

Exploring Skills, Traits, and Competencies Psychologists Use in the Workforce

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Slides are available at the APA Center for Workforce Studies website under Presentations <http://www.apa.org/workforce/presentations/index.aspx>

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Agenda

The Psychology Workforce

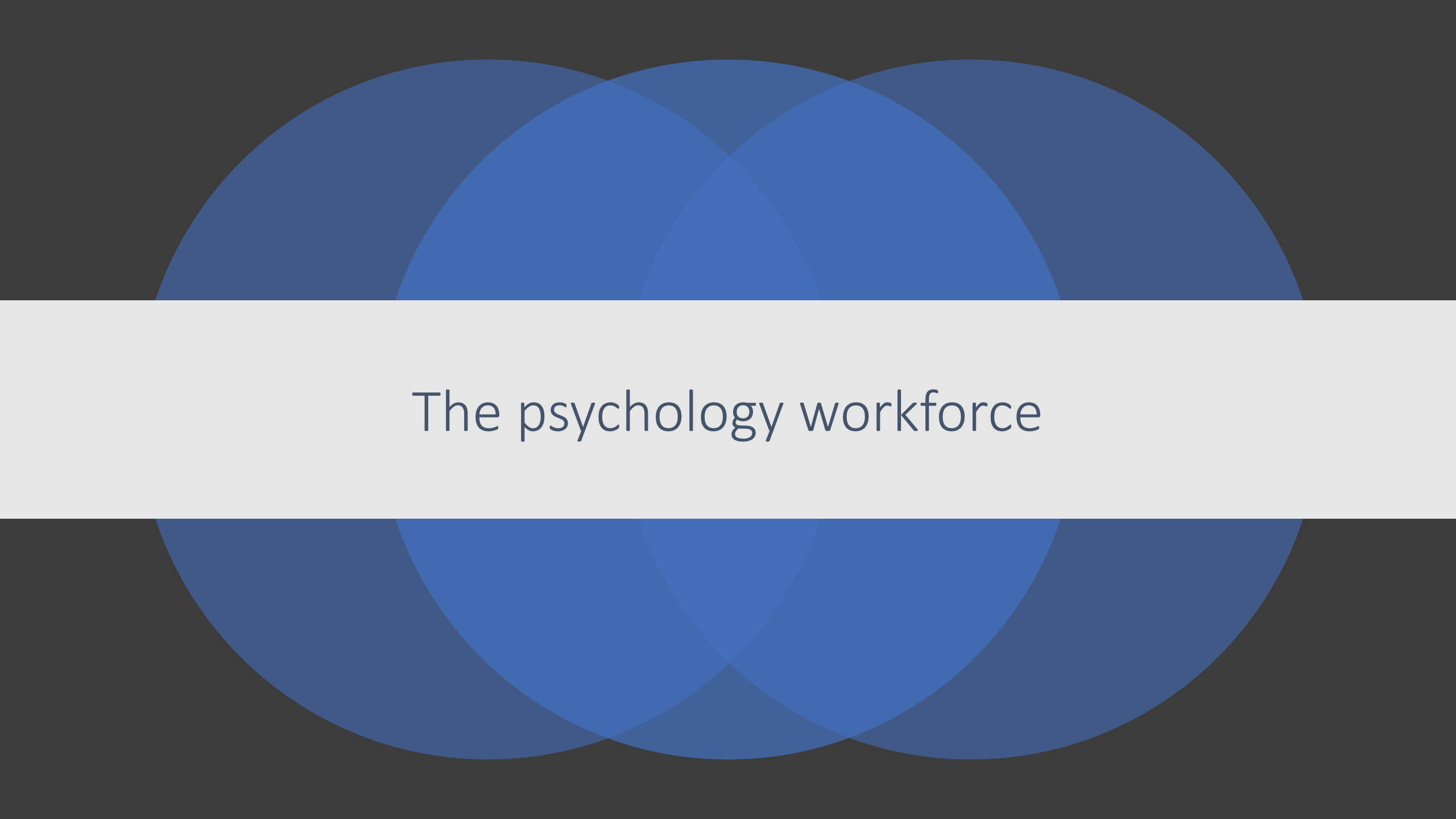
- What you can do with a degree in psychology?

The Psychology Job Market

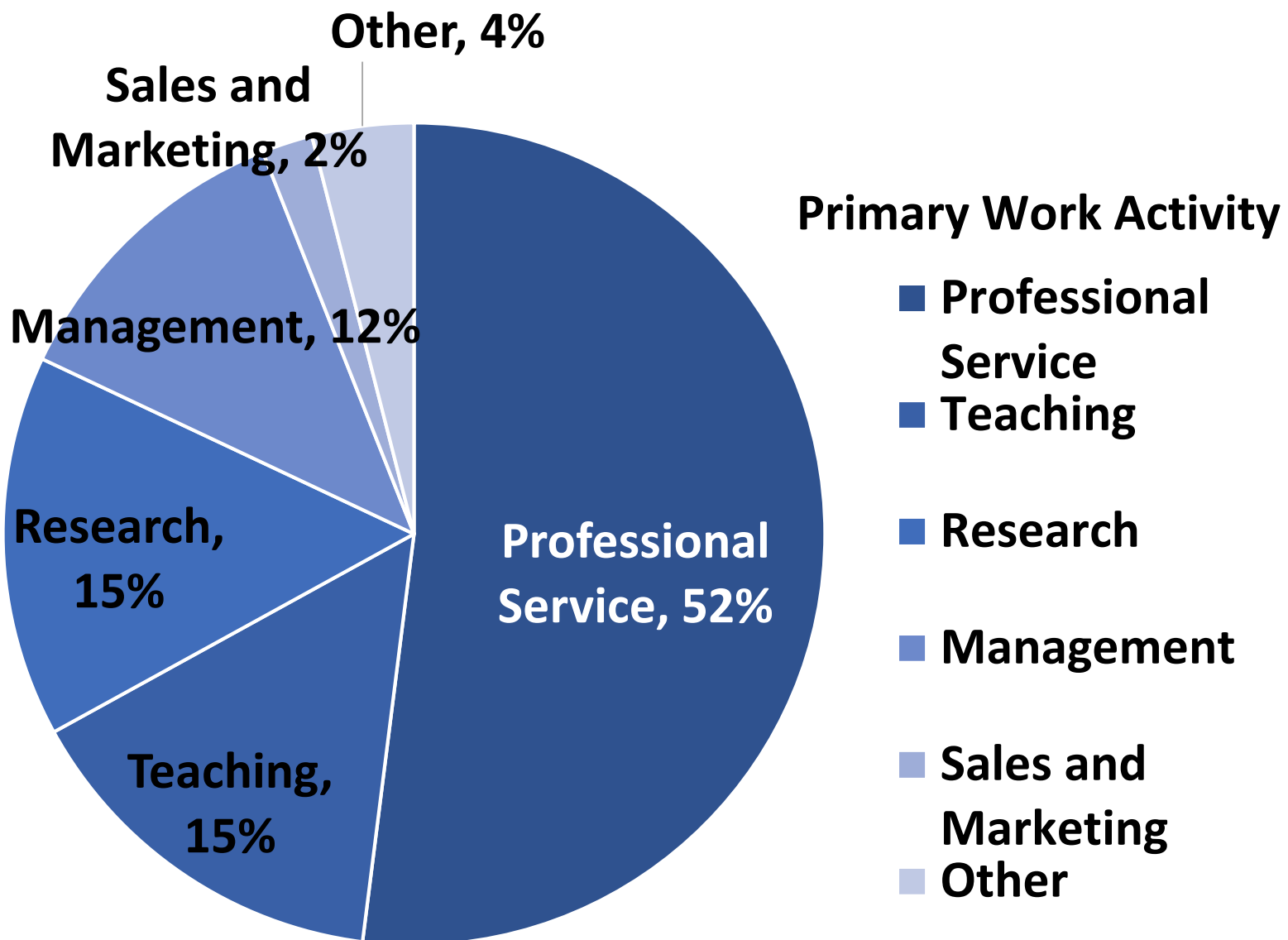
- Analysis of Job Advertisements
 - What **skills** are employers looking for?

