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# Understanding Psychologist Job Openings

Jessica Conroy, BA

Research Assistant, Center for Workforce Studies

AAMC Health Workforce Conference

May 2, 2019



Association of  
American Medical Colleges

The opinions expressed in this presentation are those of the authors and do not constitute official policy of the American Psychological Association.

Coauthors: Luona Lin, Peggy Christidis, & Karen Stamm

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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A photograph of the Georgia State Capitol building, a large neoclassical structure with a prominent central dome and a tall, tiered steeple. The building is set against a sunset sky with warm orange and yellow hues. In the foreground, there are lush green trees and a well-maintained lawn. The image is partially covered by a large, semi-transparent blue and white graphic element on the right side.

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# Methods



# Populations of interest

Health Service Psychologist job advertisements

Faculty positions requiring licensure or license eligibility  
(representative of faculty with significant health service responsibilities)



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# Analysis Methods

Automated text analysis using R syntax which searched ad text for keywords



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# Example Job Posting

- **Company Name:** Clear Resolution Consulting LLC
- **Position Title:** Clinical Psychologist with Security Clearance
- **Job Description:** CRC has an immediate need for a Clinical Psychologist to provide psychological evaluations and treatment of government civilians and military. **RESPONSIBILITIES:** Obtain and analyze pertinent information, conduct and document clinical assessments, determine diagnosis, develop a treatment plan. Conduct time-limited group therapy to address issues such as depression, anxiety, and interpersonal relationships. Collaborate with other agencies to offer prevention programs and organizational consultations. **REQUIREMENTS:** Top Secret security clearance, Doctoral degree in Clinical or Counseling Psychology, and unrestricted license to practice Psychology. Minimum five (5) years post-Doctoral experience. **COMPANY DESCRIPTION:** CRC provides Intelligence Analysis, Business Management, and Information Technology Consulting Services to the [several] Federal Agencies.



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# Adding Labels for Job Type Variable:

- **Company Name:** Clear Resolution Consulting LLC
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# Adding Labels for Job Type Variable:

## Health Service Psychologist - Description

- **Company Name:** Clear Resolution Consulting LLC
- **Position Title:** Clinical Psychologist with Security Clearance
- **Job Description:** CRC has an immediate need for a **Health Service Psychologist** to provide **evaluations** and **treatment** of government civilian employees. The Psychologist will analyze pertinent information, conduct and document **clinical assessments**, determine **diagnosis**, develop a **treatment plan**. Conduct time-limited **group therapy** to address issues such as depression, anxiety, and interpersonal relationships. Collaborate with other agencies to offer prevention programs and organizational consultations. REQUIREMENTS: Top Secret security clearance, Doctoral degree in Clinical or Counseling Psychology, and unrestricted **license to practice** Psychology. Minimum five (5) years post-Doctoral experience. COMPANY DESCRIPTION: CRC provides Intelligence Analysis, Business Management, and Information Technology Consulting Services to the [several] Federal Agencies.



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# Adding Labels for Job Type Variable:

- **Company Name:** Clear Resolution Consulting LLC
- **Position Title:** Clinical Psychologist with Security Clearance
- **Job Description:** CRC has an immediate need for a **Health Service Psychologist – Description** **Researcher - Description** **evaluations** and **treatment** of government civilian **analyze** pertinent information, conduct and document **clinical assessments**, determine **diagnosis**, develop a **treatment plan**. Conduct time-limited **group therapy** to address issues such as depression, anxiety, and interpersonal relationships. Collaborate with other agencies to offer prevention programs and organizational consultations. REQUIREMENTS: Top Secret security clearance, Doctoral degree in Clinical or Counseling Psychology, and unrestricted **license to practice** Psychology. Minimum five (5) years **post-Doctoral** experience. COMPANY DESCRIPTION: CRC provides Intelligence **Analysis**, Business Management, and Information Technology Consulting Services to the [several] Federal Agencies.



