

What Do We Know about the Current and Future Psychologist Workforce?

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Virginia Behavioral Health Summit

September 27, 2018



AMERICAN
PSYCHOLOGICAL
ASSOCIATION



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<http://www.apa.org/workforce/presentations/index.aspx>

Learning Objectives

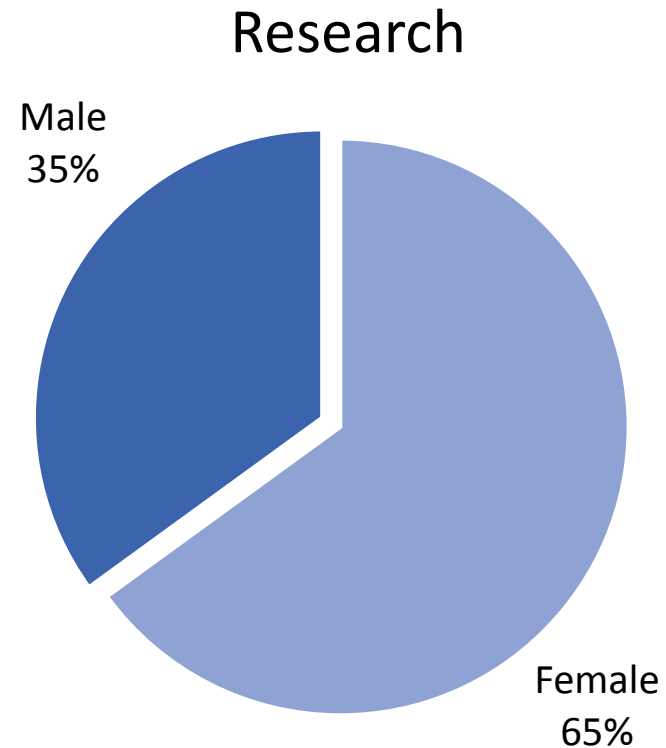
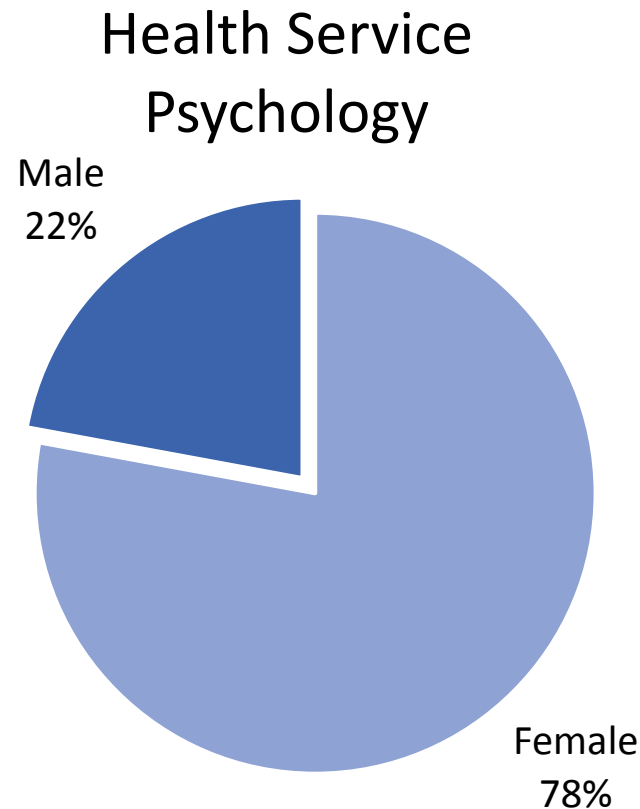
- Describe trends in psychologist diversity in the training pipeline and workforce
- Identify patterns in the provision of psychologist services and the associated implications for cultural competency
- Discuss the implications of a psychologist supply that is projected to be insufficient to address unmet need for mental health services

APA Center for Workforce Studies

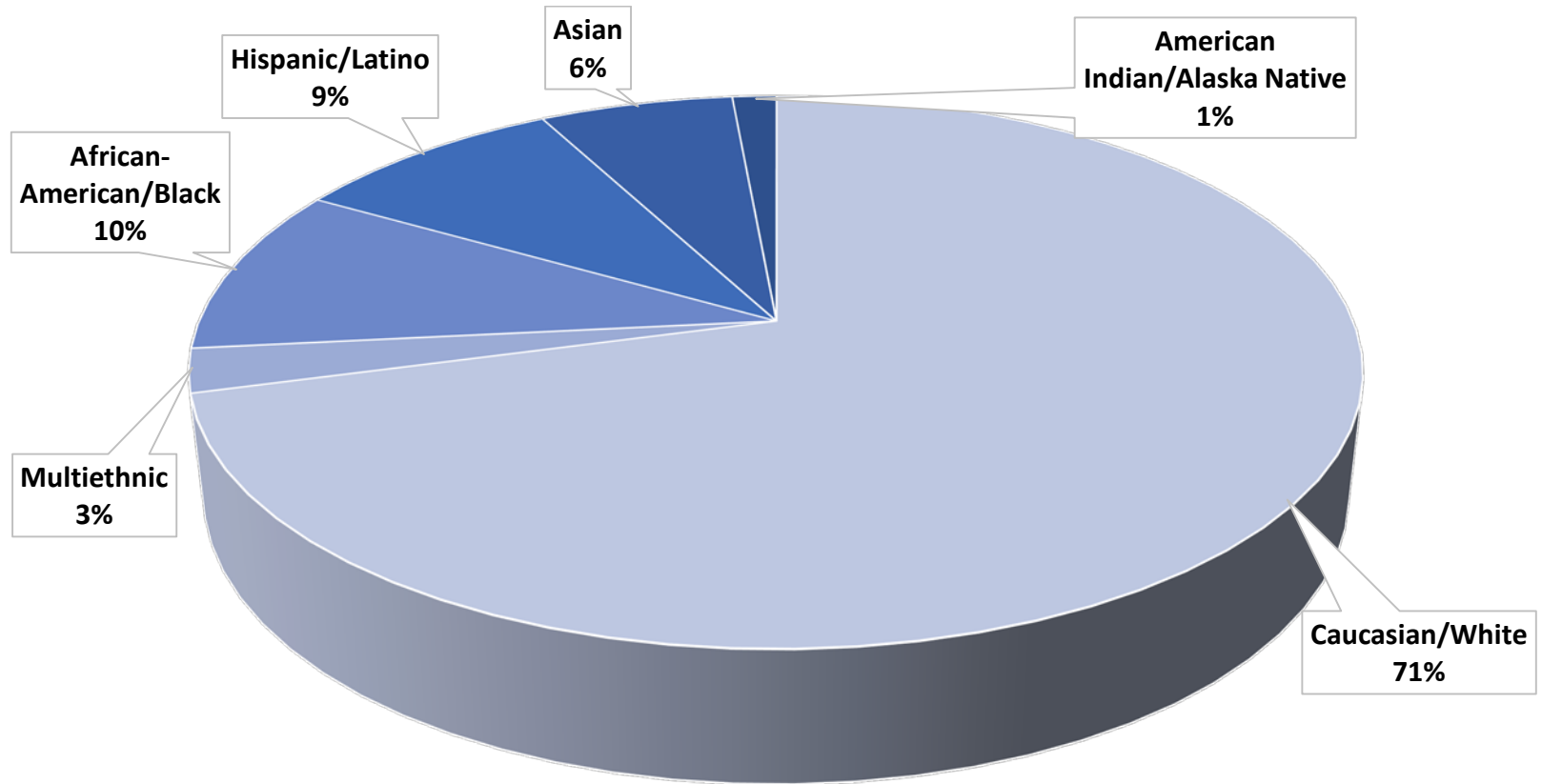
The mission of the Center for Workforce Studies is to *collect, analyze, and disseminate information on the psychology workforce and education pipeline.*