A Psychologist's Job

- Analysis of **How Did You Get That Job?**
Interviews
 - What **skills** employees use?



The psychology workforce

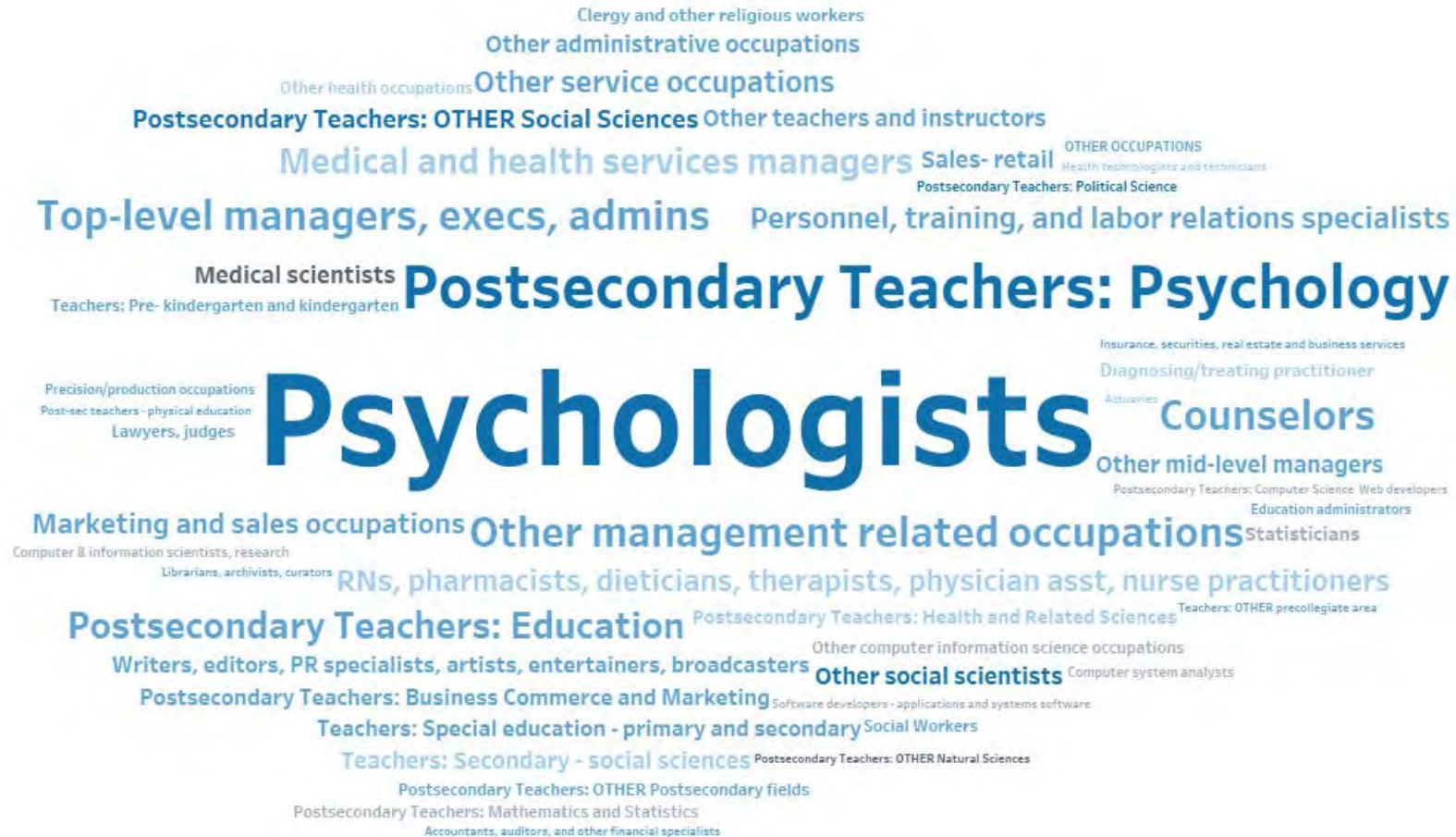


Occupation Types

48% of psychology doctorate degree holders are employed in occupations outside of professional service