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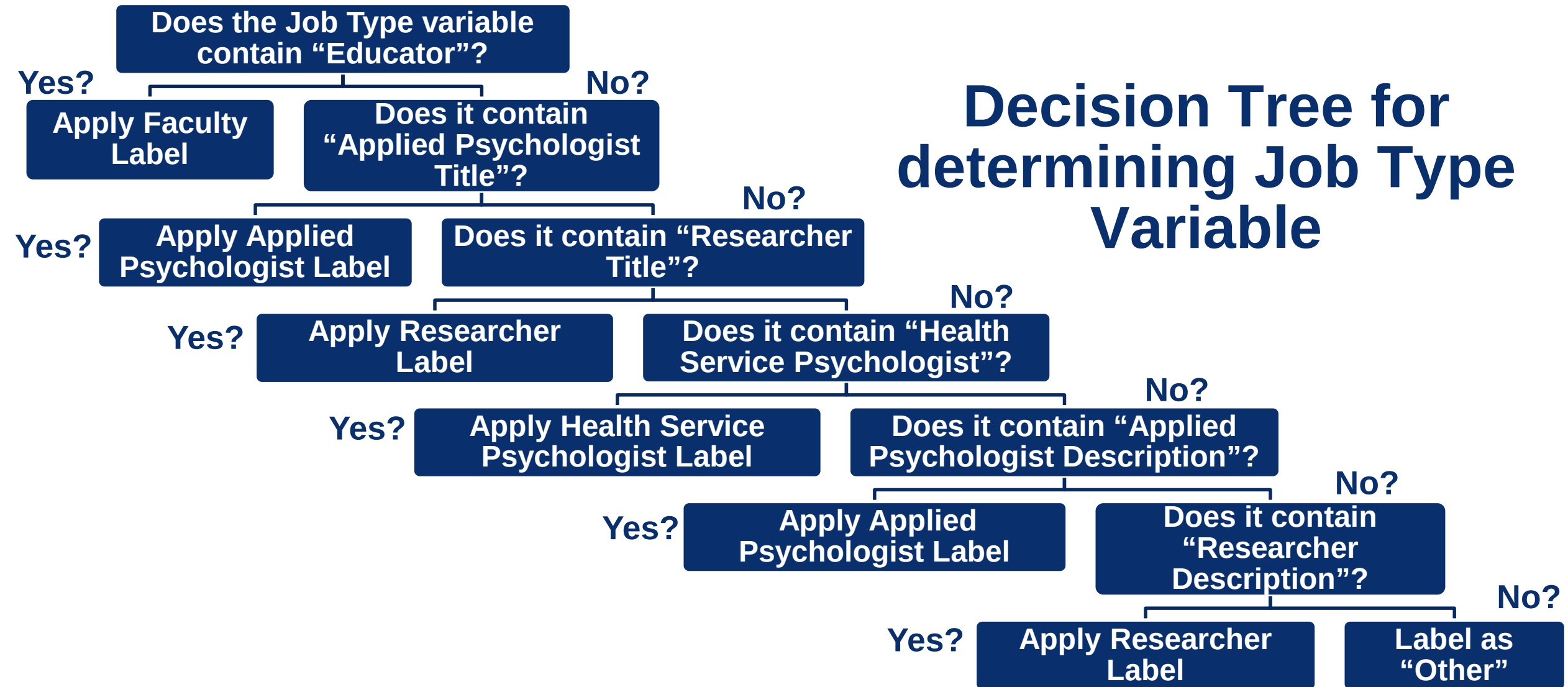
# Adding Labels for Job Type Variable:

- **Company Name:** Clear Resolution Consulting LLC
- **Position Title:** Clinical Psychologist with Security Clearance
- **Job Description:** CRC has an immediate need for a **Health Service Psychologist – Description** **Researcher – Description** **Applied Psychologist - Description** **evaluations** and **treatment** of government civilian. **analyze** pertinent information, conduct and document **clinical assessments**, determine **diagnosis**, develop a **treatment plan**. Conduct time-limited **group therapy** to address issues such as depression, anxiety, and interpersonal relationships. Collaborate with other agencies to offer prevention programs and **organizational consultations**. REQUIREMENTS: Top Secret security clearance, Doctoral degree in Clinical or Counseling Psychology, and unrestricted **license to practice** Psychology. Minimum five (5) years **post-Doctoral** experience. COMPANY DESCRIPTION: CRC provides Intelligence **Analysis**, Business Management, and Information Technology **Consulting Services** to the [several] Federal Agencies.