- Psychologist vs. psychology
 - Psychologist - person with a doctorate in psychology
 - Psychology - discipline

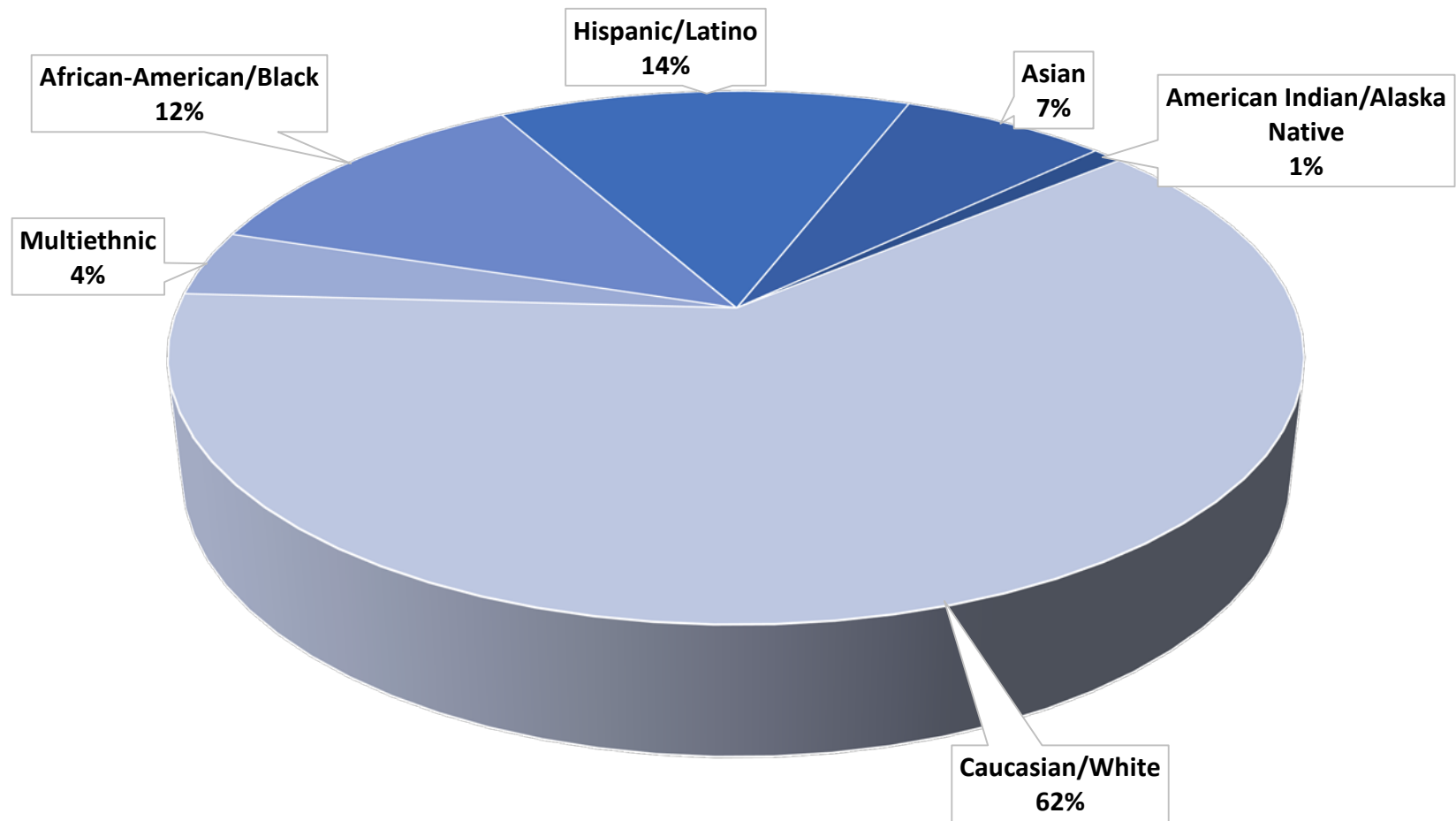
Training Pipeline: 2018 Gender Diversity of Psychology Doctoral Students



Training Pipeline: 2009 Race & Ethnicity of Psychology Graduate Students



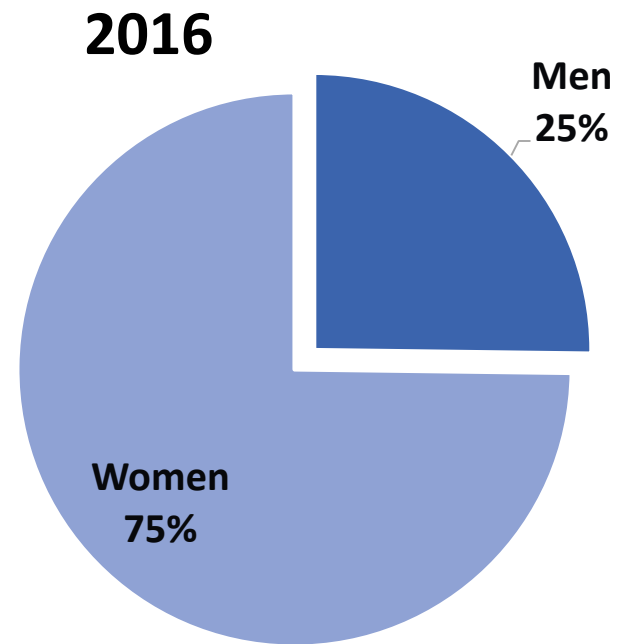
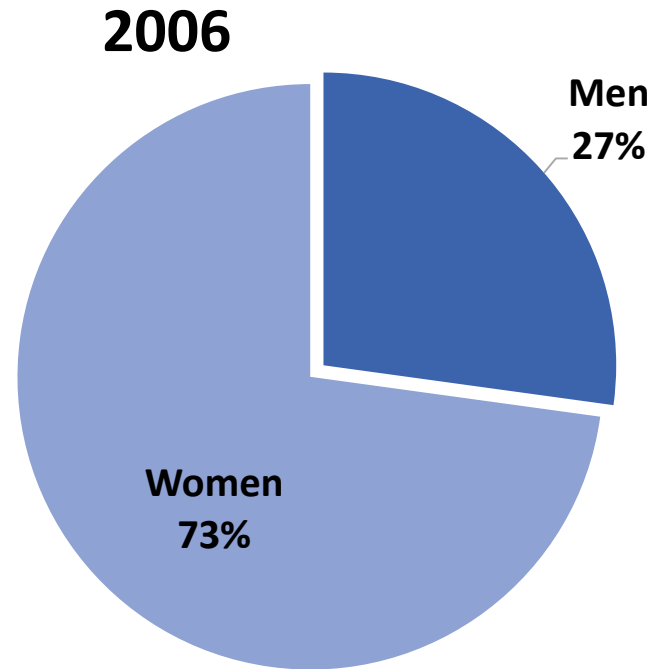
Training Pipeline: 2018 Race & Ethnicity of Psychology Graduate Students



Training Pipeline: Diversity of Doctoral Students in Health Service Psychology Programs

