

Psychologist Workforce Projections: Are you Ready for the Future?

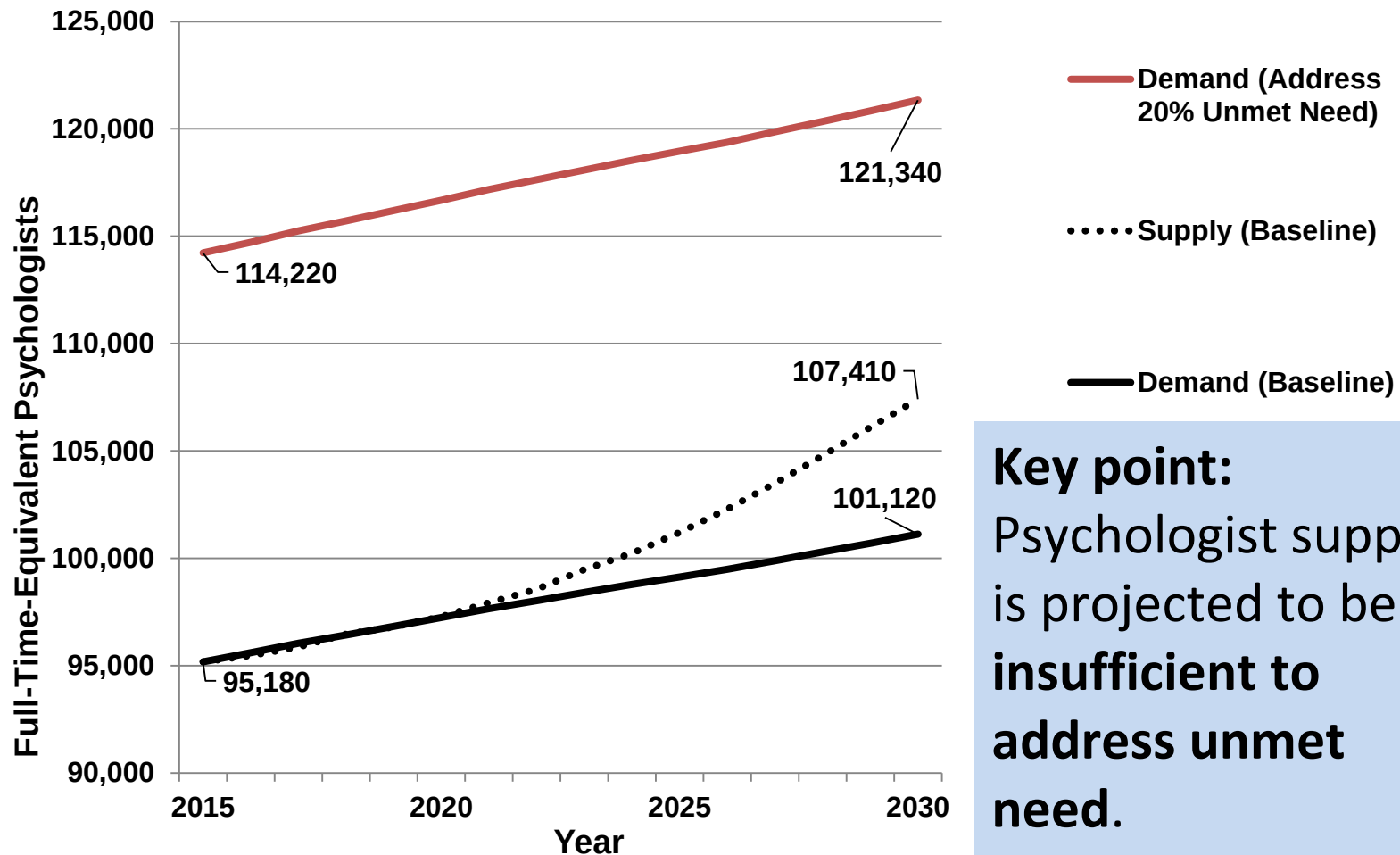
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AMERICAN
PSYCHOLOGICAL
ASSOCIATION

