



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

The Future of the Psychology Workforce-Statistics and Trends

**Ariel A. Finno and Jessica Kohout
APA Center for Workforce Studies**

**117th Annual APA Convention
Toronto Canada
August 7, 2009**

American Psychological Association
Center for Workforce Studies



Overview

Current Psychology Workforce

Changes over Time

Workforce

What the Future Holds

Current Psychology Workforce

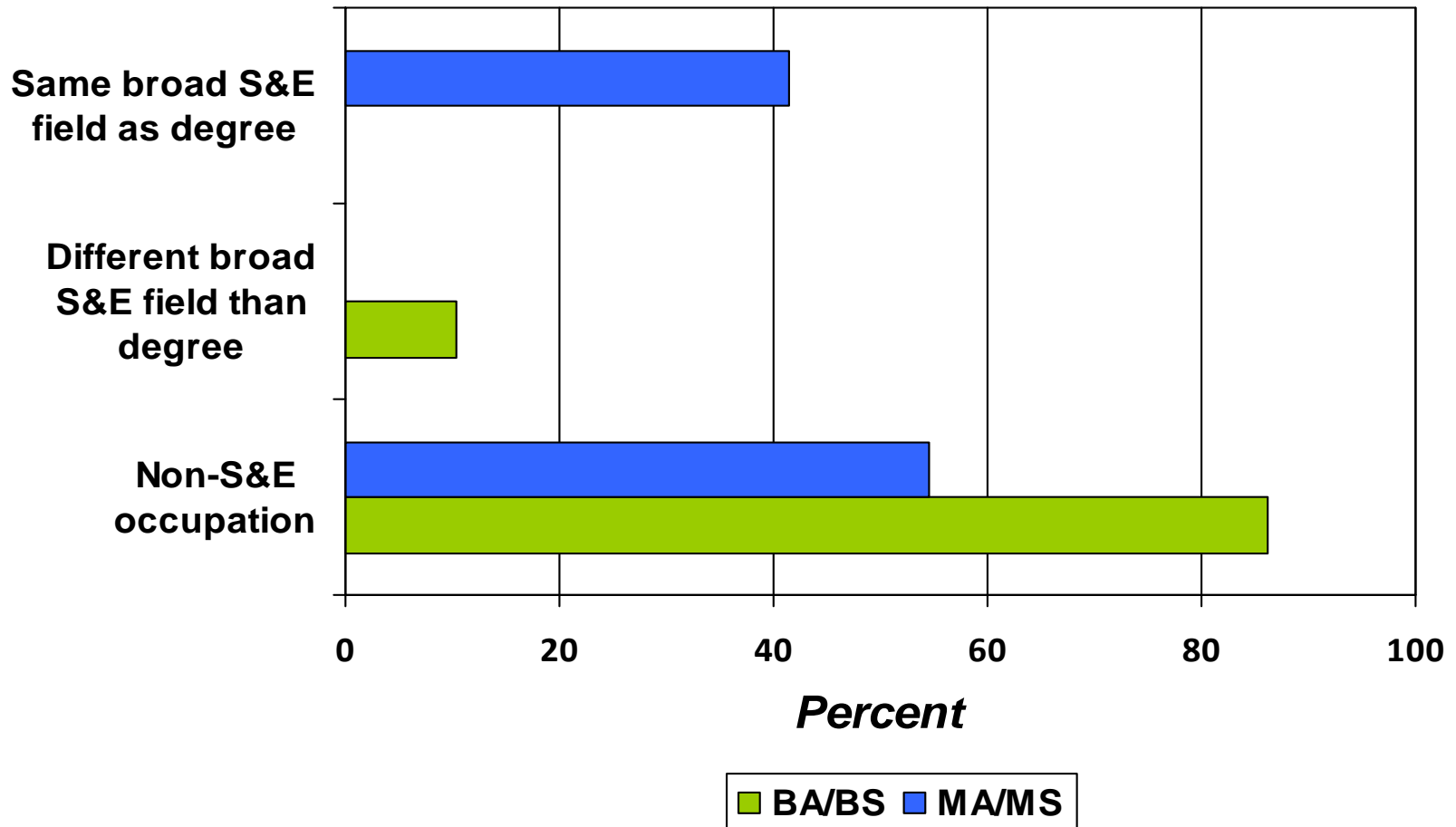
Characteristics of Selected Psychology Cohorts

	Recent Doctorates 2007	Early Career 2008	APA Members 2008	Psychology Workforce 2006
% Female	76	72	55	53
% Minority	19	10*	7*	13
Mean Age (years)	34	39	54	51
% with PhD	74	66	72	100
% with Psy.D	25	33	13	***

Source: 2007 Doctorate Employment Survey, 2008 APA Directory, and NSF/NIH 2006 Survey of Doctorate Recipients. Compiled by APA Center for Workforce Studies, June 2009.

Notes. *Minority percent represents an undercount due to high non-response rate for ethnicity item. Clinical psychologists includes those APA members clinically trained and/or working in an HSP field/setting. ***NSF Survey of Doctorate Recipients surveys only individuals with a PhD in psychology.

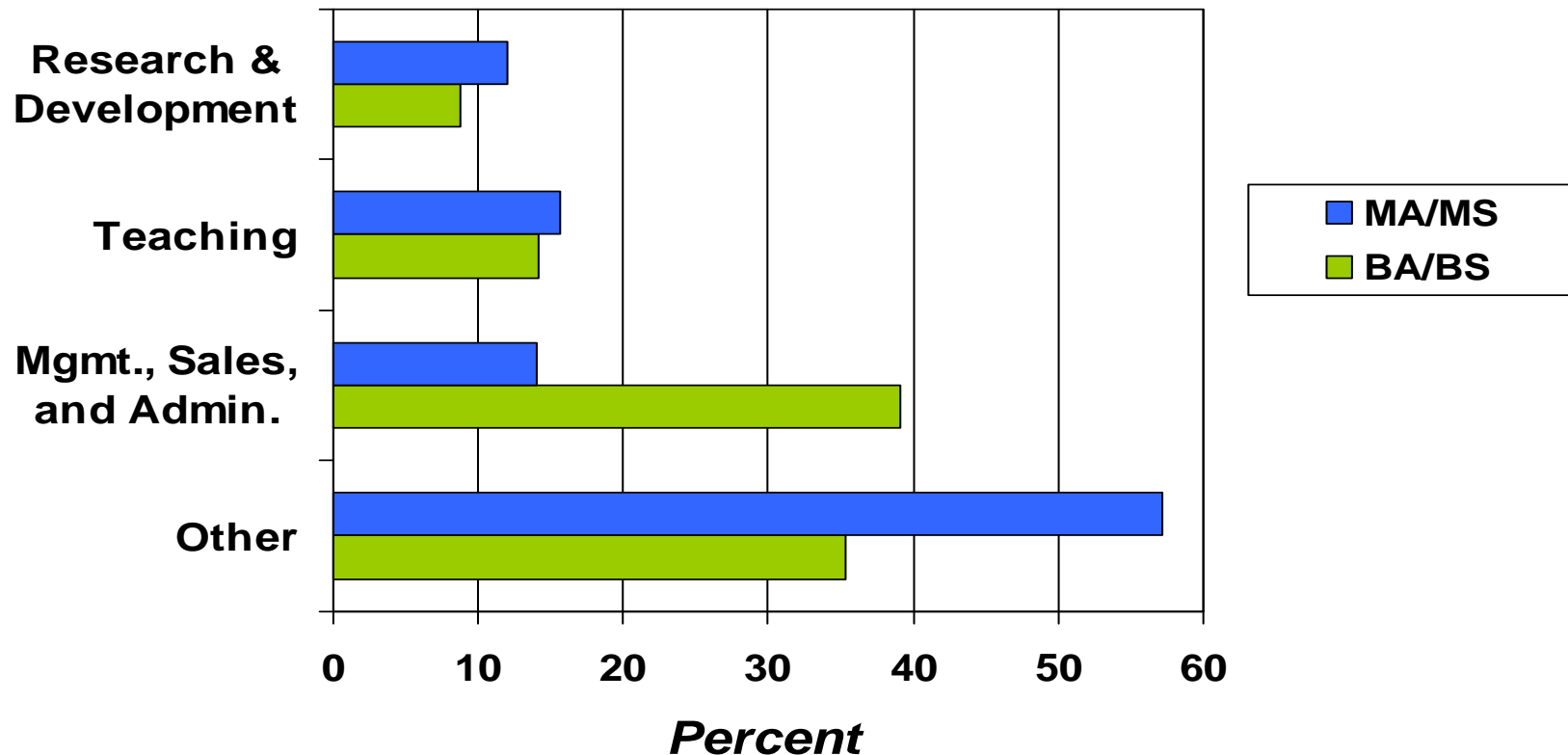
Occupational Characteristics of Recent Psychology Degree Recipients: 2003



Source: National Science Foundation/Division of Science Resources Statistics, *National Survey of Recent College Graduates (2003)*. Compiled by the APA Center for Workforce Studies, April 2009.

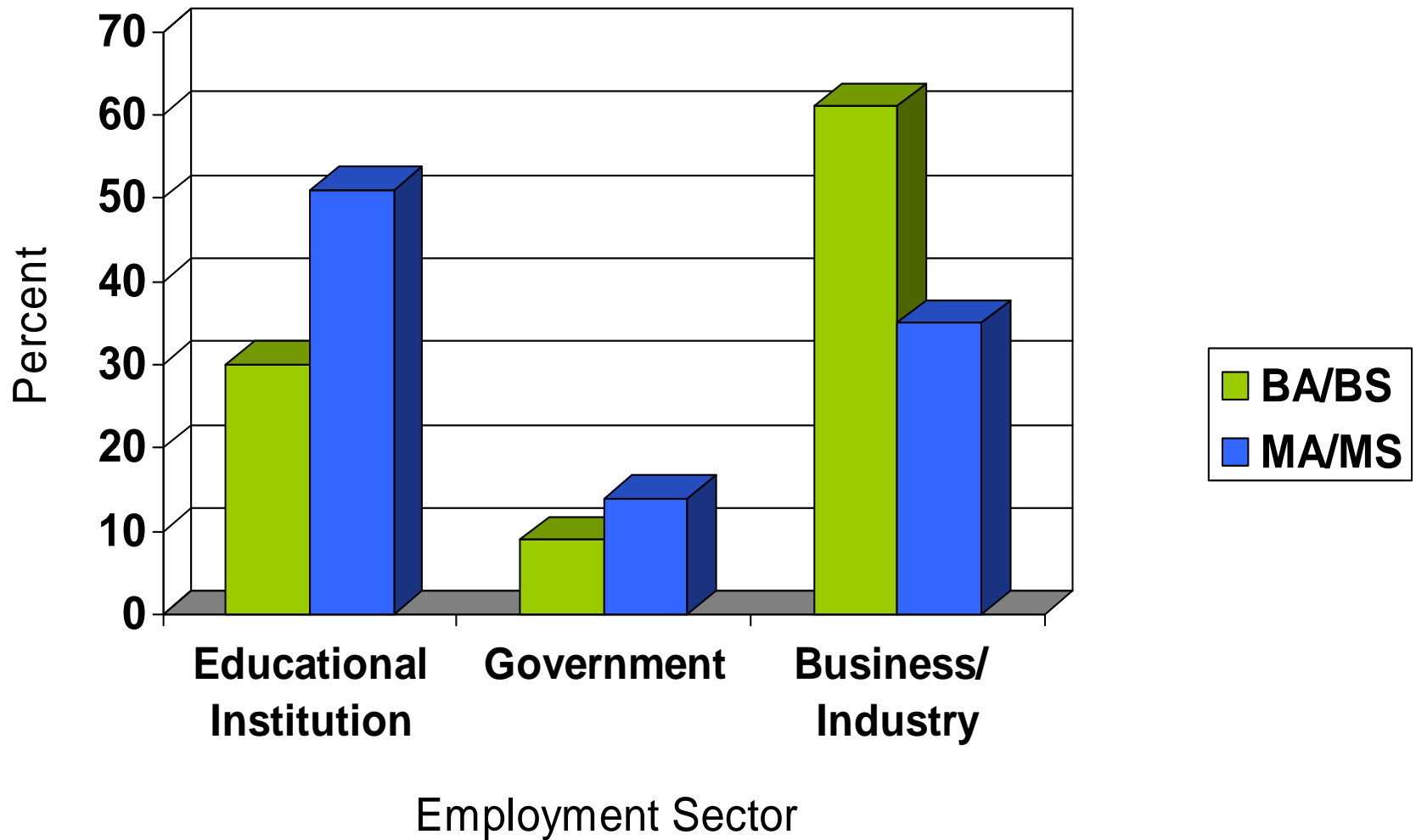
Notes. S&E = Science and Engineering.