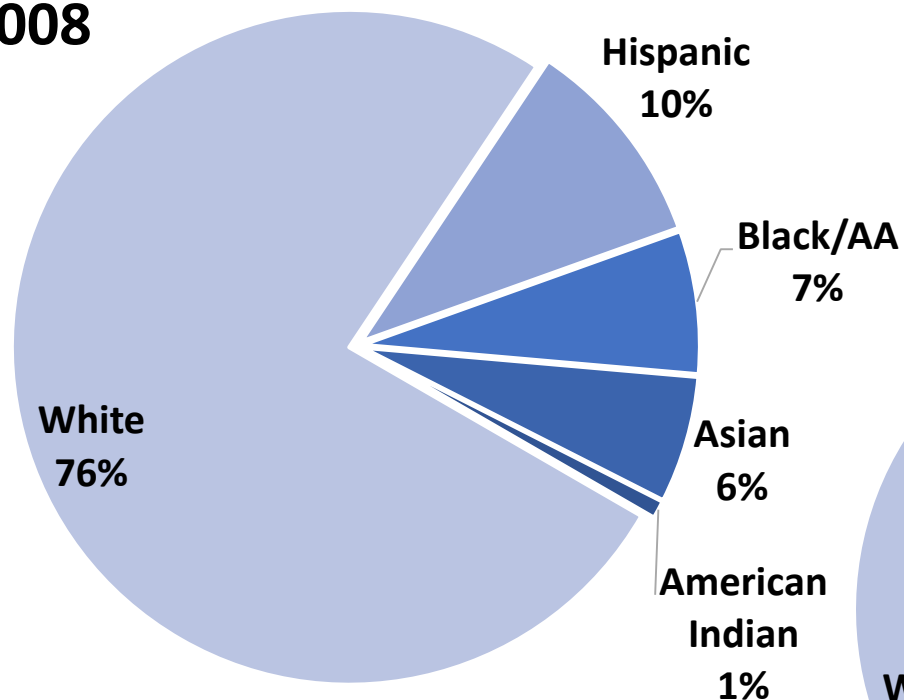
	% Female	% White	% Racial/ Ethnic Minority (Black, Hispanic, or Asian)	% Other race
2012	78.0	65.7	25.6	8.6
2013	77.8	65.5	25.8	8.7
2014	77.6	64.9	26.2	8.9
2015	77.3	64.5	26.5	9.1