Psychologist Workforce Projections 2015-2030



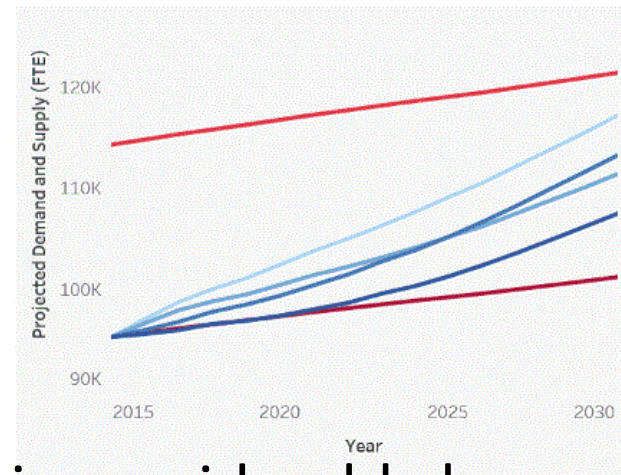
Key point:
Psychologist supply
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Psychologist Workforce Projections Overview

- 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

Workforce Projections Key Points

- **Psychologist supply is projected to be insufficient to address unmet need**
- Increasing supply by increasing the number of graduates and delaying retirement narrows but does not eliminate this gap
- Demand (service utilization) is considerably lower than unmet need
- Addressing supply alone may not address unmet need
 - Complex financial, social, cultural, and geographic factors represent barriers to care



Workforce Projections Implications

- 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

Older Adults: Projected Growth

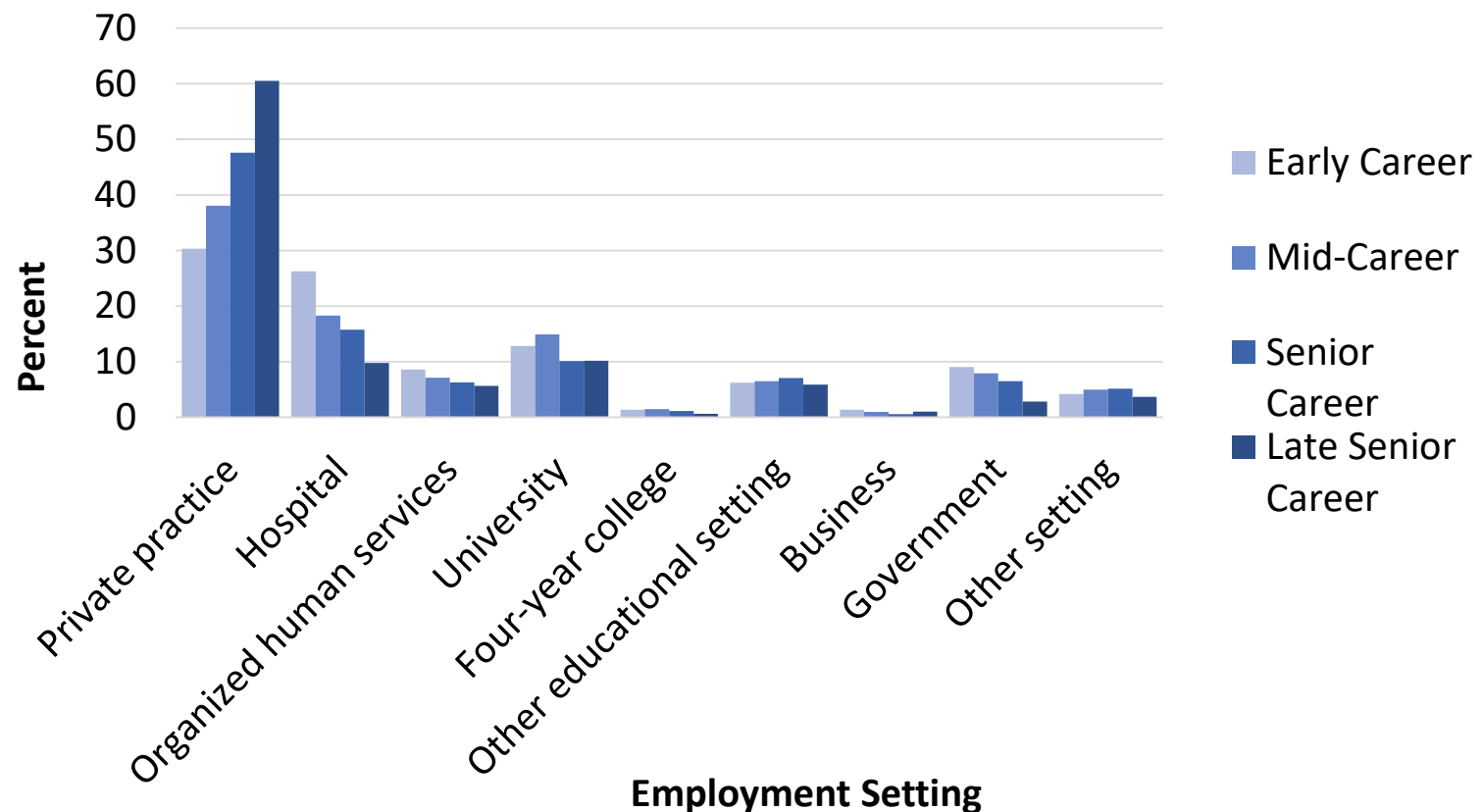
- Demand from older adults will account for nearly all of the growth in demand by 2030 (+5,790 FTEs) (APA, 2018)
- Council of Professional Geropsychology Training Programs
 - 16 doctoral programs
 - 20 internship programs
 - 17 postdoctoral programs
- 2% of psychologists reported their primary or secondary area of specialty was professional geropsychology (2015 APA Survey of Psychology Health Service Providers)