Primary Work Activities of Recent Psychology Degree Recipients: 2003



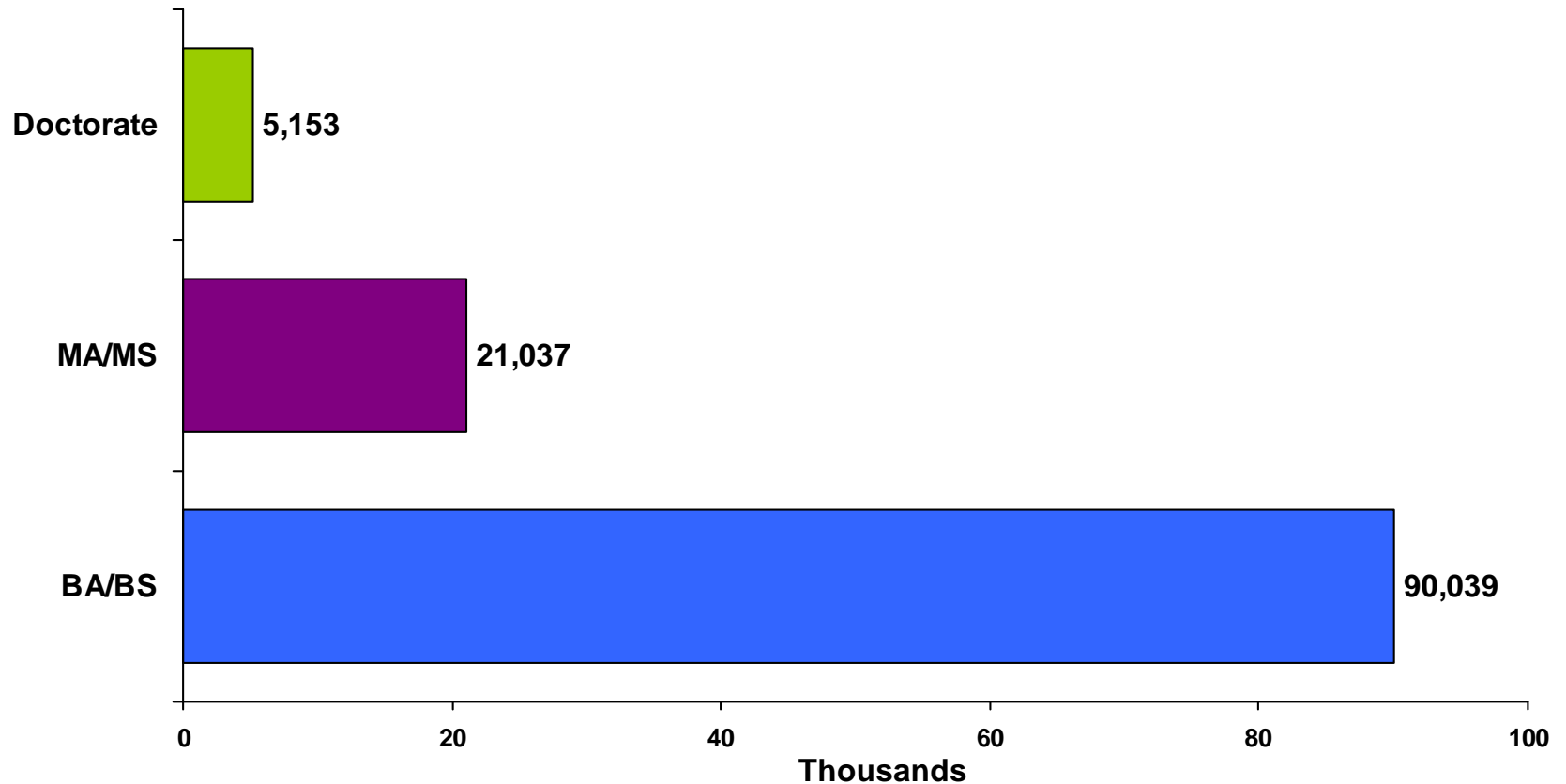
Source: National Science Foundation/Division of Science Resources Statistics, *National Survey of Recent College Graduates* (2003). Compiled by the APA Center for Workforce Studies, April 2009.

Recent Psychology Graduates by Employment Sector and Level of Degree: 2006



Source: National Science Foundation/Division of Science Resources Statistics, *National Survey of Recent College Graduates* (2006). Compiled by the APA Center for Workforce Studies, April 2009.

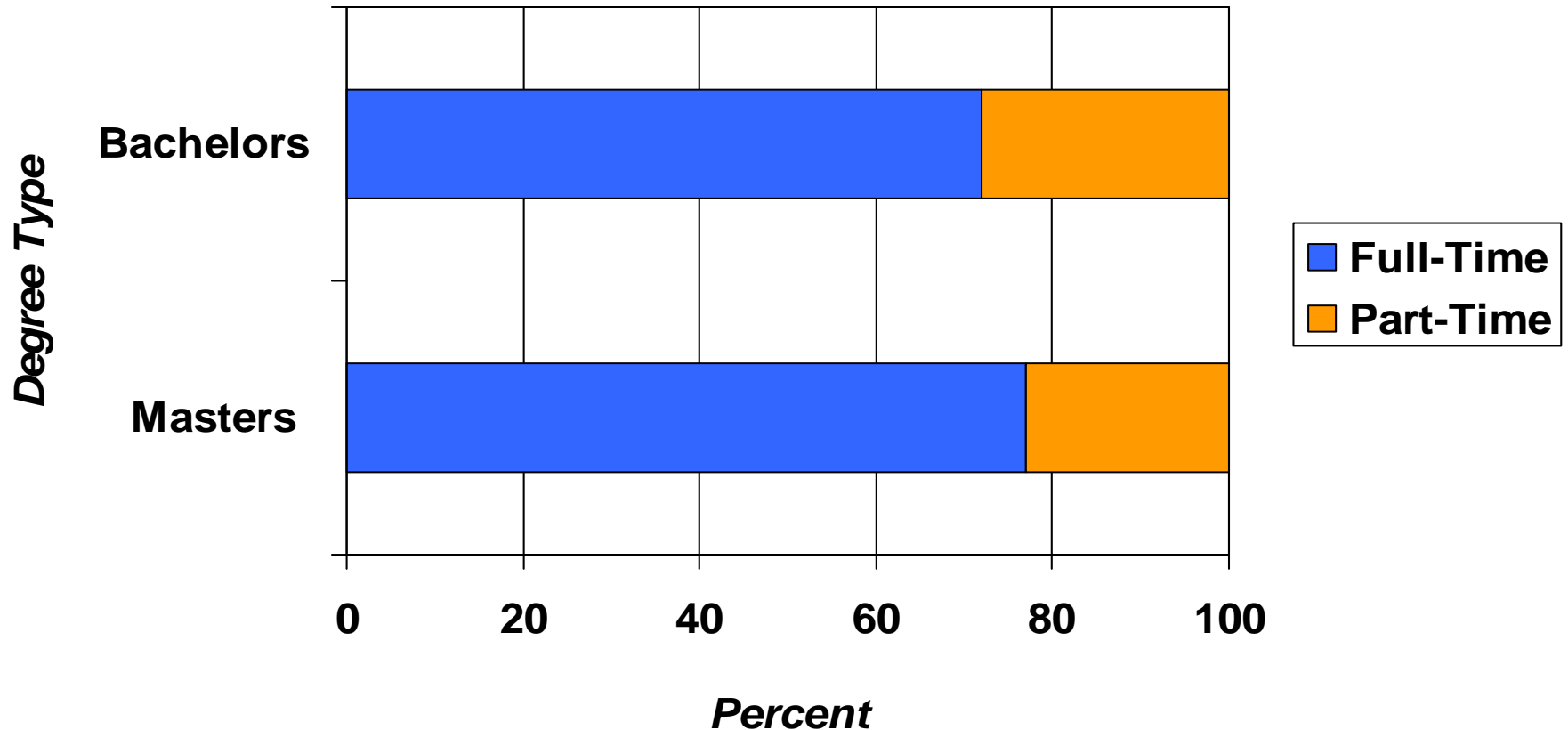
Number of Psychology Degrees Conferred by Level of Degree: 2007



Source: US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey. Compiled by the APA Center for Workforce Studies. April, 2009.

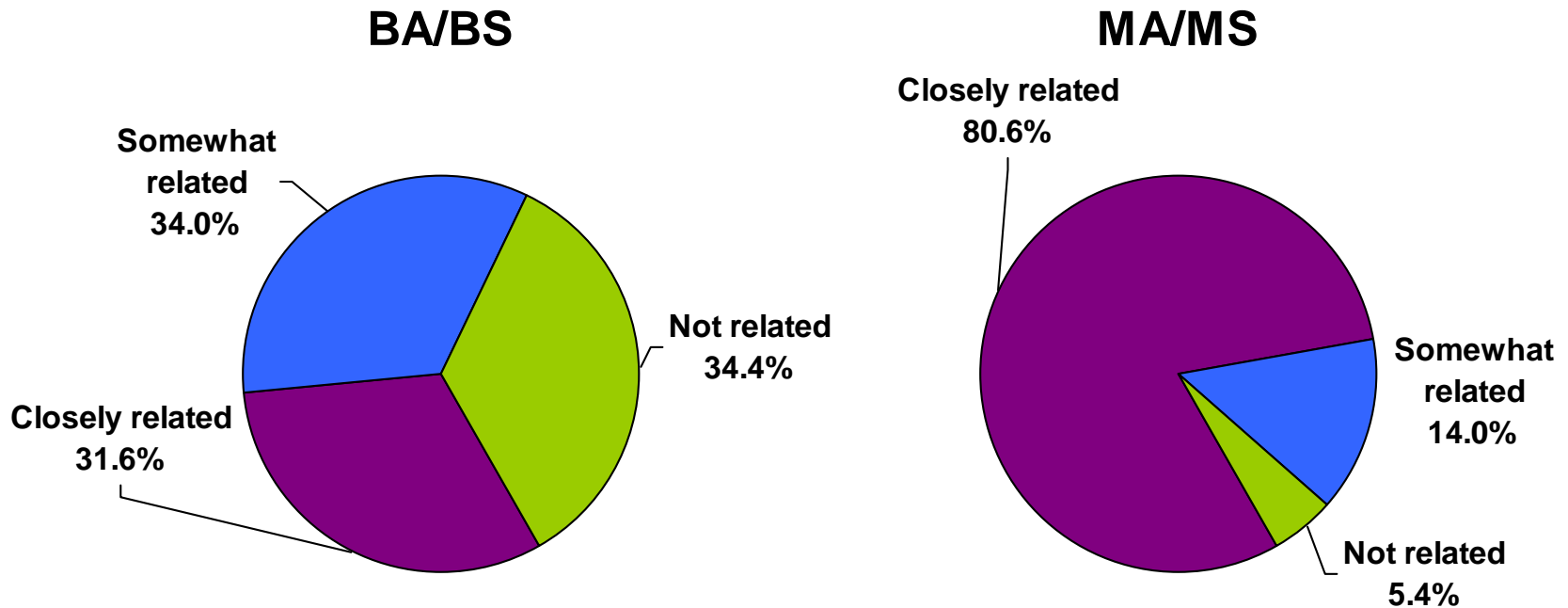
Note. Doctorate degree includes PsyDs.

Full/Part-Time Employment Status for Recent Psychology Graduates by Level of Degree: 2006



Source: National Science Foundation/Division of Science Resources Statistics, *National Survey of Recent College Graduates* (2006). Compiled by the APA Center for Workforce Studies, April 2009.

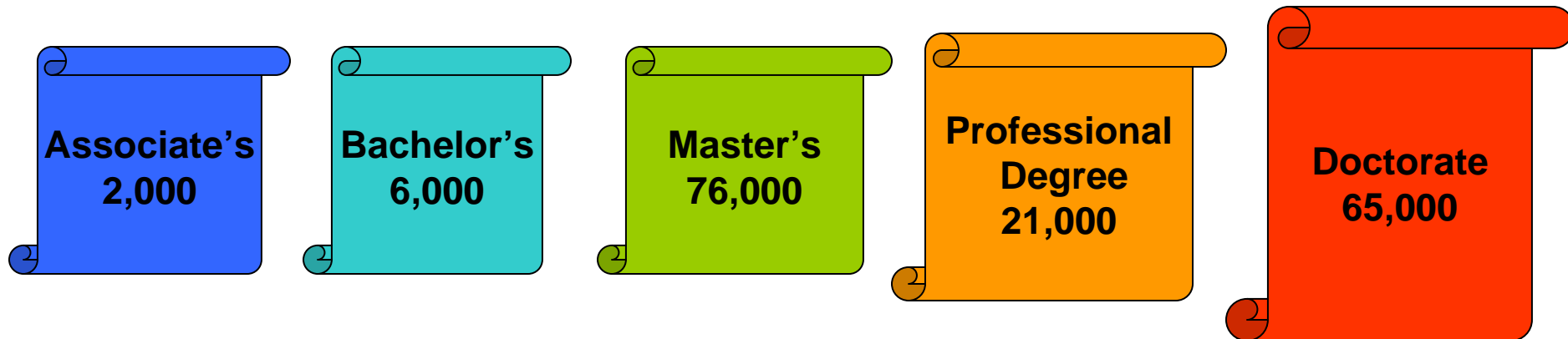
Relationship of Job to Highest Degree Reported by BA/BS and MA/MS Recipients in Psychology



Source: National Science Foundation/Division of Science Resources Statistics, *National Survey of Recent College Graduates*: (2003). Compiled by the APA Center for Workforce Studies, April 2009.