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# Decision Tree for determining Job Type Variable



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# Adding Labels for Job Type Variable:

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- **Position Title:** Clinical Psychologist with Security Clearance
- **Job Description:** CRC has an immediate need for a Clinical Psychologist to provide **psychological evaluations** and **treatments**. **RESPONSIBILITIES:** **Obtain and analyze** pertinent information, **diagnosis**, develop a **treatment plan** to address issues such as depression, anxiety, and stress. **therapies** to address issues such as depression, anxiety, and stress. **collaborate** with other agencies to provide the best possible care. **REQUIREMENTS:** Top Secret security clearance, Doctoral degree in Clinical or Counseling Psychology, and unrestricted **license to practice** Psychology. Minimum five (5) years **post-Doctoral** experience. **COMPANY DESCRIPTION:** CRC provides Intelligence **Analysis**, Business Management, and Information Technology **Consulting Services** to the [several] Federal Agencies.

## Health Service Psychologist Advertisement



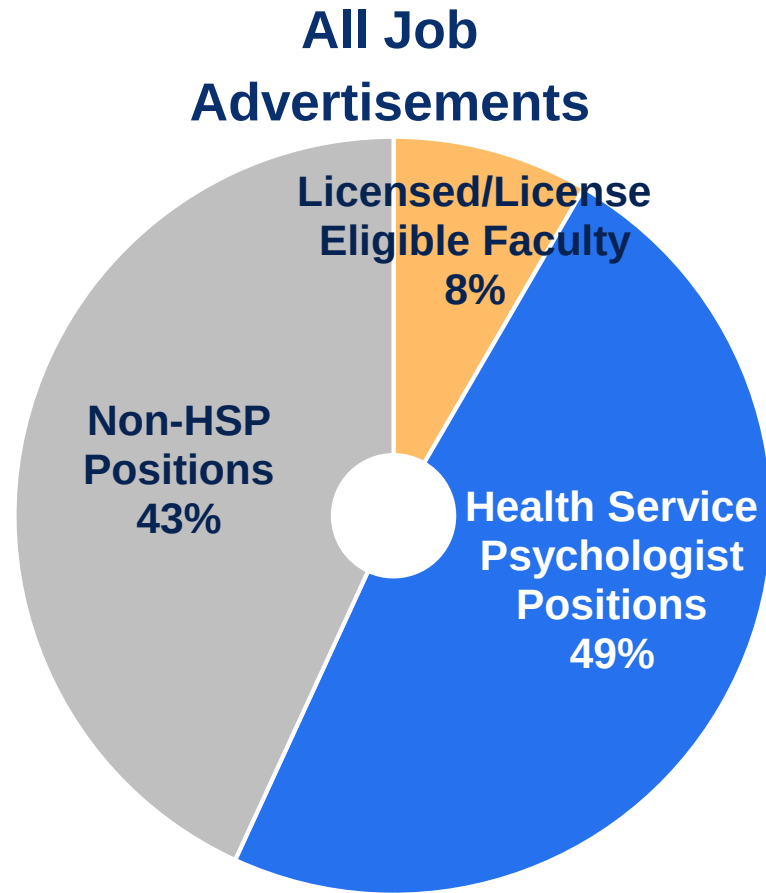
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# Key Findings



