

Bridging Education and Career:

Program experiences and career outcomes of psychology graduates

The webinar will begin momentarily.

While you wait, please download slides and info-briefs in the control panel under “Handouts”



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The webinar will begin now.

Welcome!



Bridging Education and Career:

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- Webinar format: 40 minutes presentation + 20 minutes Q&A

- Have a question?

While you won't be able to talk during the webinar, please submit your questions for our guest speaker by using the “**Questions**” field located in the webinar control panel.

- The webinar is recorded. The recording of this webinar will be available on our website about two weeks later.
- Download slides and info-briefs under the “Handout” field in the control panel, and look out for resources in the “Chat Box”.

Bridging Education and Career:

Program experiences and career outcomes of psychology graduates

March 25, 2021

Luona Lin, MPP, American Psychological Association
Christian West, M.Ed., Council of Graduate Schools

Jessica Conroy, BA, American Psychological Association (Moderator)
Karen Stamm, PhD, American Psychological Association

About APA's Center for Workforce Studies (CWS)

CWS collects, analyzes and disseminates data about the psychology workforce and education system.

psycPathway Project:

Examine the link between education and career outcomes.

Track Post-graduation outcomes, student experiences, and career development for psychology degree holders.

About CGS' PhD Career Pathways Project

The current phase of the project is supported by grants from the Andrew W. Mellon Foundation (grant #1809-06155) and the National Science Foundation (grants #1661272 & #2000750). Prior phases of the project were also supported by the Mellon Foundation (grant #31600612), NSF (grant #1534620), as well as the Alfred P. Sloan Foundation.

CGS Project Team

Suzanne Ortega, Principal Investigator

Hironao Okahana, Co-Principal Investigator & Research Director

Julia Kent, Co-Principal Investigator

Enyu Zhou, Senior Research Analyst

Ray Mitic, Postdoctoral Researcher

Janet Gao, Program Assistant

Christian West, Graduate Student Researcher

About CGS' PhD Career Pathways Project

The Council of Graduate Schools' PhD Career Pathways project is a multi-phase initiative to broaden and improve Doctoral education through data collection, information-sharing, and resource development.