The Psychology Workforce: 2008

**Individuals employed as psychologists aged 25 years +
and their educational attainment:**

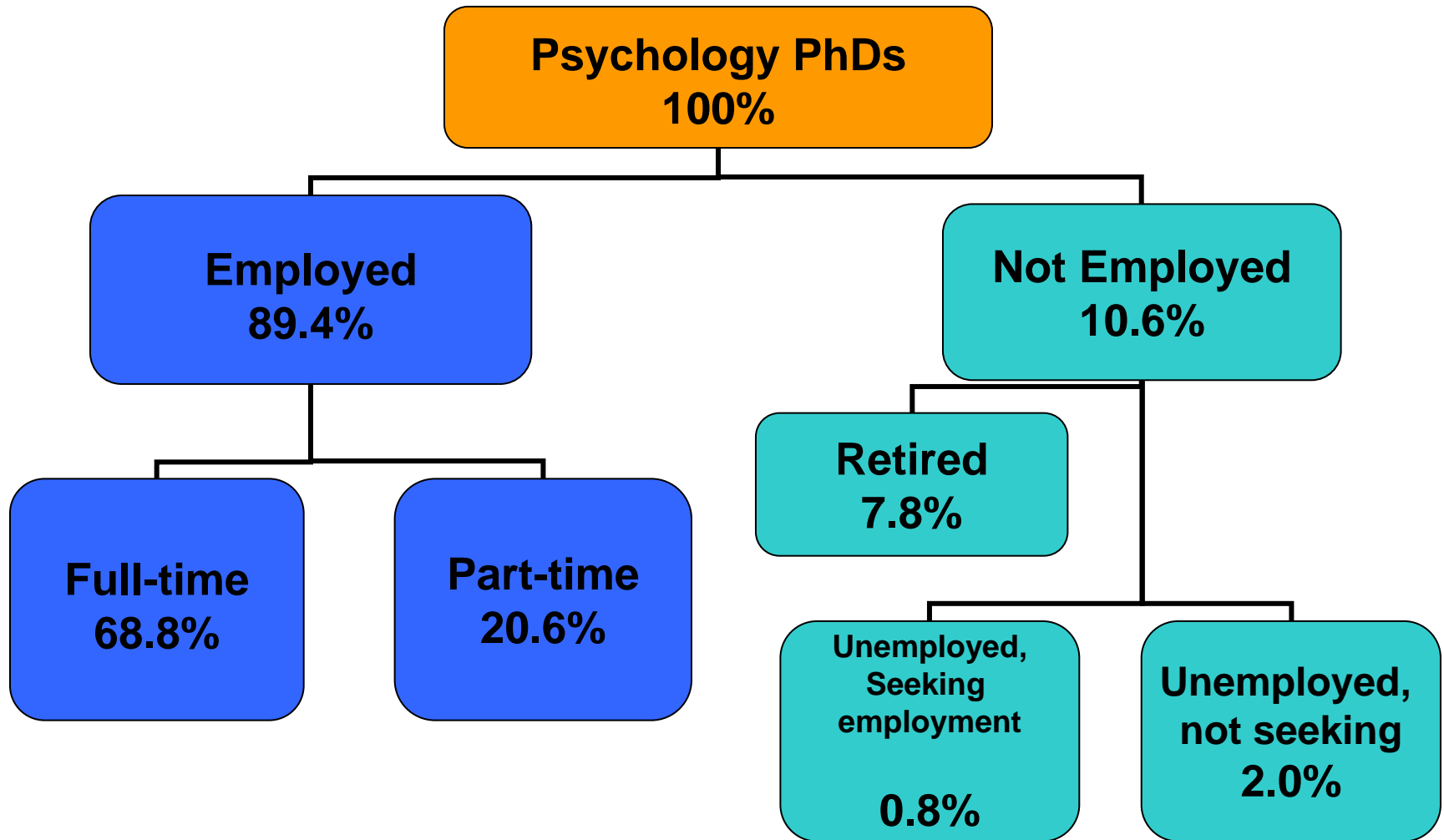


**Total Employed Psychologists in United States for 2008:
172,000**

Source: Current Population Survey (CPS), Bureau of Labor Statistics (BLS). Compiled by the APA Center for Workforce Studies, July 2009.

Note. This may be an undercount due to the definition of the word psychologist. BLS approximates 92,000 therapists and 20,000 treating practitioners. Bureau of Labor Statistics (BLS) estimates that approximately another 1,000 individuals are employed as psychologists and possess a high school diploma (no college) for 2008, bringing the total to 172,000. Current Population Survey data come from a monthly survey of about 60,000 households nationwide. The data are on individuals, not positions.

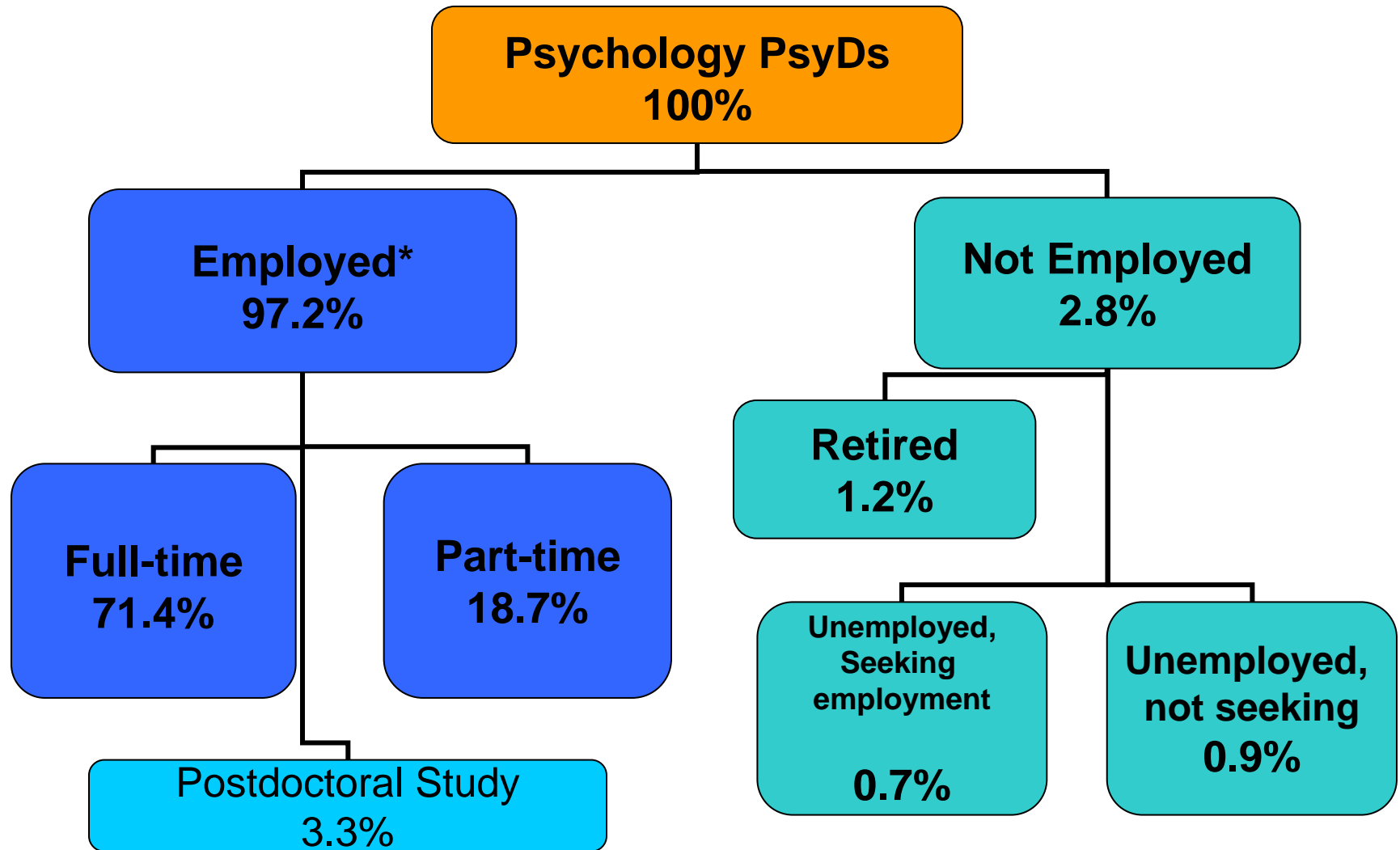
Employment Characteristics of Psychology PhDs: 2006



Source: NSF/NIH; 2006 Survey of Doctorate Recipients. Compiled by the APA Center for Workforce Studies, April 2009

Notes. Postdoctorate information is not included in this chart, but is reported separately. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

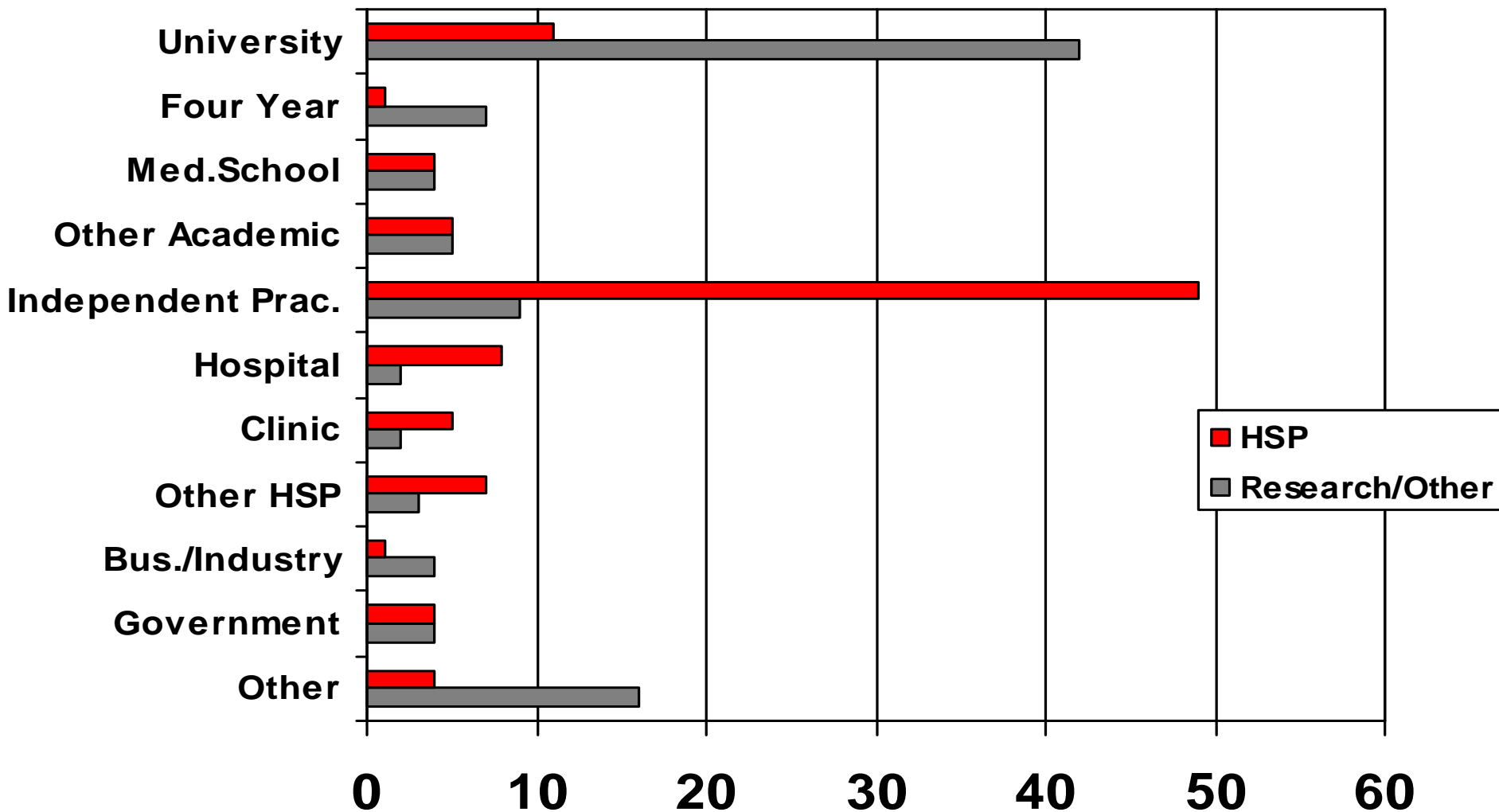
Employment Characteristics of Psychology PsyDs: 2008



Source: 2008 APA Directory data. Compiled by the APA Center for Workforce Studies, July 2009

Notes: *Approximately 4% of employed PsyDs have an unknown status, 1% of PsyDs fall into an "other" category not listed above.

