



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

2015-17

Job Advertisements for Applied Psychologist Positions

AMERICAN PSYCHOLOGICAL ASSOCIATION
CENTER FOR WORKFORCE STUDIES

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The American Psychological Association's Center for Workforce Studies is responsible for the collection, analysis and dissemination of information relevant to the psychology workforce and education system. Through the use of surveys, federal statistics and data mining, the Center gathers information about the profession of psychology, including its scientific and educational communities, practitioners, and psychologists working in the public interest.

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EXECUTIVE SUMMARY

This report examines the characteristics of advertisements for applied psychologist positions posted on APA psycCareers in the period 2015-2017, including job type, employment characteristics, and job qualifications. Applied psychologist positions include those in the fields of forensic psychology, human factors and engineering psychology, and industrial-organizational psychology. Major findings include:

- In the period 2015-17, **249**, or about **3.6** percent, of all job ads posted to APA psycCareers were for **applied psychologist** positions.
- The greatest number of job ads for applied psychologists were for positions located in the **Northeast** and the **Pacific coast** areas of the United States. When adjusted for population, the greatest concentrations of ads were for positions in the **Northeast** and **Midwest**.
- The majority of job ads for applied psychologists were found in **government settings** (27 percent), followed by **organized human service settings** (24 percent), **hospitals** (18 percent), and **educational settings** (16 percent).
- Job ads for applied psychologist positions specified multiple work activities. In addition to **applied psychology activities**, job ads for applied psychologists also specified **management** (53 percent), **research** (16 percent), and **educational** activities (14 percent).
- **Leadership positions** represented **22** percent of job ads for applied psychologist positions, the highest proportion of leadership positions compared to job ads for faculty, health service psychologists, and researchers.
- Seventy-three percent of job advertisements for applied psychologist positions specified a **doctoral degree**.
- The skills that were most frequently specified in applied psychologist job ads were **"communication skills," "leadership skills,"** and **"teamwork skills."** The most frequently specified personal traits were **"adaptability," "ethical,"** and **"independent."**

INTRODUCTION

The purpose of this report is to examine the characteristics of psychology job advertisements for applied psychologist positions in recent years. The job features analyzed in this report consist of geographic distribution, job type, employment characteristics, and job qualifications. Examples of applied psychologist positions include forensic psychologists, engineering and human factor psychologists, and industrial-organizational psychologists.

The data source for this report consists of the job ads posted on APA psycCareers (www.psycareers.com). APA psycCareers is a job advertising and search platform that allows employers to post openings for psychology-based positions for a fee. Potential employers fill out a job posting form, detailing information such as company name, position title, job description, and job requirements.

Job ads posted on APA psycCareers represent a segment of all job ads for psychologists. In the period 2015-17, 6,922 unique job advertisements were posted on APA psycCareers. The information provided on the job posting form for these job ads are the basis for the analysis in this report.

Method

The primary data processing methodology adopted in this analysis was text analysis of the job posting forms. Based on text in the job posting form (such as position title and job description), each job ad was coded on a number of variables (such as “job type”) using a fixed set of values (e.g., “health service provider” or “faculty” job type). In most cases, the variables and the sets of values, or the taxonomy of the variables, were those typically used by the APA Center for Workforce Studies in workforce analysis. All job ads were in English.

The analysis started with manual analysis of a small random sample of job posting forms by three coders working independently. For every variable, each coder came up with a coding procedure, such as what keywords in the text were used to determine the assignment of a value, and how and why the keywords determined the result. An initial coding protocol for each variable was developed through comparing and resolving the differences in the coding

procedures and results among the coders. The coding protocol was then programmed and applied to all job posting forms. Subsequently, various adjustments were made to the coding protocol based on extensive manual checking to ensure the accuracy and quality of the coding. These adjustments were made in an iterative manner throughout the analysis process.

The coding protocol was essentially a hierarchical system of decision rules based on the occurrence of particular words and phrases and the places in the form where they appeared. For example, in determining job type, words such as “tenure” or “academic” weighed more than words such as “psychologist” or “clinical.” Words that appeared in the job title also weighed more than words that appeared in the last sentence of the job description.

For more details on methods, refer to the [Technical Documentation](#).

