



Preparing for the Future: The Psychology Workforce of the 21st Century

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AMERICAN
PSYCHOLOGICAL
ASSOCIATION

The opinions expressed in this presentation are those of the authors and do not constitute official policy of the American Psychological Association.

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Slides are available at the APA Center for Workforce Studies website under Presentations <http://www.apa.org/workforce/presentations/index.aspx>

Learning Objectives

Discuss

Discuss implications of psychologist supply and demand projections and associated considerations of population health needs

Identify

Identify career pathways for graduates with bachelor's, master's, and doctoral degrees in psychology

Describe

Describe trends in characteristics and skills specified in psychology job advertisements for different types of positions



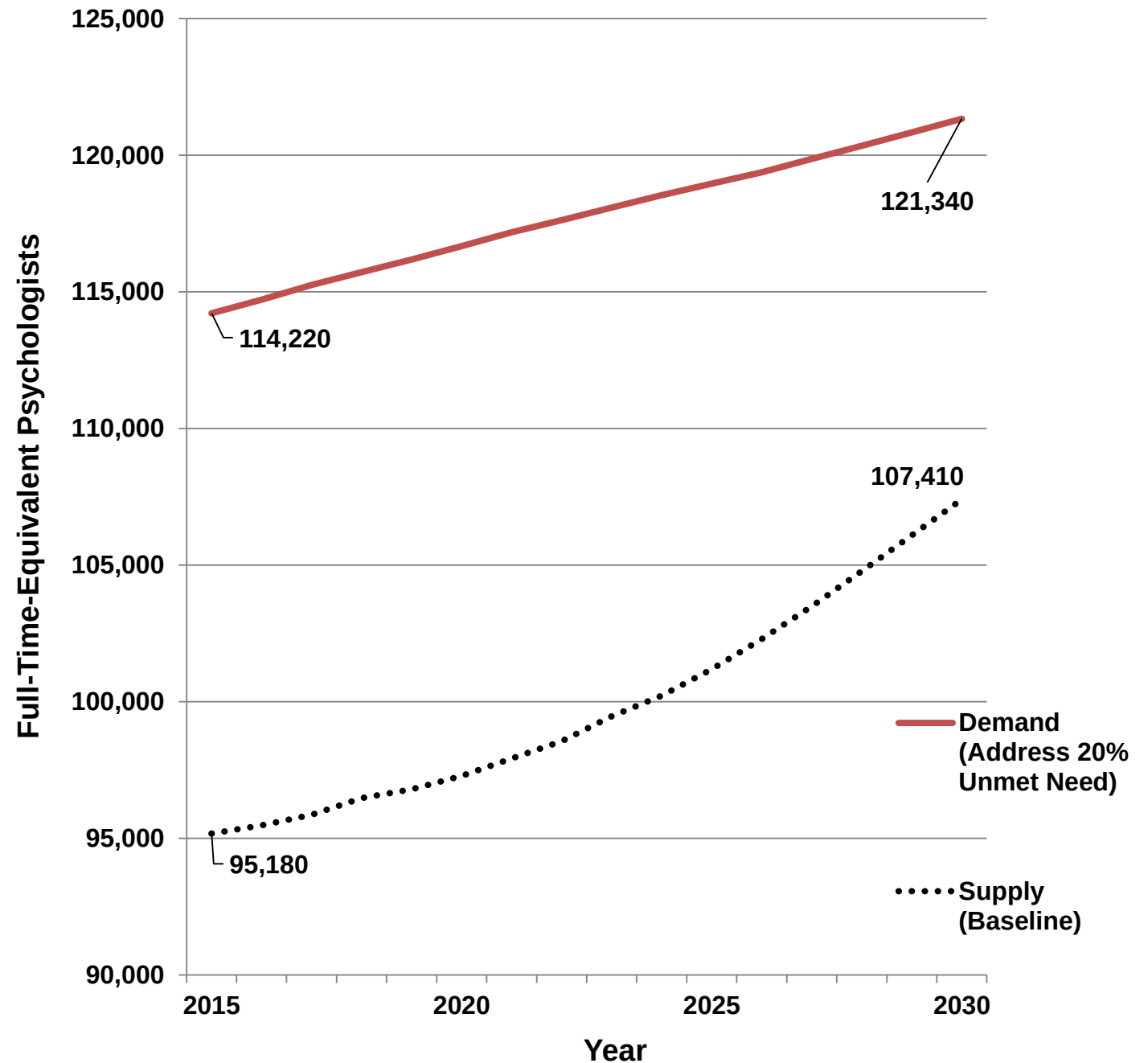
Psychologist Workforce Projections

Psychologist supply is projected to be
insufficient to address unmet need



Psychologist Workforce Projections 2015-2030

Key Point: Psychologist supply is projected to be insufficient to address unmet need



Psychologist Workforce Projections Methods



Projections address supply and demand for **licensed doctoral-level psychologists** (practitioners) from 2015-2030



APA commissioned IHS Markit to conduct the projections

IHS Markit also produces HRSA's projections



Full-time equivalent (FTE) psychologist = person who works an average of 39 hours per week



Starting point is ~**95,000 licensed doctoral-level psychologists** who are active in the workforce



Assumption - **Supply and demand are in balance nationwide in 2015**

Psychologist Supply

Supply Inputs

Licensed psychologists active in the workforce
New entrants
Workforce patterns
Migration across states

Supply Scenarios

Baseline

- Assumes current patterns continue in the future

Increase/decrease # graduates by 10%
Retire 2 years earlier/later

Psychologist Demand

Demand Inputs

Current service utilization patterns
Projected population demographic changes

Demand Scenarios

Baseline
Affordable Care Act
Unmet need

- Address estimated 20% unmet need for mental health services

Geographic equivalence

- Uninsured people in rural areas had same utilization patterns as insured people in metropolitan areas

Racial/ethnic equivalence

- Entire U.S. population had same utilization patterns as non-Hispanic white populations

Implications

Do we have enough psychologists?

Do we have the right psychologist workforce?