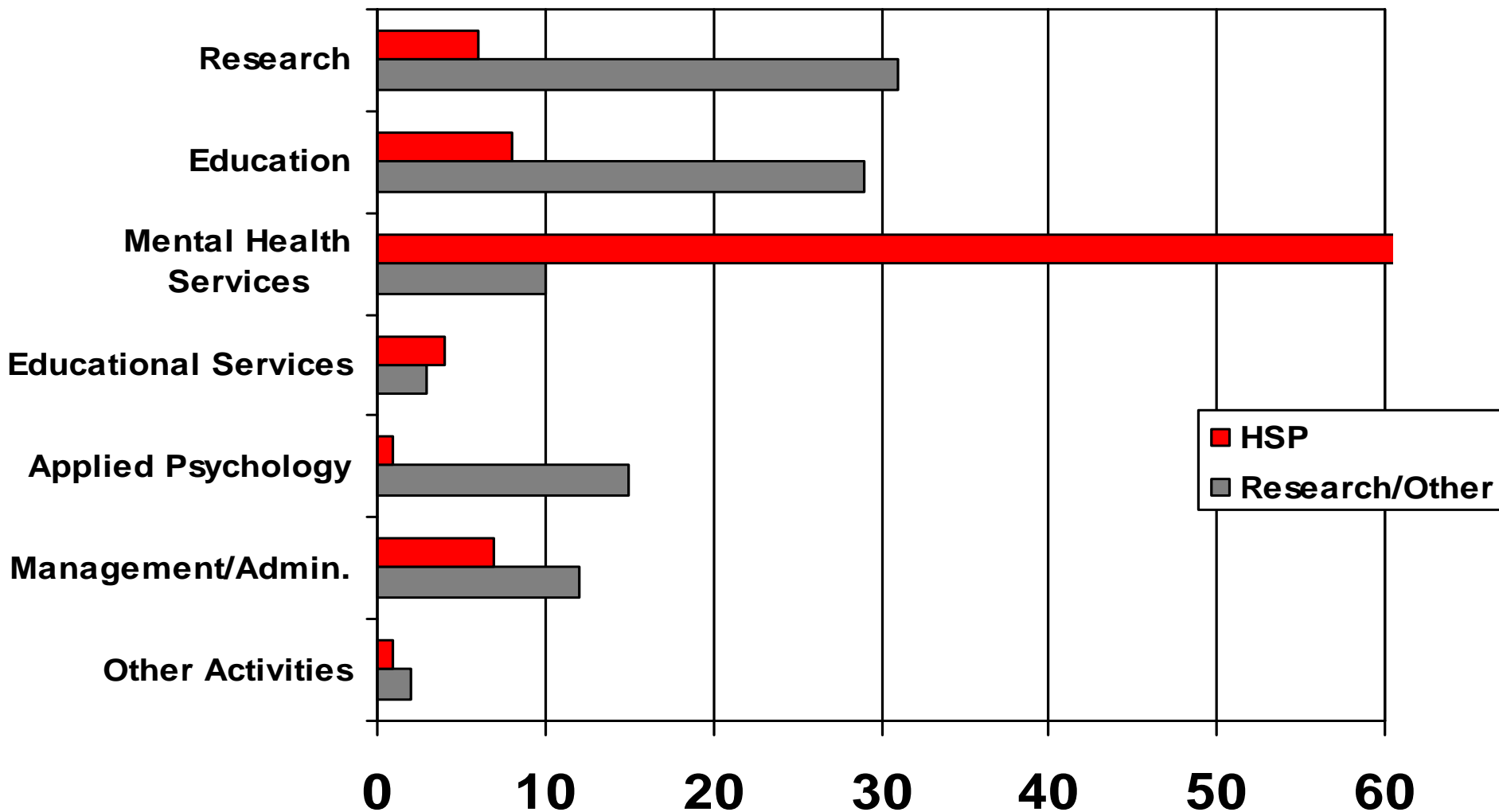
Percent Psychology Doctorates Primary Employment Setting by Subfield: 2008



Source: 2008 APA Directory Data. Compiled by the APA Center for Workforce Studies, July 2009.

Note: Data is rounded and includes APA full members and respondents with full and part-time employment.

Percent Psychology Doctorates Primary Employment Activity by Subfield: 2008



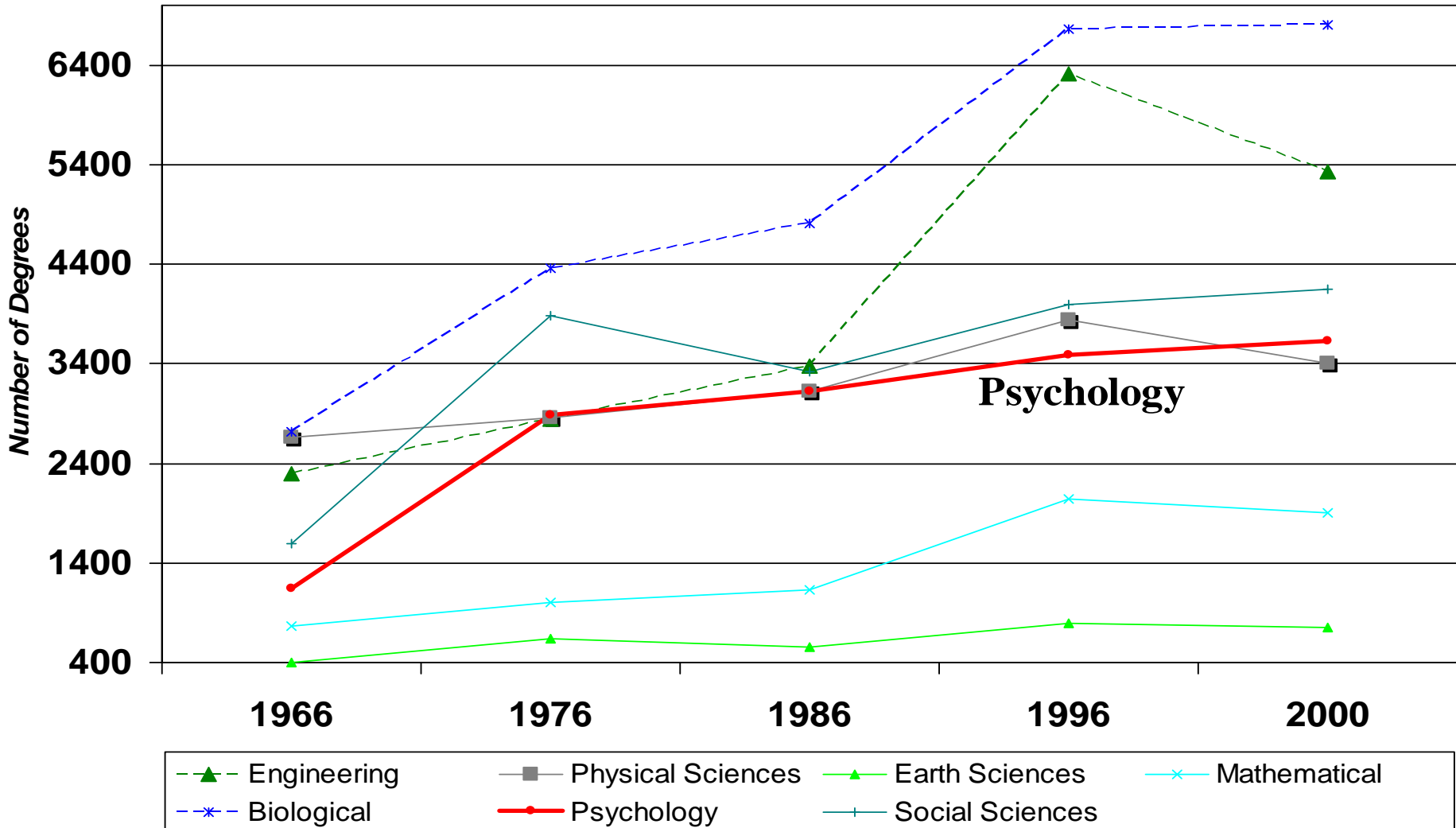
Source: 2008 APA Directory Data. Compiled by the APA Center for Workforce Studies, July 2009.

Note: Data is rounded and includes APA full members and respondents with full and part-time employment.

Changes Over Time

*How has the workforce
changed in the past 50
years?*

PhDs Awarded by Major Field Group: 1966-2000



Source: National Science Foundation, Division of Science Resource Statistics, Science and Engineering Degrees: 1966-2000, NSF 02-327. Compiled by the APA Center for Workforce Studies, July 2009.

Number of Psychology Degrees Awarded by Degree Level: 1966-2007

	Bachelors	Masters	Doctorate
1966	16,966	2,423	1,139
1976	50,363	7,859	2,883
1986	40,937	8,363	3,124
1990	54,018	9,308	3,267
2006	84,233	16,866	3,294
2007	90,039	21,037	5,153

Source: National Science Foundation, Division of Science Resource Statistics, Science and Engineering Degrees: 1966-2000, NSF 92-326, and US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey. Compiled by the APA Center for Workforce Studies, July 2009. Note: 2007 doctoral data includes PsyDs

Demographic Shifts: Women in Psychology

<u>Women</u>	<u>%</u>	<u>%</u>	<u>Annual Growth</u>
% of bachelor's degrees ¹ : 1976 & 2006	54	77	3
% of grad enrollments ² : 1977 & 2006	47	76	2
% of new doctorates ³ : 1976 & 2005	33	72	3
% of PhDs in workforce ⁴ : 1973 & 2006	20	50	3

Sources: (1) IPEDS, US Department of Education. (2) *Graduate Students and Postdoctorates in Science and Engineering*, NSF. (3) *Doctorate Employment Survey*, APA. (4) National Science Foundation/NIH, *Survey of Doctorate Recipients: (1973, 2006)*. Compiled by APA Center for Workforce Studies, April, 2009.

Note. PsyDs are included in doctoral counts from *Doctorate Employment Survey* (APA).

Demographic Shifts: Ethnic Minorities in Psychology

<u>Ethnic Minorities</u>	<u>%</u>	<u>%</u>	<u>Annual Growth</u>
% of bachelor's degrees ¹ : 1976 & 2006	12	27	3
% of grad enrollments ² : 1980 & 2005	12	27	3
% of new doctorates ³ : 1977 & 2005	8	19	3
% of PhDs in workforce ⁴ : 1973 & 2006	2	11	6

Sources: (1) IPEDS, US Department of Education. (2) *Graduate Students and Postdoctorates in Science and Engineering*, NSF. (3) *Doctorate Employment Survey*, APA. (4) National Science Foundation/NIH, *Survey of Doctorate Recipients: (1973, 2006)*. Compiled by APA Center for Workforce Studies, April, 2009.

Note. PsyDs are included in doctoral counts from *Doctorate Employment Survey* (APA).

Mean Age of New Doctorates in Psychology: 1993-2007

	Mean Age
1993	36.40
1996	35.90
1997	34.70
1999	34.80
2001	35.41
2003	35.10
2005	35.00
2007	33.88

Source: *APA Doctorate Employment Survey* (selected years). Compiled by APA Center for Workforce Studies, July 2009.