Hispanic Populations: Projected Growth

- Demand from Hispanic populations is projected to grow 30% by 2030 (+4,120 FTEs) (APA, 2018)
- Yet only 5.5% of psychologists can provide services in Spanish and 4.4% of psychologists are Hispanic (2015 APA Survey of Psychology Health Service Providers)
- Hypothetical racial/ethnic equivalence scenario (APA, 2018)
 - Demand could increase substantially
 - If Hispanic populations had the same service utilization patterns as non-Hispanic White populations, demand from Hispanic populations would increase 106% by 2030

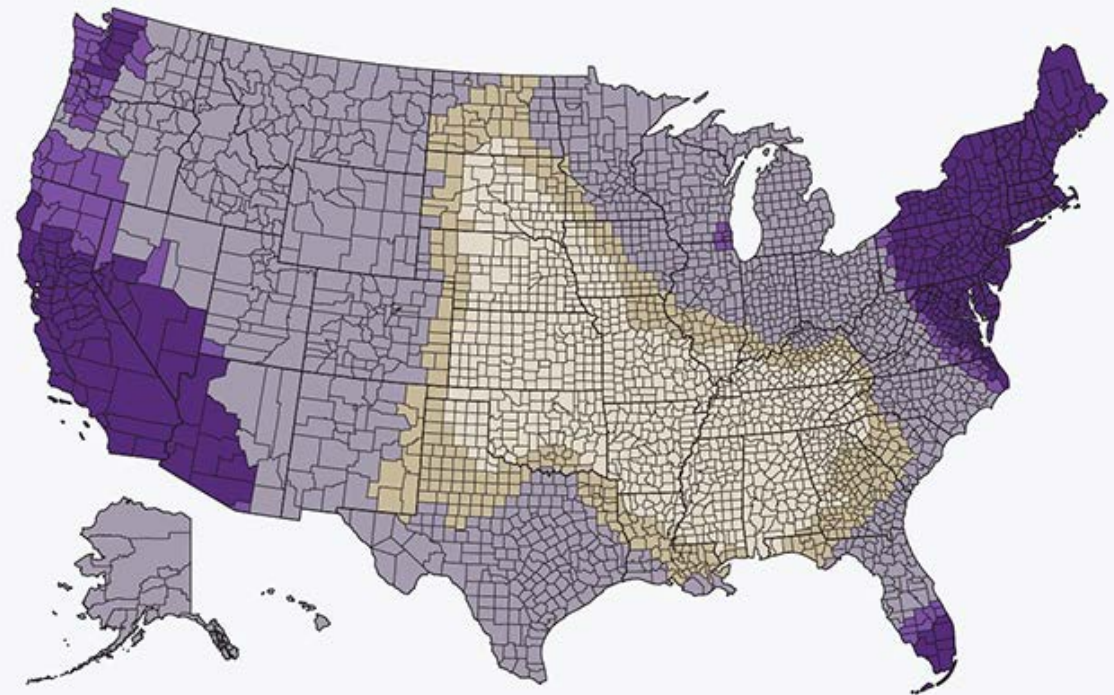
Hospitals: Projected Growth

- Hospitals – projections show 26% growth in demand by 2030 (+3,060 FTEs)
- Survey data on work settings show more earlier career psychologists work in hospitals and organized human service settings



The South: Projected Growth

- 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
- Relationships between the distribution of psychologists and health indicators
 - More psychologists = healthier populations
 - Fewer psychologists = less healthy populations



Distribution of Licensed Psychologists, Hot Spot Analysis



Projections $\neq$ Predictions

- These data are the best guess about what will happen in the future based on what we know to be happening now
- Reality testing:
 - What are your reactions to what you see here?
 - Does the last chart match your sense of the readiness of emerging leaders?
 - How your training is preparing you?