About CGS' PhD Career Pathways Project

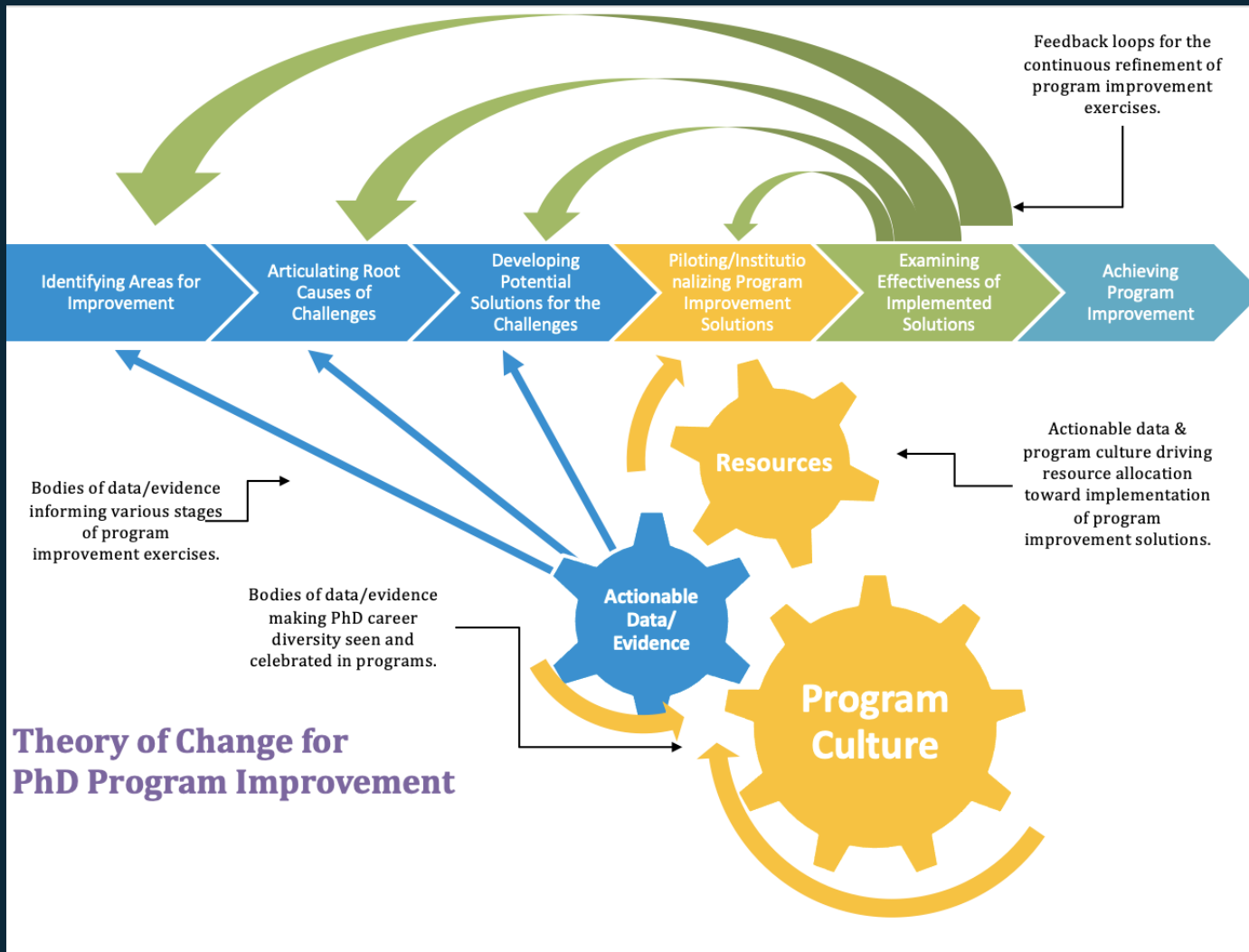
Alumni Survey

- Survey Concepts
 - Current & previous job status
 - Job sector, responsibilities, and factors contributing to selection
 - Application of knowledge, attributes, and behaviors
 - Program satisfaction
 - Demographics
- Administrations
 - Fall 2017: 6402 participants, 42 institutions
 - Fall 2018: 9495 participants, 55 institutions
 - Fall 2019: 8670 participants, 50 institutions
 - Fall 2020: Under Review

Student Survey

- Survey Concepts
 - Career Aspirations
 - Program funding
 - Program climate
 - Professional development opportunities
 - Demographics
- Administrations
 - Spring 2018: 10281 participants, 48 institutions
 - Spring 2019: 20440 participants, 53 institutions
 - Spring 2020: Under Review
 - Spring 2021: In Field

About CGS' PhD Career Pathways Project



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Understanding UW-Madison PhD Career Pathways

Career Preferences, Outcomes, Alignment

University of Wisconsin, Madison
August 2019

Acknowledgments:

- UW-Madison Graduate School (P. Kinsley, E. You, M. Chua)
- UW-Madison Survey Center (C. Kniss)
- CGS PhD Pathways Project grant from National Science Foundation (1661272) and Andrew W. Mellon Foundation (31600612)



 **NYU's Presentation to Stakeholders: 2019 Takeaways**

Aida Gureghian, Ph.D.
Assistant Dean for Professional Development
Graduate School of Arts & Science



Tamara Underiner
Associate Dean, Academic Affairs
Graduate College

When we think about pursuing a PhD, of course it's about

Career Pathways for PhDs: The Value of Your PhD

121 views · Dec 12, 2019

ASU Graduate College

What is the value of a PhD degree in today's world? Dr. Tamara Underiner, Associate Dean of Academic Affairs for the Graduate College at Arizona State University explains why we need PhDs now more than ever.

View more videos in the Career Pathways for PhDs series:
Career Pathways for PhDs: Career Pathways for PhDs: Explore Your Options:
<https://www.youtube.com/watch?v=h4u0S...>

Disseminating CGS Career Pathways Survey Results to Programs

Presenter: Jane Zavisca
Associate Dean for Research & Graduate Studies
College of Social & Behavioral Sciences
University of Arizona
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About CGS' PhD Career Pathways Project



Closing Gaps in our Knowledge of PhD Career Pathways: How Well Did a Humanities PhD Prepare Them?

CGS Research in Brief, October 2018
By Hironao Okahana & Timothy Kinoshita

The vast majority of humanities PhDs still work in fields related to their doctoral education and are satisfied with their jobs. According to the National Survey of College Graduates by the National Science Foundation (NSF), 92% of humanities PhDs working in 2015 held jobs

Key Findings:

- A large majority of survey respondents believe that their humanities PhD education prepared them well for their jobs. Although the differences were not statistically significant, humanities PhDs who were employed by colleges and universities generally felt that their doctoral



Closing Gaps in our Knowledge of PhD Career Pathways: Preparing Future Faculty for All Types of Colleges and Universities