Training Pipeline: Psychology Doctoral Degrees by Gender

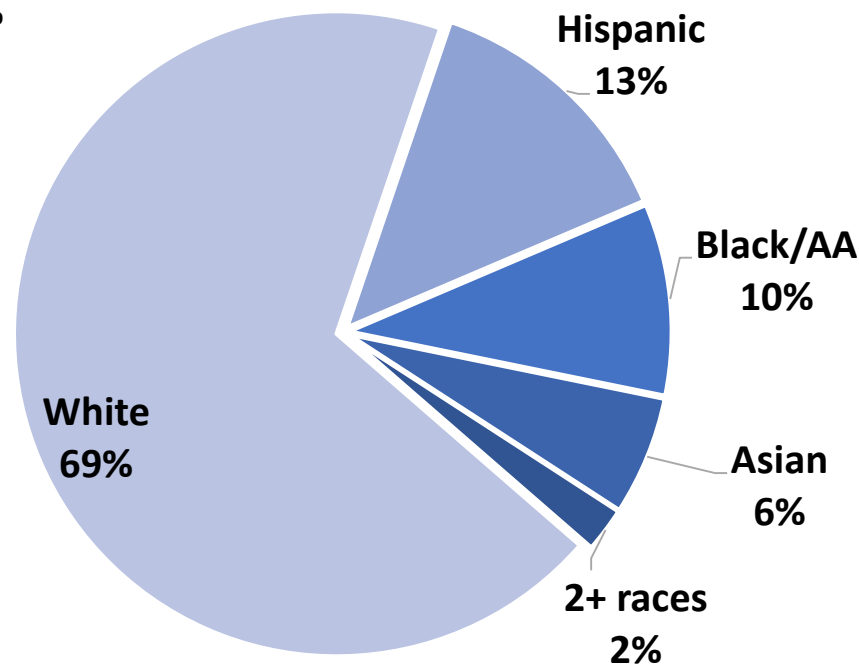


Training Pipeline: Psychology Doctoral Degrees by Race/Ethnicity

2008



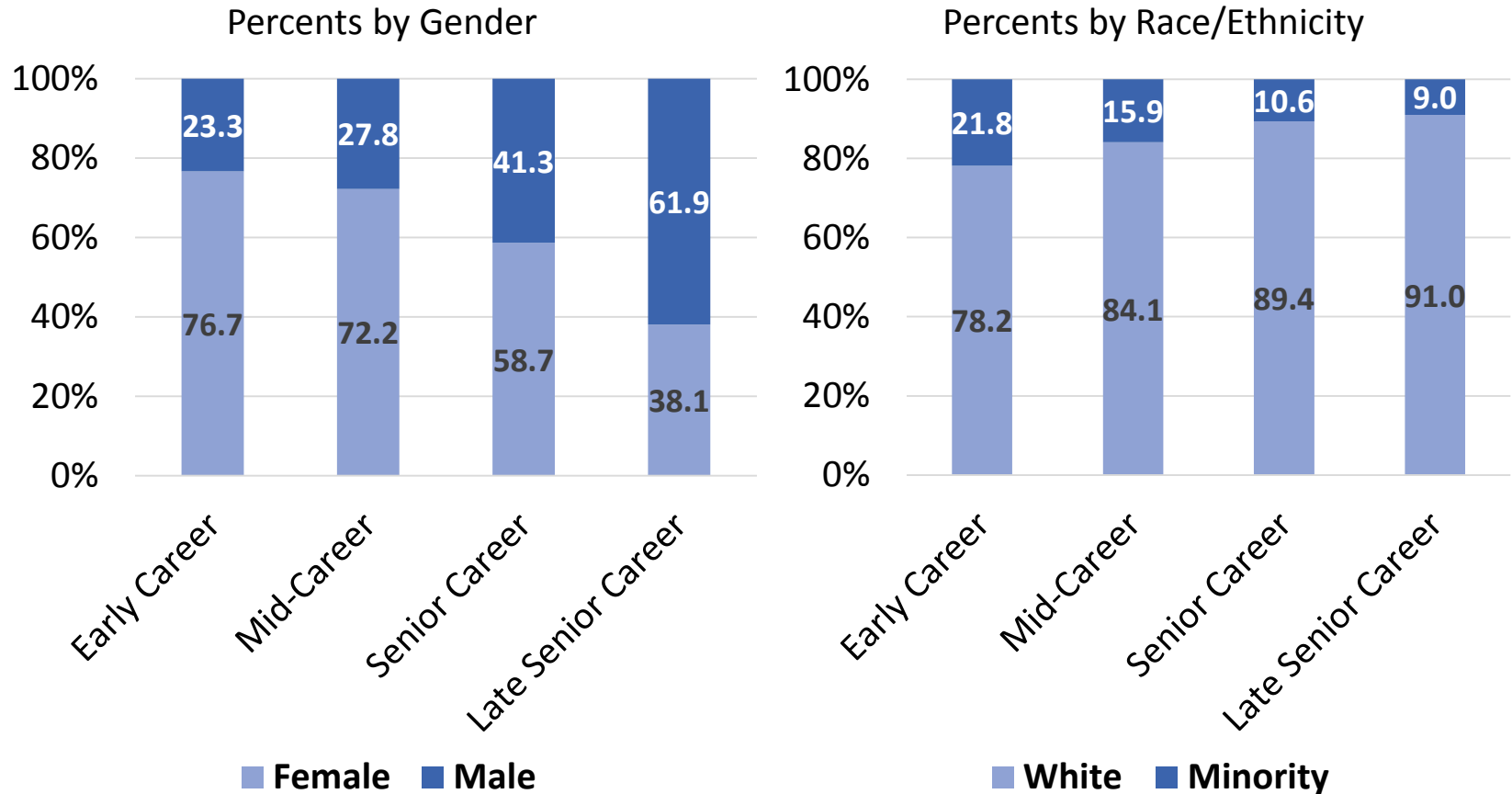
2016



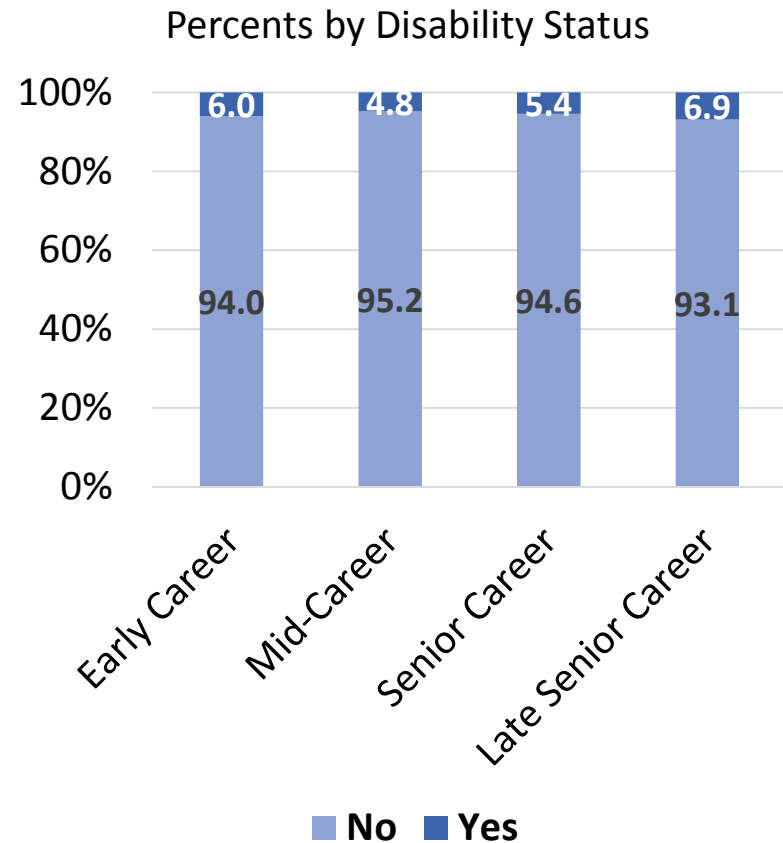
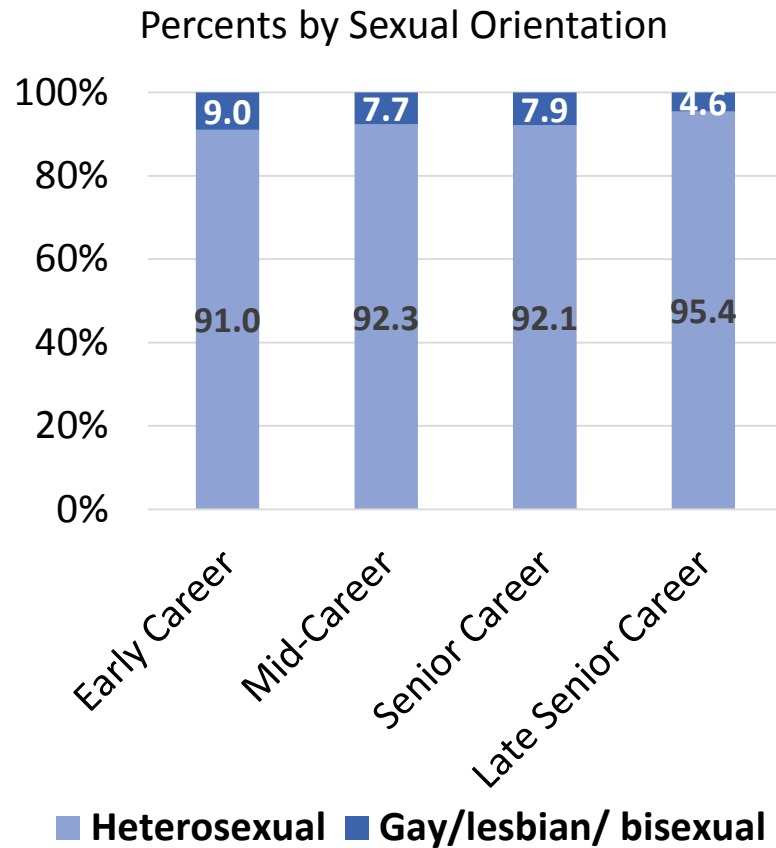
Psychologist Workforce Diversity

- Gender: 59% women
- Racial/ethnic minorities: 14%
- Sexual orientation: 7% gay, lesbian, or bisexual
- Disability status: 6% reported at least one disability
- Mean age: 55.7 years (SD = 12.7)
- Career stage, defined by years since doctorate
 - Early career (1-10 years)
 - Mid-career (11-20 years)
 - Senior career (21-30 years)
 - Late senior career (31+ years)