Building a Responsive Workforce: Systems Level Questions

- What are the implications if psychology cannot serve unmet needs?
- How might we prepare our workforce of the present and future to meet shifting demands over time?
- Which stakeholders can or should be moving the levers?

Systemic Strategies

- Address equity in career pipeline
- Develop bilingual certificates, training scholarships, and supervision
- Rural practicums and tracks
- Offer Interdisciplinary training
- Incorporate technology into training
- Incentivize job selection
- What else?

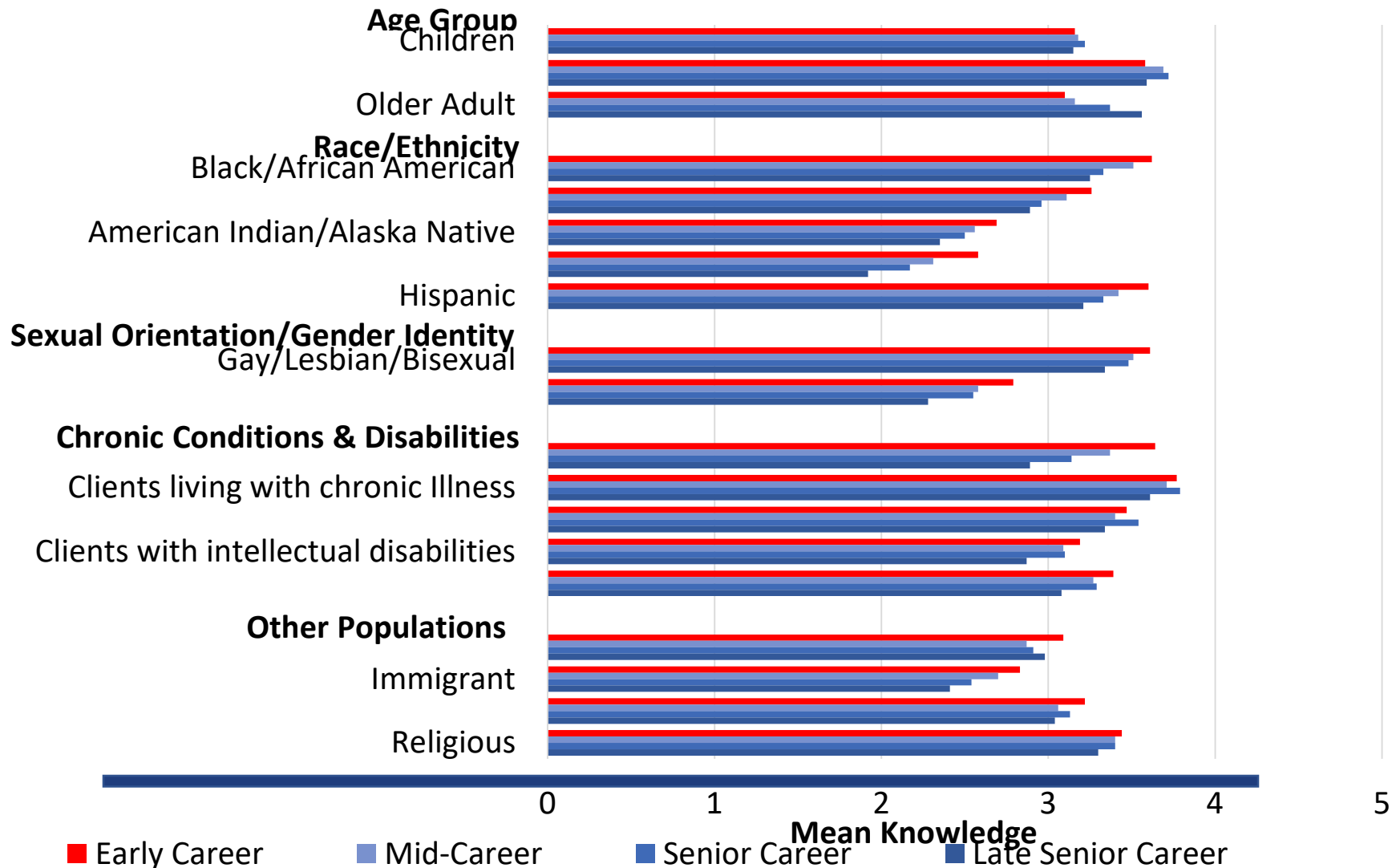
Mobility of ECPs

Setting on Internship	% First Position Same	% Second Position Same
Community Mental Health Center	42	19
Correctional Facility	37	25
Health Maintenance Organization	33	13
Hospital/Medical Center	61	46
Military Medical Center	74	39
Psychiatric Facility	38	18
School District/System	54	26
University Counseling Center	51	39
Veterans Affairs Medical Center	44	31
Other	30	31

Building a Responsive Workforce: Individual Level Observations

- Psychologists report generally high cultural competency ratings
- Of all psychologists, ECPs often appear to self-rate their knowledge of working with diverse population groups higher.
- How can individuals orient themselves toward necessary service demands and needs?