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# Findings Overview

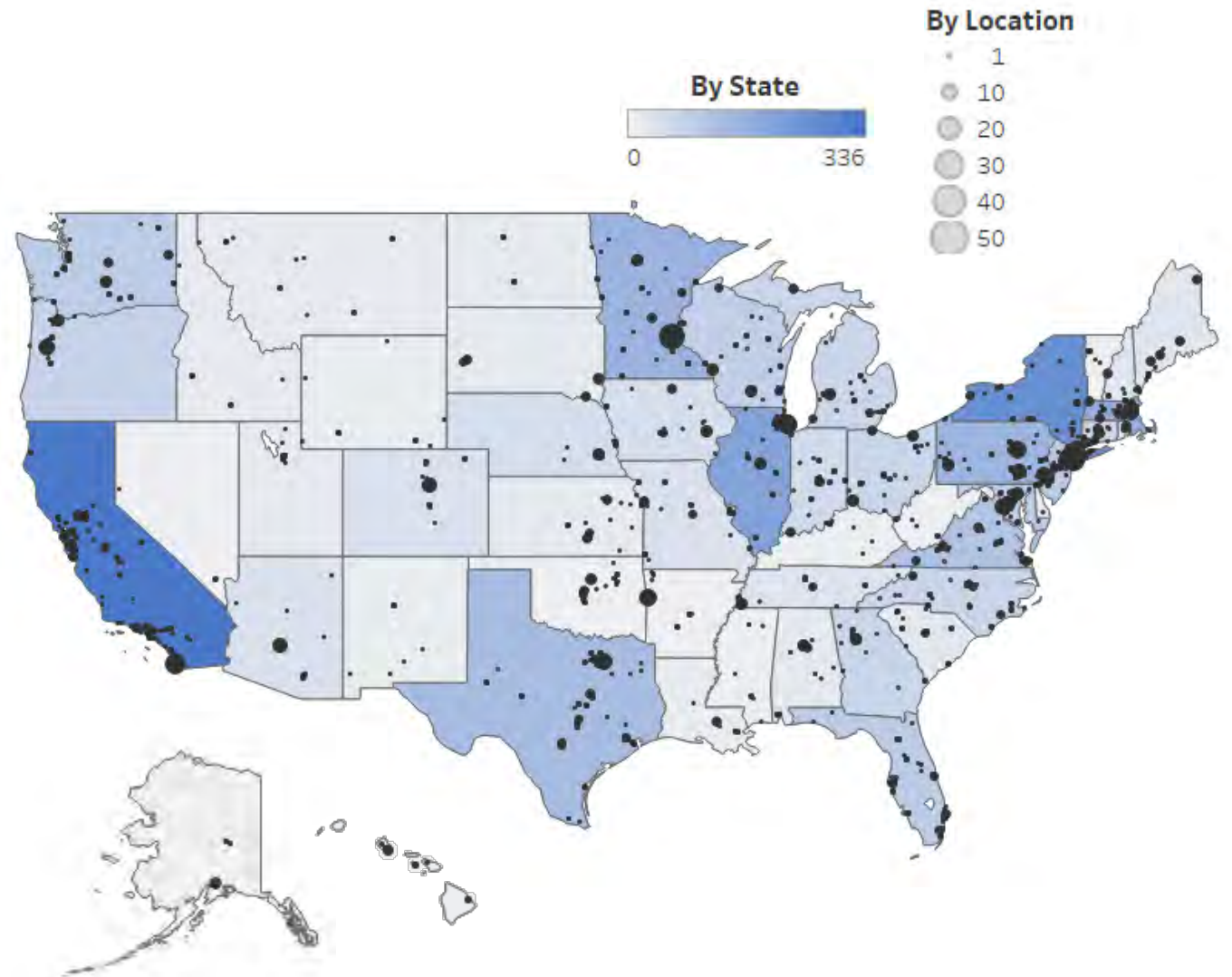


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# Findings: Geographic Distribution

## Health Service Psychologist Positions

- Most positions are located in the Northeast and Pacific coast areas
- The highest concentrations were in the Northeast and Midwest