SECTION 1

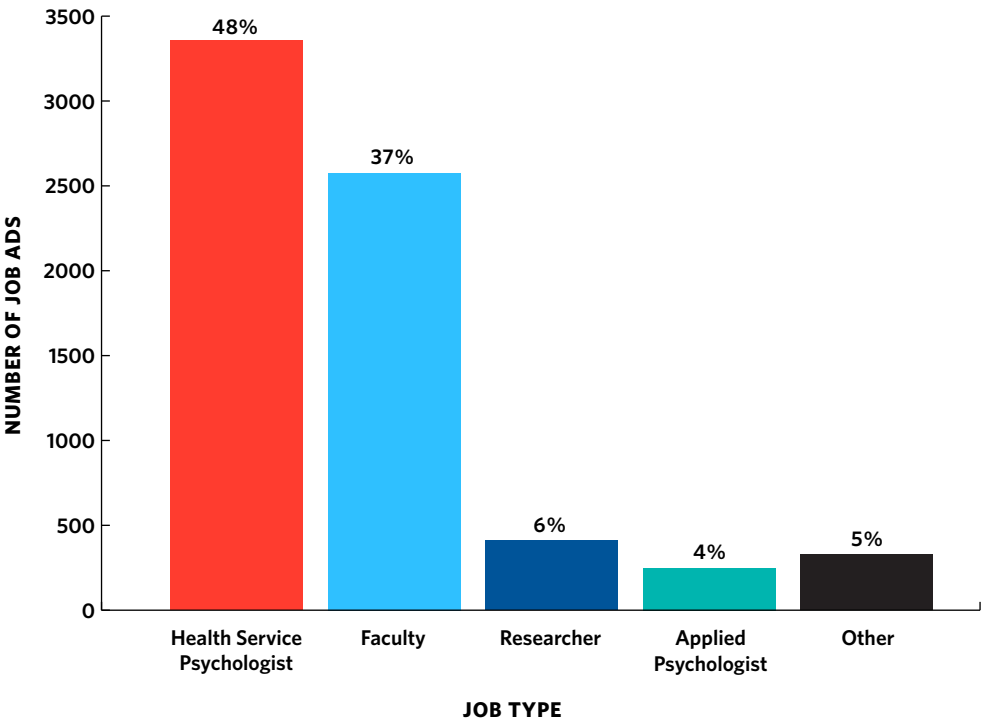
OVERVIEW

Types of Job Ads

In the period of 2015-17, 6,922 unique job advertisements were posted on APA psycCareers. Figure 1 displays the number of job ads by job type:¹ 48 percent job ads for health service psychologist positions, 37 percent for faculty positions, six percent for research positions, four percent for applied psychologist positions, and five percent for other positions.

This report focuses on job ads for *applied psychologist* positions. In the period of 2015-17, 249, or about 3.6 percent, of the job ads were for applied psychologist positions. Examples of applied psychologist positions include forensic psychologists, engineering and human factor psychologists, and industrial-organizational psychologists.

FIGURE 1.
PERCENT OF JOB ADS BY JOB TYPE 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

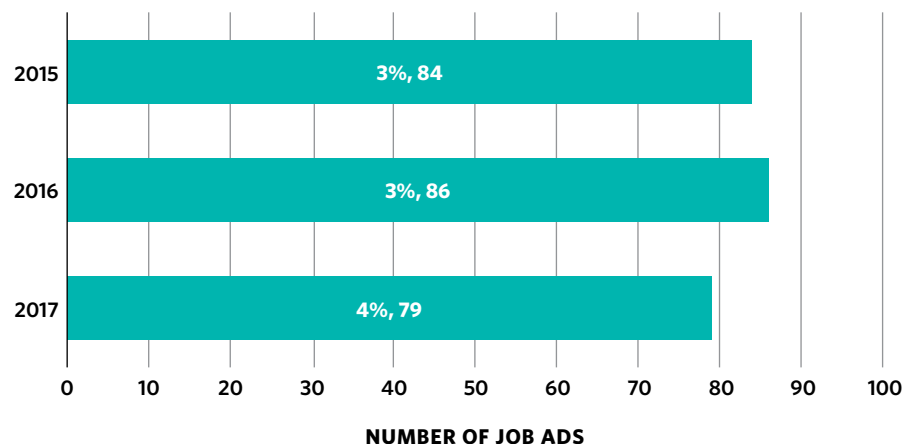
¹Job ads were categorized into job types based on text analysis of job title and job description. Each job ad is categorized in one job type only. Health service psychologist positions refer to positions that primarily provide clinical services, including those providing services in educational settings. Examples include clinical neuropsychologists, child and adolescent psychologists, and clinical health psychologists. Examples of faculty positions include professors, associate professors, and assistant professors. Examples of researcher positions include research psychologist, post-doctoral researcher, and research scientist. Examples of applied psychologist positions include forensic psychologists, engineering and human factor psychologists, and industrial-organizational psychologists. "Other positions" include non-faculty educator jobs, such as K-12 educators, and jobs that did not fall into any other categories. For more details, refer to the [Technical Documentation](#).

Trends

A mean of 83 ads for applied psychologist positions were posted to APA psycCareers per year. The percentage of all job ads that were for applied psychologist positions remained stable at three percent from 2015 to 2016 and increased to four percent in 2017 (Figure 2).²

FIGURE 2.

NUMBER OF JOB ADVERTISEMENTS FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

² In July 2016, APA psycCareers underwent changes that might have affected the number and the format of job advertisements. The system changed vendors, which involved changes in payment packages and the job posting form. A new payment package (the “Featured” online job posting package) was made available in July 2016. The job posting form also added additional questions for the first time in July 2016. Approximately 50 percent of job ads were from the old vendor system and 50 percent were from the new vendor system. For more details, refer to the [Technical Documentation](#).

Geographic Distribution

Most of the job ads for applied psychologist positions were located in the Northeast and the Pacific coast areas (Figure 3). Smaller numbers of job ads were found within the Midwest and the South. States with the largest number of job ads for applied psychologists included California (27 job ads), Virginia (22), Massachusetts (19), Illinois (19), and Georgia (9).

FIGURE 3.