Diversity by Career Stage: Gender & Race/Ethnicity



Diversity by Career Stage: Sexual Orientation & Disability Status



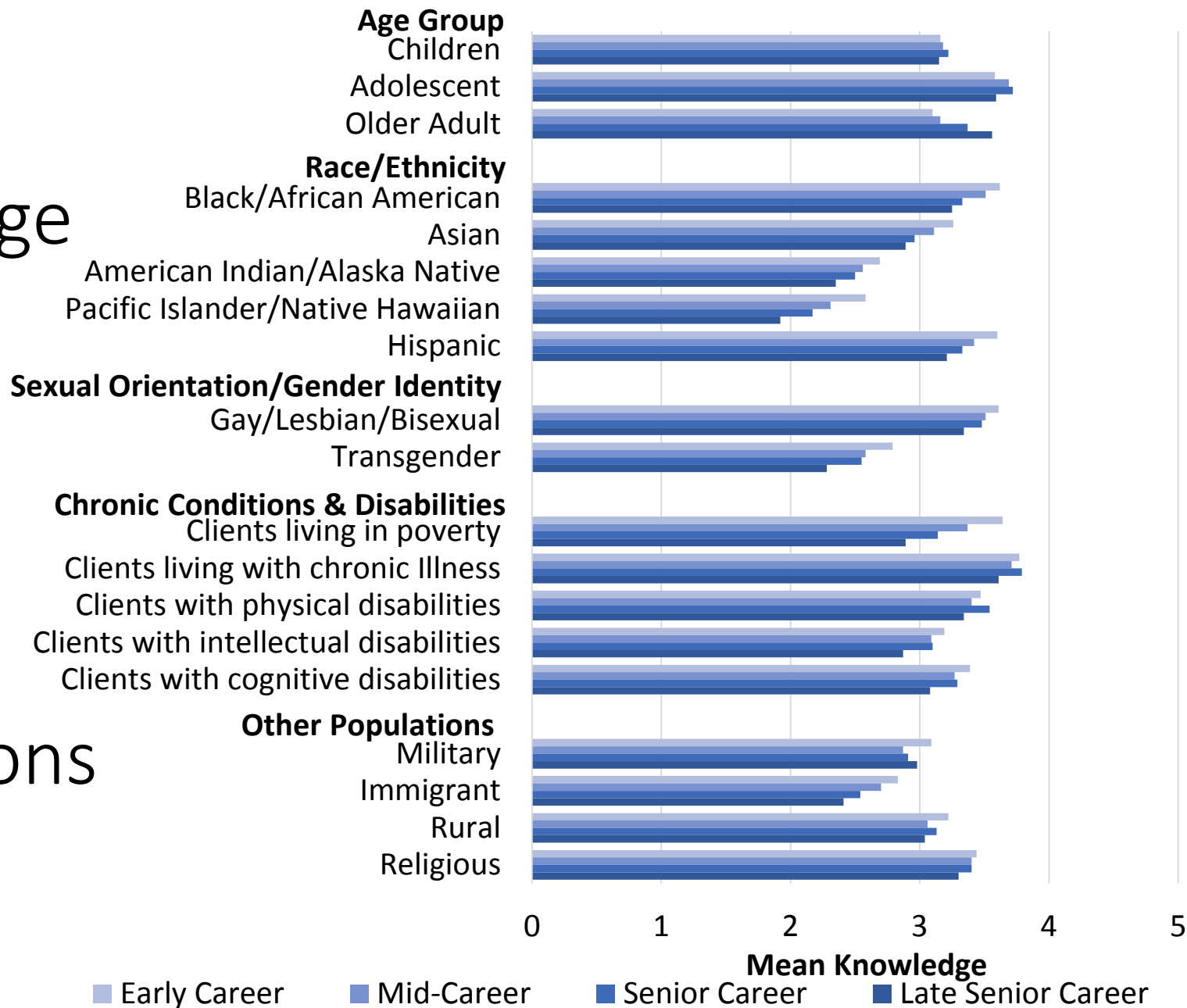
Diversity Implications

- The training pipeline and new doctorate recipients are predominantly White and female
- Slow change is occurring toward greater racial/ethnic diversity
- Comparison to overall psychology workforce demographics
 - The workforce has higher percentages of women (69%), similar proportion of racial/ethnic minorities (14%), and lower age (mean = 48.9 years) (2015 American Community Survey)
 - In 2013, psychology research doctorates were ~48% women, ~16% racial/ethnic minorities, and had a mean age of 54 years (Hur et al., 2017)
- Comparison to U.S. population
 - 51% women, 35% racial/ethnic minorities (U.S. Census, 2015)

Cultural Competency

- Overall preparedness by graduate training to work with diverse populations
 - Mean = 3.44 (SD = 1) on 5-point scale
 - Higher ratings in earlier career stages

Knowledge Ratings about Working with Diverse Populations



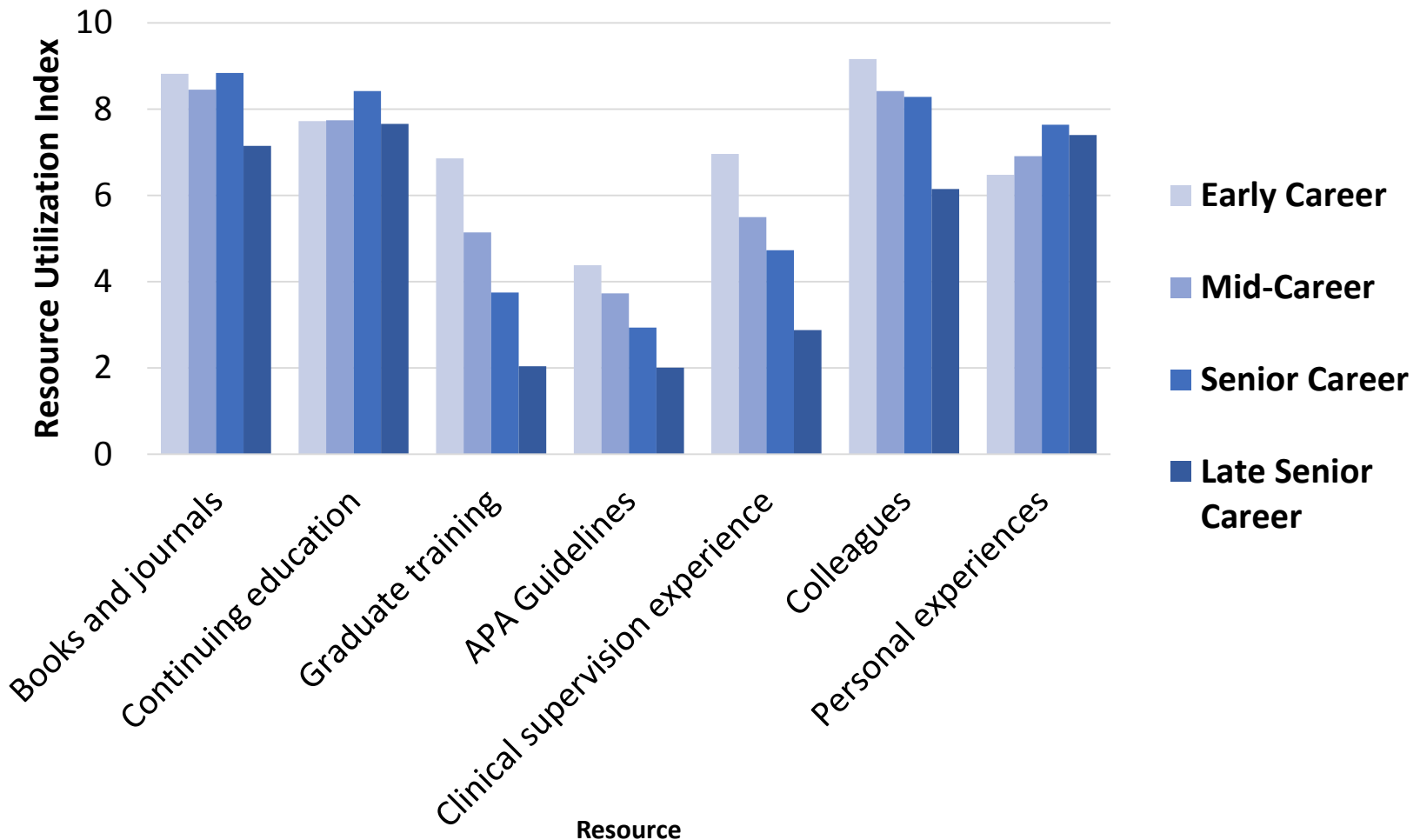
Knowledge Rating Highlights

- Psychologists in earlier career stages reported higher knowledge ratings for most population groups
- Exception – older adults had an opposite pattern where psychologists in later career stages reported higher knowledge ratings

Characteristics of Psychologists Providing Services to Diverse Populations

- Are psychologists more likely to treat patients who match their own characteristics? **Generally yes.**
 - A larger proportion of psychologists of color treated racial/ethnic minority patients frequently/very frequently
 - Ex. 48% of psychologists of color vs 32% White psychologists frequently/very frequently provided services to **Hispanic patients**
 - A larger proportion of older psychologists treated older adults frequently/very frequently
 - 48% psychologists age 65 or older vs. 37% of psychologists overall frequently/very frequently provided services to **older adults**

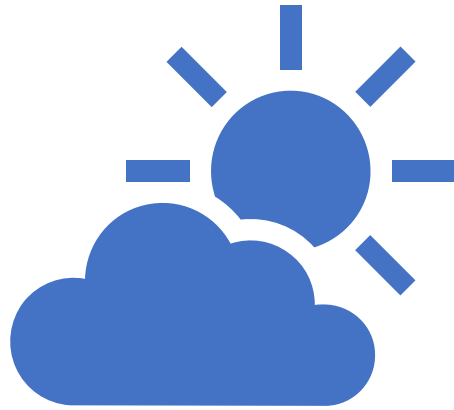
Cultural Competency: Resources Utilized



Cultural Competency Implications

- A more culturally competent psychologist workforce is emerging
- Yet competency self-ratings may not improve patient outcomes (APA Handbook of Multicultural Psychology, 2014)
- Why is cultural competency higher in earlier career stages?
 - Proximity to graduate training?
 - Knowledge fading over time?
 - Changing workforce demographics?