Psychology Doctorate Degree Holders

Represents **61** out of 129
different occupational
categories





The Psychology Job Market



Psychology Job Ads Analysis: Methods

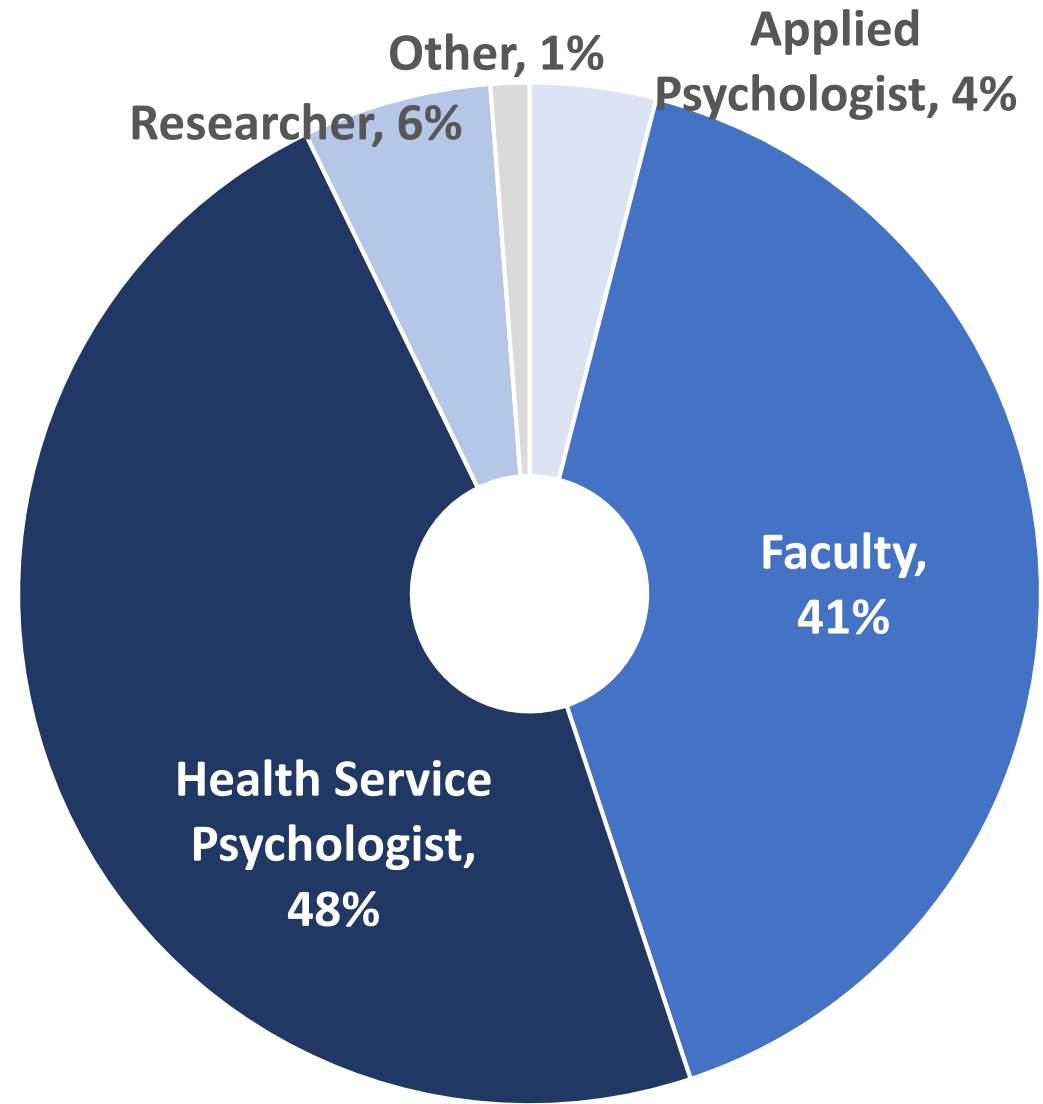
The Dataset

- Almost 7,000 job advertisements in APA psycCareers
- Primary elements analyzed included **Company Name, Job Title, and Job Description**

Automated text analysis

- R Statistical Programming
- Weighted, keyword-based coding
- Decision tree algorithm

The Majority of Advertisements were for Faculty and Health Service Psychologist Positions

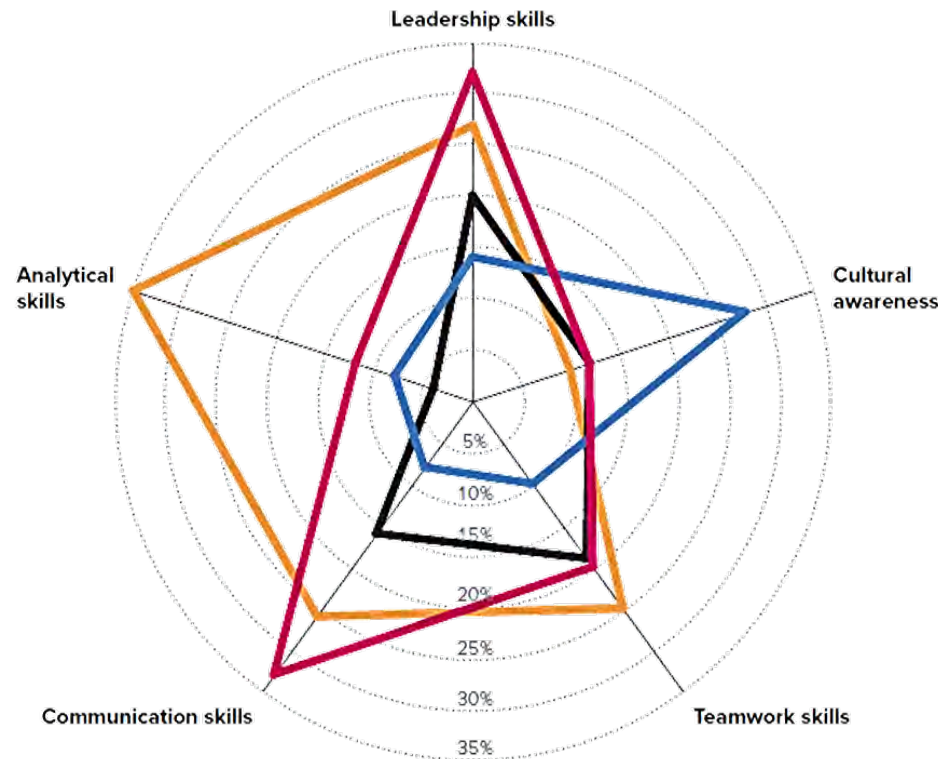
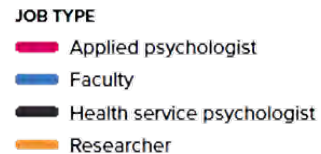


Commonly Requested Traits in Job Advertisements



Requested Skills

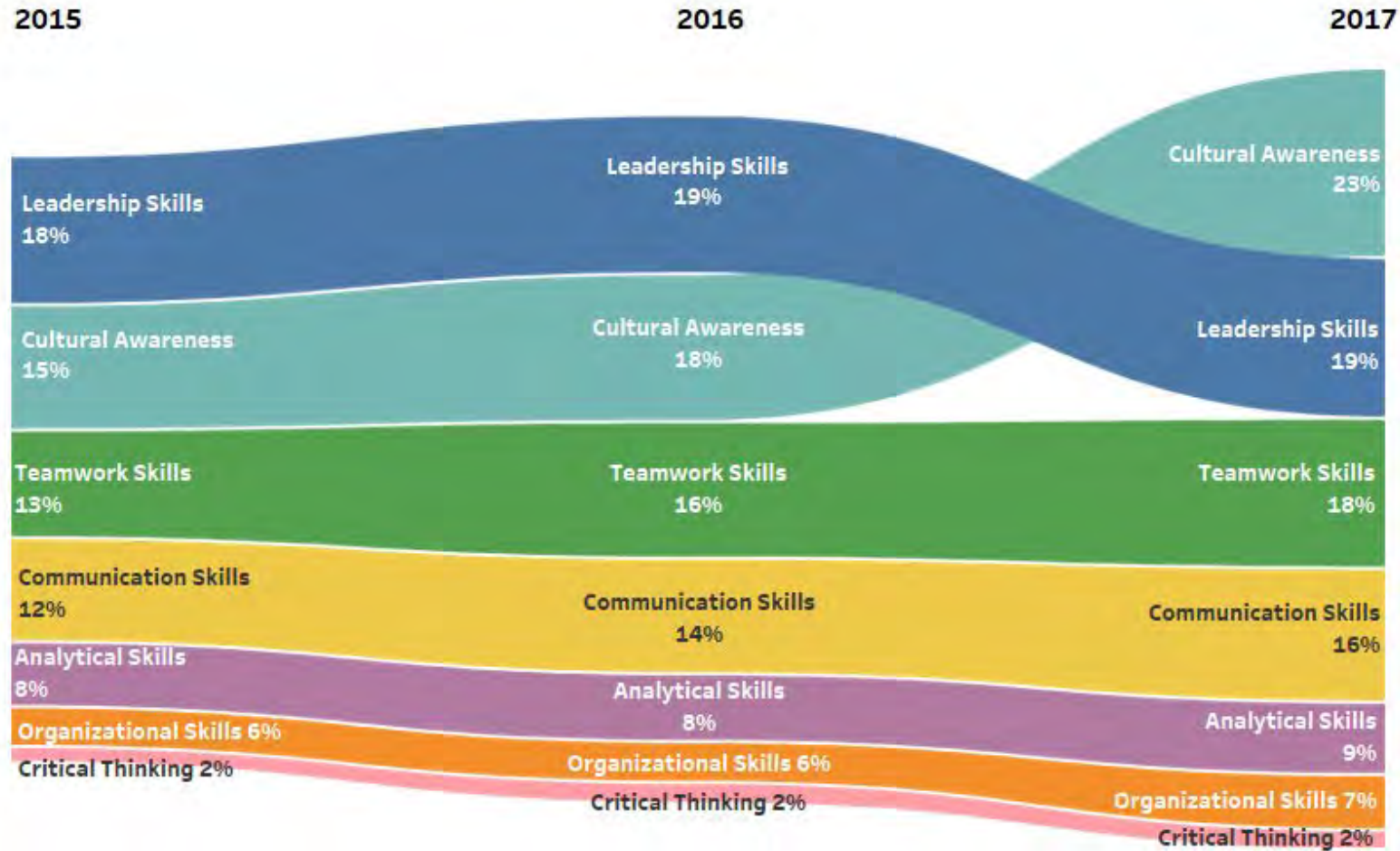
The Skills Listed in Job Ads for Psychologists