GEOGRAPHIC DISTRIBUTION OF JOB ADVERTISEMENTS FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17



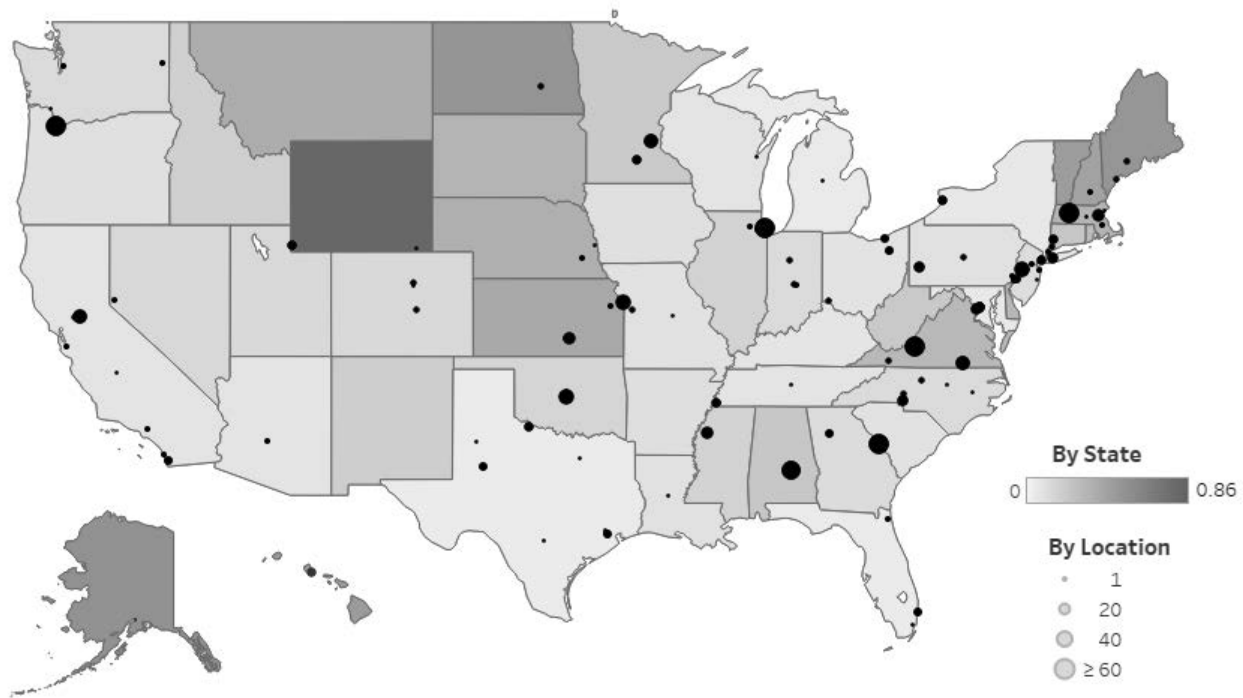
Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Black dots indicate locations of job ads. Sizes of black dots indicate the number of job ads within the given location. Locations of job ads were based on zip codes filled out in the job posting form by employers. In cases where geographic information was missing, job ads were located based on Google Map search results from employer names. For more details, refer to [Technical Documentation](#).

Figure 4 displays the number of job ads per 100,000 population by state and by location. When adjusted for population, the concentrations of applied psychologist job ads were highest in the Northeast as well as in the Midwest areas. Highest concentrations of job ads for applied psychologist positions were found in District of Columbia (0.86 job ads per 100,000 population), Wyoming (0.35), Maine (0.30), Hawaii (0.28), and Massachusetts (0.28).

FIGURE 4.

**GEOGRAPHIC CONCENTRATION OF JOB ADVERTISEMENTS
FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17**



Source: 2015-17 APA psycCareers, American Psychological Association; 2017 Population Estimates, U.S. Census bureau.

Note: Concentration of job advertisements was based on the number job advertisements per 100,000 population. Black dots indicate locations of job ads. Sizes of black dots indicate the number of job ads per 100,000 population within the given location. Locations of job ads were based on zip codes filled out in the job posting form by employers. In cases where geographic information was missing, job ads were located based on Google Map search results from employer names. For more details, refer to Technical Documentation.