And now for something completely different ...



.... and how it relates to weather forecasts

Psychologist Workforce Projections Overview

- Projections address supply and demand for licensed doctoral-level psychologists (practitioners) from 2015-2030
- Full-time equivalent (FTE) psychologist = 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

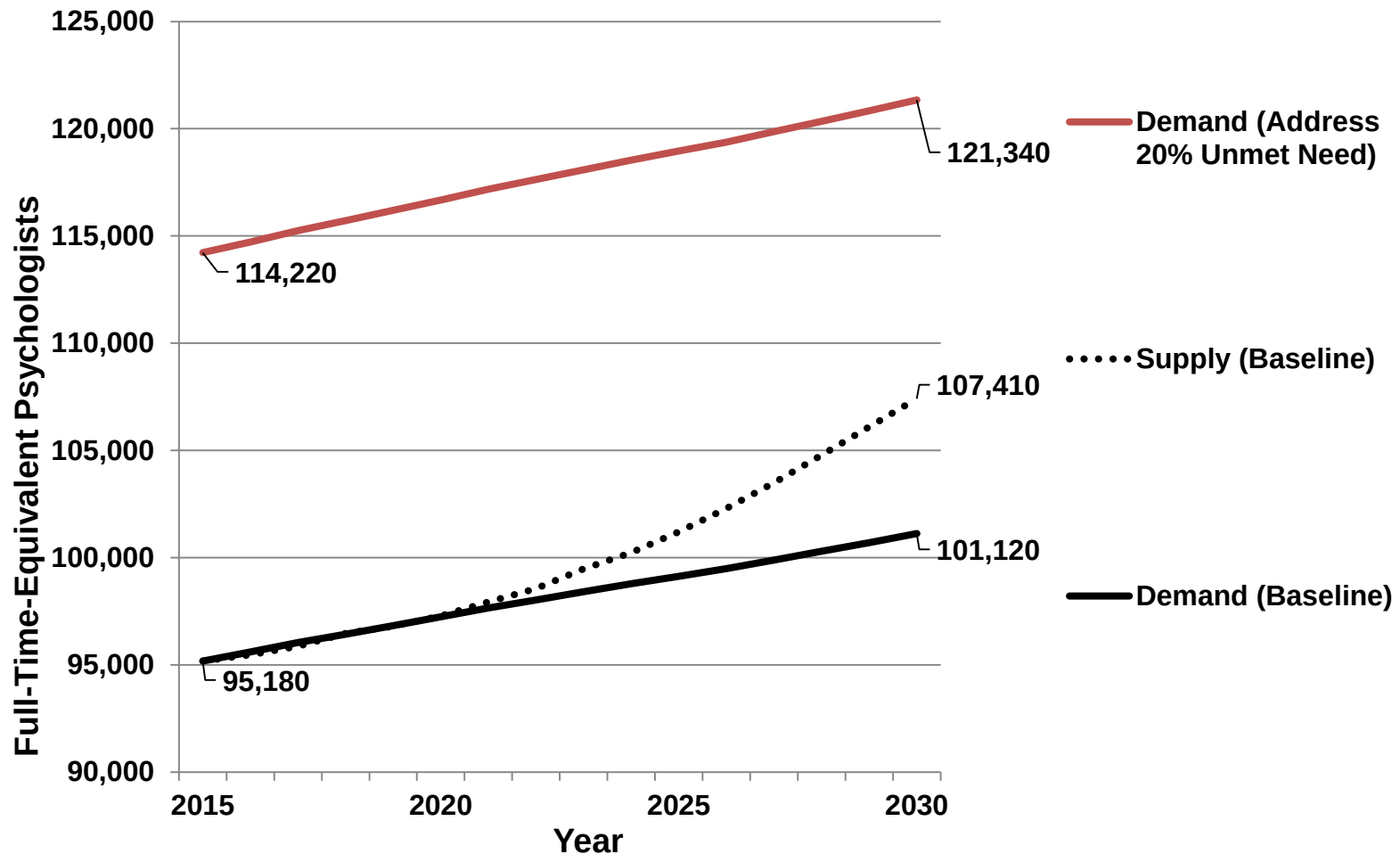
Psychologist Supply

- 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
 - Assumes current patterns continue in the future
 - Affordable Care Act
 - Continued ACA expansion
 - 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

Psychologist Workforce Projections 2015-2030

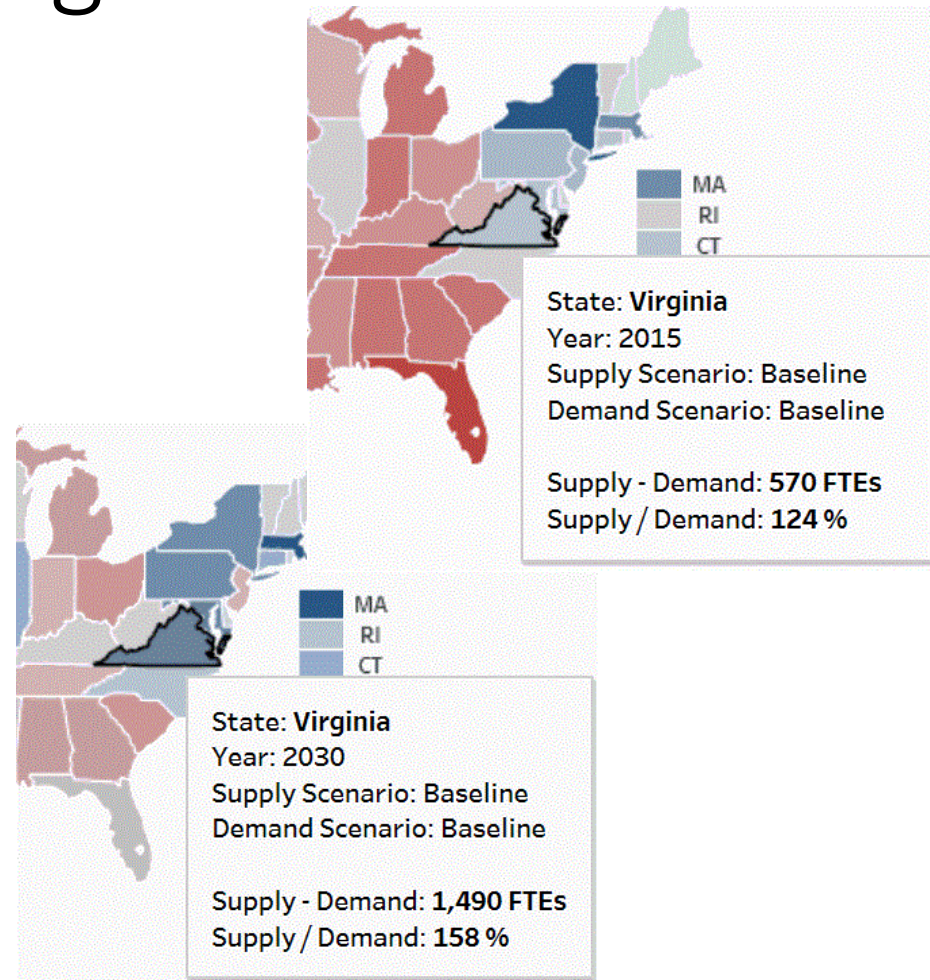


Psychologist Workforce Projections for Virginia

- State-level map tool:
<http://www.apa.org/workforce/data-tools/interactive-state-level.aspx>

