

Researching the U.S. Psychologist Workforce

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Learning Objectives

- Discuss key findings of pre-COVID-19 psychologist workforce projections (supply and demand)
- Identify psychologists' current demographic characteristics, caseload frequencies, and cultural responsiveness

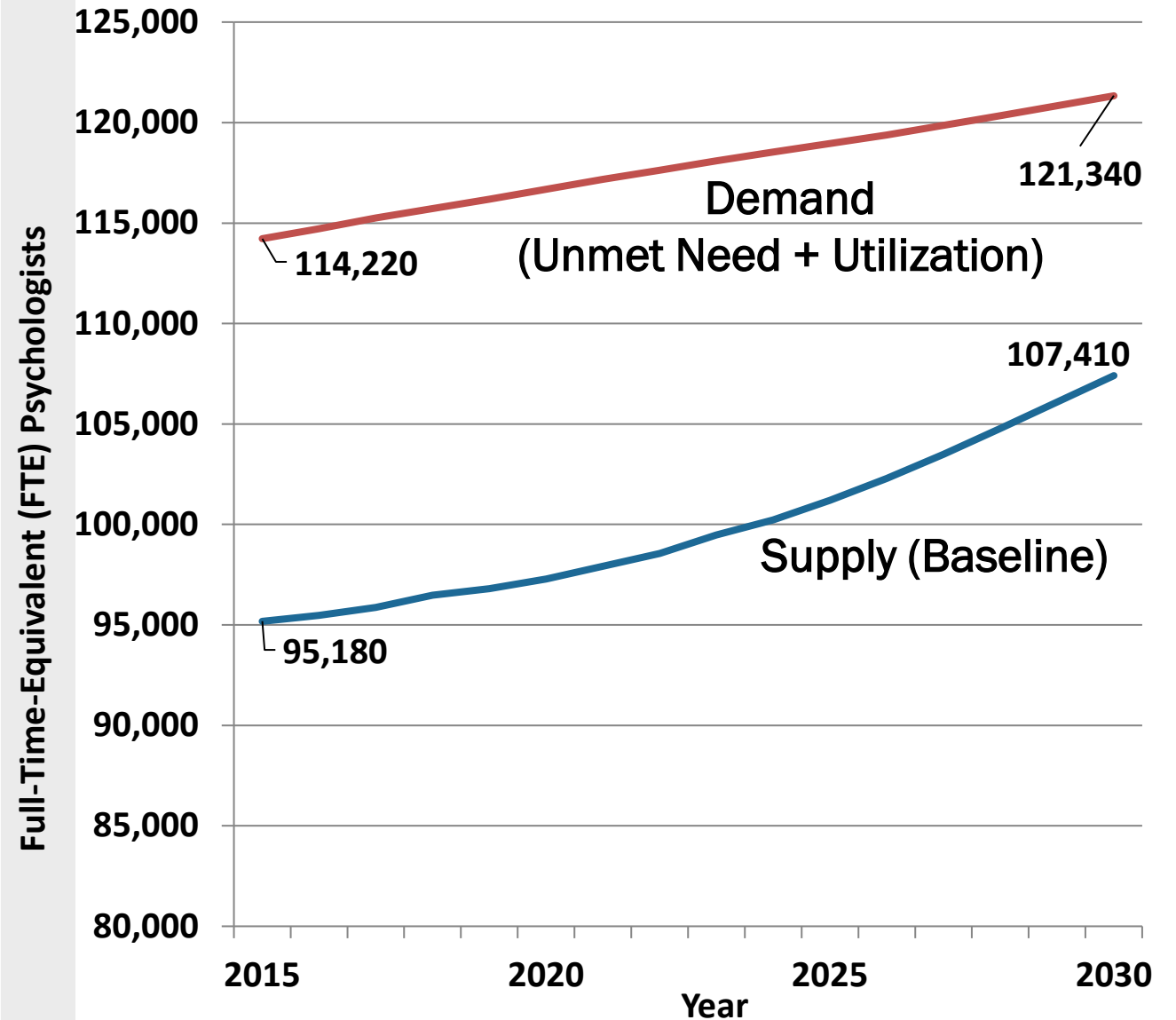
Part 1

Psychologist Workforce Projections

Key point:

The workforce is insufficiently sized to address population health needs.