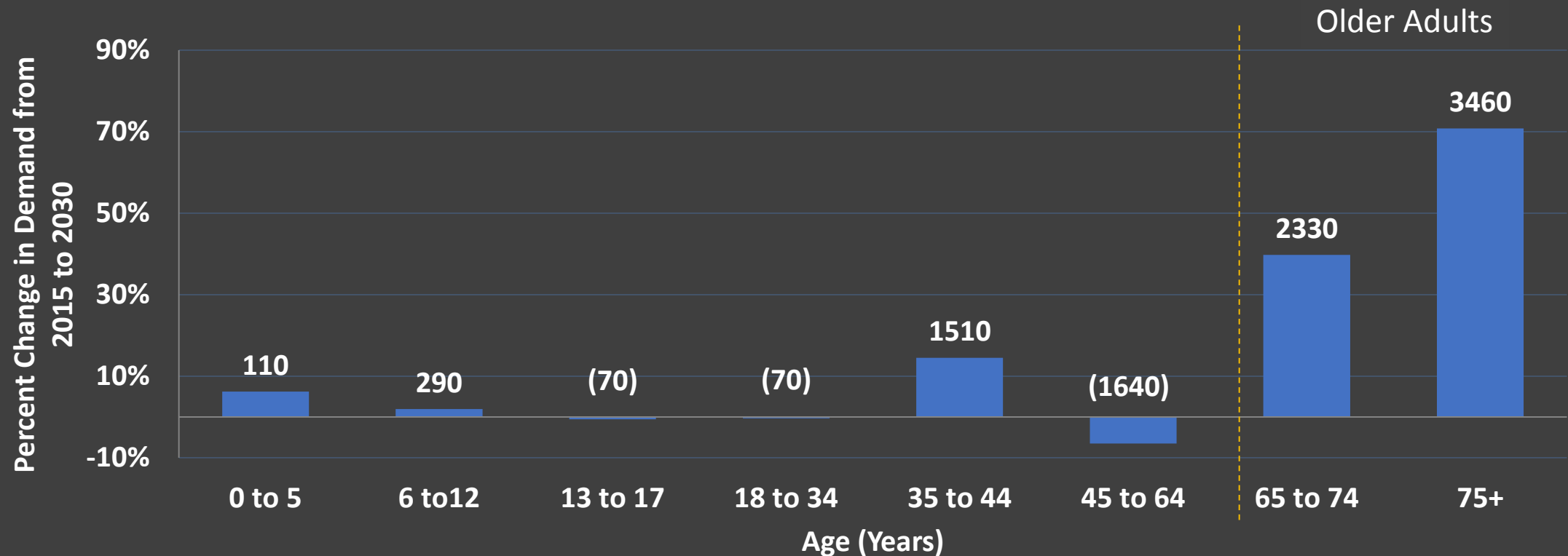
- Do we have psychologists with the right training to work in the right employment settings in the right geographic areas to serve diverse population health needs?

Areas where demand is projected to grow

- Age groups - Older adults
- Race/ethnicity – Hispanic populations
- Employment settings – Hospitals
- Geographic location - South

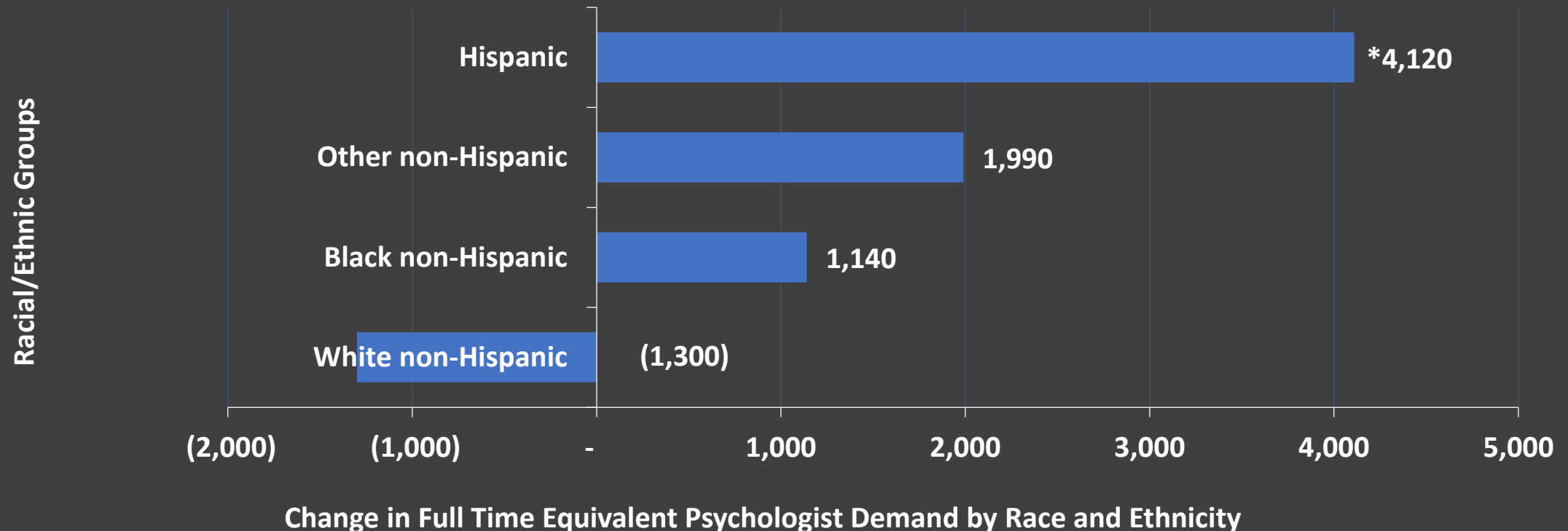
Projected Demand for Psychologists across Age Groups, 2015-2030