CGS Research in Brief, December 2018
By Hironao Okahana & Timothy Kinoshita

According to the National Science Foundation's (NSF) National Survey of College Graduates, 49% of doctoral degree holders employed in 2015 worked for colleges and universities in some capacity. For over two-thirds of the PhDs employed by colleges and universities, teaching is their primary or secondary work activity. In fact, 43.8% of the postsecondary teaching workforce, including those employed at community colleges, hold a doc-

Key Findings:

- The vast majority of PhDs in this study who worked in non-research universities viewed teaching as their primary responsibility. A large share of PhDs working for "Research Universities" identified basic research as their primary responsibility; however, the majority (55%) also considered teaching as either an important primary or secondary responsibility. (Figure 1)
- Across the sixteen skills measured in the survey, there were variations in the perceived importance by institu-



Closing Gaps in our Knowledge of PhD Career Pathways: How Do Biological and Life Sciences PhD Holders Transition into the Workforce?

CGS Research in Brief, August 2020
Radomir Ray Mitic & Hironao Okahana

PhD holders in the biological and life sciences pursue a wide array of careers in postsecondary, for-profit, not-for-profit, and government sectors. Among recent PhD recipients who continue to work in the postsecondary sector, many pursue postdoctoral researcher positions to develop additional research and lab management skills, and these opportunities are increasingly seen as a prerequisite to a tenure-track faculty position (Sauermann & Rosch, 2016; Stephan, 2013). Although there are approxi-

Key Findings:

- Among PhD holders eight years post-degree who hold a faculty position (N=160), two-thirds reported that their immediate previous position was as a postdoctoral researcher (with the remainder coming nearly exclusively from other faculty or research positions).
- Within this current faculty group, more than half reported post-doctoral appointments lasting five or more years with an average length of 4.24 years. For former postdocs currently working in industry, 40% left by the end of the third year with an average length of postdoctoral appointments being 3.42 years. (Figure 1)



Closing Gaps in our Knowledge of PhD Career Pathways: How Well Did a STEM PhD Train Degree Recipients for Their Careers?

CGS Research in Brief, April 2019
By Hironao Okahana, Enyu Zhou, & Timothy Kinoshita

The vast majority of STEM PhDs work in fields related to their doctoral education and are satisfied with their jobs. According to the National Science Foundation's (NSF) Survey of Doctoral Recipients, 92% of employed doctoral scientists and engineers in 2017 held jobs that are closely or somewhat related to their PhDs (NSF, 2019). Using data from the Council of Graduate Schools' (CGS) PhD Career

Key Findings:

- A large majority of survey respondents in various stages of their postdoctoral careers believe that their STEM PhD education prepared them well for their jobs. However, there are some differences between those employed by colleges and universities and those employed elsewhere.
- Among those who earned their PhDs in Life Sciences, Physical Sciences, or Engineering, fewer graduates who worked outside of the academy felt that their PhD education



Closing Gaps in Our Knowledge of PhD Career Pathways: Job Changes of PhD Graduates After Earning Their Degree

CGS Research in Brief, July 2019
By Hironao Okahana

Relatively little is known about the job transitions PhD degree holders experience at various stages of their careers. Using data from the Council of Graduate Schools' Understanding PhD Career Pathways for Program Improvement project, this brief looks into current and immediate prior jobs of PhD degree holders

Key Findings:

- Unsurprisingly, most respondents in Cohort A experienced job changes within the last three years. In every broad field of study except Education, over 90% of PhD alumni indicated that they switched to their current jobs within the last three years. In Education, only 80% in Cohort A indicated that they switched to their current jobs within the last three years, likely because some of them have already been employed in relevant jobs while pursuing a doctorate. (Figure 1)
- In contrast, fewer alumni in Cohorts B and C experienced recent job changes. In every broad field but the Life & Health Sciences, approximately one-third of Cohort C reported that they started their current jobs within the last three years. Relative to other broad fields, the Life & Health Sciences saw higher

Findings: Sample of Psychology Graduates

Sample: 426 psychology PhD graduates from 33 institutions from the 2017 survey cycle, and 585 from 40 institutions from the 2018 survey cycle.