Gap in Supply and Unmet Need



Psychologist Supply

- **Supply Inputs**

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

- **Supply Scenarios**

- Baseline (shown previously)
 - Assumes current/pre-COVID patterns continue in the future
- Increase/decrease # graduates by 10%
- Retire 2 years earlier/later



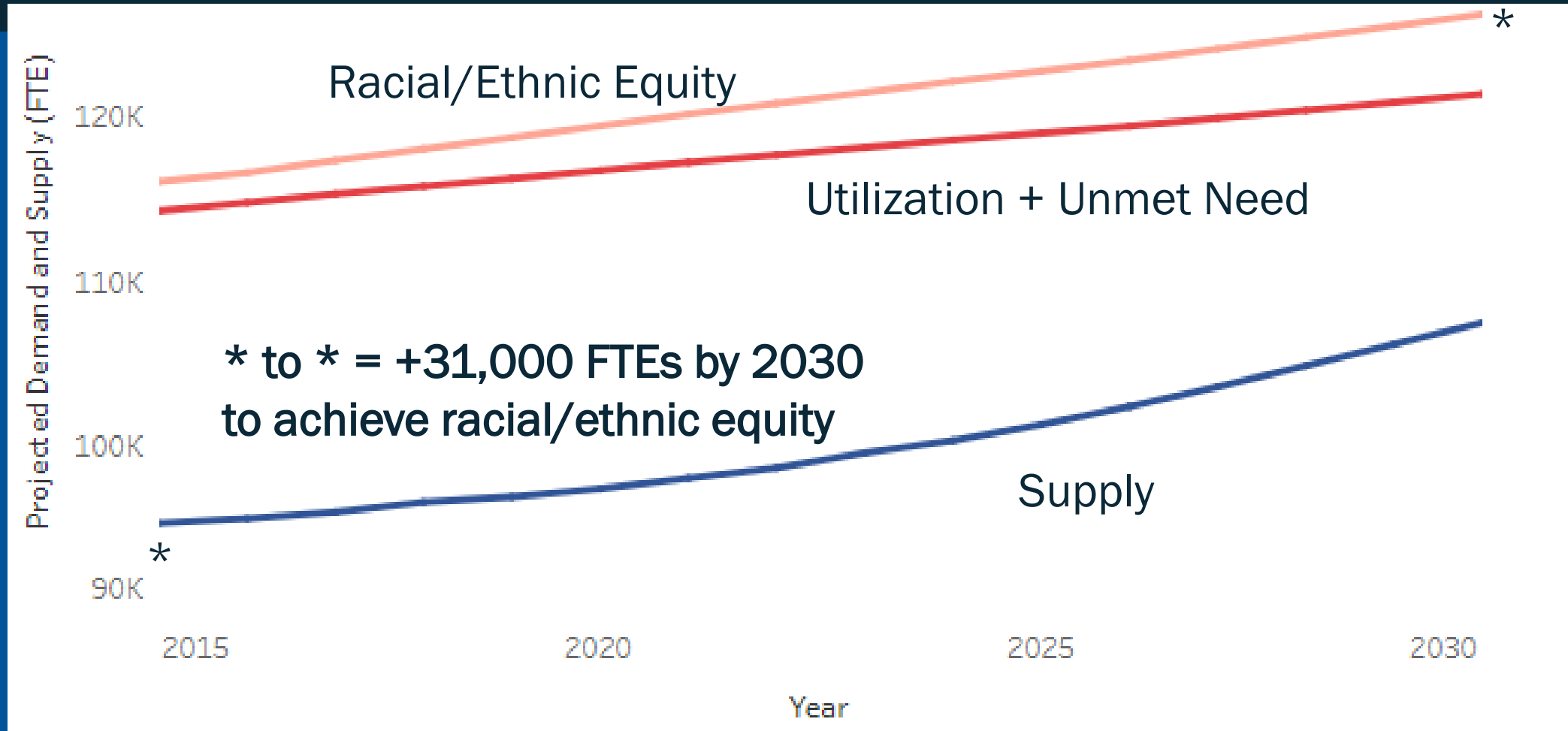
Psychologist Demand

- Demand Inputs
 - Current service utilization patterns
 - Projected U.S. population demographic changes
- Demand Scenarios
 - Baseline
 - Assumes current/pre-COVID patterns continue in the future
 - Affordable Care Act
 - Continued ACA expansion
 - Unmet need (shown previously)
 - 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 (shown next)
 - Entire U.S. population had same utilization patterns as non-Hispanic white populations