Note: Includes PsyDs

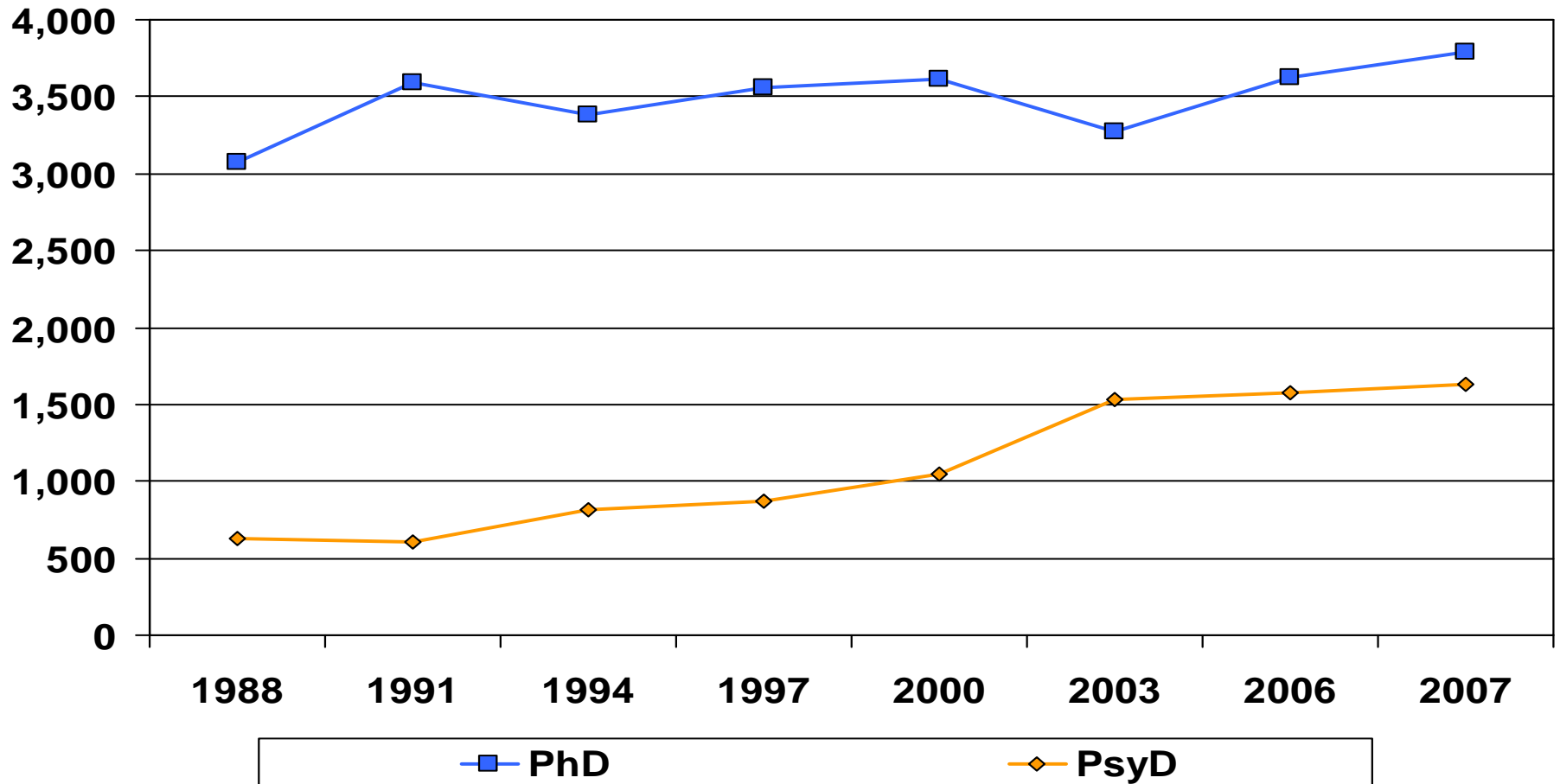
Mean Age of the Psychology PhD Workforce: 1993-2006

	Mean Age
1993	47.47
1995	48.30
1997	47.95
1999	48.99
2001	49.24
2003	50.07
2006	50.84

Source: *NSF/NIH Survey of Doctorate Recipients (selected years)*. Compiled by APA Center for Workforce Studies, July 2009.

Notes. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

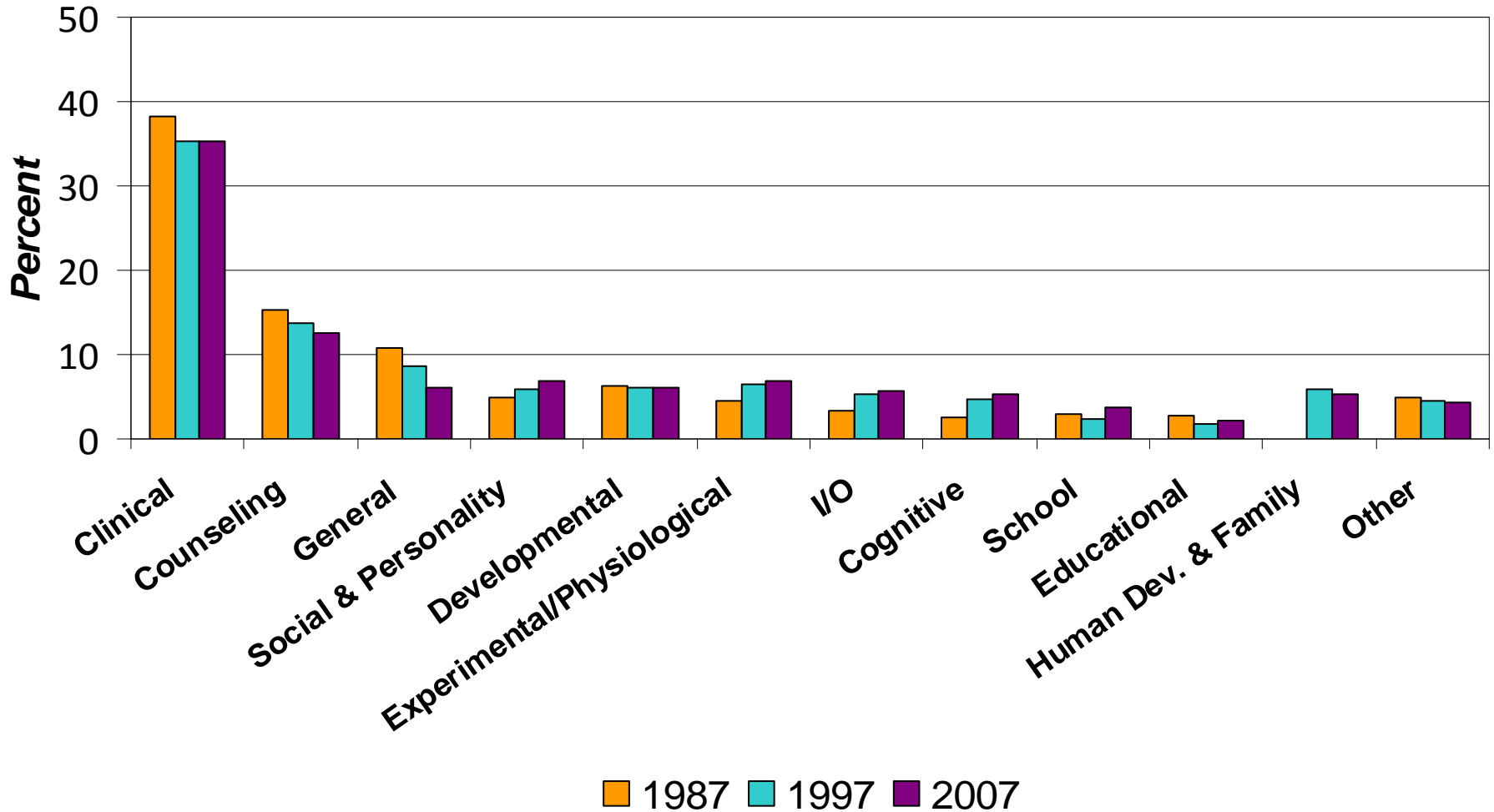
Number of PhDs and PsyDs Awarded in Psychology: 1988-2007



Source: Data are from *APA's Graduate Study in Psychology*. Compiled by the APA Center for Workforce Studies, April, 2009

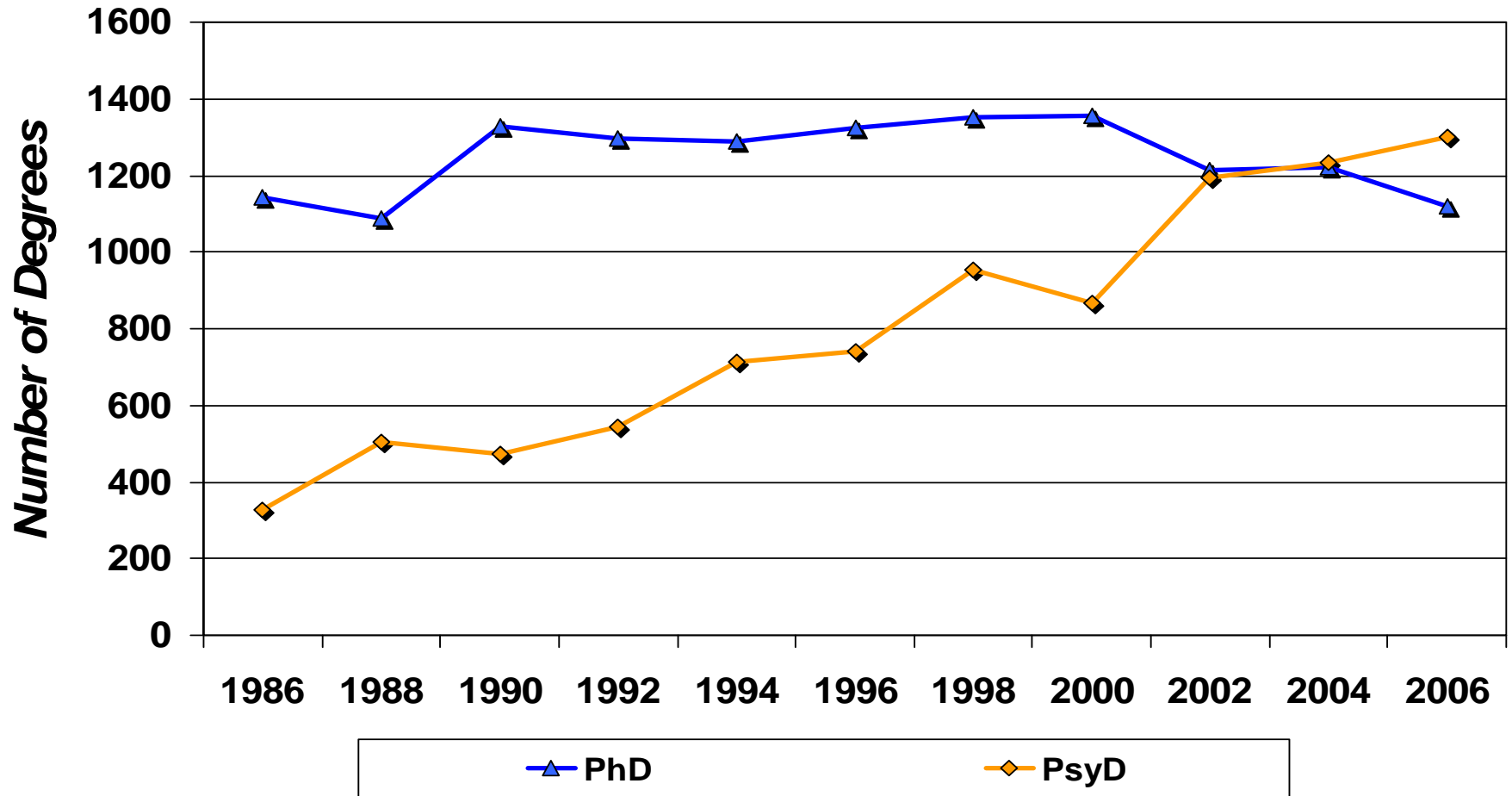
Note. Data on PsyDs represent an undercount as several departments did not report number of PsyDs awarded.

Degree Fields of Psychology PhDs Awarded in 1987, 1997 and 2007



Source: NSF/NIH/USED/NEH/USDA/NASA; 2007 Survey of Earned Doctorates. Compiled by APA CWS, June 2009.
 Note. Data for “Human Development and Family Psychology” was not available for 1986.