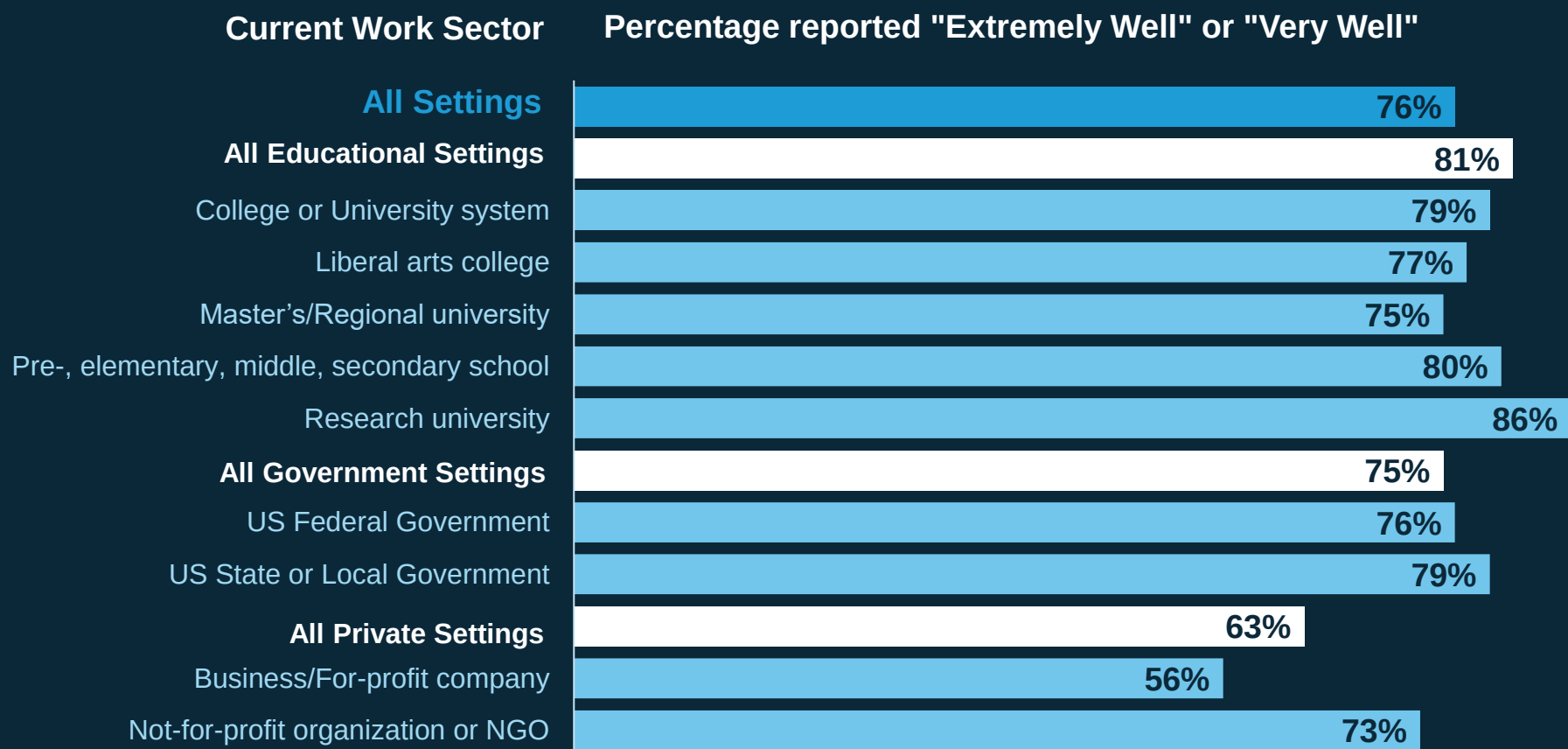
Cohort Groups: 0-3 years, 4-8 years, and 9+ years post-graduation.

Work Sectors: Educational Institution, Government, Non-Profit, and For-Profit Sectors.

Caveats: PhD only (PsyD not included); over-representation of psychology graduates in academia.

Findings: Program Experiences

How well did your Psychology PhD prepare you for your job?