Knowledge Ratings about Working with Diverse Pops



Individual Level Strategies

- Bilingual counseling certificates and travels
- Take or develop rural practicums and tracks
- Commit to some work with older adults
- Interdisciplinary training and experience
- Use technology in healthcare delivery
- Take advantage of loan forgiveness and repayment options
- What else?

CWS: Job Ads

What jobs can you get with your skill set?

Select **skills and traits**, and click **"Apply"** to see how many job ads there are and the most common **job titles** under your selection:

Select Skills:

- ☒ Bilingual or Multilingual
- ☒ Communication Skills
- ☒ Computer Skills
- ☒ Critical Thinking Skills
- ☒ Data Analysis Skills
- ☒ Electronic Medical/Health Record Experience
- ☒ Leadership Skills
- ☒ Organizational Skills
- ☒ Teamwork Skills

Select Traits:

- ☒ Adaptable
- ☒ Cultural Awareness
- ☒ Empathetic
- ☒ Ethical
- ☒ Independent
- ☒ Motivated
- ☒ Positive Attitude
- ☒ Pro-Active
- ☒ Reliable
- ☒ Self Aware

Cancel

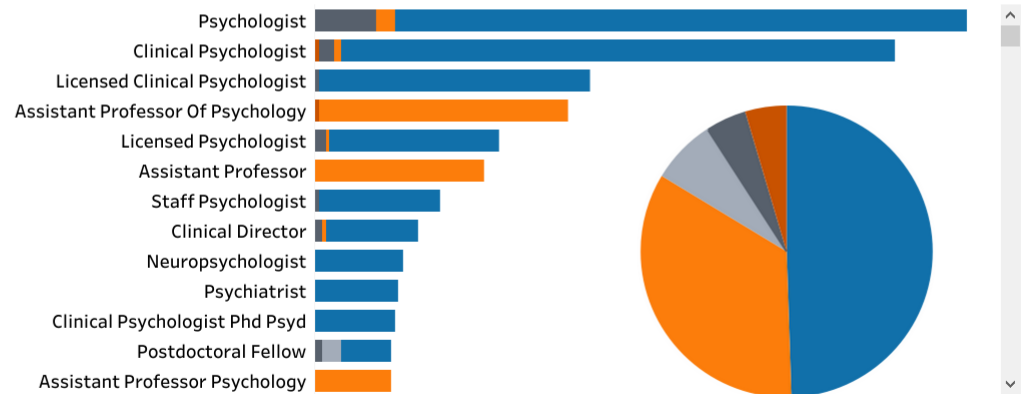
Apply

We found **3,759 (100.0%)** out of a total of 3,759 job ads that fit your selection, with **2,174** unique job titles. See the **job titles** below. Click on the **legend** to highlight job titles by **job type** and **work setting**.

Click to Highlight Job Ads by Job Type (Ctrl + click to select more than one category)

- ☒ Health Service Psychologist
- ☒ Faculty
- ☒ Researcher
- ☒ Applied Psychologist
- ☒ Other

[Show Leadership Positions Only](#)



Job titles were sorted from the highest to lowest frequency. Job ads that did not specify skills or traits were excluded prior to the analysis.

Red Ocean vs. Blue Ocean

Red Ocean Strategy	Blue Ocean Strategy
Compete in existing market	New market creation
Beat competition	Make competition irrelevant
Capture more of existing demand	Create new demand
Make the value/cost trade-off	Disprove the value/cost trade-off

APA

EMERGING LEADERS IN PSYCHOLOGY ACADEMY

- Inaugural year: Feb-June
- 10 hour-long sessions
- Small group learning and practice
- Expert faculty
- Goal: Take a leap in the next year
- **apa.org/emerging-leaders**
- \$99 for members, CE no extra fees

Additional APA Resources

- Technology, Mind, Society Conf. (tms.apa.org)
- Integrated Healthcare Training (apa.org/heath)
- Loan Forgiveness Options (bit.ly/apafinlit)
- “How did you get that job?” (apa.org/members)

References: Center for Workforce Studies

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