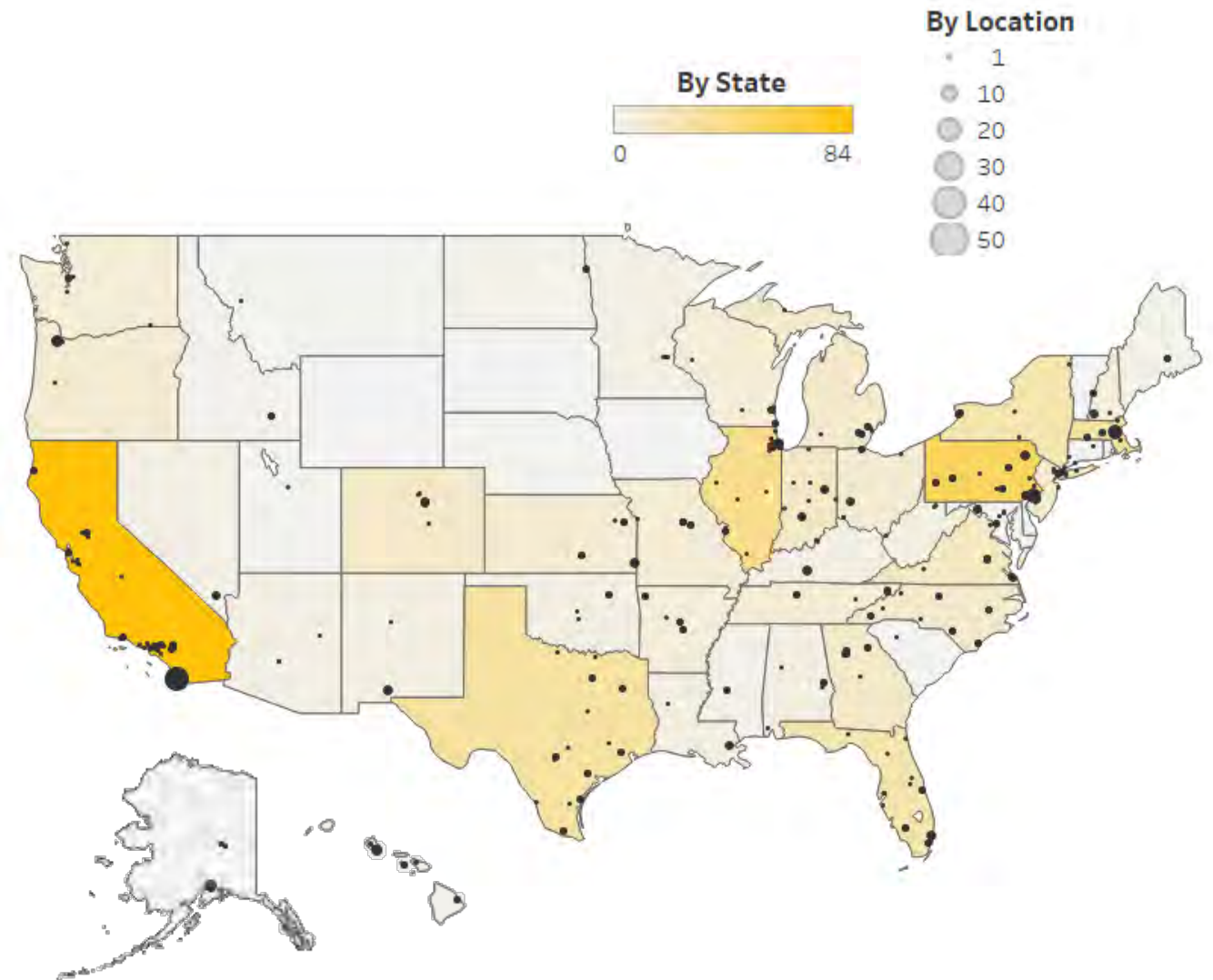


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# Findings: Geographic Distribution

## Licensed/License Eligible Faculty

- Most positions are also located in the Northeast and Pacific coast areas
- The highest concentrations were in the Northeast and Midwest