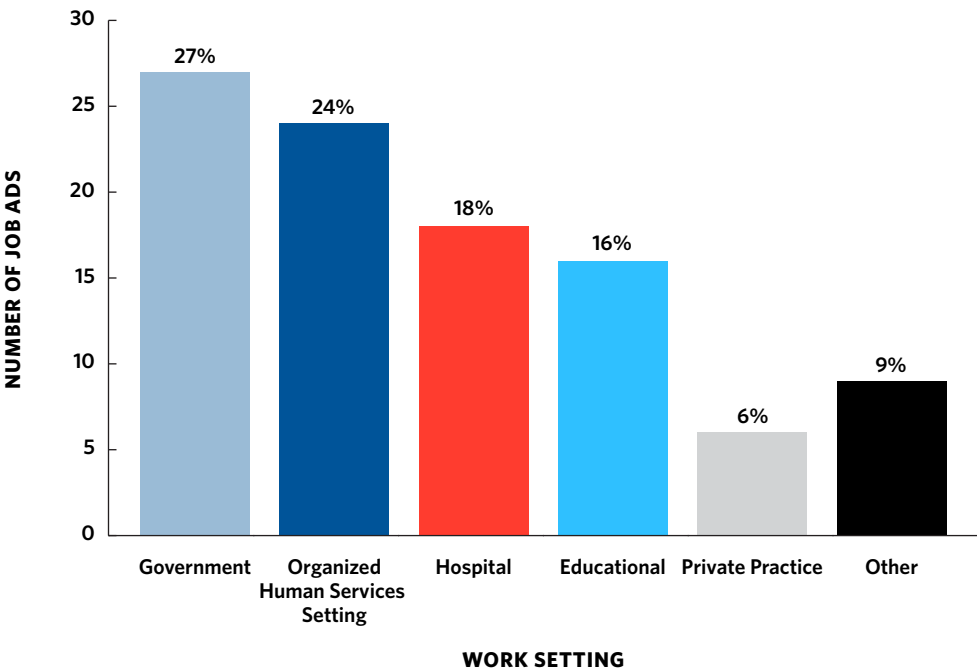
SECTION 2

JOB CHARACTERISTICS

Work Settings

Most applied psychologist job ads were for positions in government settings (27 percent) and organized human service settings (24 percent), followed by hospitals (18 percent) and educational settings (16 percent).³ Smaller percentages of job ads were for positions in other settings (nine percent) and private practice (six percent).

FIGURE 5.
**JOB ADVERTISEMENTS FOR APPLIED PSYCHOLOGIST POSITIONS
BY WORK SETTING, 2015-17**



Source: 2015-17 APA psycCareers, American Psychological Association.

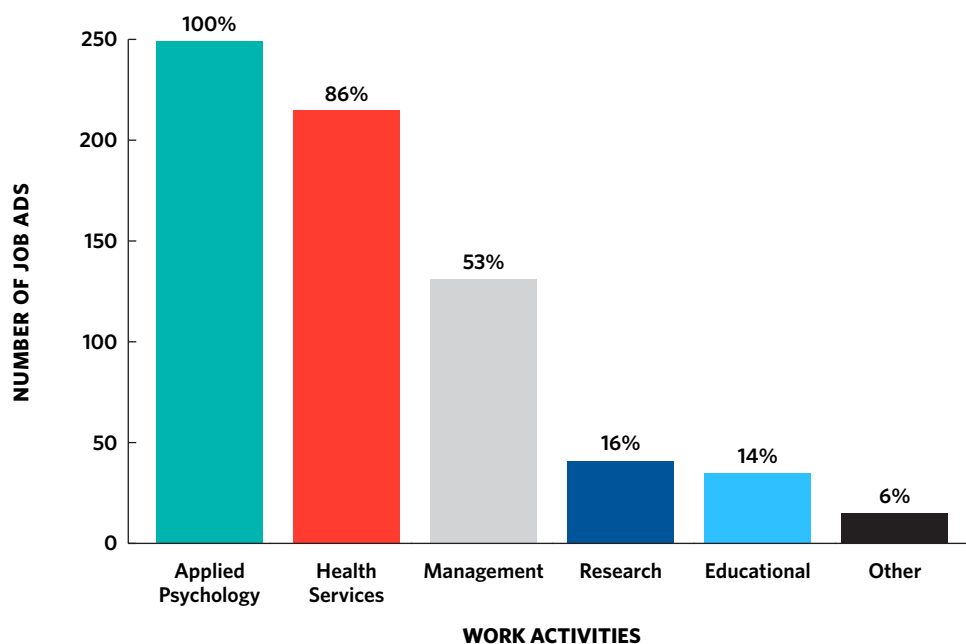
³ Job ads were categorized into different work settings based on text analysis of employer name and job description. Each job ad was categorized into only one setting. Examples of educational settings include university psychology department, education department, and medical school. Examples of government settings include government research organization or lab, criminal justice system, and federal/state/local government agency. Examples of hospital settings include public or private general hospital, VA medical center, and military hospital. Examples of organized human service settings include rehabilitation facility, counseling or guidance center, outpatient mental health clinic, community mental health center, and primary care office. Other settings include business settings, such as consulting firms and research organizations, and any position that could not be otherwise categorized.

Work Activities

Figure 6 shows the percentages of applied psychologist job advertisements by work activities specified in the ads. Job ads typically specify a variety of work activities. As such, a single job ad may describe one or more work activities. In addition to applied psychologist activities, the majority of job ads for applied psychologist positions also specified health service activities (86 percent), followed by management activities (53 percent). Research activities (16 percent), educational activities (14 percent), and other activities (six percent) represented smaller percentages.⁴

FIGURE 6.

JOB ADVERTISEMENTS FOR APPLIED PSYCHOLOGIST POSITIONS BY WORK ACTIVITY, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

Sixty-six percent of job ads for applied psychologist positions specified employment status: 64 percent specified full-time and two percent specified part-time. Thirty-four percent of all ads for applied psychologists did not specify employment status. Temporary positions represented less than one percent of applied psychologist job advertisements.⁵

Approximately 22 percent of applied psychologist job ads were for leadership positions, compared to 13 percent across all job types.⁶

⁴ Job ads were categorized with different work activities based on text analysis of job description. One job ad can include multiple work activities. Applied psychology activities include forensic assessment, industrial-organizational consulting, business development, etc. Health service activities include clinical assessment, therapeutic services, patient care, etc. Management activities include policy or program development/review, personnel administration, recruiting, budgeting, etc. Other work activities include marketing, sales, publishing, public relations, etc. Due to similar coding methods for job type and work activity, applied psychologist positions show a 100 percent match with applied psychology activities. For more details, refer to the [Technical Documentation](#).