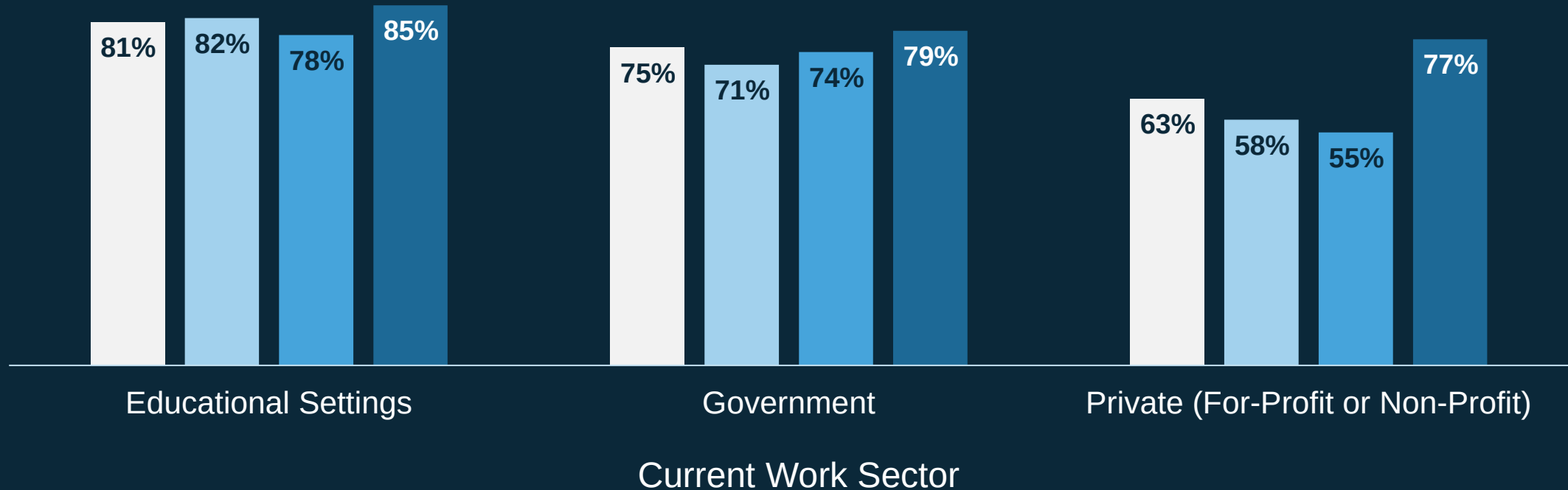


Findings: Program Experiences

How well did your Psychology PhD prepare you for your job?

Percentage reported "Extremely Well" or "Very Well"

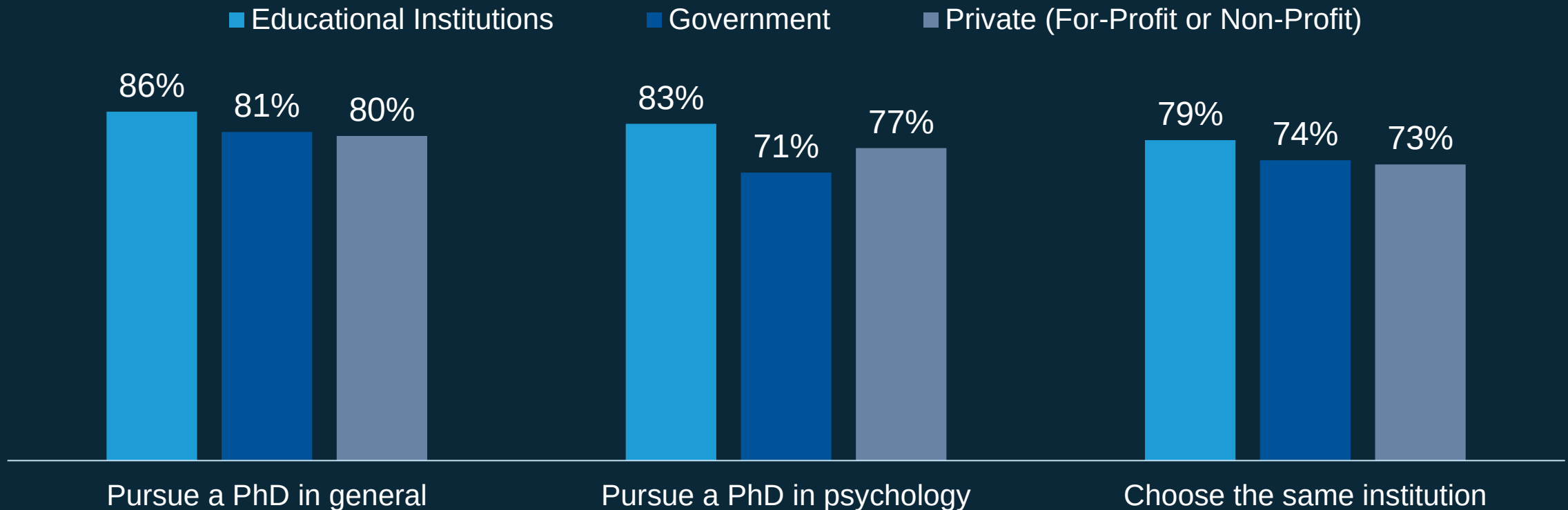
■ All Cohorts ■ 0-3 Years From Graduation ■ 4-8 Years From Graduation ■ 9+ Years From Graduation



Findings: Program Experiences

Given the perspective that you have gained since completing your program, if you had to start again, how likely would you do the following?