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# Implications

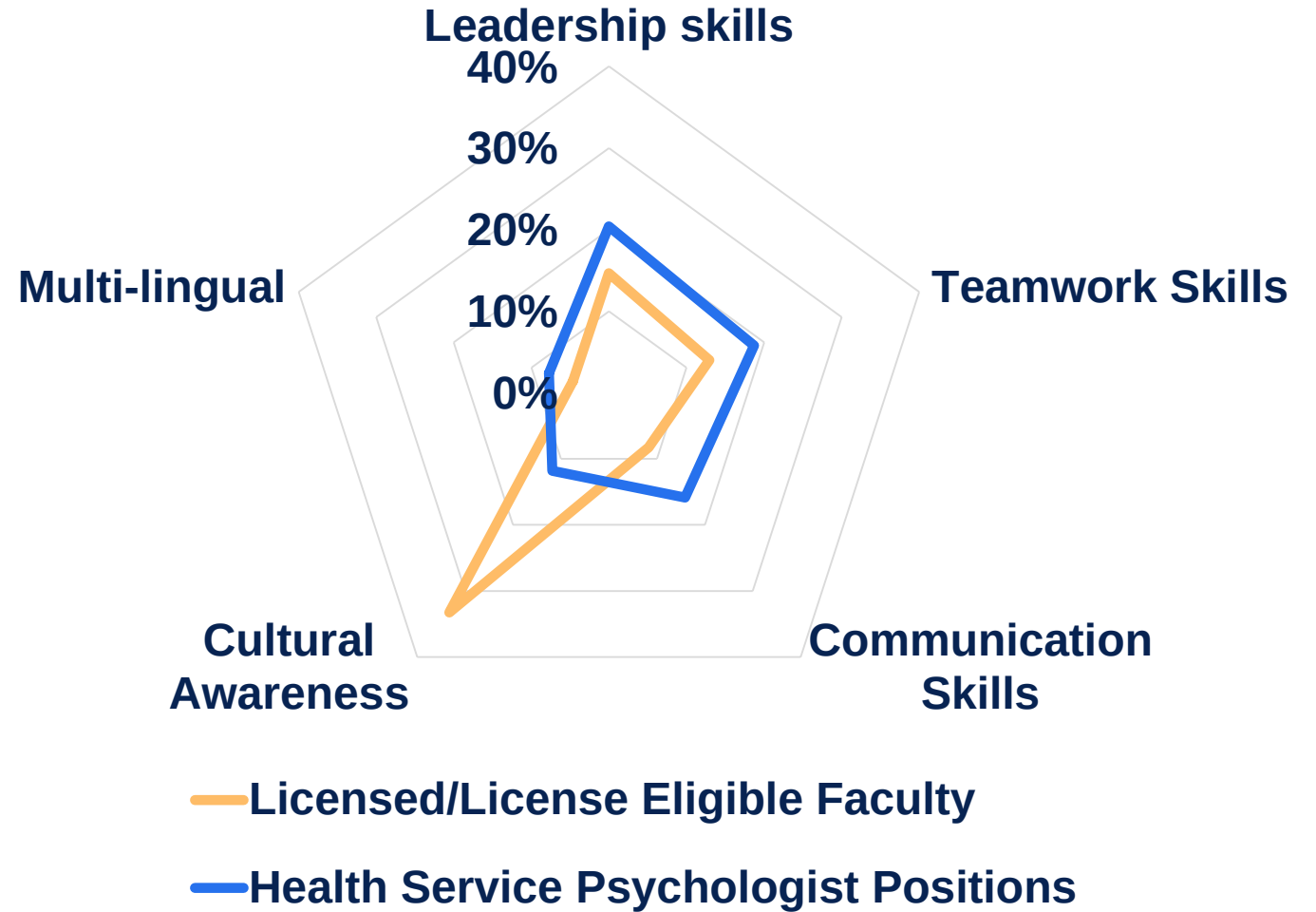
- Fewer job advertisements in the South and Midwest could indicate a lack of positions in those regions or potentially positions that are not being represented in our dataset.
- The recent workforce projections also indicated the potential for psychologist shortages in the south, opening up a line of potential inquiry as to why there are shortages, and how the job market might adapt (APA,2018).
- Additional research is needed to investigate both of these points.



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# Findings: Top 5 Skills Requested

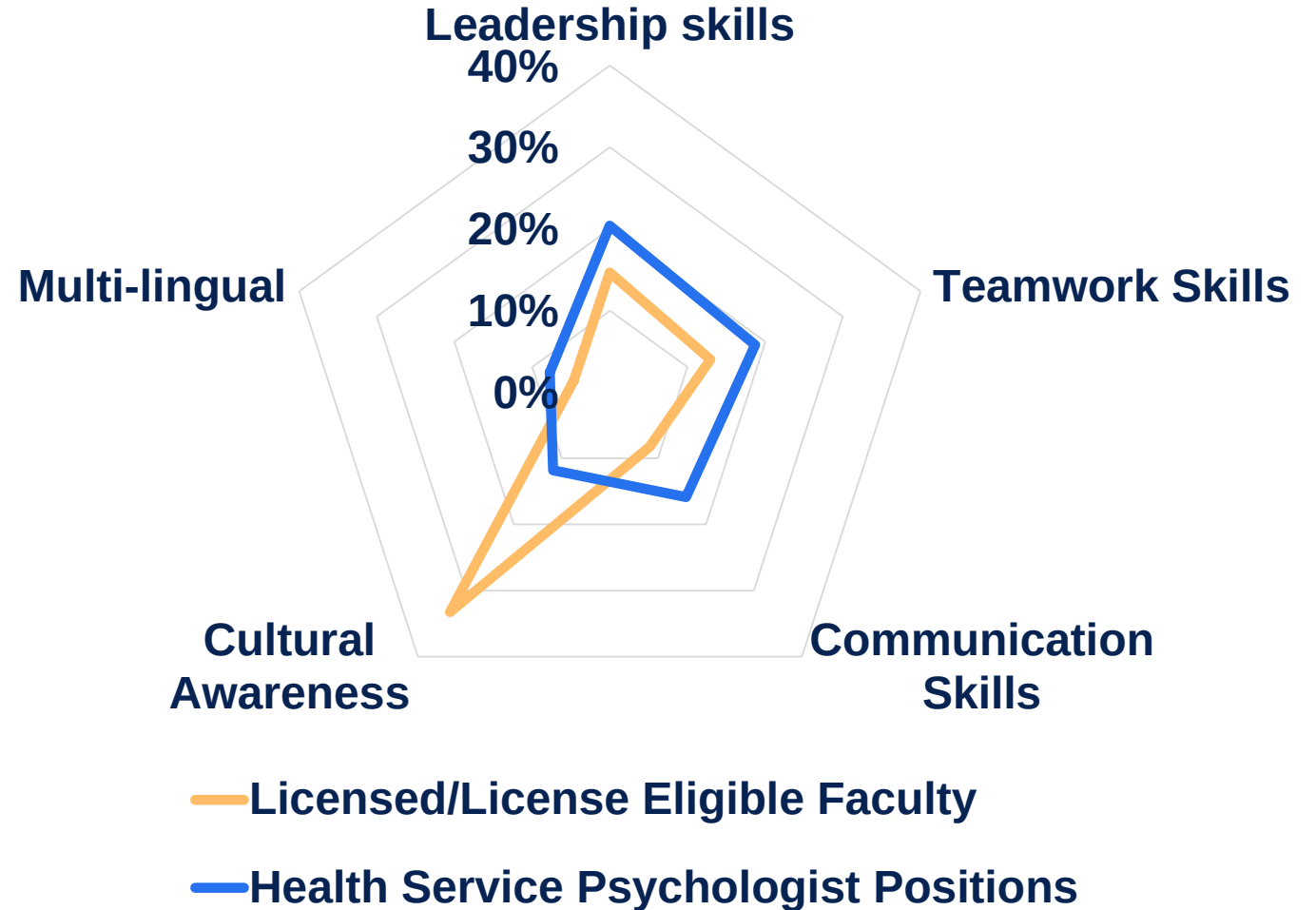
- Top Skills for health service psychologist positions were **LEADERSHIP** and **TEAMWORK**
- Top Skills for L/LE Faculty were **CULTURAL AWARENESS** and **LEADERSHIP**