Hypothetical



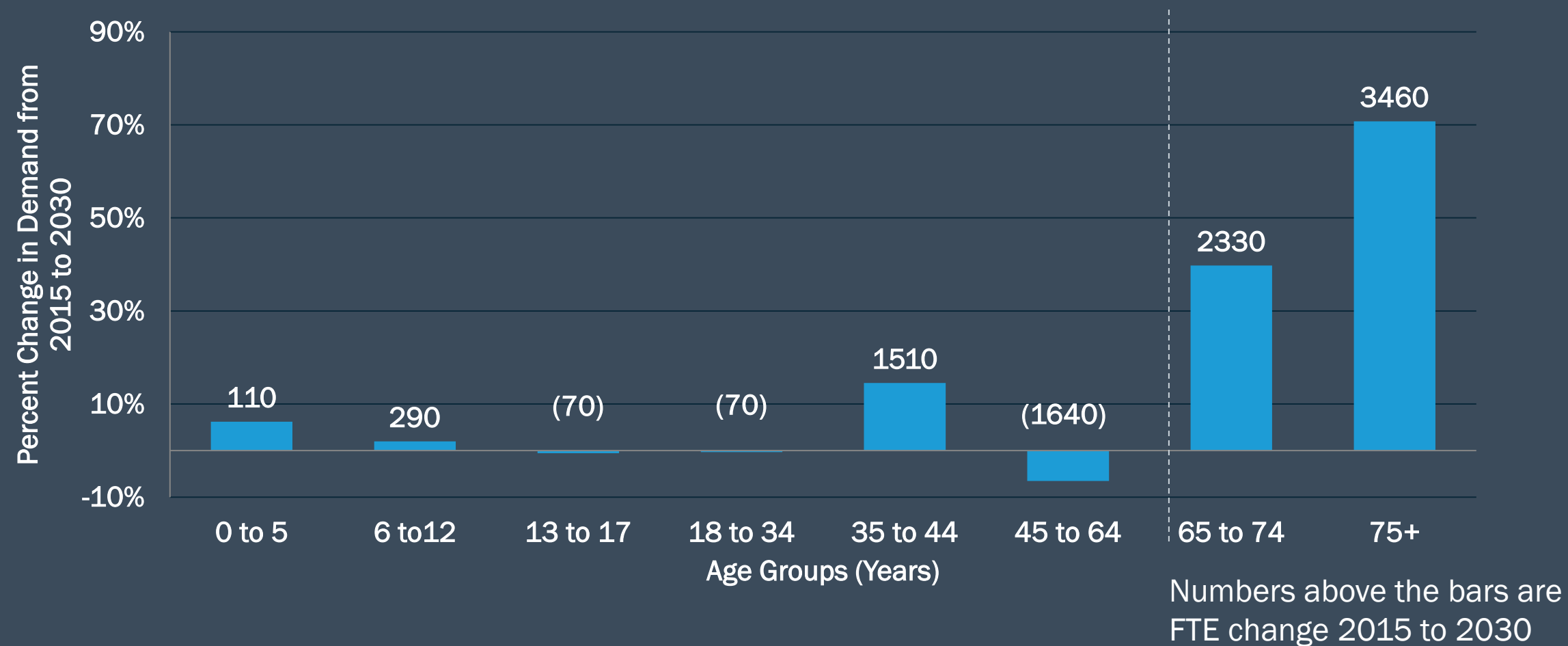
Racial/Ethnic Equity



Change in Demand by Age

- Older adults
 - +54% or +5790 FTEs by 2030
 - Driven by shifting population demographics
 - Only 3% of psychologists specialize in geropsychology (APA, 2021 HSP Survey)
- Children & adolescents
 - +1% or +330 FTEs by 2030
 - Represent 29% of total demand in 2030
- Adults
 - Flat growth or -200 FTEs by 2030
 - Represent 45% of total demand in 2030