⁵ Part-time or full-time, and temporary or non-temporary positions were identified based on text analysis of job description, job title, as well as the employment status reported in the job posting form. For more details, refer to the [Technical Documentation](#).

⁶ T-test comparison is statistically significant at $p < 0.01$

SECTION 3

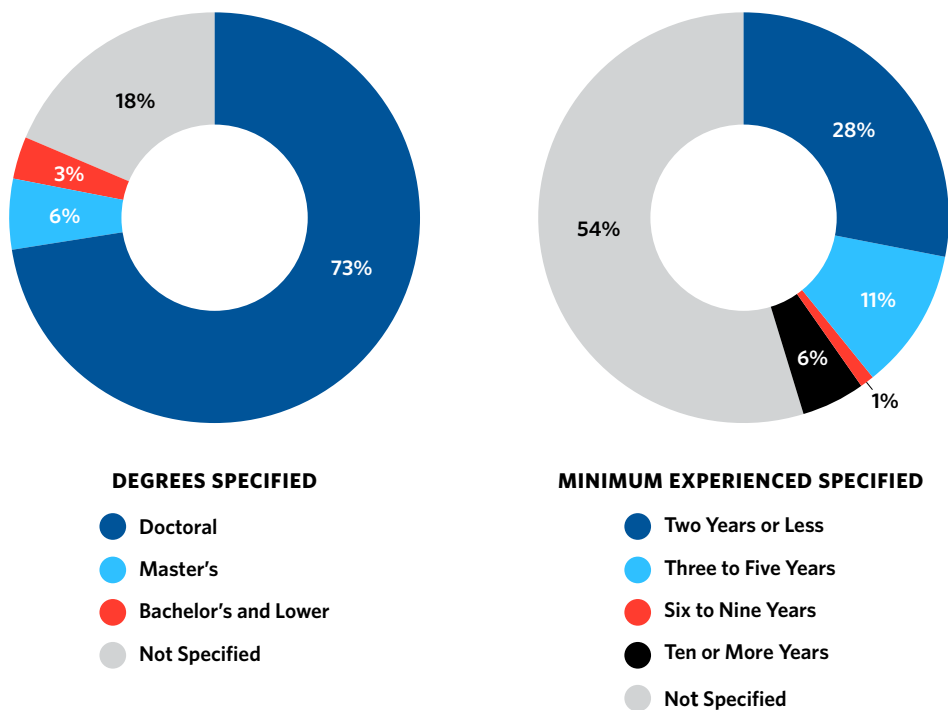
JOB QUALIFICATIONS

Degree and Experience

The majority of advertisements for applied psychologist positions specified a doctorate degree (73 percent) as a minimum degree. Six percent specified a master’s degree and about three percent specified a bachelor’s degree or lower. Approximately 18 percent of all applied psychologist job ads did not specify a degree.

Approximately 46 percent of all ads for applied psychologist positions specified a minimum amount of experience. The most commonly specified amount of prior experience was two or fewer years (28 percent). Fifty-four percent of job ads for applied psychologist positions did not specify minimum experience. Of those ads that specified the qualification, the mean amount of minimum experience was 2.60 years.

FIGURE 7.
**DEGREE AND EXPERIENCE SPECIFIED IN JOB ADVERTISEMENTS
FOR APPLIED PSYCHOLOGY POSITIONS, 2015-17**

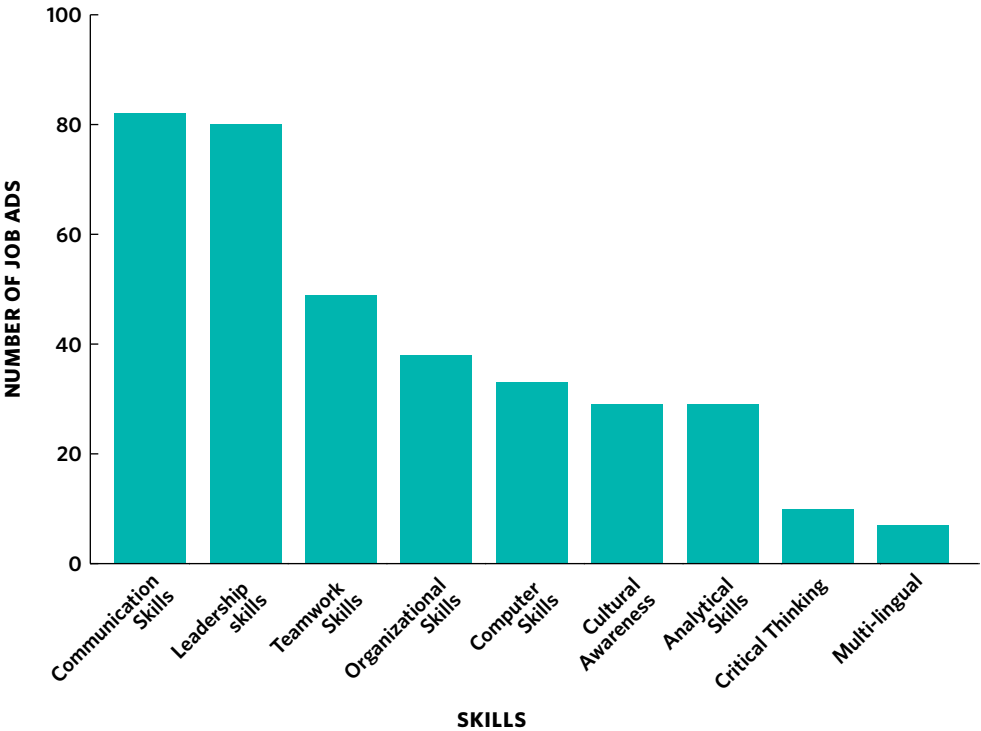


Source: 2015-17 APA psycCareers, American Psychological Association.