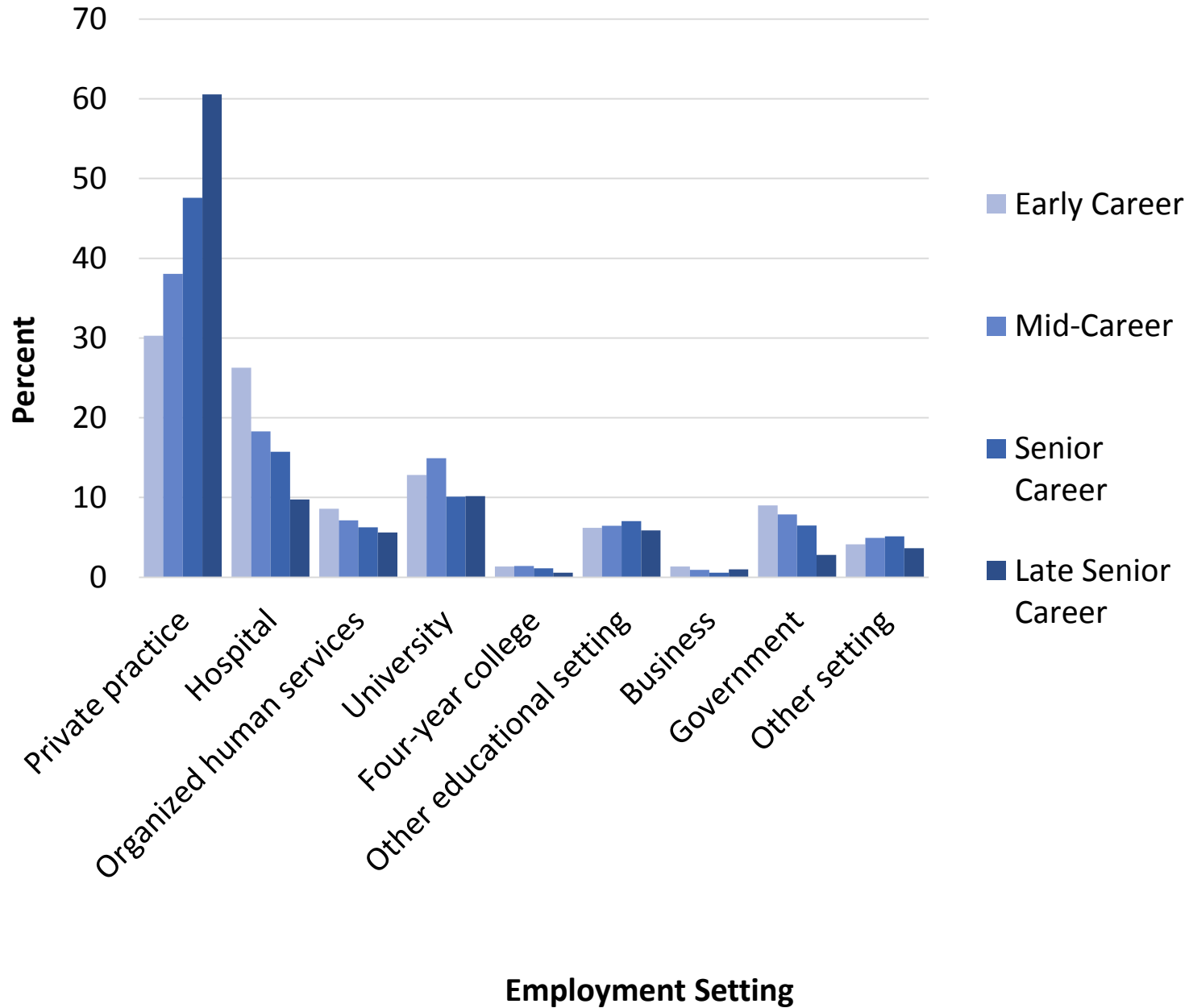
2% of psychologists reported their primary or secondary area of specialty was professional geropsychology (2015 APA HSP Survey)



Projected Change in Demand by Patient Race/Ethnicity, 2015-2030

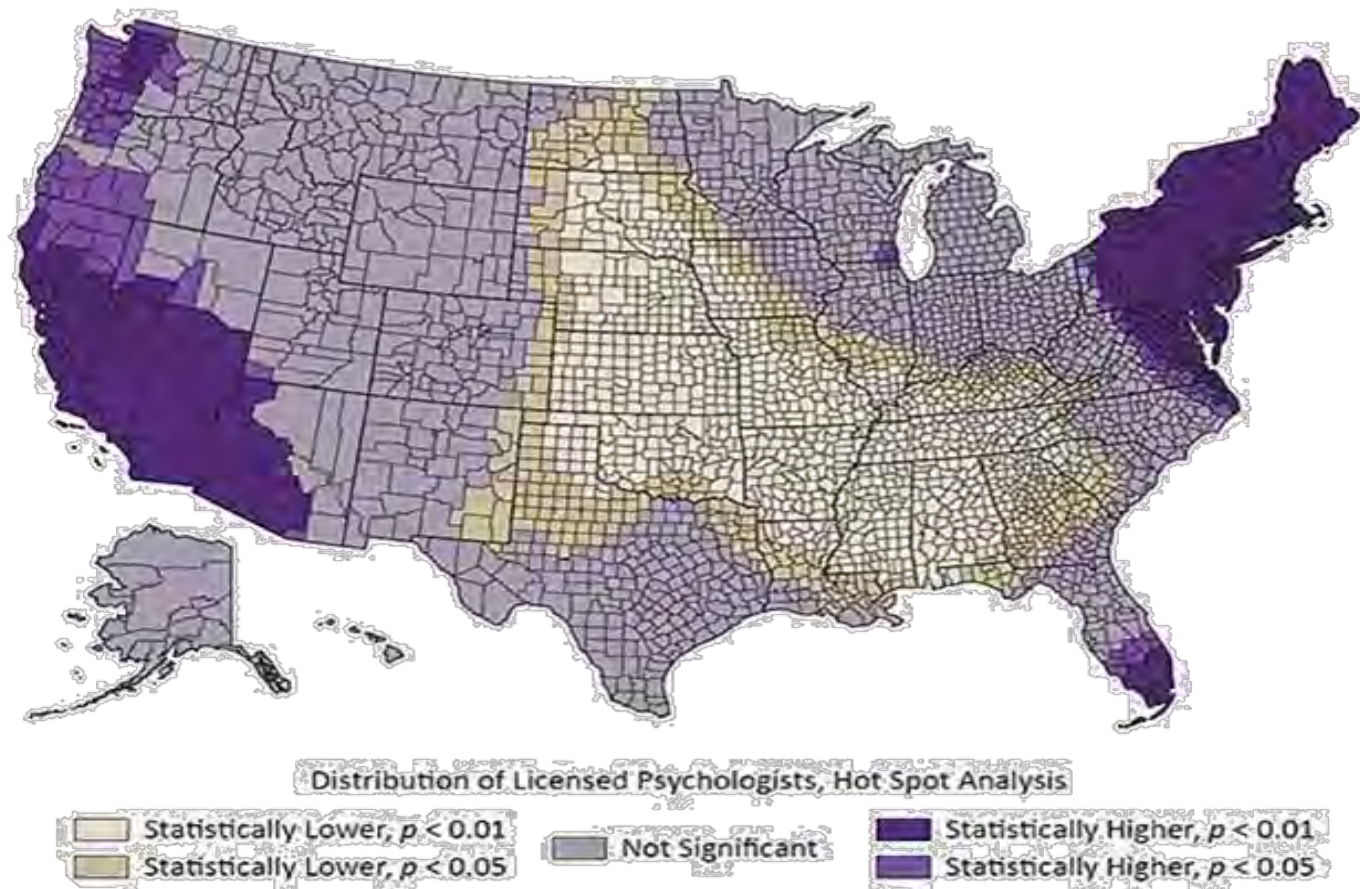
Only 5.5% of psychologists can provide services in Spanish and 4.4% of psychologists are Hispanic (2015 APA HSP Survey)