Top Skills Across Job Type



Trends in Skills over Time

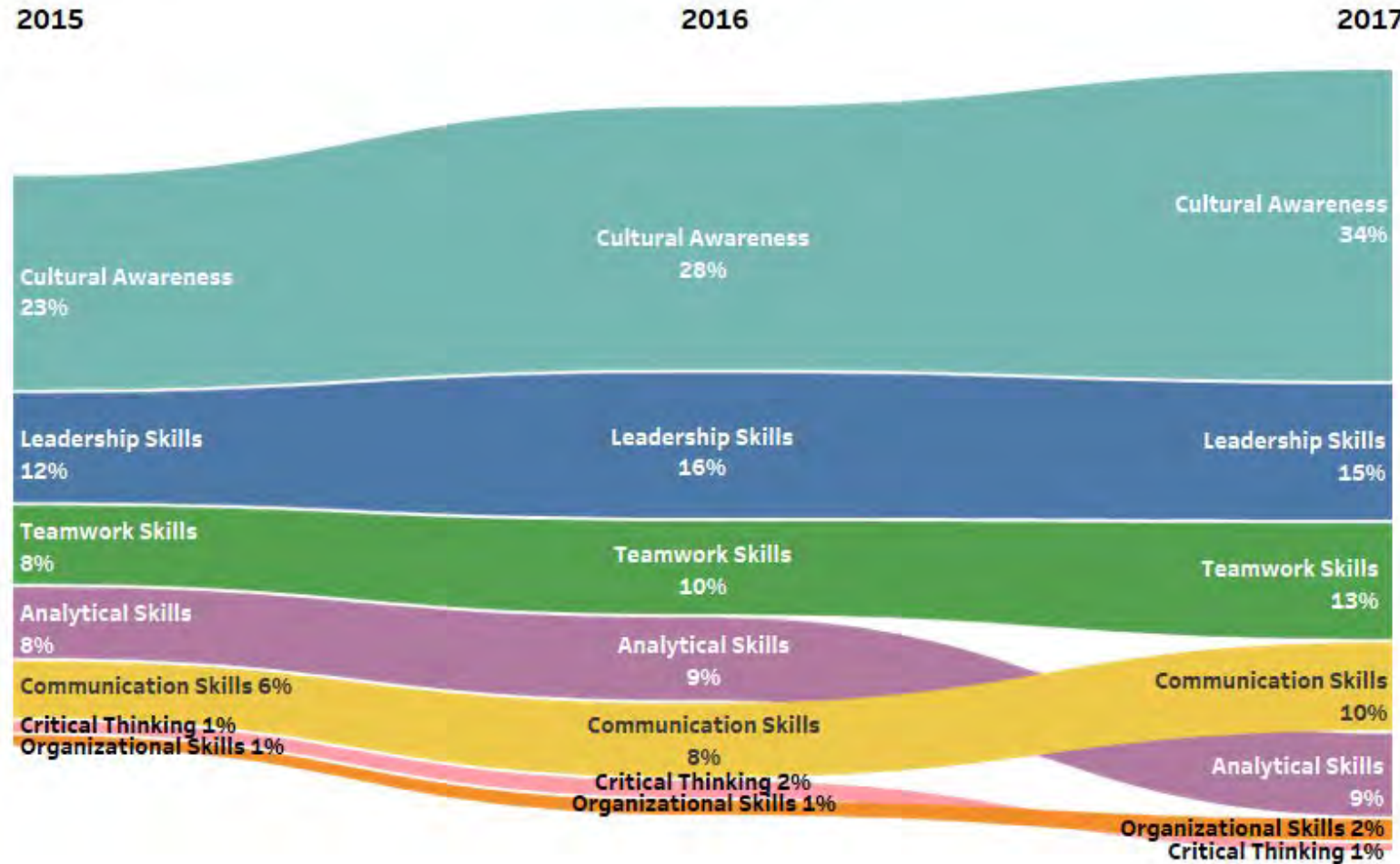


Source: APA, 2018, 2015-17 Psychology Job Advertisements
[Unpublished special analyses]

Trends in Skills over Time

Faculty

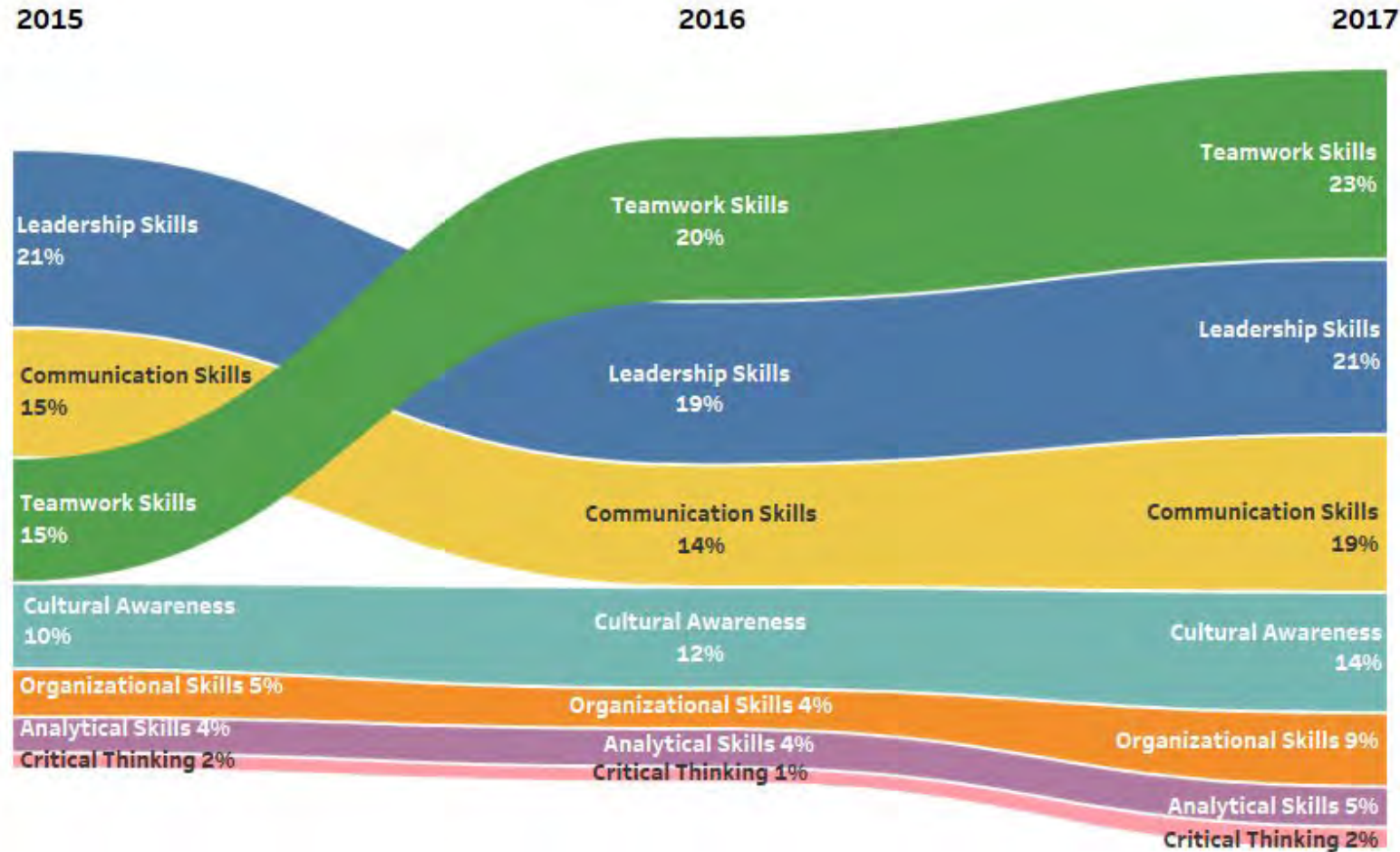
Source: APA, 2018, 2015-17 Psychology Job Advertisements
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Trends in Skills over Time

