social Worker, Licensed 3	50	69	38.0%	31.9%	11	21
Social Worker, NonLicensed 1	2	1	-50.0%	60.0%	1	1
Social Worker, NonLicensed 2	47	35	-25.5%	35.1%	19	13
Social Worker, NonLicensed 3	1	1	0.0%	0.0%	0	0

Social Worker, Licensed and Non-Licensed Education Level at Time of Hire



Healthcare Job Descriptions



Behavioral Health Counselor 1

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP100	Behavioral Health Counselor 1	SWD	G	\$24,771	\$35,387	\$43,350

Job Summary: Under supervision, schedules consumers for testing, assembles test materials and administer tests. Develops and implements behavior management and/or skills acquisition plans.

Entry Qualifications: Bachelor's degree in a related field from an accredited college or university OR certification as an addiction counselor from the Georgia Addiction Counselors Association (GACA) or equivalent certification.

Behavioral Health Counselor 2

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP101	Behavioral Health Counselor 2	SWD	H	\$27,248	\$38,926	\$47,685

Job Summary: Under general supervision, counsel with emphasis on prevention and/or behavior modification. Works with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse, family, parenting, and marital problems, suicide, stress management, problems with self-esteem, and issues associated with aging and mental and emotional.

Entry Qualifications: Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR One year of experience at the lower level Behavioral Hlth Counselor 1 (HCP100) or position equivalent. Note: Some positions may require certification or licensure.

Behavioral Health Counselor 3

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP102	Behavioral Health Counselor 3`	SWD	I	\$29,973	\$42,819	\$52,453

Job Summary: Under broad supervision, counsel with emphasis on prevention and/or behavior modification. Works with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse, family, parenting, and marital problems, suicide, stress management, problems with self-esteem, and issues associated with aging and mental and emotional health. May serve as team leader

Entry Qualifications: Master's degree from an accredited college or university AND Two years of related experience OR Bachelor's degree from an accredited college or university in related field AND Four years of related experience OR One year of experience at the lower level Behavioral Hlth Counselor 2 (HCP101) or position equivalent. Note: Some positions may require certification or licensure.

Social Worker, Non-Licensed 1

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP120	Social Worker, NonLicensed 1	SWD	G	\$24,771	\$35,387	\$43,450

Job Summary: Under supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services.

Entry Qualifications: Master's degree in a related field from an accredited college or university AND eligibility to be licensed OR Bachelor's degree in a related field from an accredited college or university AND Two years of experience in social service delivery.

Social Worker, Non-Licensed 2

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP121	Social Worker, NonLicensed 2	SWD	H	\$27,248	\$38,926	\$47,685

Job Summary: Under general supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services.

Entry Qualifications: Master's degree in a related field from an accredited college or university AND One year of experience AND eligibility to be licensed OR Bachelor's degree in a related field from an accredited college or university AND Three years of experience in social service delivery OR One year of experience at the lower level Social Worker, NonLicensed 1 (HCP120) or position equivalent.

Social Worker, Non-Licensed 3

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP122	Social Worker, NonLicensed 3	SWD	I	\$29,973	\$42,819	\$52,453

Job Summary: Under broad supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services. Serves as team leader.

Entry Qualifications: Master's degree in a related field from an accredited college or university AND eligibility to be licensed AND Two years of related experience OR Bachelor's degree in a related field from an accredited college or university AND Four years of experience in social service delivery OR One year of experience at the lower level Social Worker, NonLicensed 2 (HCP121) or position equivalent.

Social Worker, Licensed 3

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
HCP052	Social Worker, NonLicensed 3	SWD	K	\$36,268	\$51,811	\$63,469

Job Summary: Under broad supervision, performs psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments. May serve as a team leader.

Entry Qualifications: Master's degree in a related area from an accredited college or university AND licensure in the area of assignment AND Two years of related post-license experience OR Master's degree in a related area from an accredited college or university AND licensure in the area of assignment AND Two years of experience at the lower level Social Worker, Licensed 2 (HCP051) or position equivalent.