Hospitals: Projected Growth

- Hospitals – projections show 26% growth in demand by 2030 (+3,060 FTEs)



- Demand in the South is projected to increase by 3,900 FTEs by 2030
- Relatively fewer psychologists in the South and middle of the country than in the Northeast and CA

The South: Projected Growth

Key Points and Implications



Psychologist supply is projected to be insufficient to address unmet need



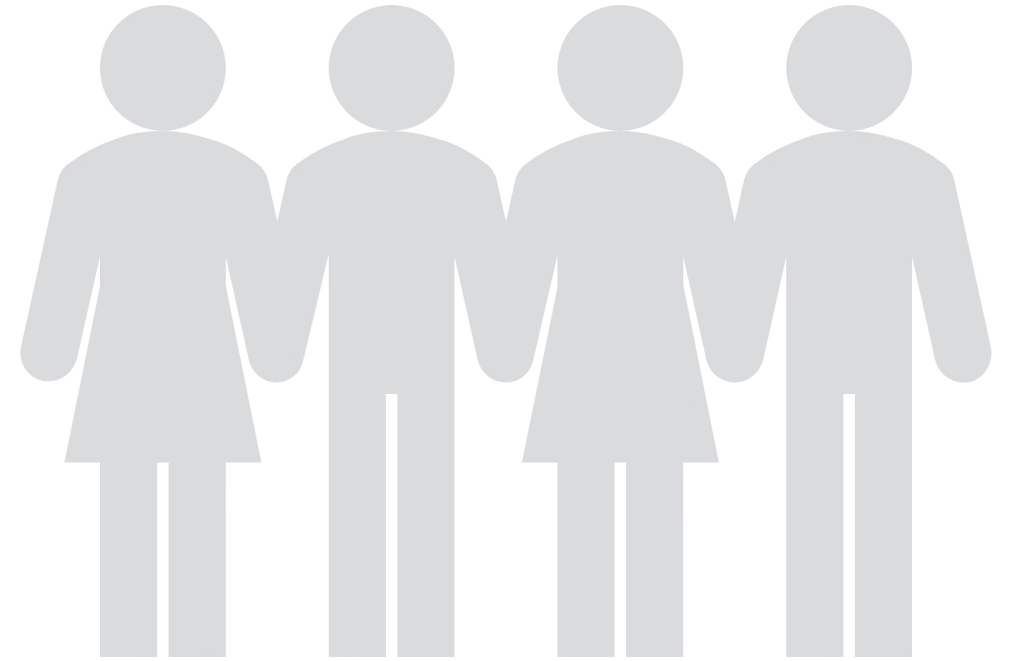
The training pipeline and workforce may not match future demand