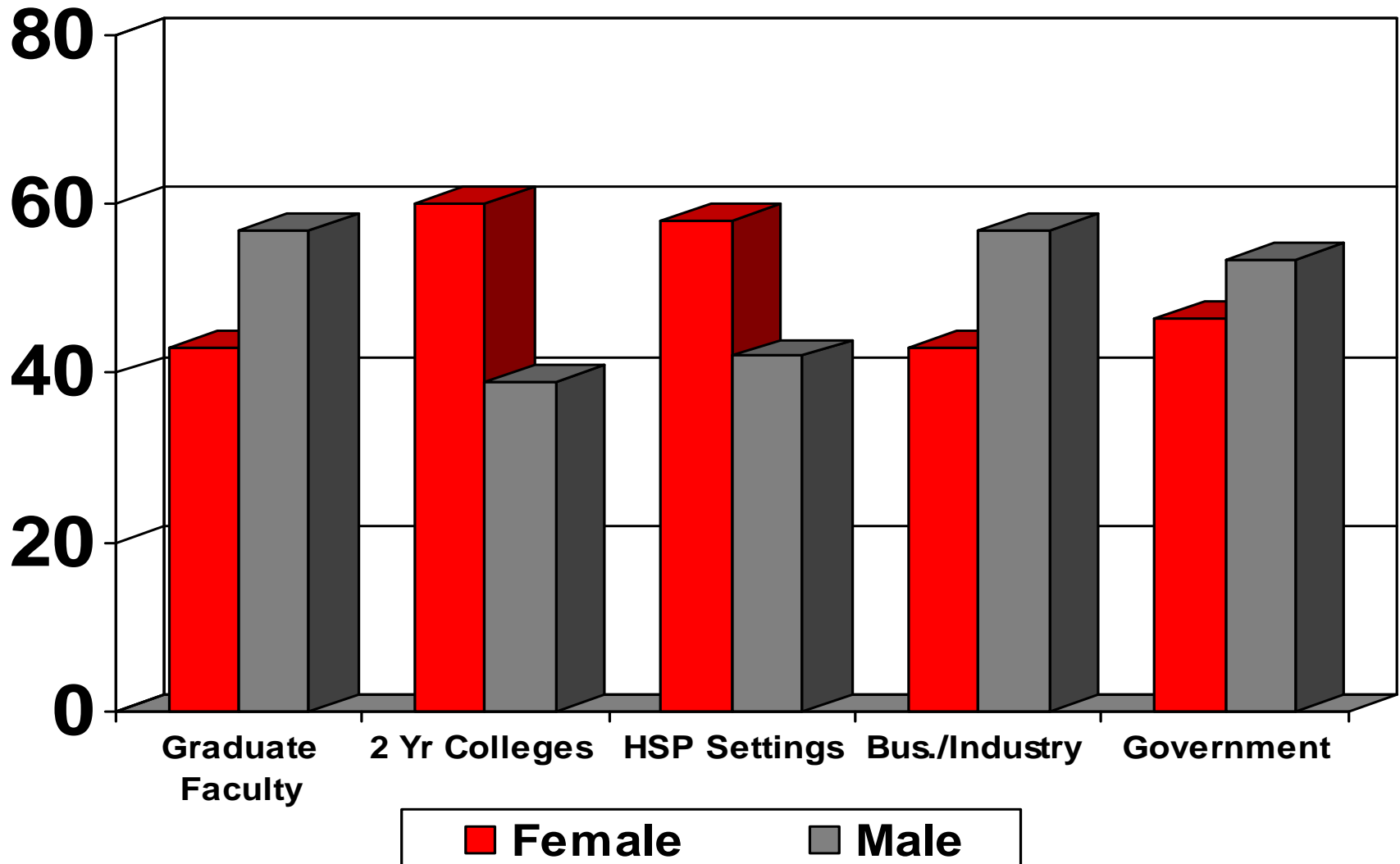
Number of Clinical PhDs and PsyDs Awarded in Psychology: 1986-2006



Source: Data on PsyDs are from *Graduate Study in Psychology* (APA). Data on PhDs are drawn from NSF/NIH/USED/NEH/USDA/NASA; *2006 Survey of Earned Doctorates*. Compiled by APA Center for Workforce Studies, February 2009.

Note. Data on PsyDs represent an undercount as several departments did not report number of PsyDs awarded.

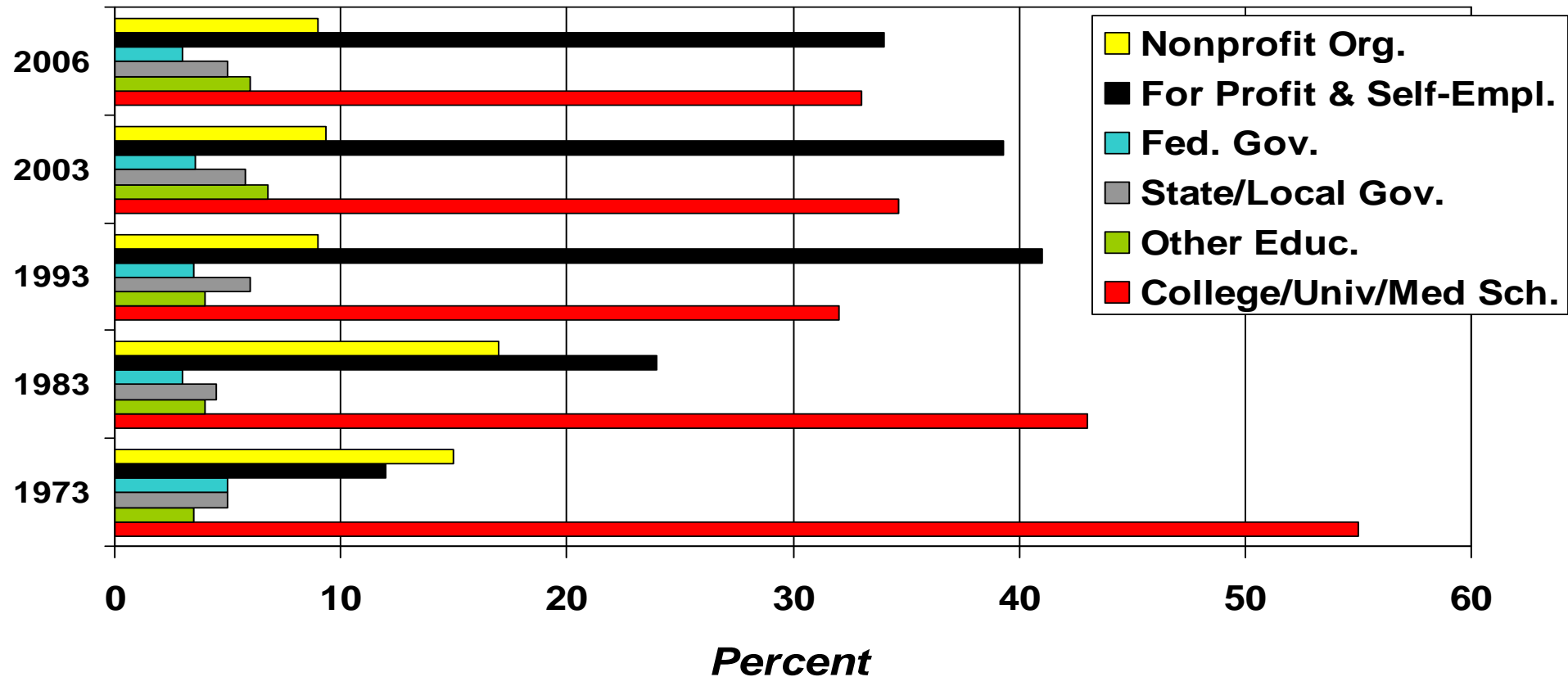
Gender of Psychology Doctorates by Employment Setting



Source: 2008-2009 APA Faculty Salaries in Graduate Departments of Psychology Survey, NSF/NIH Survey of Doctorate Recipients (2006), 2008 APA Psychology Health Service Providers Survey. Compiled by the Center for Workforce Studies, July 2009.

Note: The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

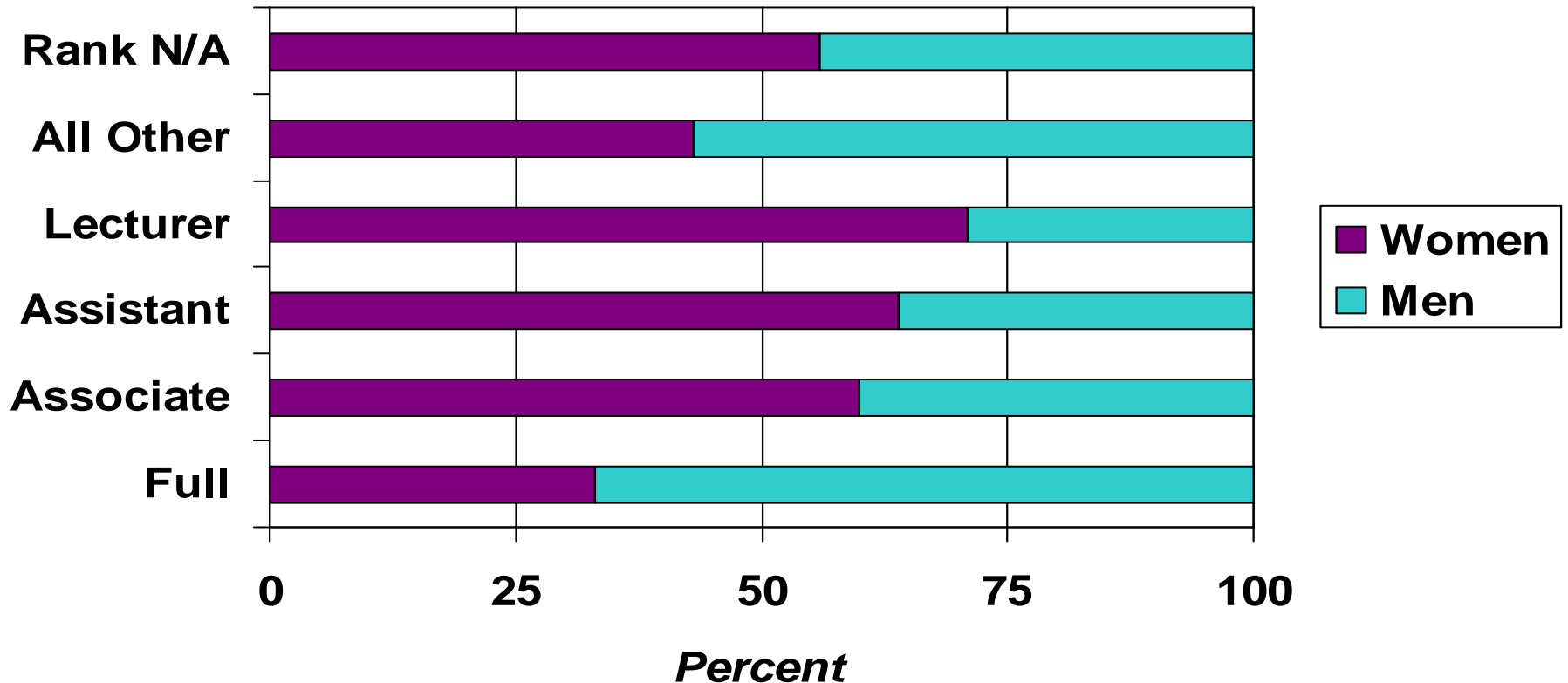
Changes in Employment Settings for PhD Psychologists: Selected Years



Source: NSF/NIH; *Survey of Doctorate Recipients* (Selected Years) . Compiled by Center for Workforce Studies, April 2009.

Note: The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

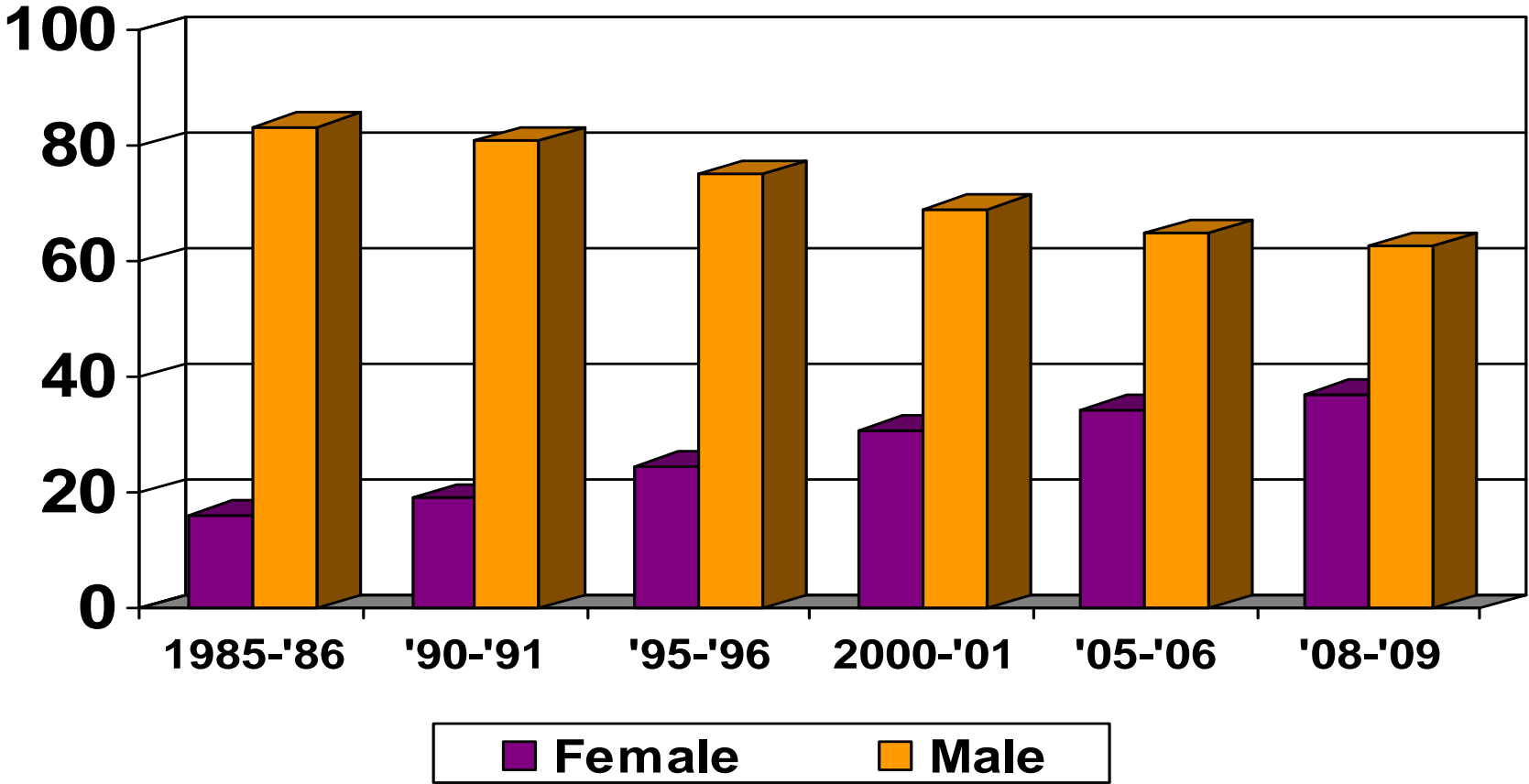
Psychology PhD Faculty in Academic Institutions by Gender and Rank: 2006



Source: NSF/NIH; 2006 Survey of Doctorate Recipients. Compiled by the APA Center for Workforce Studies, April 2009

Notes. Unlike APA's Faculty Salary Survey, the faculty included in this graph represent those in undergraduate and graduate departments, and do not necessarily work in departments of psychology. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

Gender of Tenured Faculty in Psychology Graduate Departments: Selected Years



Source: APA Faculty Salaries in Graduate Departments of Psychology Survey, Selected Years. Compiled by the Center for Workforce Studies, April 2009.