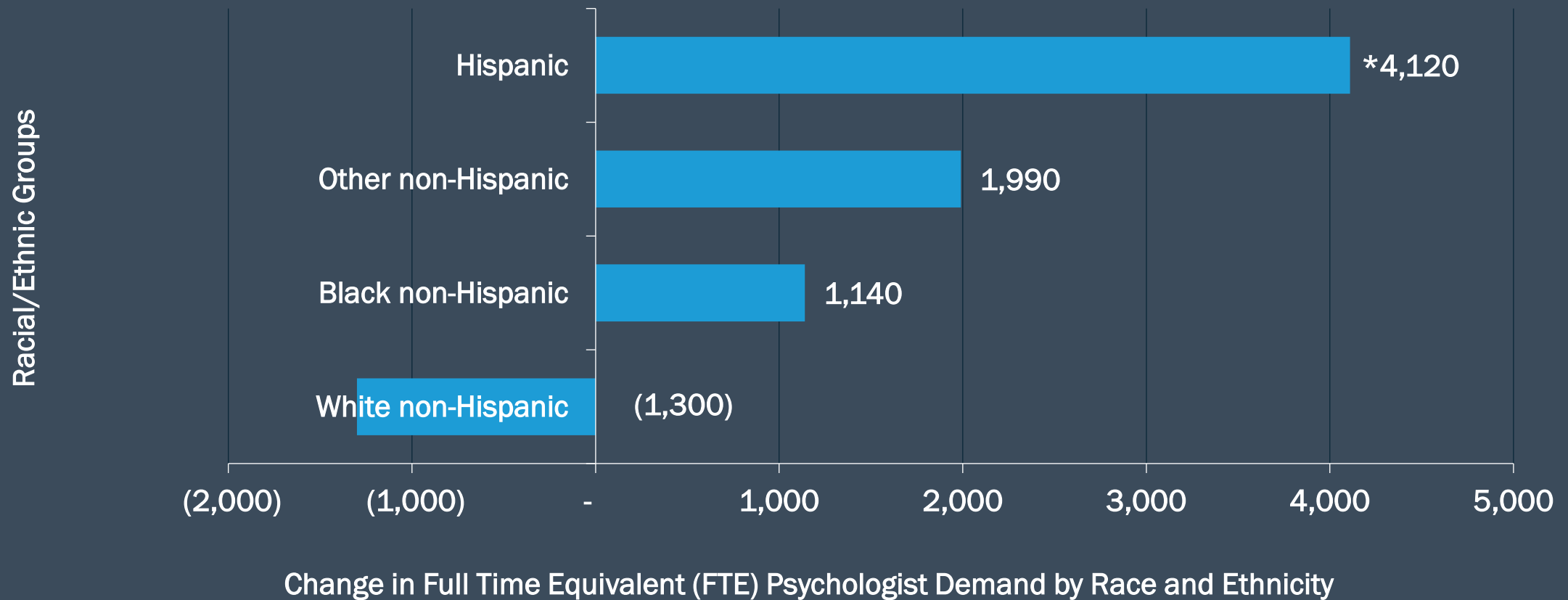
Projected Demand for Psychologists by Age, 2015-2030



Change in Demand by Race/Ethnicity

- Racial/ethnic minority populations: +24% or +7250 FTEs by 2030
 - Hispanic populations: +30% or +4120 FTEs by 2030
 - › Driven by shifting population demographics
 - › Only 4% of psychologists can provide services in Spanish and 6.4% of psychologists are Hispanic (APA, 2021 HSP Survey)
 - Black/African American populations: +11% or +1140 FTEs
 - Other non-Hispanic populations: +32% or +1990 FTEs
- White populations: -2% or -1300 FTEs
 - Represent 63% of total demand in 2030

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



Part 2

Current psychologist workforce patterns

Key point:

There may be gaps in preparation to work with some population groups, especially underrepresented and/or marginalized communities.