Addressing supply alone may not address unmet need

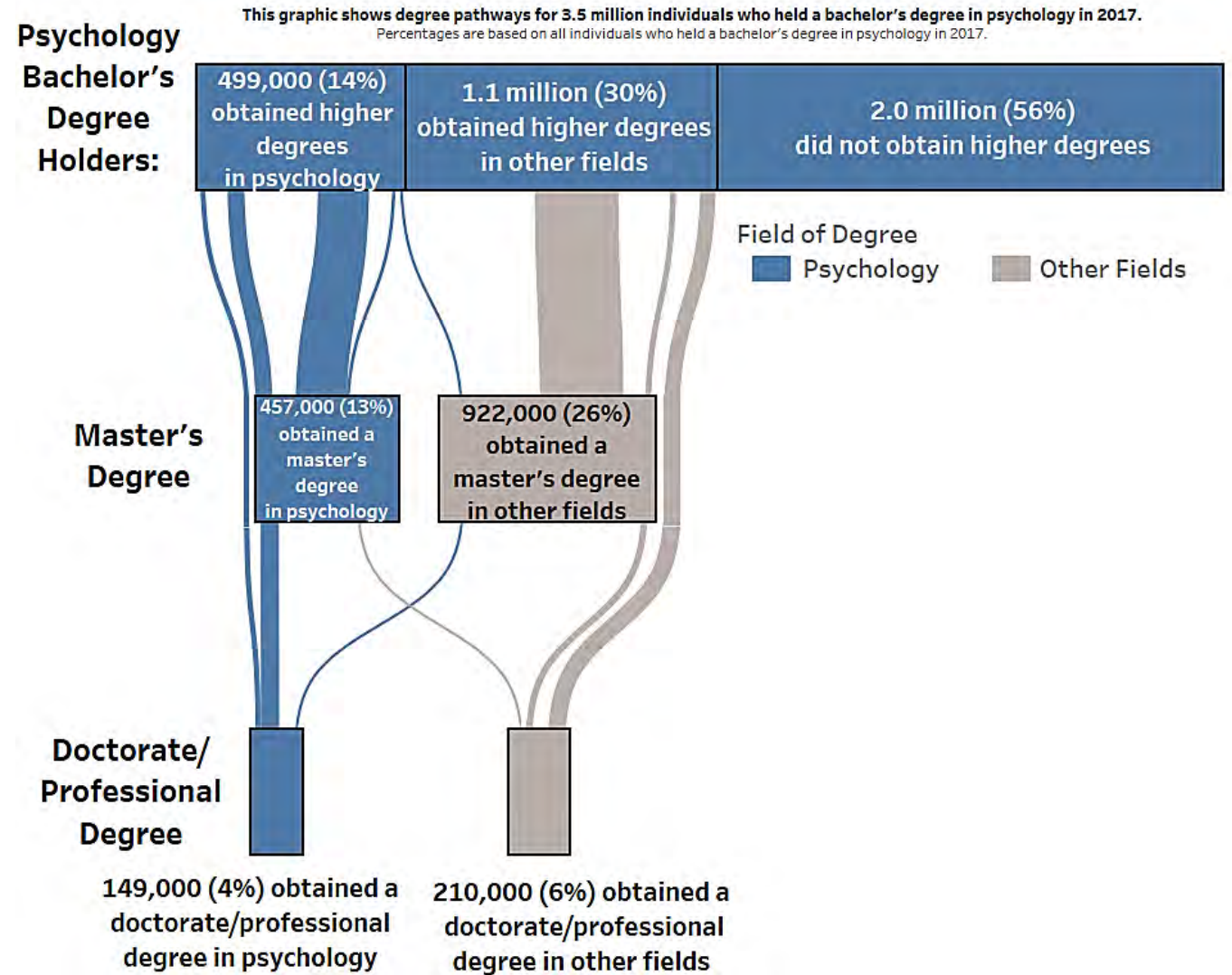


The Psychology Pipeline and Workforce



Degree Pathways

- Only 4 percent of psychology bachelor degree holders also held a doctorate or professional degree in psychology
- 13 percent held a Masters degree in Psychology
- 56% had not earned graduate degrees



Careers in Psychology - Doctorate Degree Holders

Represents **61** out of 129
different occupational
categories



Careers in Psychology - Master's Degree Holders

Represents **74** out of 129
different occupational
categories



Careers in Psychology – Bachelor's Degree Holders

Represents **92** out of 129
different occupational
categories

A word cloud visualization of the 1990s U.S. Occupational Outlook Handbook. The words are arranged in a circular pattern, with the most prominent occupations in the center. The words are color-coded by category: blue for 'Other occupations', green for 'Health occupations', yellow for 'Education occupations', and red for 'Service occupations'. The words are of varying sizes, with larger words indicating higher frequency or importance. The words are arranged in a circular pattern, with the most prominent occupations in the center. The words are color-coded by category: blue for 'Other occupations', green for 'Health occupations', yellow for 'Education occupations', and red for 'Service occupations'. The words are of varying sizes, with larger words indicating higher frequency or importance.

Most Common Occupations for individuals with psychology degrees at

...

... Doctorate/
Professional Level

... Master's Level

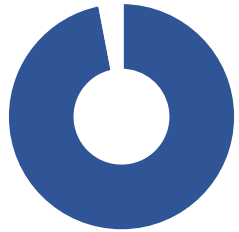
... Bachelor's Level

Occupations	N
Psychologists	89,200
Psychology postsecondary teachers	17,700
Counselors	7,600
Top-level managers, execs, & admins	7,500
Other management related occupations	6,200

Occupations	N
Counselors	138,200
Psychologists	61,300
Social workers	28,300
Special education primary & secondary teachers	19,900
Personnel, training, & labor relations specialists	16,700

Occupations	N
Social Workers	99,800
Other management related occupations	98,800
Other administrative occupations	98,000
Other service occupations	73,700
Personnel, training, & labor relations specialists	61,000

Relatedness of job to the psychology degree



97% of psychology **doctorate/professional** degree holders reported their jobs are related to the degree.



89% of psychology **master's** degree holders reported their jobs are related to the degree.



62% of psychology **bachelor's** degree holders reported their jobs are related to the degree.

Key Points and Implications



The majority of psychology bachelor's degree holders do not earn graduate degrees (56%).



About 72% of bachelor's degree holders are in the workforce.



Psychology degrees prepare recipients for a broad range of occupations.



Graduate degree holders are more likely to feel that their occupations relate to psychology.



The Psychology Job Market

Skills and Traits



Psychology Job Ads Analysis Methods

The Dataset

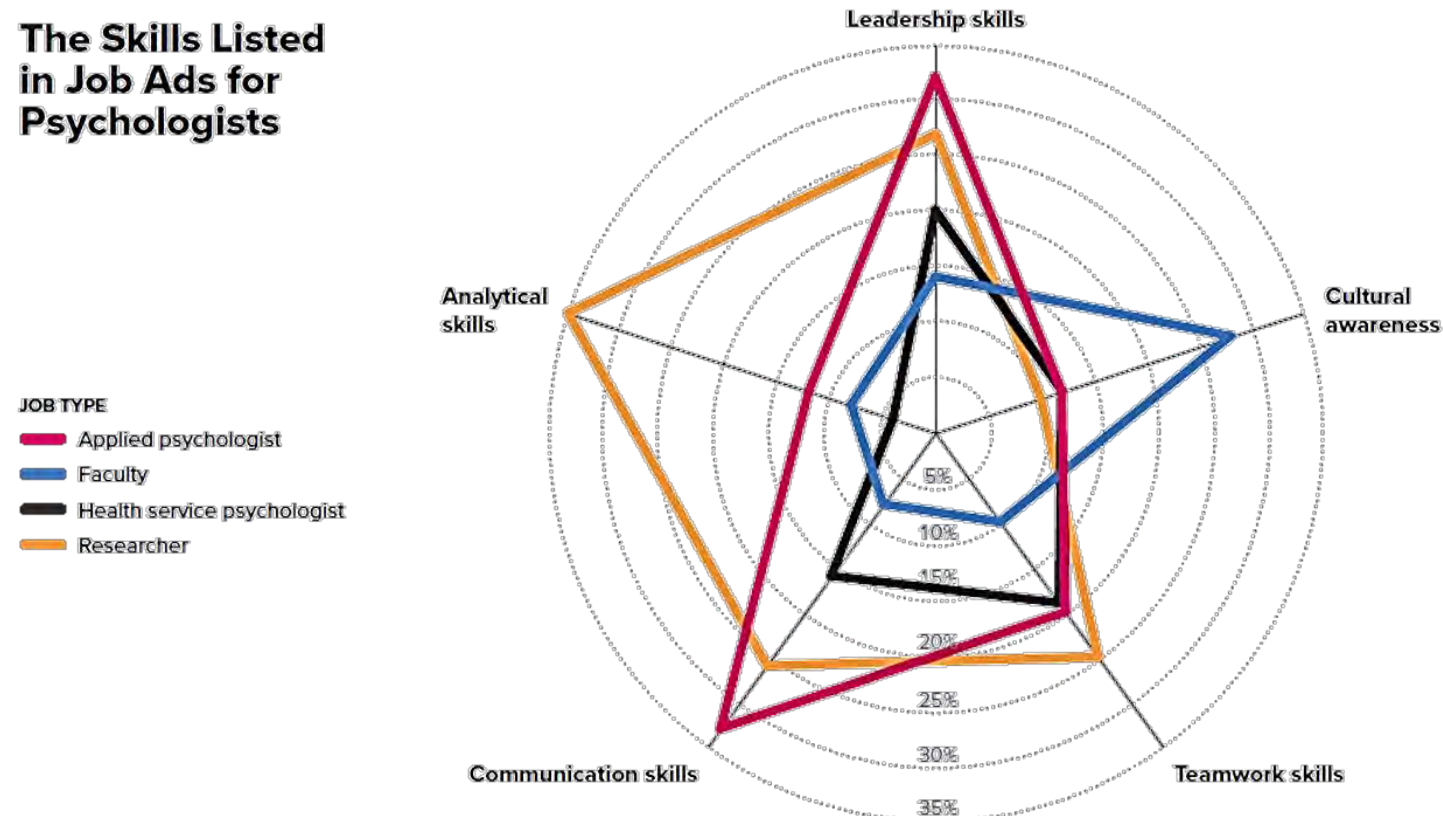
- Almost 7,000 job advertisements
- Primary elements analyzed included **Company Name, Job Title, and Job Description**