Skills and Traits

Approximately 49 percent of job ads for applied psychologist positions specified at least one skill qualification for desired candidates. In applied psychologist job ads the most frequently specified skills were “communication,” “leadership,” and “teamwork” (Figure 8).⁷

FIGURE 8.
**SKILLS SPECIFIED IN JOB ADVERTISEMENTS FOR APPLIED PSYCHOLOGY POSITIONS,
2015-17**



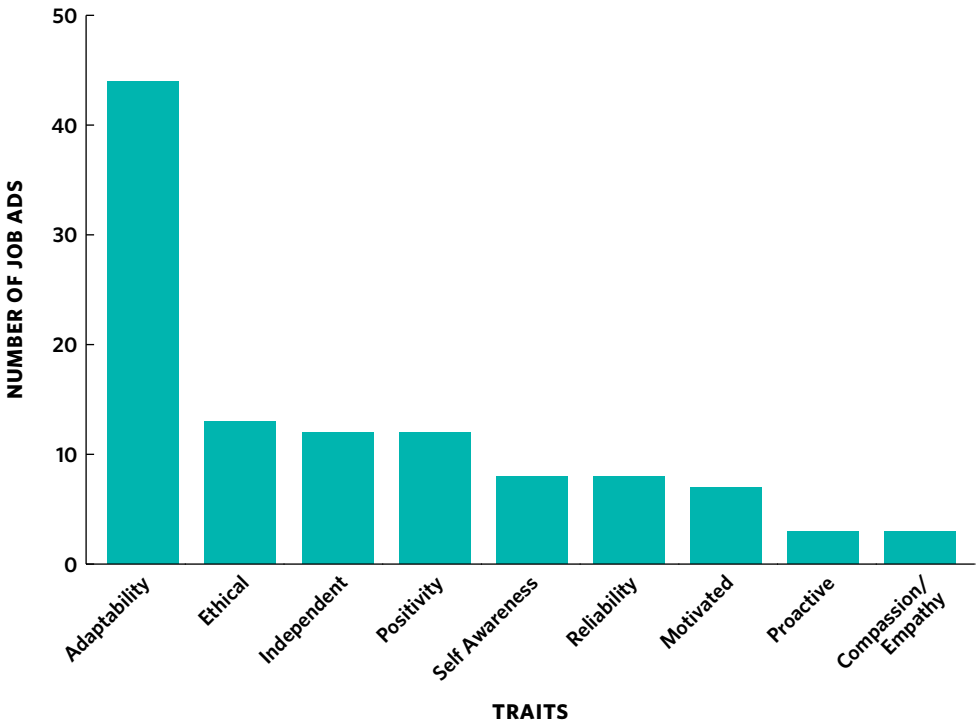
Source: 2015-17 APA psycCareers, American Psychological Association.

For traits, “adaptability,” “ethical,” and “independent” were the most frequently specified (Figure 9).⁸ Approximately 21 percent of ads for applied psychologist positions specified at least one personality trait for desired candidates.

⁷ Categories of skills were developed by coders through text analysis. First, a frequency analysis of all words and phrases that were used to specify required or desired skills in job ads was conducted. Words and phrases that described the same or similar skills were combined into one category. The analysis resulted in nine categories of skills. Examples of “leadership” skills include: ability to lead, supervisory and administrative skills, delegation, and strategic leadership. Examples of “cultural awareness” skills include: ability to advance diversity, comfortable working with diverse constituencies, commitment to supporting diversity, and cultural sensitivity. For more information, refer to the [Technical Documentation](#).

⁸ Categories of traits were developed by coders through text analysis. First, a frequency analysis of all words and phrases that were used to specify personal traits for desired candidates in job ads was conducted. Words and phrases that described the same or similar traits were combined into one category. The analysis resulted in nine categories of traits. Examples of the “adaptability” trait include: ability to manage change effectively, durability and adaptability, flexibility, and learning agility. Examples of the “ethical” trait include: ethical and professional, honest, integrity, and moral. “Motivated” includes intrinsic motivation and a driven personality, and “proactive” captures requests for candidates with strong work ethic who take initiative and ownership of their work and skills. For more information, refer to the [Technical Documentation](#).