Health Service Psychologists

Source: APA, 2018, 2015-17 Psychology Job Advertisements
[Unpublished special analyses]





How Did You Get That Job? Analysis



How Did You Get That Job? Analysis: Methods

The Dataset

- 18 interviews
- Speakers filled out a form with their responses

Automated text analysis

- R Statistical Programming
- Weighted, keyword-based coding
- Decision Tree algorithm

How Did You Get That Job? Analysis: Methods

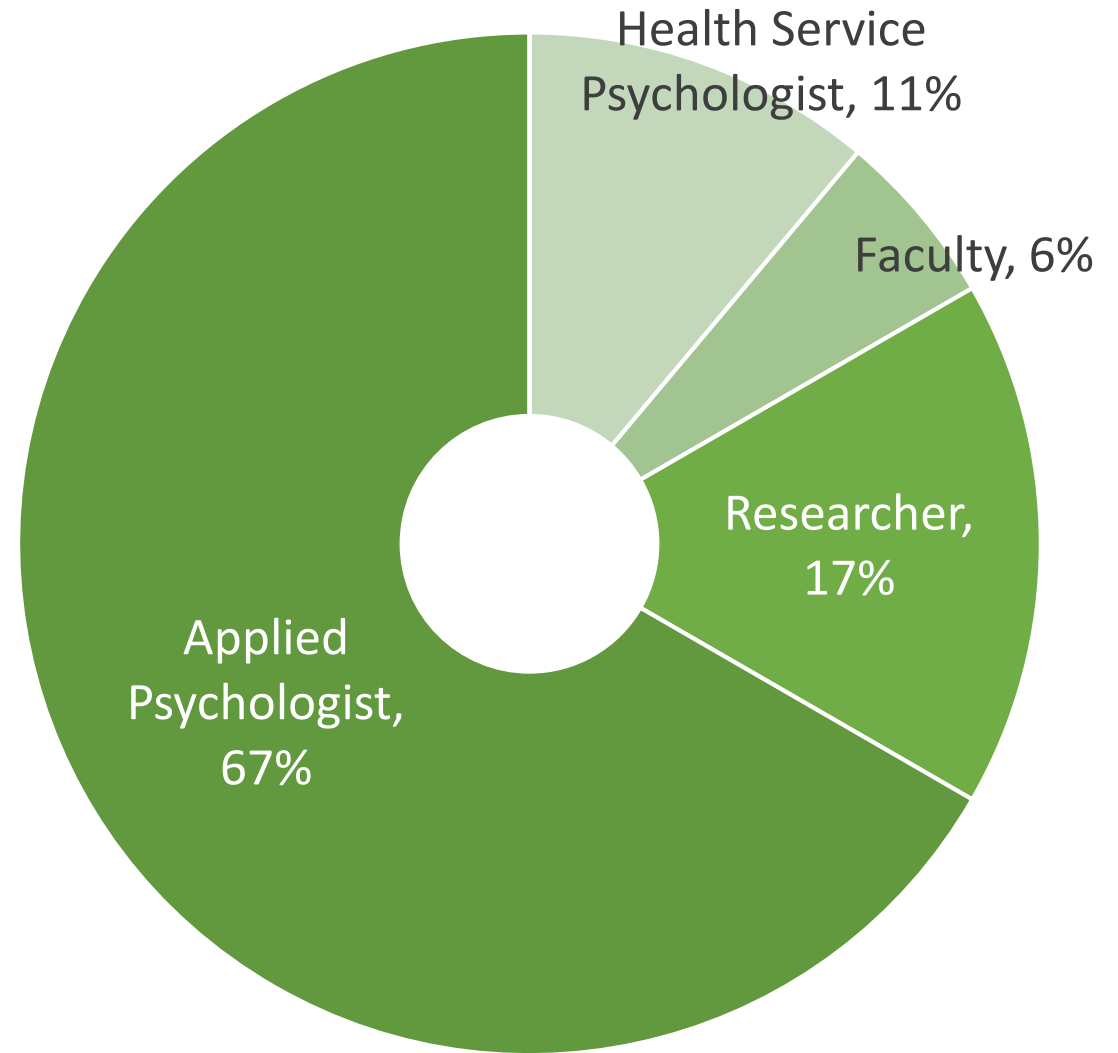
Questions Analyzed

- Provide a short description of your current position, and the work you do on a daily basis.
- In your current job, are there other titles/roles for people doing similar work at other organization, universities, or companies? If so, what are those titles/roles?
- What skills and abilities did you learn in your training, do you find are most useful in your job/career?

The Majority of Interviews were with Applied Psychologists

(Applied Psychologist includes forensic psychologists, industrial organizational psychologists, and human factors psychologists)

Source: APA, 2018-2019 How Did You Get That Job?
[Unpublished analyses]