Automated text analysis

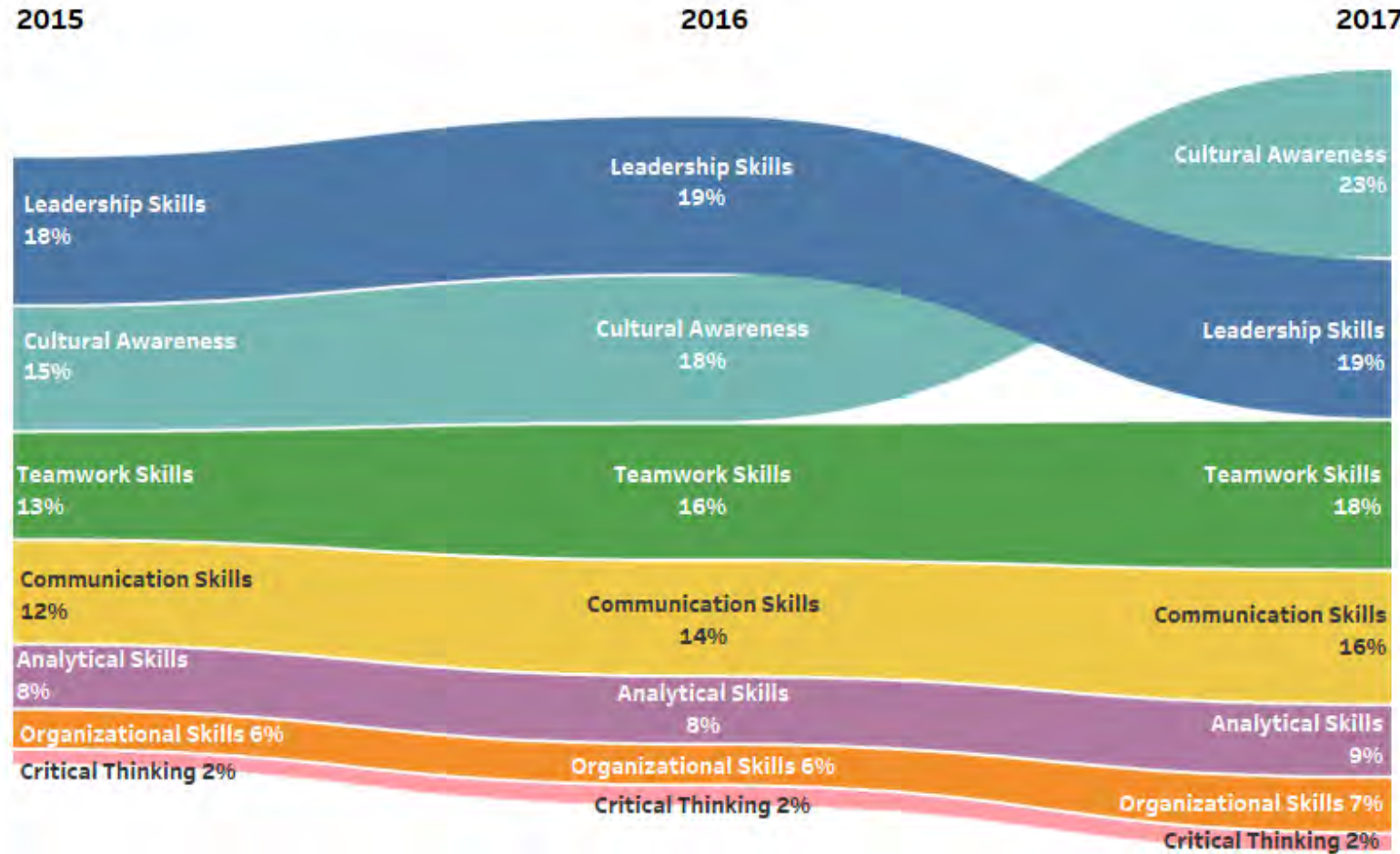
- R Statistical Programming
- Weighted, keyword-based Coding
- Decision Tree algorithm