The Makeup of the Future Psychology Workforce

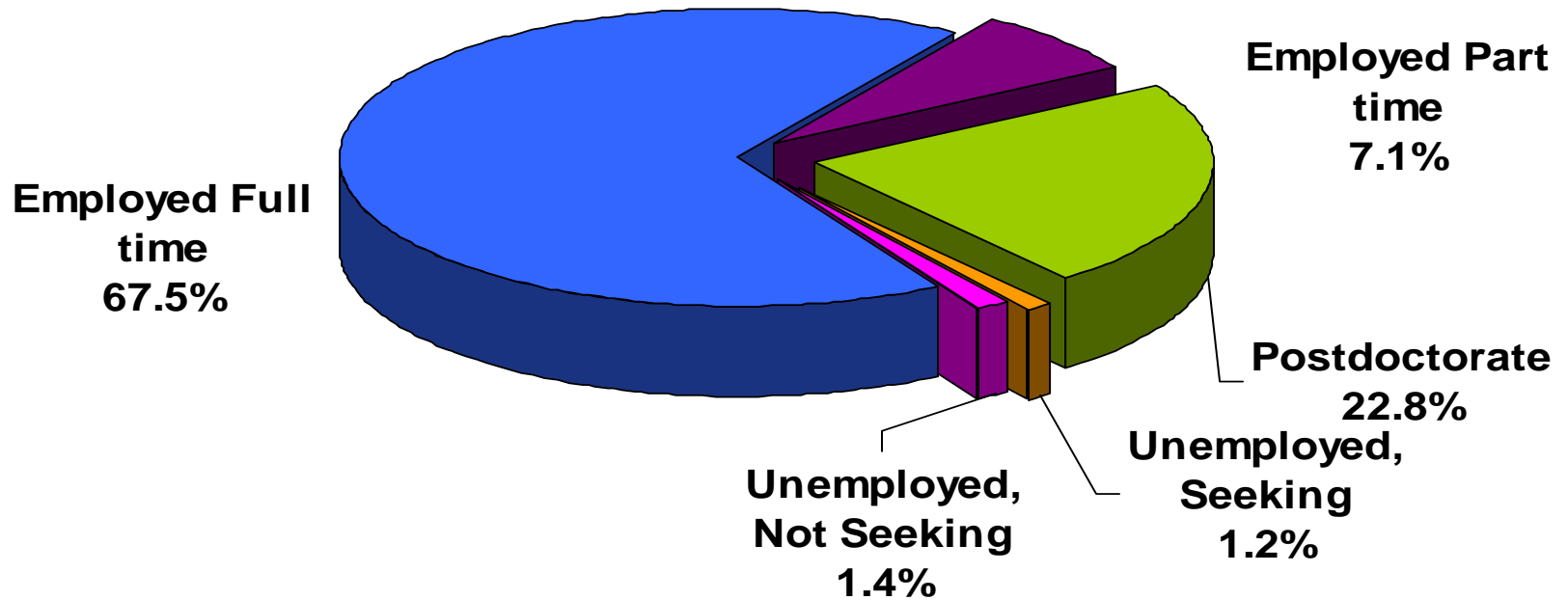
Demographics

Activities

Settings

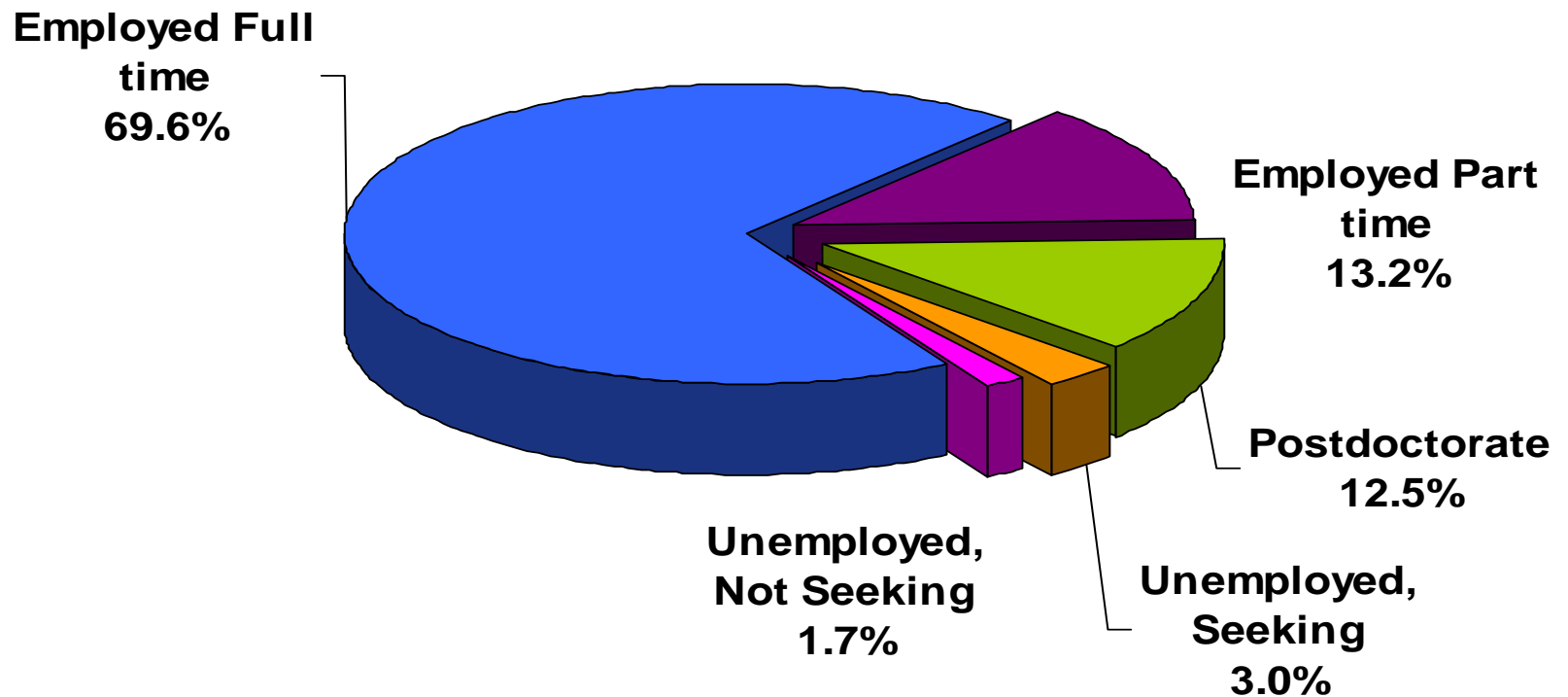
Fields

Employment Status of Recent PhDs in Psychology: 2007



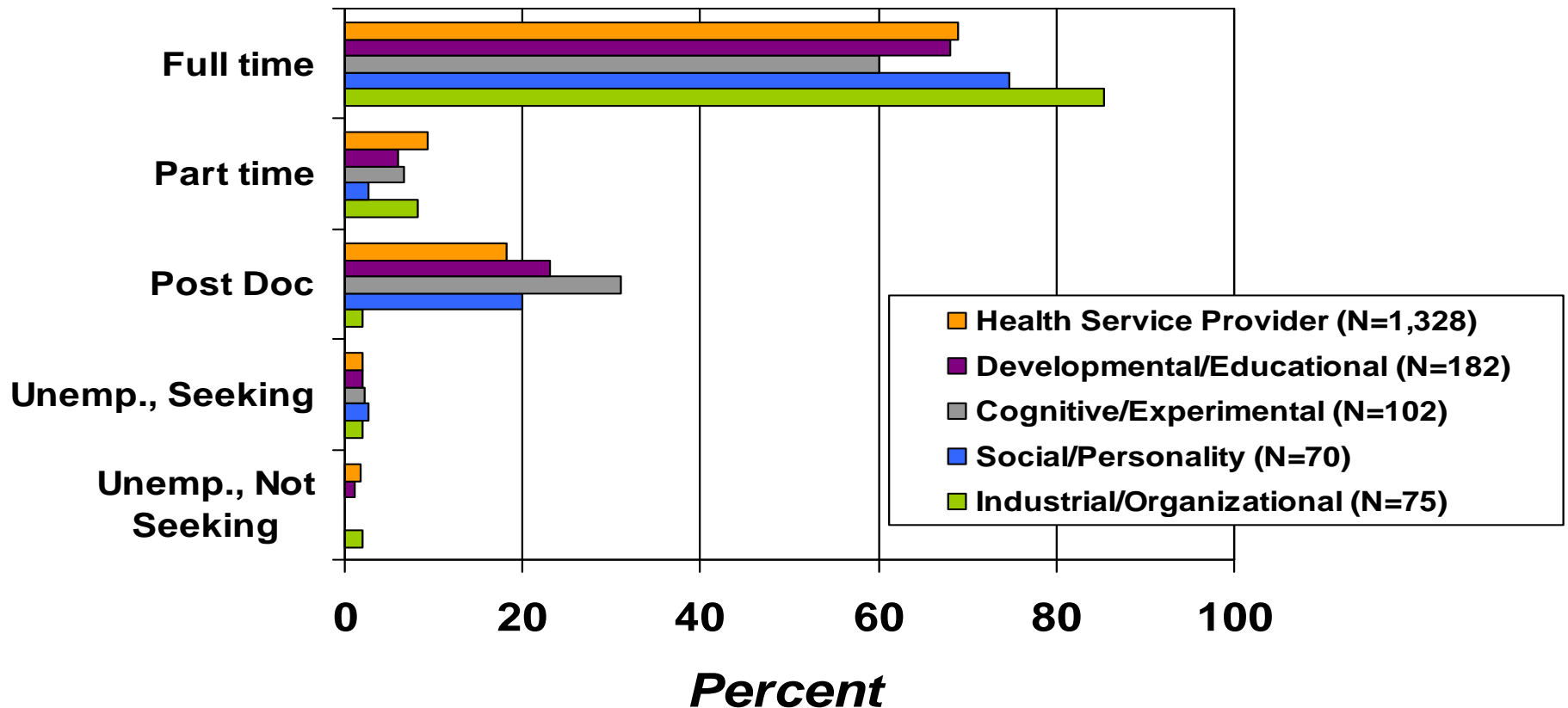
Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Employment Status of Recent PsyDs in Psychology: 2007



Source: *2007 Doctorate Employment Survey*. Compiled by the APA Center for Workforce Studies, June 2009.