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# Implications

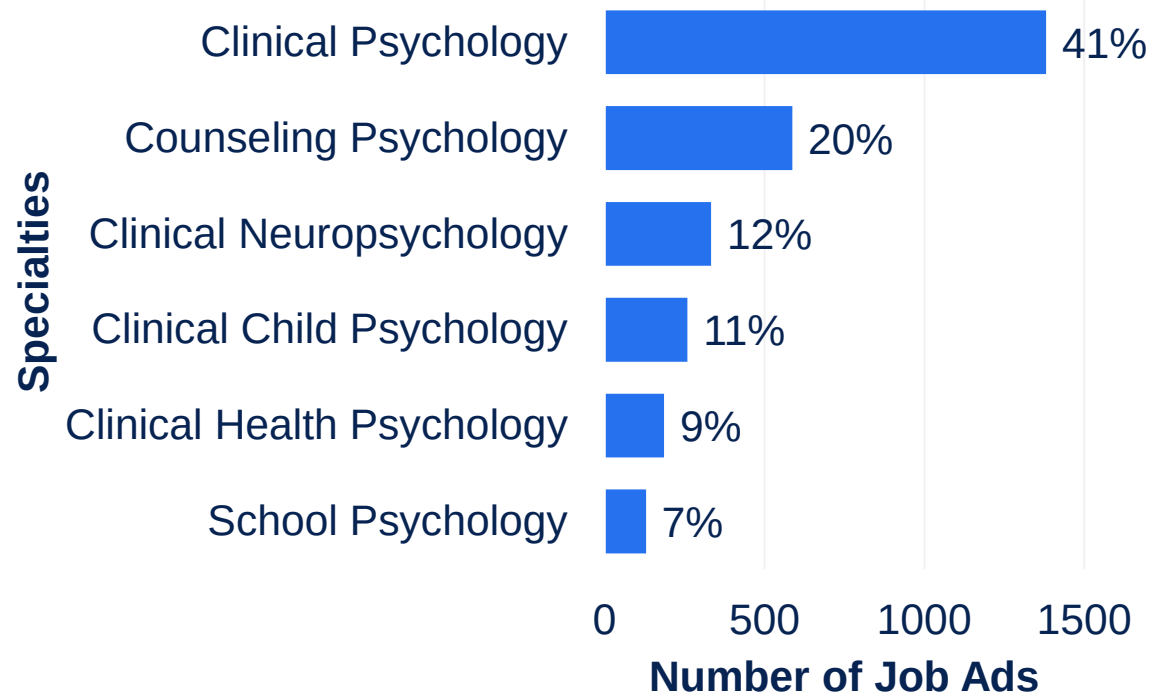
- Skills that are emphasized could indicate skills that employers are struggling to find (BGT, 2015).
- Soft skills appear more often than technical skills, following an observed trend in the job market (Strada Institute, 2018)
- Additional research is needed to determine the extent to which this is true.