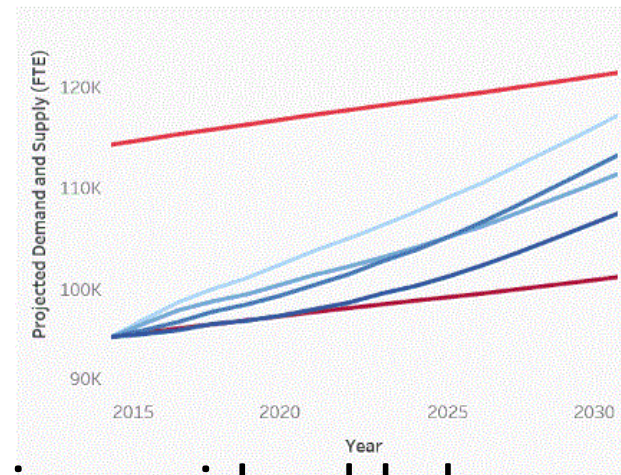
Virginia

Year	Supply	Demand	Supply-Demand
2015	2,930	2,360	570
2020	3,360	2,430	930
2025	3,680	2,490	1,190
2030	4,050	2,550	1,500



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



Top Reasons for Unmet Need

1. Could not afford the cost of treatment (38%)
2. Thought could handle the problem without treatment (28%)
3. Did not know where to go for services (21%)
4. Did not have time (20%)
5. Health insurance does not pay enough for mental health services (13%)
6. Concerns about being committed or having to take medicine (12%)
7. Might cause neighbors or community to have negative opinion (11%)

Workforce Projections Limitations

- Projections may underestimate demand
 - Projections use traditional definitions of mental health services
 - May not capture psychologists' role in health services (obesity, smoking, pain management, chronic illnesses) or certain venues (primary care, integrated care)
- Lack of specialty data
- Terms are not consistent with those used in psychology
 - Ex. Employment settings
 - Offices of health practitioners vs. Psychologists in private practice
- Demand is based on utilization, not need
- Projections $\neq$ predictions



Workforce Projections Implications

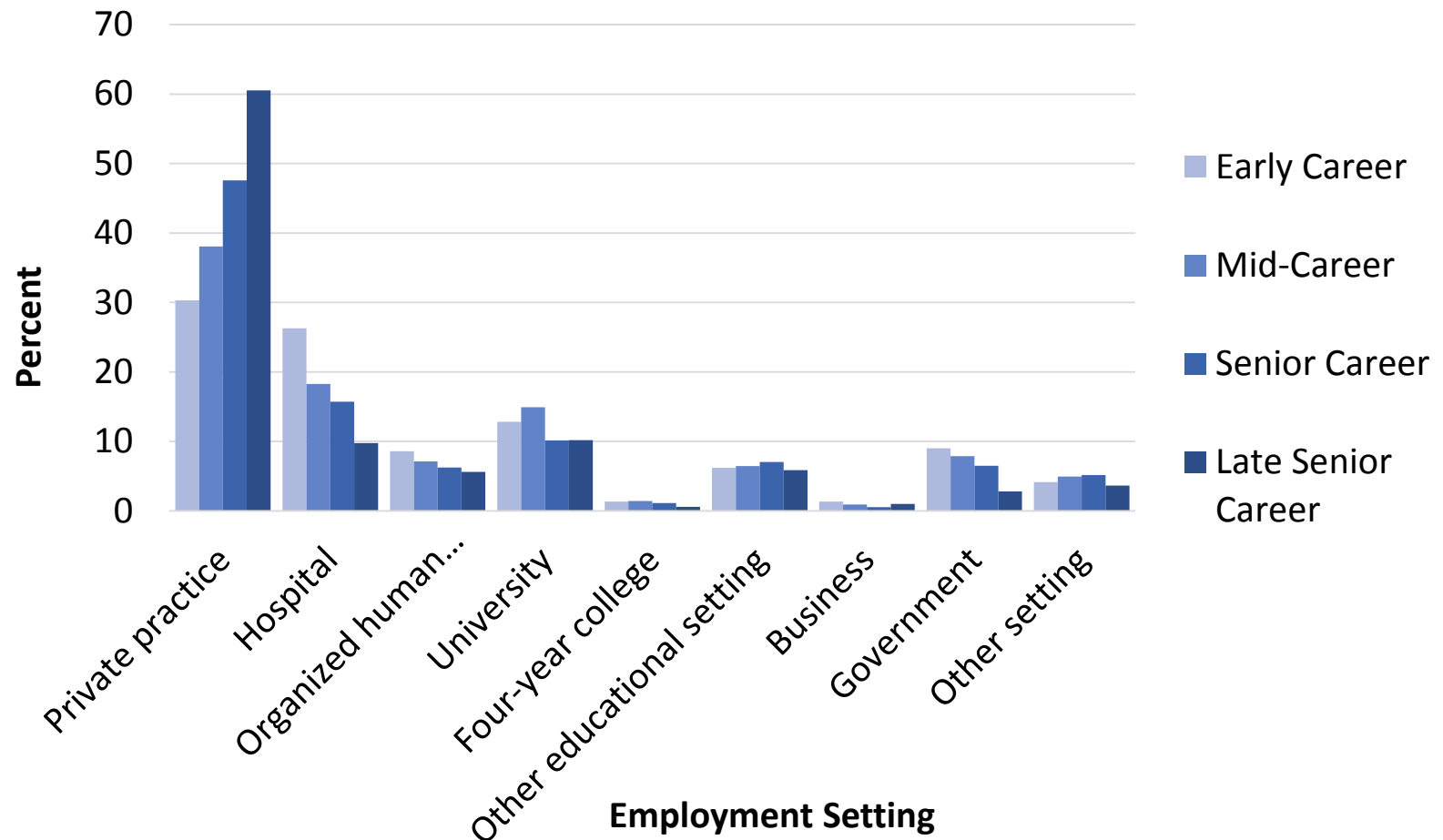
- Do we have enough psychologists?
- Better question: Do we have the right psychologist workforce?
 - Age groups - Older adults
 - Race/ethnicity – Hispanic populations
 - Employment settings – Hospitals
 - Geographic location - South

Areas Where Demand is Projected to Grow

- Older adults
 - Council of Professional Geropsychology Training Programs
 - 16 doctoral programs
 - 20 internship programs
 - 17 postdoctoral programs
- Hispanic populations
 - 5.5% of psychologists can provide services in Spanish (2015 APA Survey of Psychology Health Service Providers)
 - 4.4% of psychologists are Hispanic (2015 APA Survey of Psychology Health Service Providers)