Percentage reported "definitely would" or "probably would"



Findings: Skills Prepared by Programs

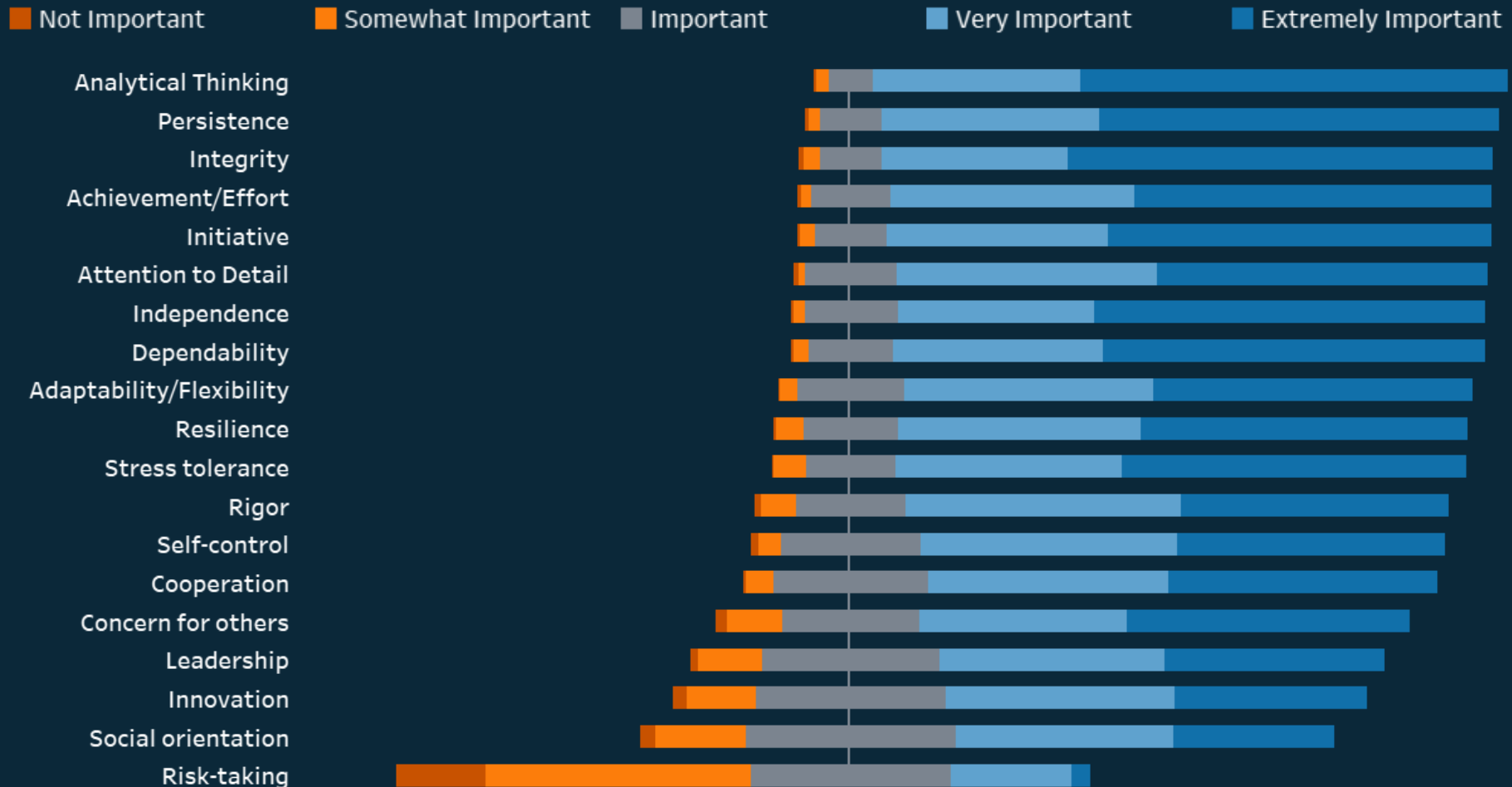
How well did your graduate program prepare you in the following knowledge, attributes, and behaviors?

Poor Fair Average Good Excellent



Findings: Skills Used in Jobs

How important are each of the following attributes/skills in successfully performing your work in this job?