Current Practice Characteristics

- 2021 Health Service Psychologist (HSP) Survey
 - Conducted in April 2021, N = 842
 - Selected sample demographics
 - Caseload frequency & cultural responsiveness ratings by age & race/ethnicity
- 2021 COVID-19 Practitioner Impact Survey (not shown)
 - Series includes surveys conducted in Apr 2020, Sept 2020, Sept 2021 & Sept 2022

2021 HSP Survey Demographics

- Gender
 - 67% female, 33% male
- Ethnicity
 - 6.4% Hispanic
- Race
 - 1.4% American Indian/Alaska Native
 - 2.6% Asian
 - 3.1% Black/African American
 - (suppressed) Native Hawaiian/Pacific Islander
 - 91.4% White
 - (suppressed) All Other Self-Descriptions
- Age
 - *mean* = 58.9 years

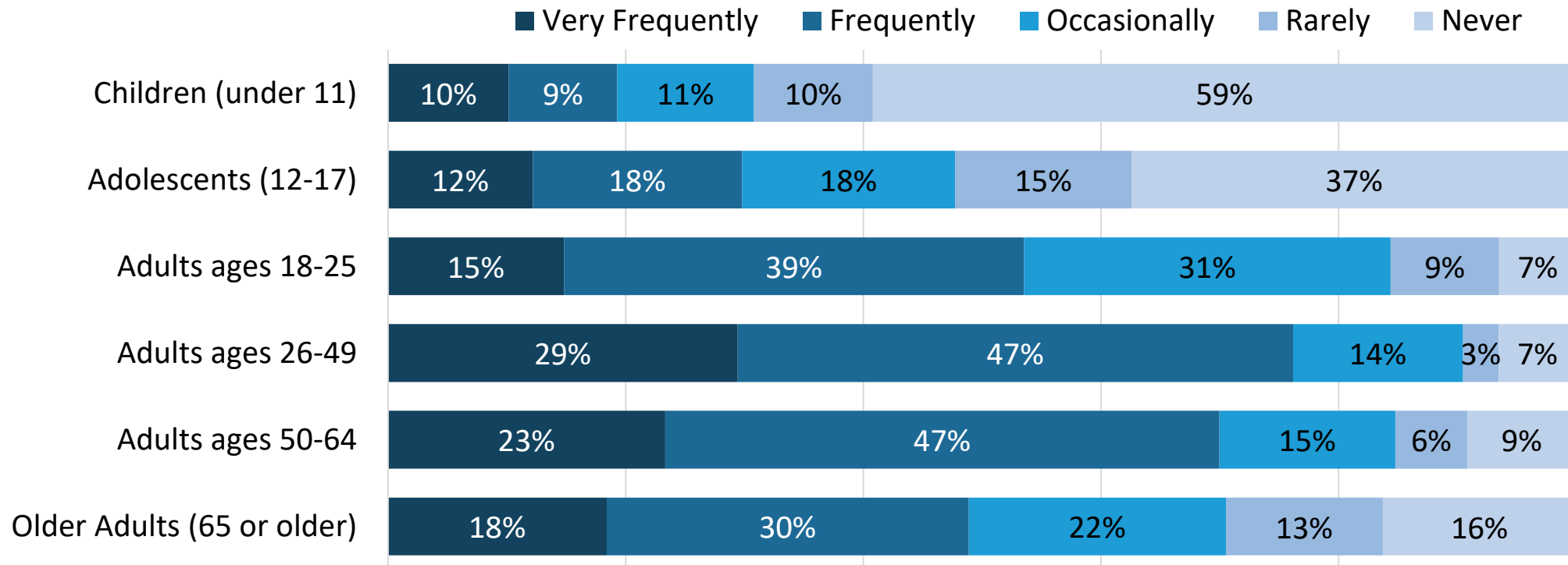
How does the survey sample compare to the workforce?

Generally similar, except for age. The workforce is younger (*mean* = 50.9 years)

Source: APA. (2022). Demographics of the U.S. psychology workforce.