Requested Skills

The Skills Listed in Job Ads for Psychologists



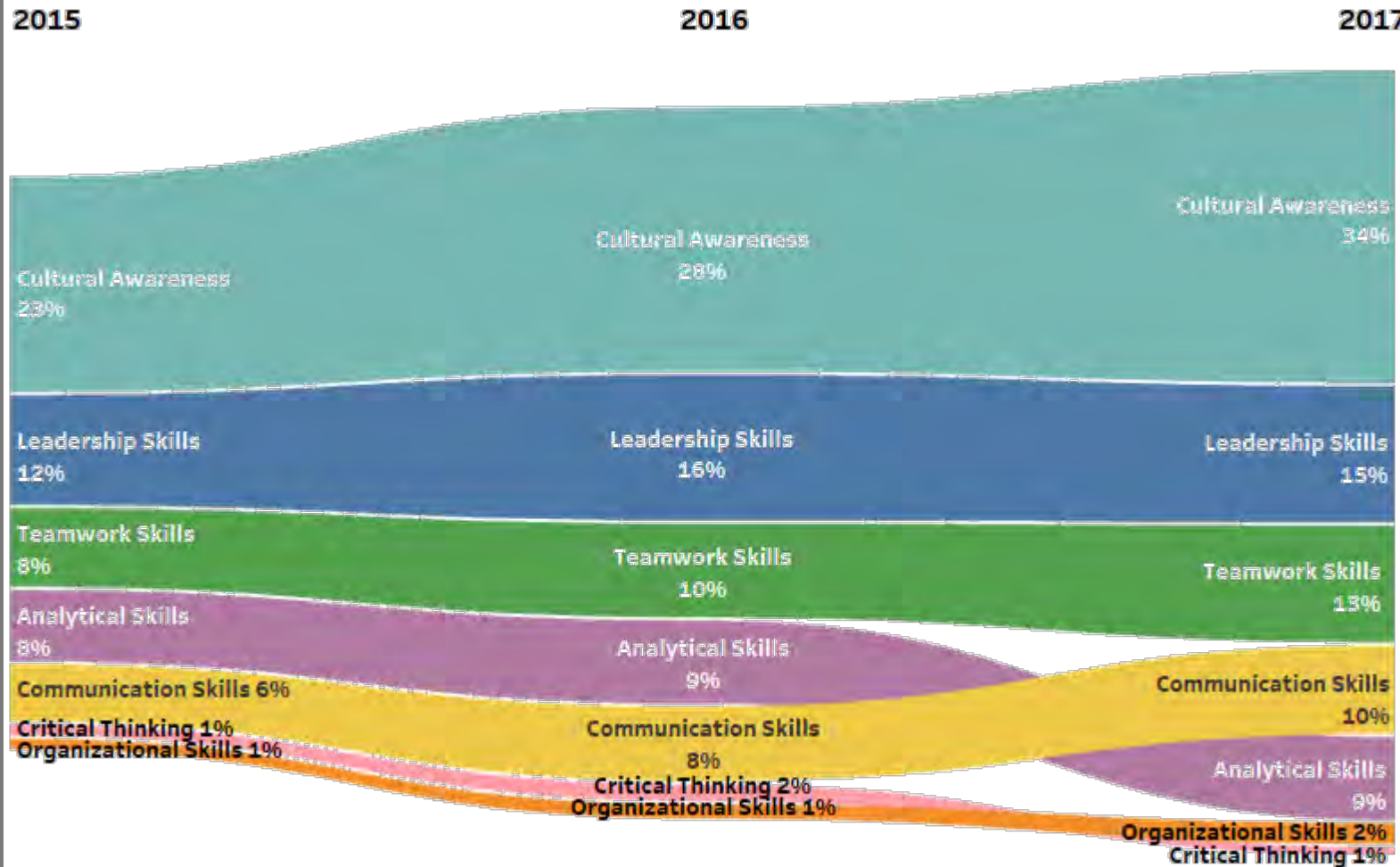
Trends in Skills over Time



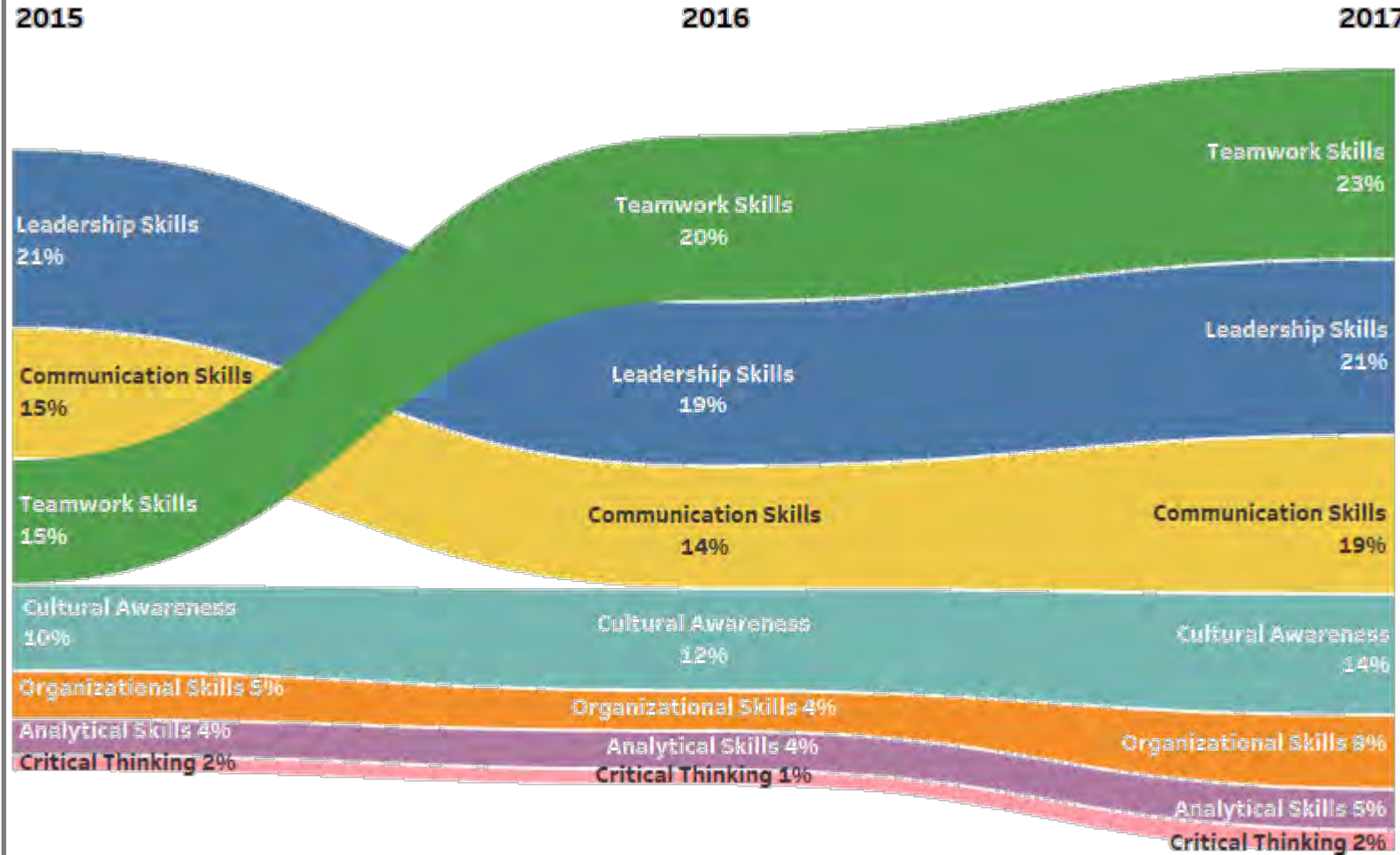
Source: APA, 2018, 2015-17 Psychology Job Advertisements
[Unpublished special analyses]