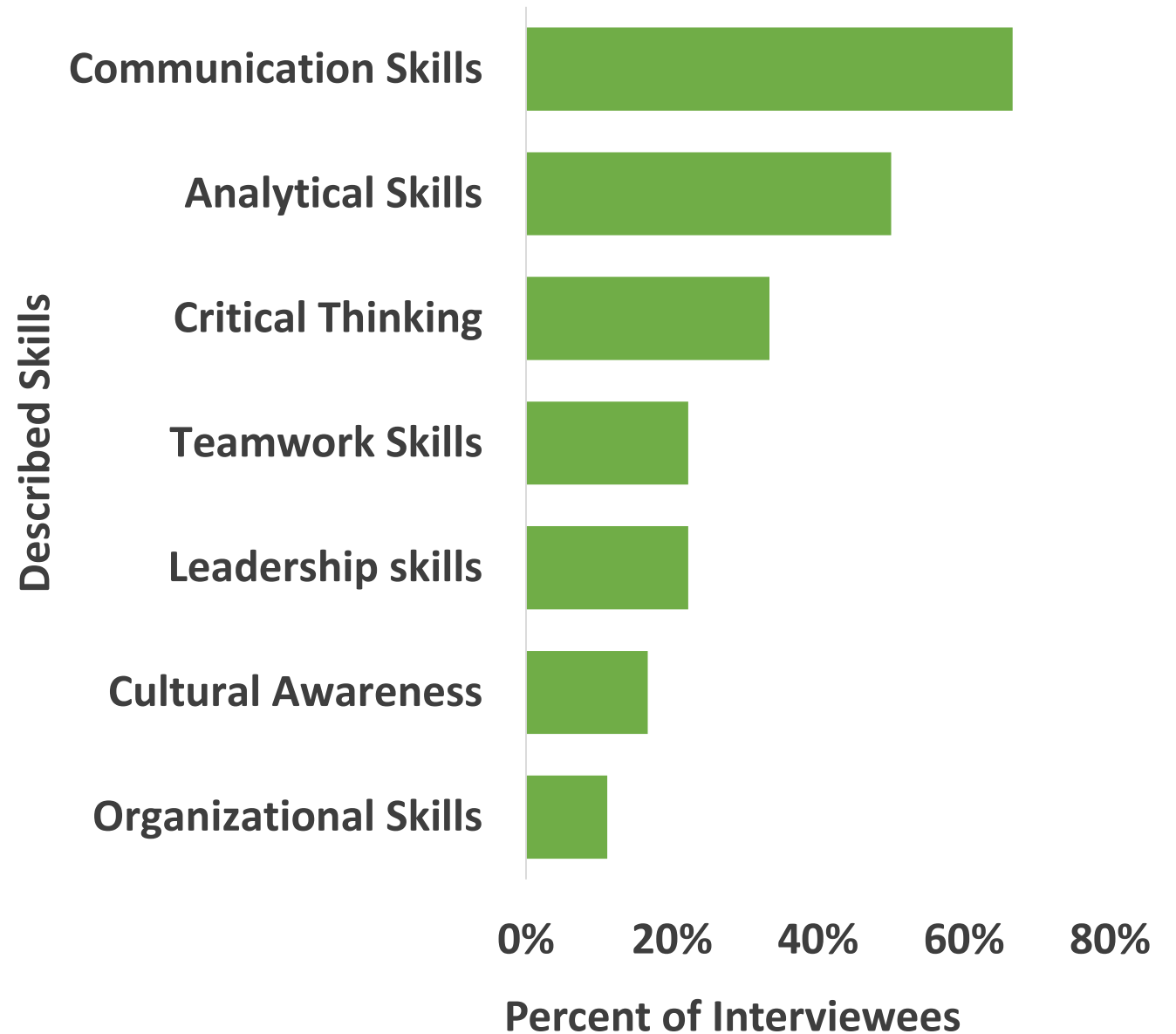


Most Used Skills Descriptive Language

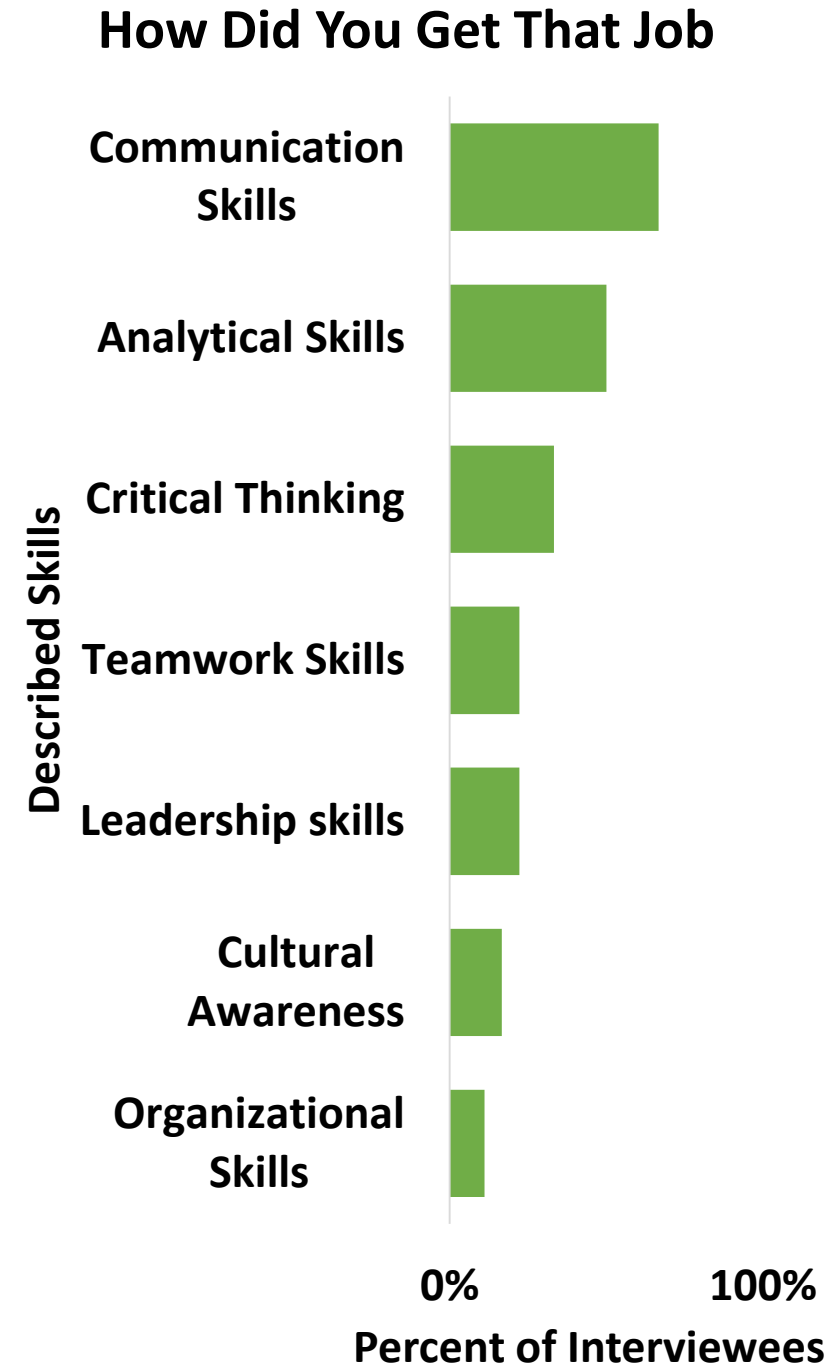
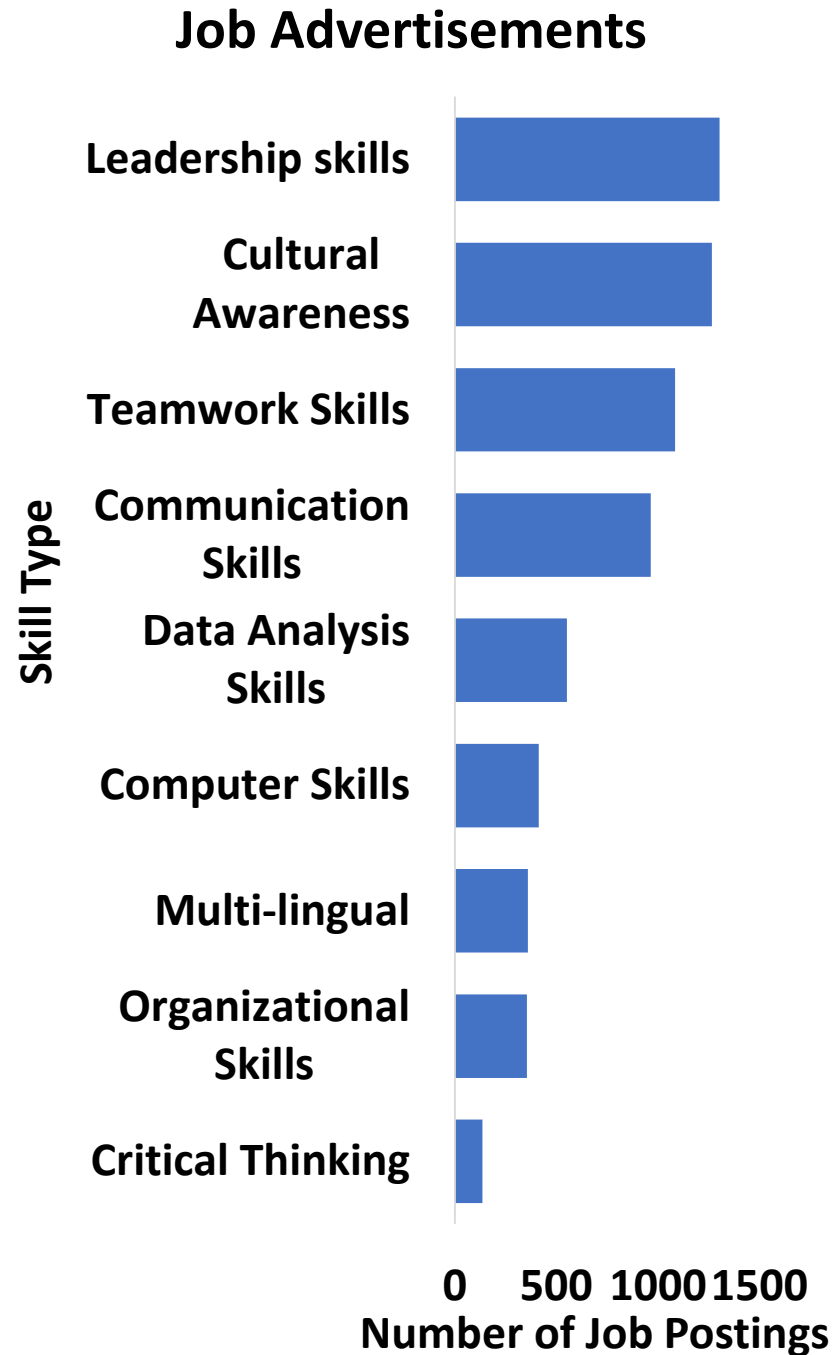