Caseload Frequency by Age

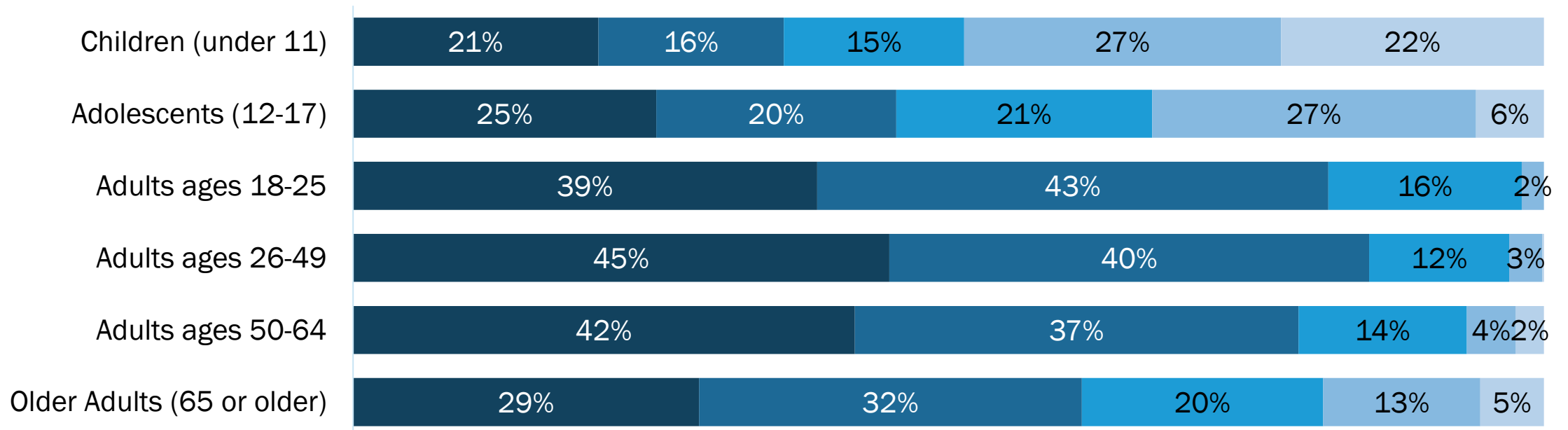
In a typical week, at what frequency do you provide services to the following population groups?



Cultural Responsiveness by Age

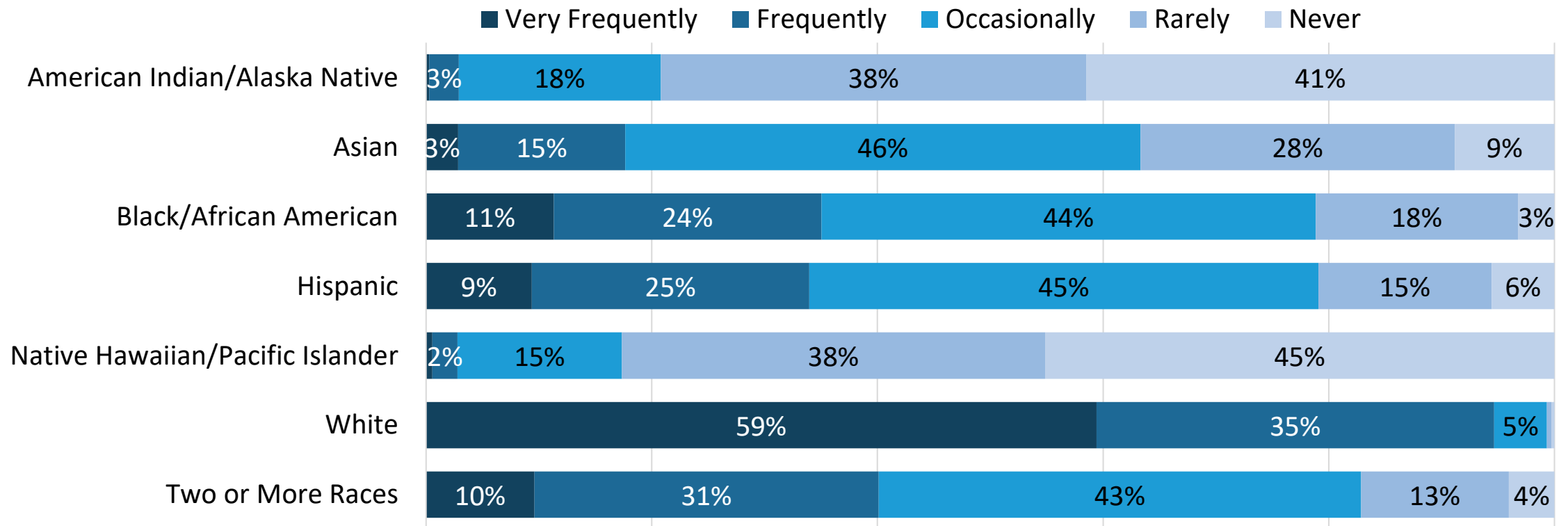
How knowledgeable do you feel to work with clients from the following population groups?