FIGURE 9.
TRAITS SPECIFIED IN JOB ADVERTISEMENTS FOR APPLIED PSYCHOLOGY POSITIONS,
2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

CONCLUSION

This report examines the characteristics of psychology job ads for applied psychologist positions in the period 2015-17. The analysis included information on geographic distribution, employment characteristics, and job qualifications. Approximately 249 or 3.6 percent of all job ads posted in this time span were for applied psychologist positions. The majority of applied psychologist job ads were for positions in government settings and primarily involved applied psychology and health service activities. Additionally, of those that specified minimum qualifications, 73 percent of job ads for applied psychologist positions specified a doctoral degree. Overall, there was a mean of 2.6 years of desired experience specified. “Communication skills” and “leadership skills” were the most frequently specified skills for applied psychologist positions, and “adaptability” and “ethical” were the most frequently specified traits.

A previous APA Center for Workforce Studies report on job ads used data from Burning Glass Technologies (BGT).⁹ However, caution should be taken when comparing results between the BGT study and this psyCareers analysis. The BGT report focused on job ads for licensed psychologists only. By comparison, this report included psychology job ads for applied psychologist positions. The previous report used job ads data compiled by BGT. Analysis within this report was based on text analysis by the APA Center for Workforce Studies. As such, results from the two reports are not comparable.

Several limitations of the report are worth noting. The analysis was focused on job advertisements, rather than actual jobs. Based on text analysis of job descriptions, it is estimated that about 16 percent of applied psychologist job ads contained multiple openings for one position type (e.g., two openings for industrial-organizational psychologist), or multiple position types (e.g., one opening for forensic psychologist and another opening for engineering psychologist in one job ad). Therefore, the number of job ads does not directly reflect the number of job openings. Because the service is fee-based, it is unclear whether they were representative of all job ads available for psychologists. Future research is needed to determine how well the job ads on APA psyCareers represent psychology job ads overall. Finally, based on text analysis alone, it is impossible to determine whether job ads were for new or vacant positions, or whether a job ad resulted in an offer or hire.

Despite these limitations, the strengths of using APA psyCareers as a data source to analyze psychology jobs are considerable. APA psyCareers is a job posting platform specifically for psychology; the vast majority of job ads posted to APA psyCareers were seeking psychologists. This serves as a natural selector of psychology-related jobs. Using other data sources that track online job ads, such as BGT, often involves technical difficulties in identifying job ads for psychologists. Using a single job platform also avoids issues with cross-posting, where one job is advertised on different platforms with different formats. Such cross-posting requires de-duplication, which can be challenging. Additionally, compared to job platforms like Indeed and Glassdoor, which are targeted to the general public, APA psyCareers is specifically designed for an audience of psychologists and is therefore more likely to contain accurate and consistent psychology terms. This quality lends itself to text analysis and ultimately means that job ads data from APA psyCareers make it possible to present a broader and richer picture of the psychology job market.

References

- American Psychological Association (2016). *2014 Online Job Advertisements for Licensed Psychologists*. Retrieved from <https://www.apa.org/workforce/publications/14-job-ads/index.aspx>
- U.S. Census Bureau. Annual Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico: April 1, 2010, to July 1, 2018. Retrieved from <https://www.census.gov/newsroom/press-kits/2018/pop-estimates-national-state.html>

⁹ American Psychological Association (2016). *2014 Online Job Advertisements for Licensed Psychologists*. Retrieved from <https://www.apa.org/workforce/publications/14-job-ads/index.aspx>. BGT compiles online job ads from more than 40,000 web sources and maintains an interactive database of online job ads. In each online job ad, BGT parses up to 70 different data elements including job title, location, employer name and industry, as well as education, experience, and skill qualifications.

APPENDIX. DATA UNDERLYING FIGURES

TABLE 1.

JOB ADS BY JOB TYPE, 2015-17

Job Type	N	%
Health Service Psychologist	3356	48%
Faculty	2576	37%
Researcher	411	6%
Applied Psychologist	249	4%
Other	330	5%
All	6922	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Each job ad can only be categorized in one job type. Total may not sum to 100 percent due to rounding. Health service psychologist positions refer to positions that primarily provided clinical services, including those providing services in educational settings. Examples include clinical neuropsychologists, child and adolescent psychologists, and clinical health psychologists. Examples of faculty positions included professors, associate professors, and assistant professors. Examples of researcher positions included research psychologist, post-doctoral researcher, and research scientist. Examples of applied psychologist positions included forensic psychologists, engineering and human factor psychologists, and industrial-organizational psychologists. "Other positions" included non-faculty educator jobs, such as K-12 educators, and jobs that did not fall into any other categories.

TABLE 2.

TRENDS IN JOB ADS FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17

Year	Quarter	Applied Psychology Jobs		All Other Jobs		All Jobs	
		N	%	N	%	N	%
2015	1	26	4%	556	96%	582	100%
	2	12	3%	441	97%	453	100%
	3	21	3%	726	97%	747	100%
	4	25	3%	697	97%	722	100%
	All	84	3%	2420	97%	2504	100%
2016	1	24	4%	513	96%	537	100%
	2	19	5%	393	95%	412	100%
	3	22	3%	834	97%	856	100%
	4	21	3%	637	97%	658	100%
	All	86	3%	2377	97%	2463	100%
2017	1	21	5%	434	95%	455	100%
	2	23	6%	348	94%	371	100%
	3	15	3%	559	97%	574	100%
	4	20	4%	535	96%	555	100%
	All	79	4%	1876	96%	1955	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Percentages may not sum to 100 due to rounding.

TABLE 3.