Findings: Skills Used in Jobs

Ranking	Educational Institutions	Government	For-Profit	Non-Profit
1	Analytical Thinking	Analytical Thinking	Dependability	Dependability
2	Persistence	Adaptability/Flexibility	Analytical Thinking	Analytical Thinking
3	Integrity	Stress Tolerance	Adaptability/Flexibility	Integrity
4	Initiative	Integrity	Cooperation	Adaptability/Flexibility
5	Achievement/Effort	Dependability	Attention to Detail	Initiative
6	Dependability	Attention to Detail	Integrity	Cooperation
7	Attention to Detail	Cooperation	Initiative	Concern for others
8	Independence	Concern for others	Independence	Attention to Detail
9	Stress Tolerance	Resilience	Persistence	Self-Control
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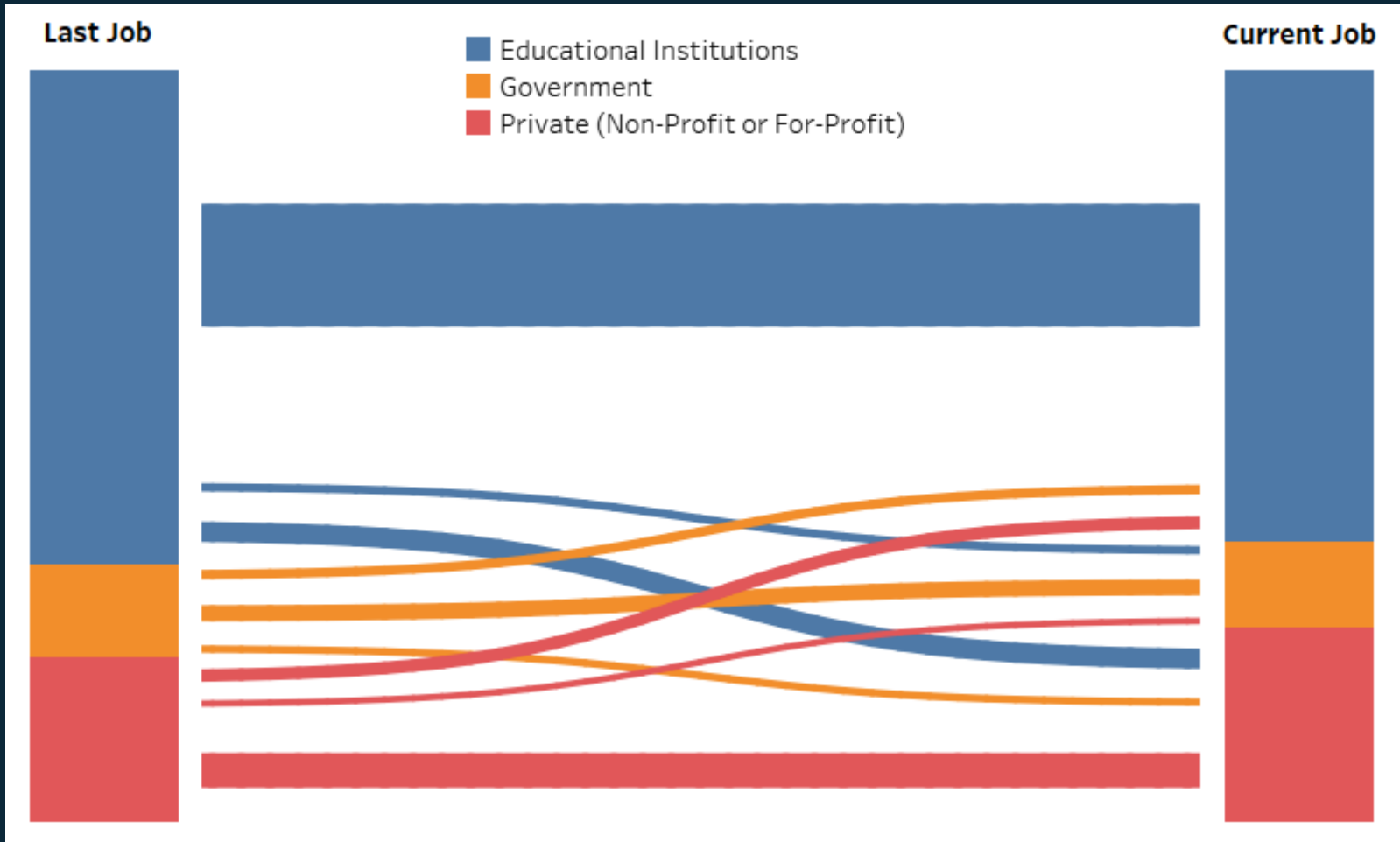
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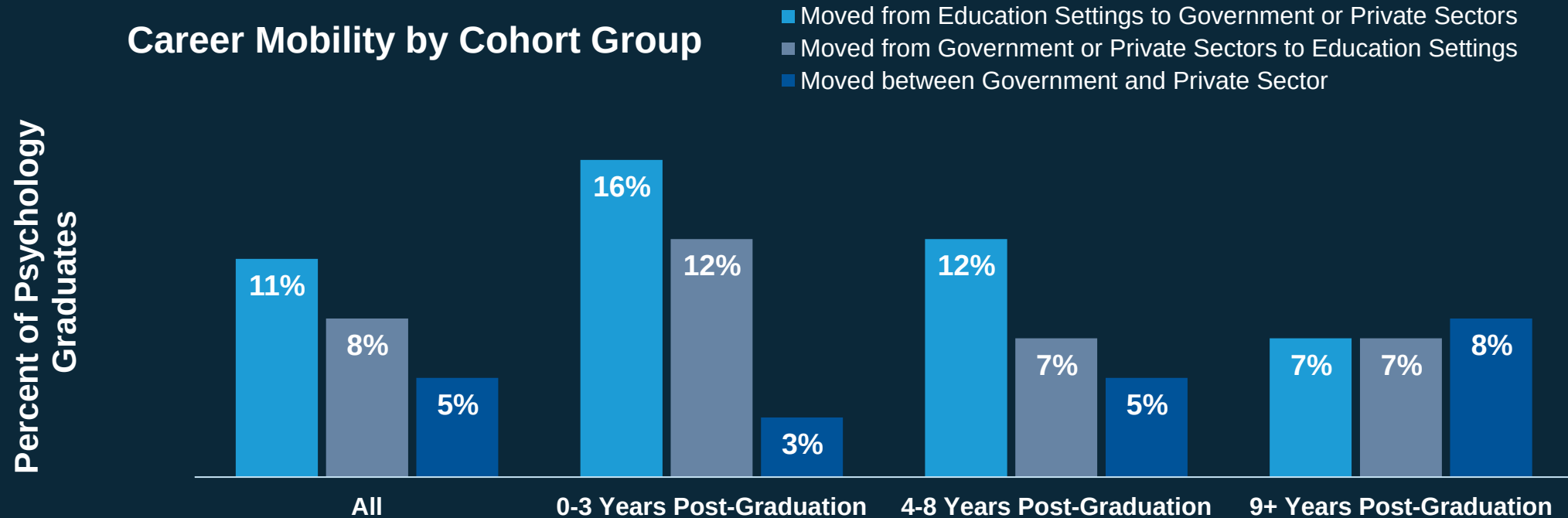
Findings: Job Changes