■ Extremely knowledgeable ■ Very knowledgeable ■ Knowledgeable ■ Somewhat knowledgeable ■ Not at all knowledgeable



Caseload Frequency by Race

In a typical week, at what frequency do you provide services to the following population groups?



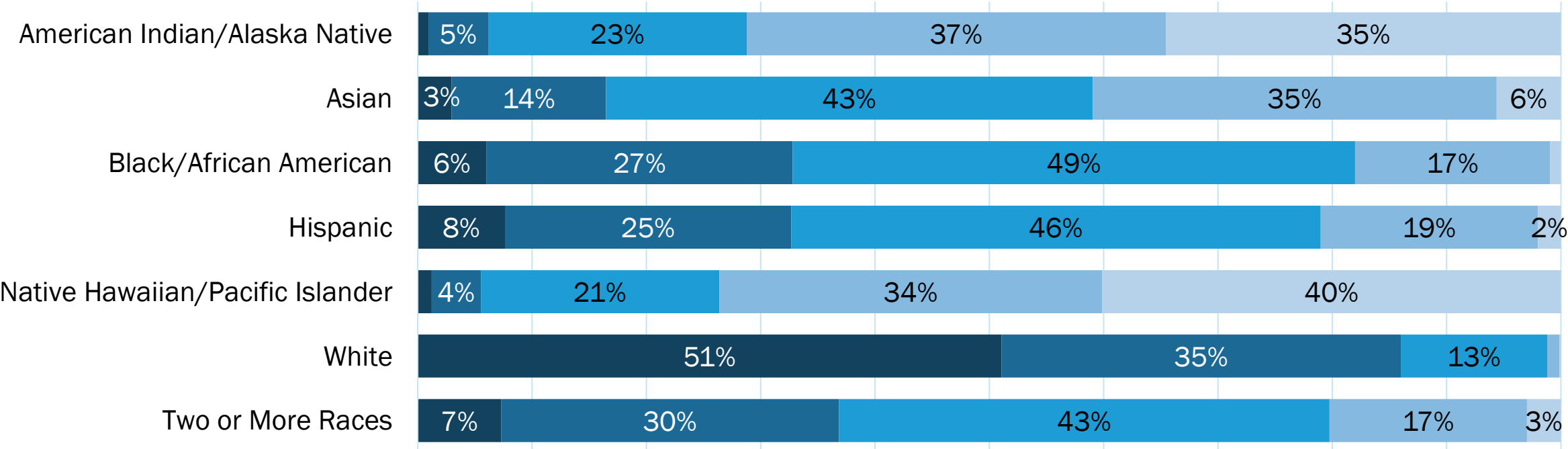
Note: Data labels for percents 1% or lower are not shown.