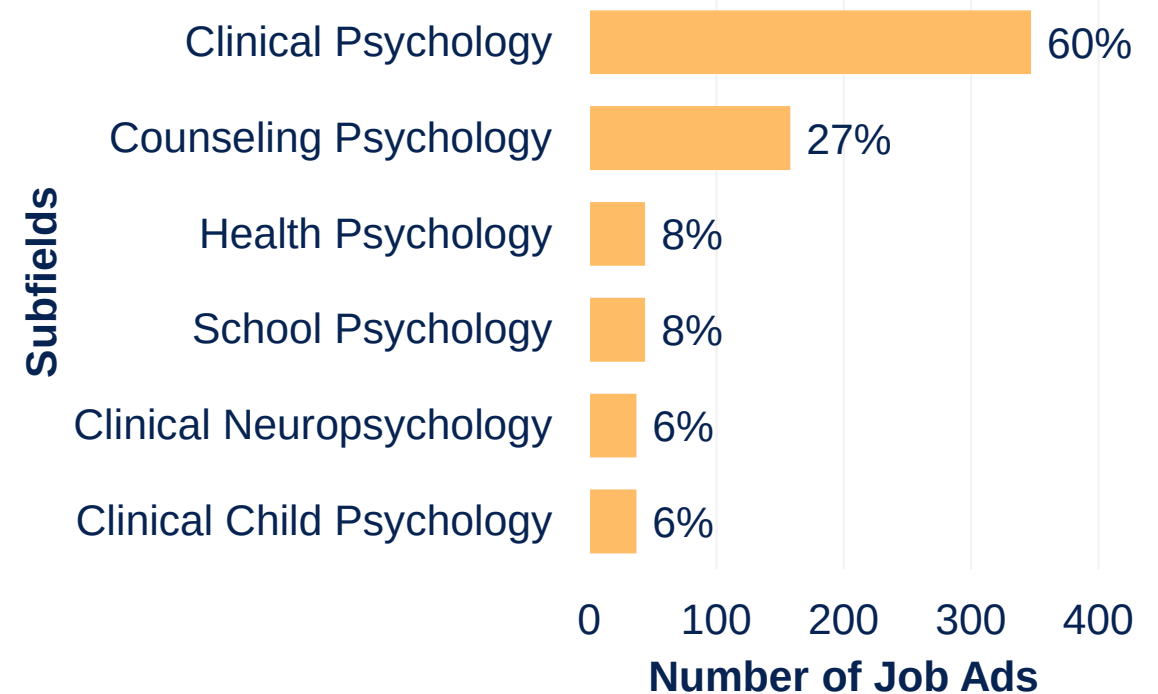
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# Findings: Top Subfields and Specialties

## Health Service Psychologist Positions



## Licensed/License Eligible Faculty



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# Implications

- There is a consistent need for broad, clinically–based experience and education, as indicated by the specialties and subfields most commonly requested.



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# Summary of Implications



Fewer job advertisements in the South and Midwest could be representative of a limitation in our dataset or it could indicate a larger gap in the psychology job market. Additional research into the workforce in those regions is needed.



Skills that are emphasized could indicate skills that employers are struggling to find (BGT, 2015). Additional research is needed to determine the extent to which this is true.



There is a consistent need for broad, clinically-based experience and education, as indicated by the specialties and subfields most commonly requested.



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# References

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Strada Institute and Emsi (2018). Robot-Ready: Human+ Skills for the Future of Work. Retrieved from <http://www.stradaeducation.org/news/robot-ready-labor-market-analysis-finds-human-skills-in-high-demand/>



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# Questions or Comments?

For more information, please visit the APA Center for Workforce Studies website: **[www.apa.org/workforce](http://www.apa.org/workforce)**

To see the full report, go to:  
**<https://www.apa.org/workforce/publications/job-market>**

**Additional Questions? Contact [jconroy@apa.org](mailto:jconroy@apa.org)**

**Thank you!**