- Most (76%) stayed in the same sector when they last changed jobs.
- A quarter (24%) moved across sectors.
- 8% moved from educational institutions to other settings.
- 11% moved from other settings to educational institutions.

Findings: Job Changes

Career Mobility by Cohort Group



total % moved
across sectors:

24%

31%

24%

22%

% did not move
across sectors:

76%

69%

76%

78%

Key Take-aways

- Most psychology PhD graduates reported that their PhD program prepared them for their jobs **very well**, regardless of the sector in which they work. Most would pursue a psychology PhD if they had to start again.
- **Analytical thinking** was the most important skill for psychology PhDs to successfully perform their jobs. However, skills and attributes were rated differently across work sectors. For jobs beyond educational settings, **adaptability/flexibility** and **dependability** were rated as the most important skills and attributes aside from analytical thinking.
- Career pathways in psychology are **not always linear**—one in four psychology graduates moved across educational, government, and private settings when they last changed jobs.

How to help psychology graduates achieve their career goals?

- Celebrate career diversity and encourage students to explore different career pathways.
- Increase professional development opportunities within and beyond academia and health services positions.
- Engage students in investigating career pathways early, learning what skills different jobs and careers require and integrating opportunities to learn and apply different skills while still in training.
- Encourage students to develop a diverse set of essential skills such as analytical thinking, adaptability/flexibility, and stress tolerance.
- Teach students how to describe, demonstrate, and market their skills effectively in their job searching process.
- Utilize psychology career resources (see next slide).

Resources

APA's Careers in Psychology data tool:

<https://www.apa.org/workforce/data-tools/careers-psychology>

APA's Job Advertisements in Psychology data tool:

<https://www.apa.org/workforce/data-tools/overview-job-advertisements>

APA's Individual Development Plan Resources:

<https://www.apa.org/education/grad/individual-development-plan>

APA's How did you get that job? webinar series:

<https://www.youtube.com/playlist?list=PLxf85IzktYWKZbjTZ72Jdq41EoCgzJVoq>

Learn more about APA's psycPathways project:

<https://www.apa.org/workforce/publications/psycpathways>

Learn more about CGS' PhD Career Pathways project:

<https://cgsnet.org/understanding-career-pathways>

Thank you!

A recording of this webinar will be available at
<https://www.apa.org/members/your-focus/education> in two weeks

Q & A

More questions? Contact cws@apa.org



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ASSOCIATION