Source: APA, 2021 Health Service Psychologist Survey

Cultural Responsiveness by Race

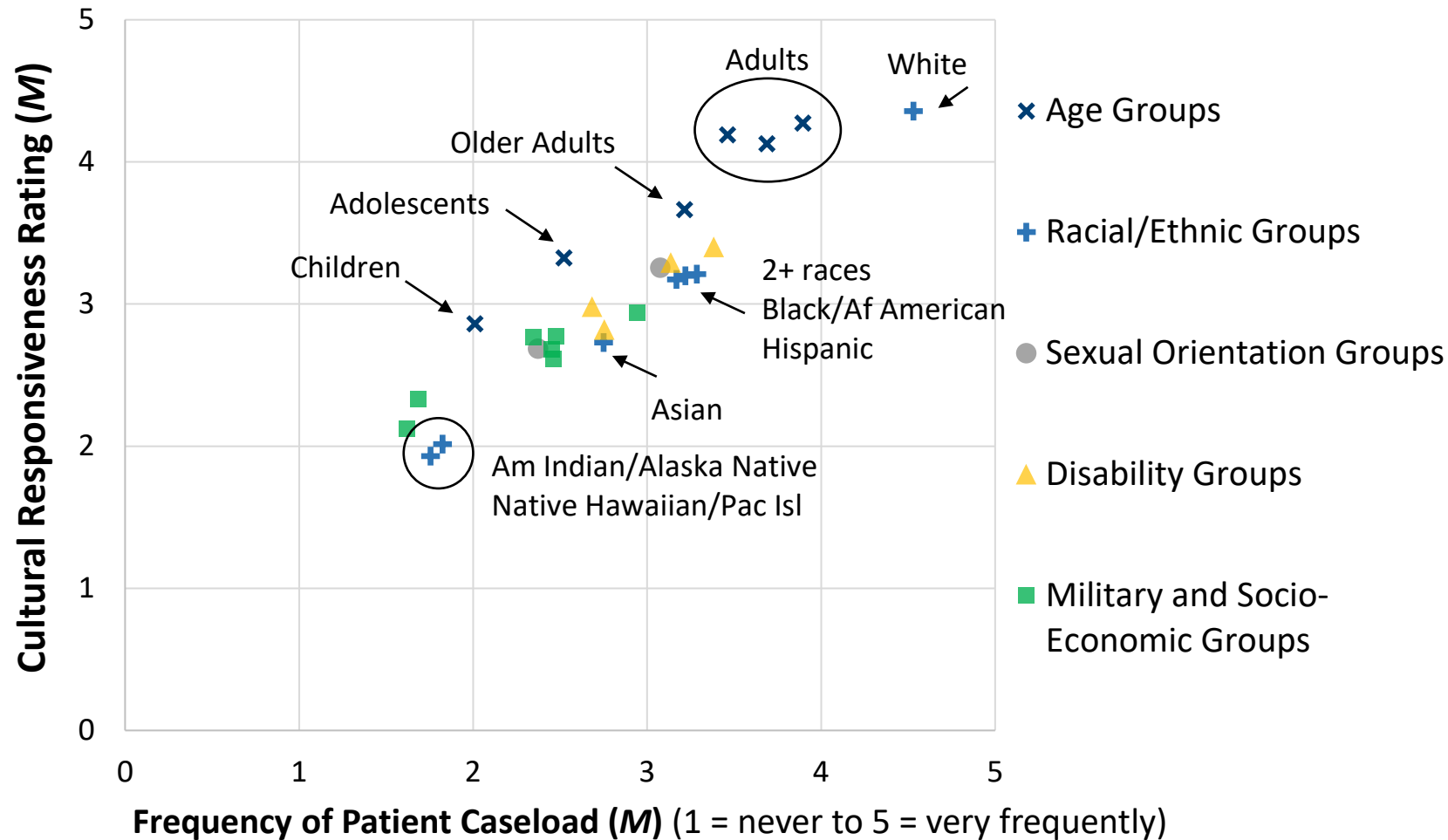
How knowledgeable do you feel to work with clients from the following population groups?

Extremely knowledgeable Very knowledgeable Knowledgeable Somewhat knowledgeable Not at all knowledgeable



Note: Data labels for percents 1% or lower are not shown,
Source: APA, 2021 Health Service Psychologist Survey

Caseload Frequency & Cultural Responsiveness

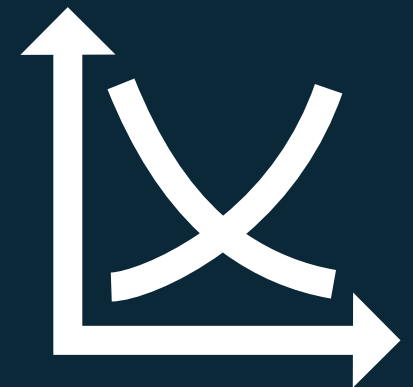


Caseload frequency & cultural responsiveness were **significantly correlated** in 26 population groups.

- **Highest** = White, adults
- **Lowest** = American Indian/Alaska Native, Native Hawaiian/Pacific Islander

Workforce Research Call to Action

- Improve available data on psychologist supply
 - Better precision/more specific information
 - Consistent data collection & reporting
 - Close data gaps in specialty areas, interstate practice, and telehealth
 - › Challenge to a geographic assumption in using the state of the license as the state where the psychologist and patient are located
- More hypothetical workforce scenarios
- Need more health/behavioral health workforce research



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Thank you!

Questions? cws@apa.org or kstamm@apa.org