NUMBER OF JOB ADS FOR APPLIED PSYCHOLOGIST JOBS BY STATE, 2015-17

State	Number of Job Ads	Percent of Job Ads	Number of Job Ads per 100,000 Population
AK	1	0%	0.14
AL	3	1%	0.06
AZ	2	1%	0.03
CA	27	11%	0.07
CO	4	2%	0.07
CT	5	2%	0.14
DC	6	2%	0.86
FL	5	2%	0.02
GA	9	4%	0.09
HI	4	2%	0.28
IL	19	8%	0.15
IN	5	2%	0.08
LA	1	0%	0.02
MA	19	8%	0.28
MD	1	0%	0.02
ME	4	2%	0.30
MI	2	1%	0.02
MN	9	4%	0.16
MS	3	1%	0.10
MT	1	0%	0.09
NC	9	4%	0.09
ND	1	0%	0.13
NE	4	2%	0.21
NH	4	2%	0.30
NJ	5	2%	0.06
NM	1	0%	0.05
NV	1	0%	0.03
NY	8	3%	0.04
OH	7	3%	0.06
OK	3	1%	0.08
OR	1	0%	0.02
PA	8	3%	0.06
SC	1	0%	0.02
TN	2	1%	0.03
TX	8	3%	0.03
UT	1	0%	0.03
VA	22	9%	0.26
WA	6	2%	0.08
WI	3	1%	0.05
WV	1	0%	0.06
WY	2	1%	0.35
Missing	19	8%	-
Total	249	100%	0.08

Source: 2015-17 APA psycCareers, American Psychological Association; 2017 Population Estimates, U.S. Census Bureau.

TABLE 4.

APPLIED PSYCHOLOGIST JOB ADS BY WORK SETTING, 2015-17

Work Setting	N	%
Educational	40	16%
Government	66	27%
Hospital	45	18%
Organized Human Services	61	24%
Private Practice	14	6%
Other	23	9%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Each job ad can only be categorized in one work setting. Total may not sum to 100 percent due to rounding. Hospitals include VA and military hospitals. Educational settings include medical schools.

TABLE 5.

APPLIED PSYCHOLOGIST JOB ADS BY WORK ACTIVITIES, 2015-17

Work Activities	N	%
Applied Psychology	249	100%
Health Services	215	86%
Management	131	53%
Research	41	16%
Educational	35	14%
Other	15	6%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can be categorized in multiple work activities. Applied psychology activities include forensic, I/O, business development, etc. Management activities include policy or program development/review, personnel administration, recruiting, budgeting, etc. Other work activities include marketing, sales, publishing, public relations, etc.

TABLE 6.

TEMPORARY AND NON-TEMPORARY POSITIONS WITHIN JOB ADS FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17

Types of Job Postings	N	%
Temporary Positions	2	1%
Non-Temporary Positions	247	99%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 7.

**EMPLOYMENT STATUS FOR JOB ADS
FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17**

Employment Status	N	%
Full Time	159	64%
Part Time	6	2%
Not Specified	84	34%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 8.

**LEADERSHIP POSITIONS WITHIN JOB ADS
FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17**

Leadership	N	%
For Leadership Positions	54	22%
For Non-leadership Positions	195	78%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Examples of leadership positions included dean, chair, department head, and director of clinical training.

TABLE 9.

**MINIMUM DEGREE SPECIFIED WITHIN JOB ADS
FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17**

Minimum Degree Specified	N	%
Bachelor's and Lower	8	3%
Master's	14	6%
Doctoral	181	73%
Not Specified	46	18%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 10.

**MINIMUM EXPERIENCE SPECIFIED WITHIN JOB ADS
FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17**

Minimum Experience	N	%
Two Years or Less	72	29%
Three to Five Years	28	11%
Six to Nine Years	3	1%
Ten or more Years	14	6%
None Specified	139	56%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 11.

SKILLS SPECIFIED IN JOB ADS FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17

Requested Skills	N	%
Communication Skills	82	33%
Leadership skills	80	32%
Teamwork Skills	49	20%
Organizational Skills	38	15%
Computer Skills	33	13%
Cultural Awareness	29	12%
Data Analysis	29	12%
Critical Thinking	10	4%
Multi-lingual	7	3%
Not Specified	94	38%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can specify multiple skills for one position. Communication skills includes reading, writing and speaking; critical thinking includes any form of strategic thinking and problem solving; cultural competence includes any position which asks specifically for experience working with, supporting, or commitment to cultural, ethnic, and/or racially diverse populations; leadership includes positions that specifically request skills or experience related to management and leadership.

TABLE 12.

TRAITS SPECIFIED IN JOB ADS FOR APPLIED PSYCHOLOGIST POSITIONS, 2015-17

Personal Characteristics	N	%
Adaptability	44	18%
Ethical	13	5%
Independent	12	5%
Positivity	12	5%
Self Awareness	8	3%
Reliability	8	3%
Motivated	7	3%
Compassion/Empathy	3	1%
Initiative/Work ethic	3	1%
Not Specified	162	65%
All	249	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can specify multiple traits for one position. Adaptability includes learning agility, schedule flexibility, and ability to handle change. Ethical refers to the ability to remain objective, adhere to and be knowledgeable of ethical standards, and honesty. Motivated refers to internal motivation, driven personality, and self-starting. Pro-active refers to initiative, strong work ethic, and the desire to learn and seek out personal development opportunities.



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