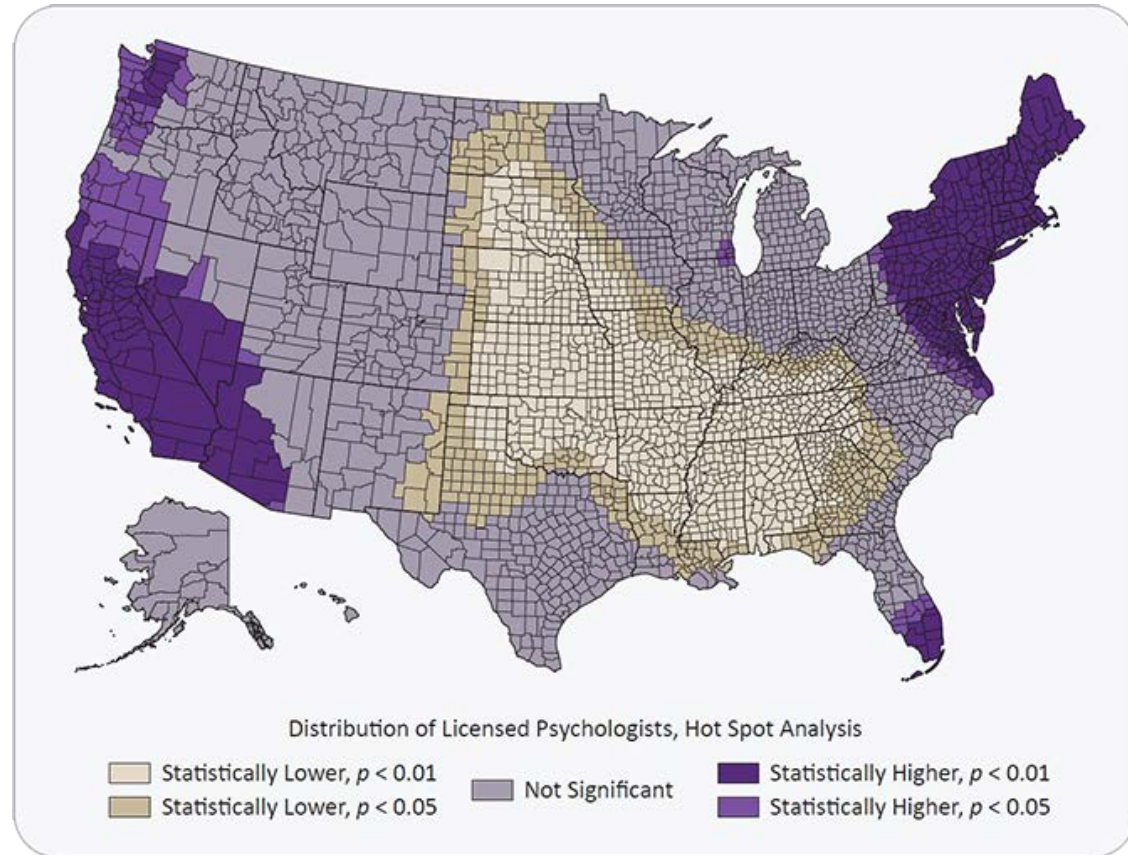
Areas Where Demand is Projected to Grow

- Hospitals - 19% growth in demand by 2030

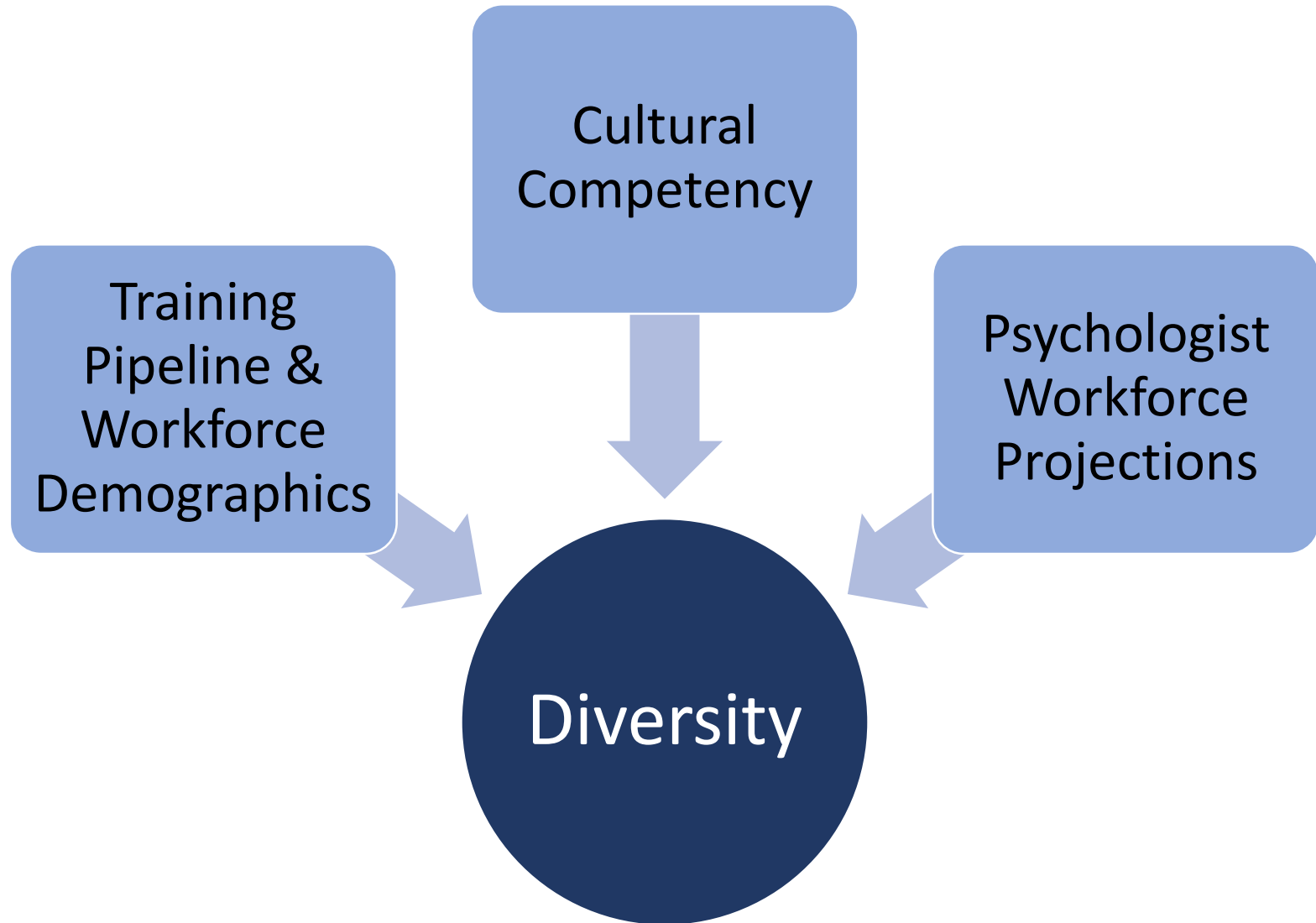


Areas Where Demand is Projected to Grow

- The South
 - 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



Conclusions



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

Questions? Contact kstamm@apa.org

Thank you!