Most Used Skills

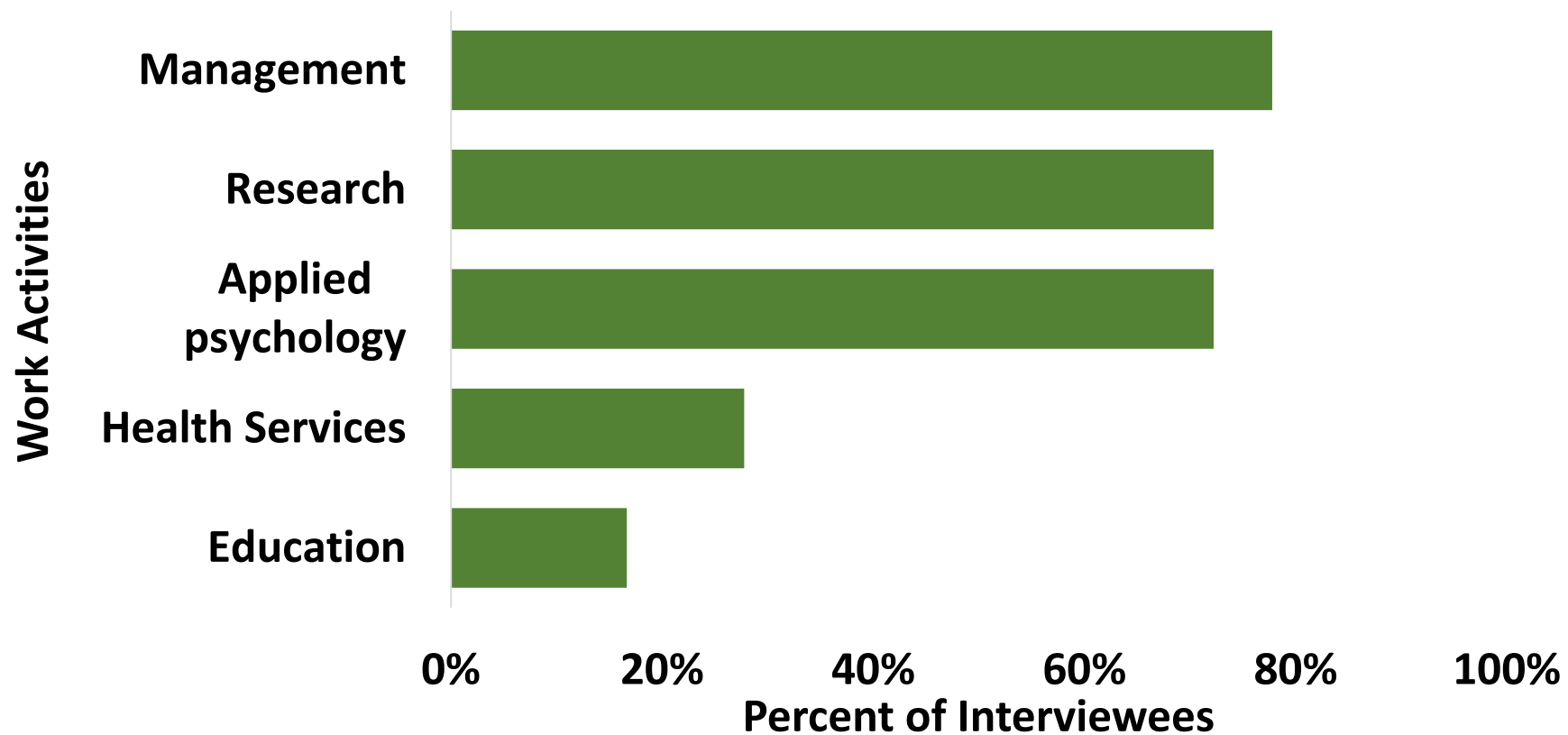
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Skills Requested vs. Used



Work Activities



Degree/Training Subfield:

Working Subfields:

Clinical Child Psychology ; 6%

Clinical Psychology ; 8%

Cognitive Psychology ; 2%

Counseling Psychology ; 22%

Engineering Psychology ; 2%

Experimental Psychology ; 8%

I/O Psychology ; 3%

Neuroscience ; 2%

School Psychology ; 2%

Social Psychology ; 4%

Sport Psychology ; 18%

Sport Psychology ; 8%

Quantitative Psychology ; 24%

Neuroscience ; 4%

I/O Psychology ; 8%

Forensic Psychology ; 4%

Experimental Psychology ; 6%

Environmental Psychology ; 2%

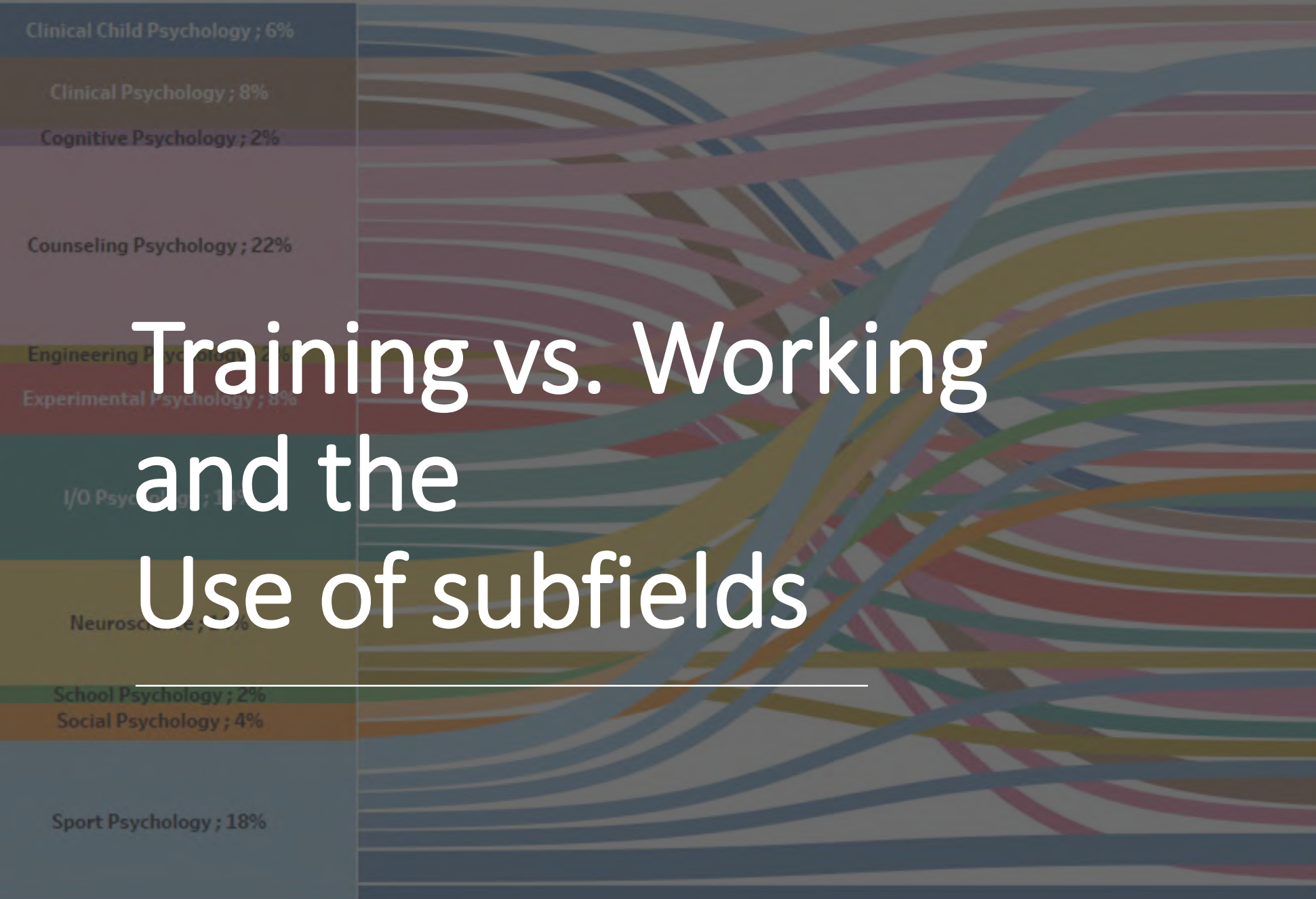
Engineering Psychology ; 20%

Counseling Psychology ; 10%

Clinical Psychology ; 10%

Behavioral Medicine ; 4%

Training vs. Working and the Use of subfields



The subfield you study may not be what you do day to day...

Source: APA, 2018-2019 How Did You Get That Job [Unpublished special analyses]

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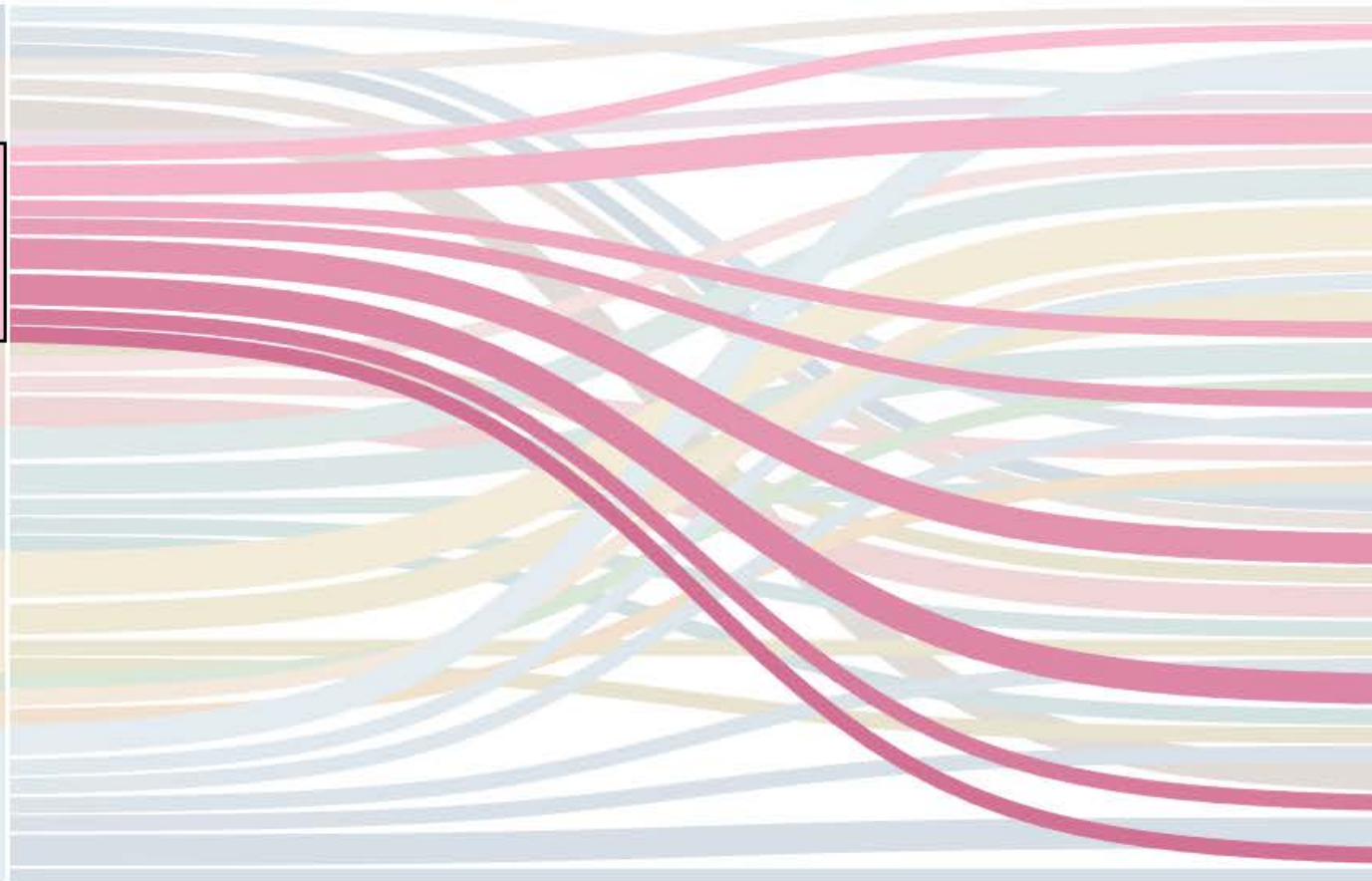
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Discussion and Implications



A psychology degree offers multitudes of opportunity across many different occupations



Soft skills like **cultural awareness, leadership, and teamwork** are important on the current job market



Careers in non-academic and HSP fields emphasize **communication, analytical and critical thinking** skills learned in graduate school



Questions or Comments?

Resources

- American Psychological Association. (2018). *2015-17 Psychology Job Advertisements: An Overview*. Washington, DC: Author.
- American Psychological Association. (2018). Careers in Psychology. [Interactive data tool]. Retrieved from <http://www.apa.org/workforce/data-tools/careers-psychology.aspx>
- How did you get that job interviews: <https://www.apa.org/members/your-growth/career-development/how-did-you-get-that-job/index>