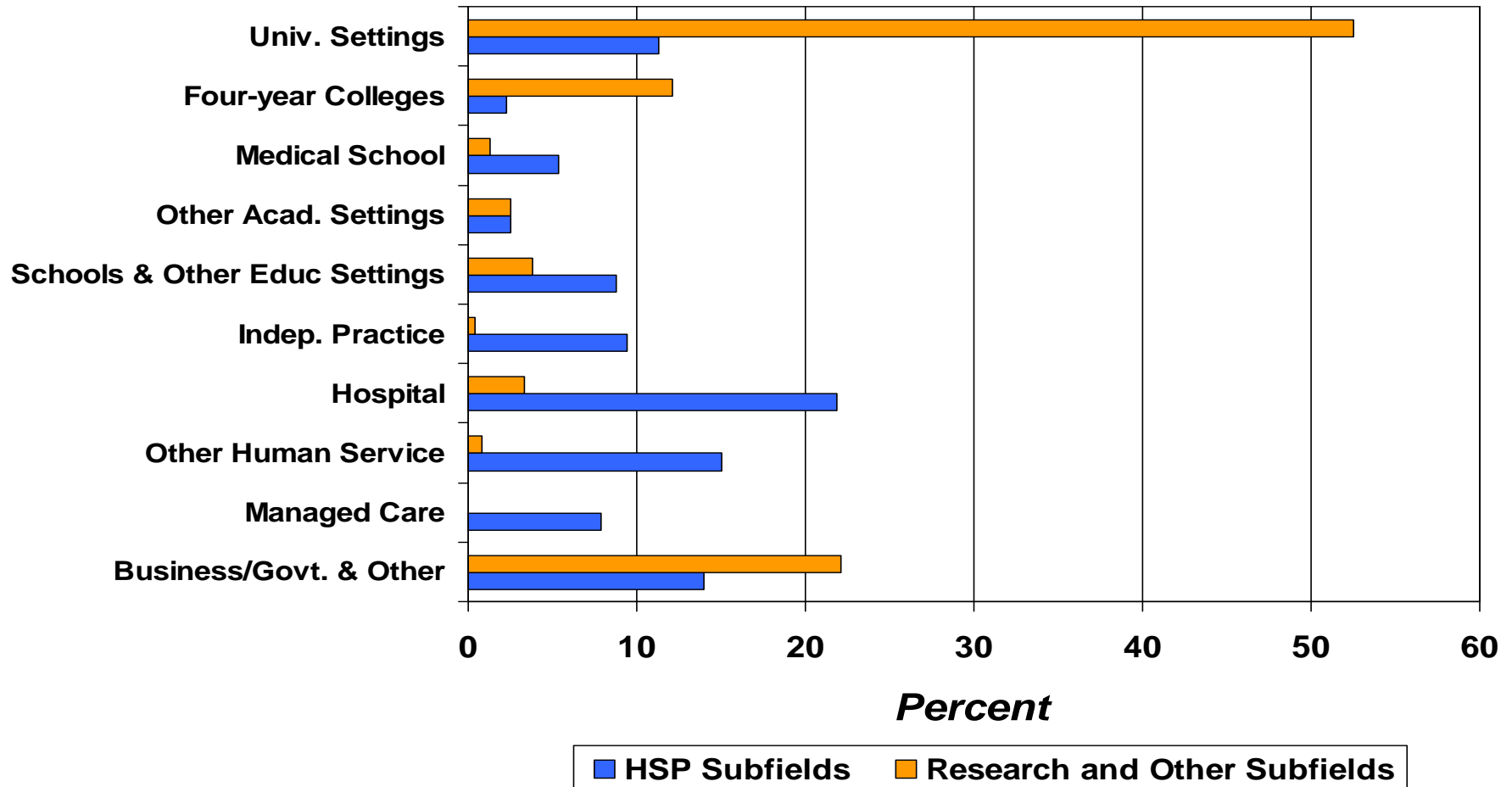
Employment Status by Subfield for Recent Doctorate Recipients in Psychology: 2007



Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Includes PsyDs.

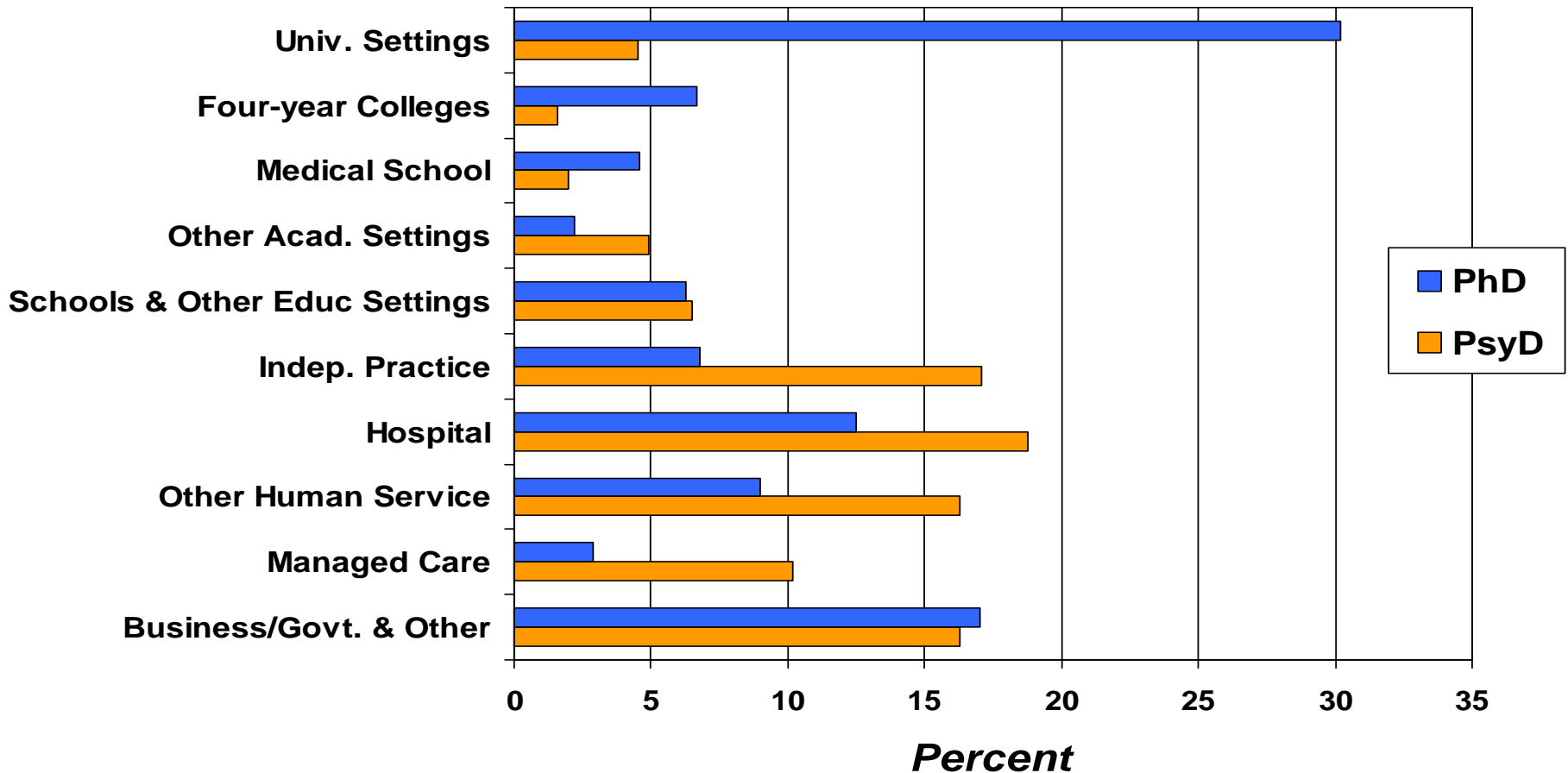
Primary Employment Settings for Recent Doctorate Recipients in HSP and Research Subfields of Psychology : 2007



Source: 2007 Doctorate Employment Survey. Compiled by APA Center for Workforce Studies, June 2009.

Notes. Contains PsyDs. Table includes survey respondents with full- and part-time employment.

Primary Employment Settings for Recent Doctorate Recipients in Psychology by Degree Type: 2007



Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

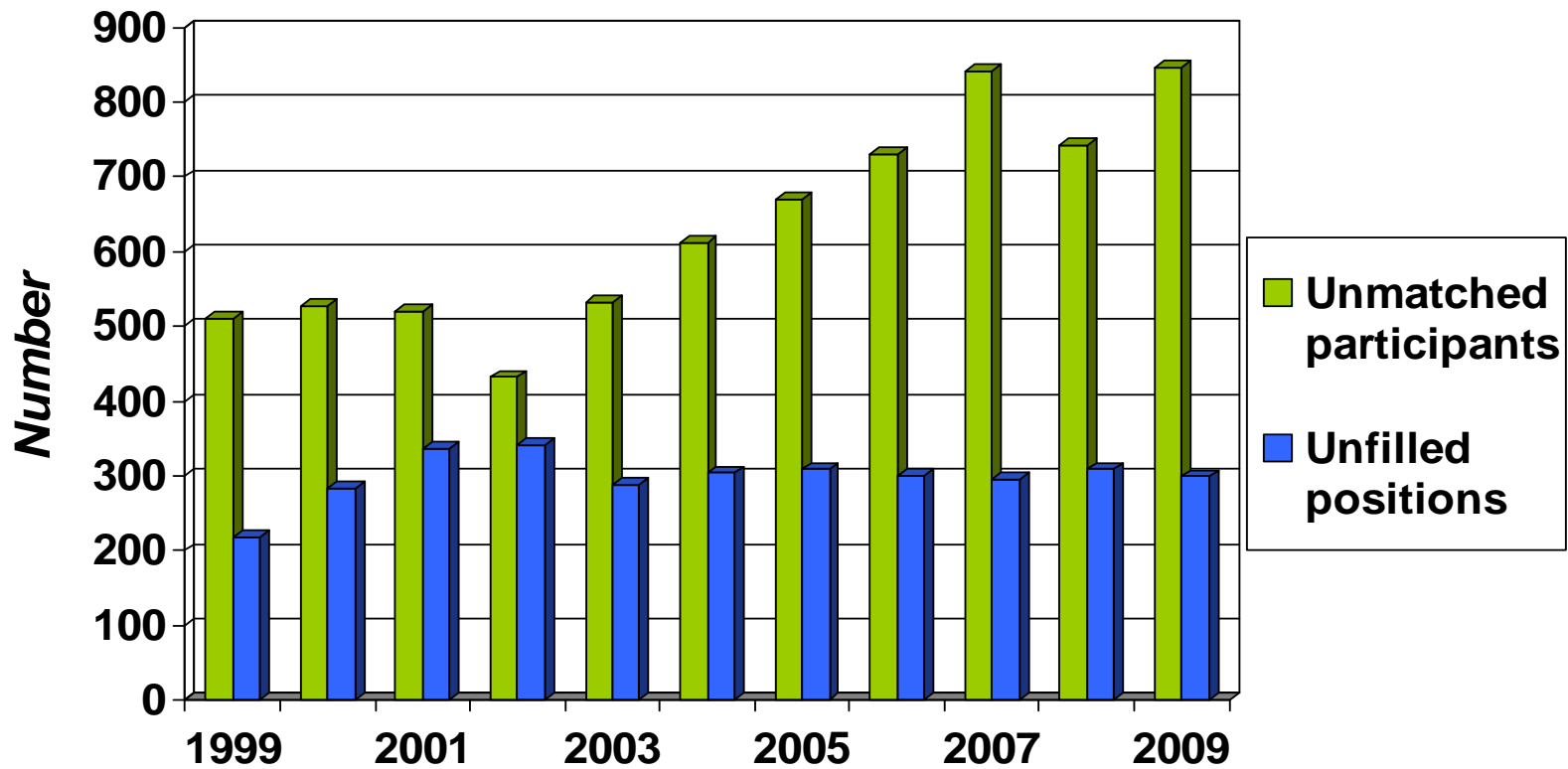
Note. Table includes survey respondents with full- and part-time employment. Statistics are not included for settings where the total N is less than 20.

What the Future Holds

Average Level of Education-Related Debt by Year, for Doctorate Recipients Who Reported Any Debt

Year of doctorate	Median	Mean	SD	N
2007	60,000	70,468	52,328	742
2005	60,000	71,901	54,814	1,319
2003	50,000	60,814	46,336	1,105
2001	42,500	53,111	40,881	1,232
1999	38,000	46,348	36,250	1,428
1997	30,000	35,312	28,989	1,341
1995	20,000	27,950	25,299	642

APPIC Match 1999-2009: Unmatched vs. Unfilled Positions



Source: Association of Psychology Postdoctoral and Internship Centers (APPIC), Match Statistics, various years.
Compiled by the APA Center for Workforce Studies, March 2009.

Perceived Underemployment of Recent Doctorate Recipients in Psychology by Subfield

Year of Doctorate	% Underemployed	
	HSP Subfields	Other Subfields
1993	28	32
1997	25	25
1999	22	22
2001	22	22
2005	24	24
2007	27	23

Source: *Doctorate Employment Survey* (selected years). Compiled by APA Center for Workforce Studies, June 2009.

Challenges for Psychology

- **Organizational shifts affecting work**
- **Defining Psychology**
- **Attracting and retaining a diverse workforce**
- **Masters-level population**
- **Perceived underemployment**
- **Salaries and Reimbursement**
- **Internship Imbalance-APA's active role**
- **Debt levels**

Areas of Need/Opportunities for those in the Field

Underserved populations

- Individuals in corrections
- Chronically mentally ill (Axis I diagnosis)
- Veterans/military
- Youth/children
- Elderly/geriatric population
- Retiring/Aging “baby boomer” generations
psychology

Opportunities for prevention vs. intervention –
Health Care Reform-medical “teams,” holistic
care teams

Contact Information

- Email address- CWS@apa.org
- CWS website and Reports-
<http://research.apa.org>
- Visit our Booth inside the APA Member Resource Area in the Exhibit Hall