Skills Requested in Ads for Faculty Positions

Source: APA, 2018, 2015-17 Psychology Job Advertisements
[Unpublished special analyses]

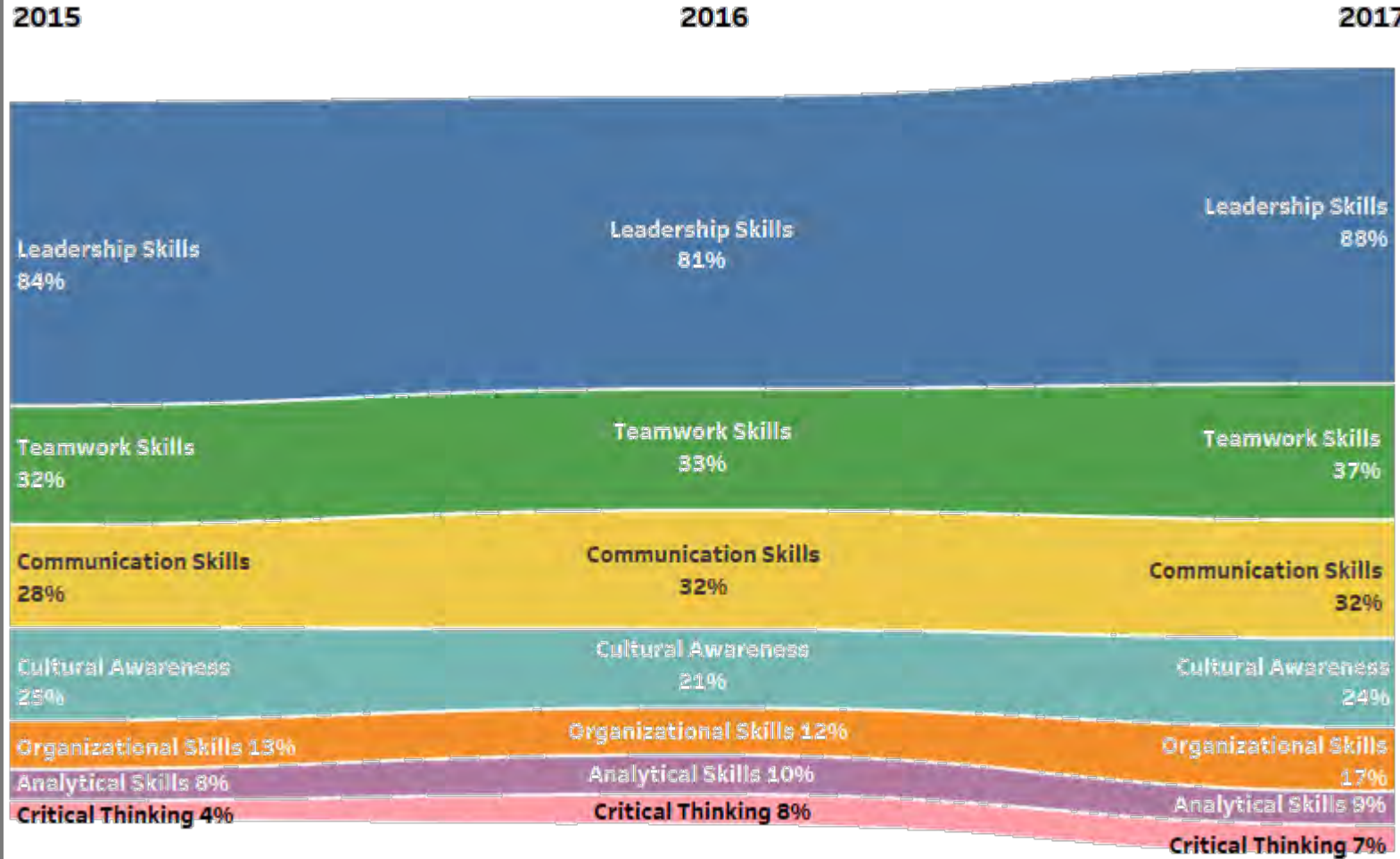


Skills Requested in Ads for Health Service Psychologist Positions



Source: APA, 2018, 2015-17 Psychology Job Advertisements
[Unpublished special analyses]

Skills Requested in Ads for Leadership Positions



Source: APA, 2018, 2015-17 Psychology Job Advertisements
[Unpublished special analyses]

Key Points and Implications



Soft skills like “Cultural Awareness”, “Teamwork” and “Leadership Skills” were most requested across all job types.



Ads for leadership positions have maintained consistent emphasis on desired skills over time.



Skills that were emphasized in job advertisements could indicate skills that employers are struggling to find.



Teamwork and communication skills appear most often after leadership skills in ads for Leadership positions.

Concluding Thoughts



Psychology is versatile.



Soft skills such as leadership, teamwork, and communication are particularly desirable among employers.



The composition and distribution of the psychologist workforce represent areas for growth.

What can you, as leaders, do to help psychology prepare for the future?

References/Resources



- American Psychological Association. (2018). Psychologist workforce projections 2015-30. Retrieved from <http://www.apa.org/workforce/publications/supply-demand/default.aspx>



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Additional References/Resources

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Questions or Comments?

For more information, please visit the
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www.apa.org/workforce



Questions? Contact kstamm@apa.org
Thank you!

