



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

2015-17

Job Advertisements for Health Service Psychologist Positions

AMERICAN PSYCHOLOGICAL ASSOCIATION
CENTER FOR WORKFORCE STUDIES

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EXECUTIVE SUMMARY

This report provides information on job advertisements posted on APA psycCareers for health service psychologist positions in the period 2015-2017, including employment characteristics, job qualifications, seasonal trends, and geographic distribution. Health service psychologist positions included positions that provided health and psychological services, such as clinical psychologist, counseling psychologist, and school psychologist. Major findings include:

- In the period of 2015-17, **3,356**, or about **48** percent of the all job ads posted to APA psycCareers were for **health service psychologist positions**.
- Most of the job ads for health service psychologist positions were located in the **North-east** and the **Pacific** coast areas. When adjusted for population, the greatest concentrations of job ads for health service psychologist positions were located in the **Northeast** and **Midwest**.
- By work setting, the largest number of job ads for health service psychologist positions were located in **organized human service settings** (46 percent), followed by **educational settings** (21 percent), **hospitals** (17 percent), and **private practice** (nine percent).
- Psychology job ads typically specify multiple work activities. In addition to **health service** activities, job ads for health service psychologists also specified **management** (40 percent), **education** (20 percent), and **research** (11 percent) activities.
- Seventy-two percent of job ads for health service psychologist positions specified a degree qualification: 64 percent specified a **doctoral** degree, and eight percent specified a master's or lower degree.
- The majority (60 percent) of job ads for health service psychologist positions did not specify years of experience and 40 percent of job ads for health service psychologist positions specified experience: 27 percent specified two years or less experience, 12 percent specified three to five years of experience, and two percent specified six or more years of experience.
- Sixty percent of job ads for health service psychologist positions specified at least one desired or required area of specialty. The most frequently specified area was **clinical psychology** (41 percent), followed by **counseling psychology** (17 percent), **clinical neuropsychology** (ten percent), **clinical child psychology** (eight percent), and **clinical health psychology** (six percent).
- The skills that were most frequently specified (as desired or required) in job ads for health service psychologists were "**leadership skills**," "**teamwork skills**," and "**communication skills**." "**Adaptability**," "**ethical**," and "**compassion/empathy**" were the most frequently specified personal traits.

INTRODUCTION

This report provides information on job advertisements on APA psycCareers for health service psychologist positions in the period 2015-2017, including employment characteristics, job qualifications, seasonal trends, and geographic distribution. Health service psychologist positions included positions that provided health and psychological services, such as clinical psychologist, counseling psychologist, and school psychologist.

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 (such as “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

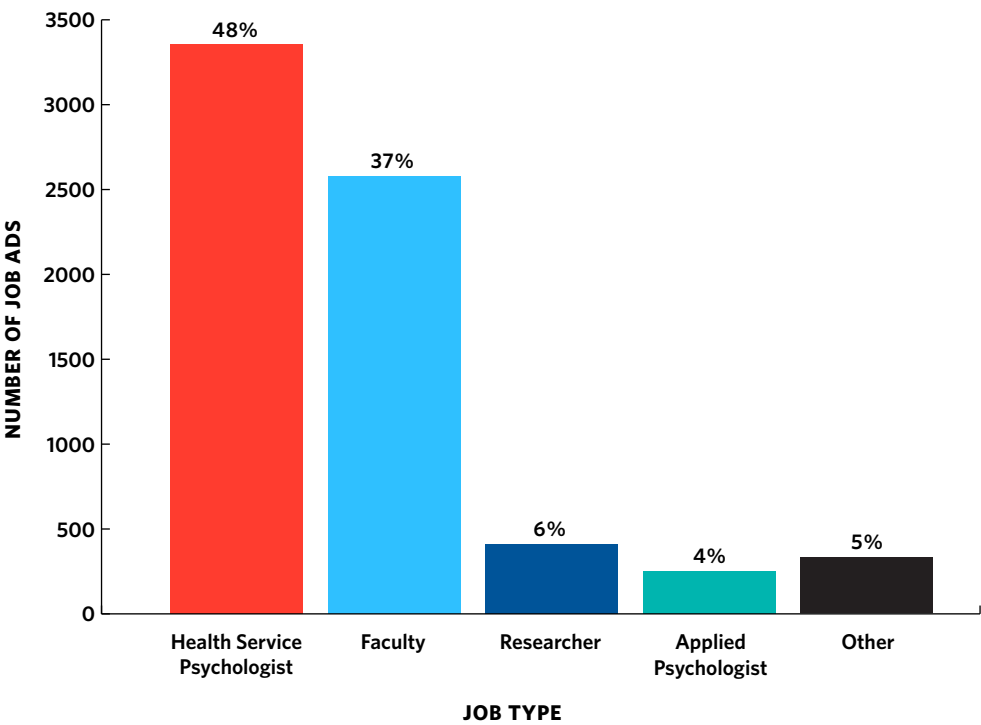
OVERVIEW

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 *health service psychologist* positions. In the period of 2015-17, 3,356, or about 48 percent, of the job ads were for health service psychologist positions, which averages to 1,119 job ads annually and 93 job ads monthly.

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



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

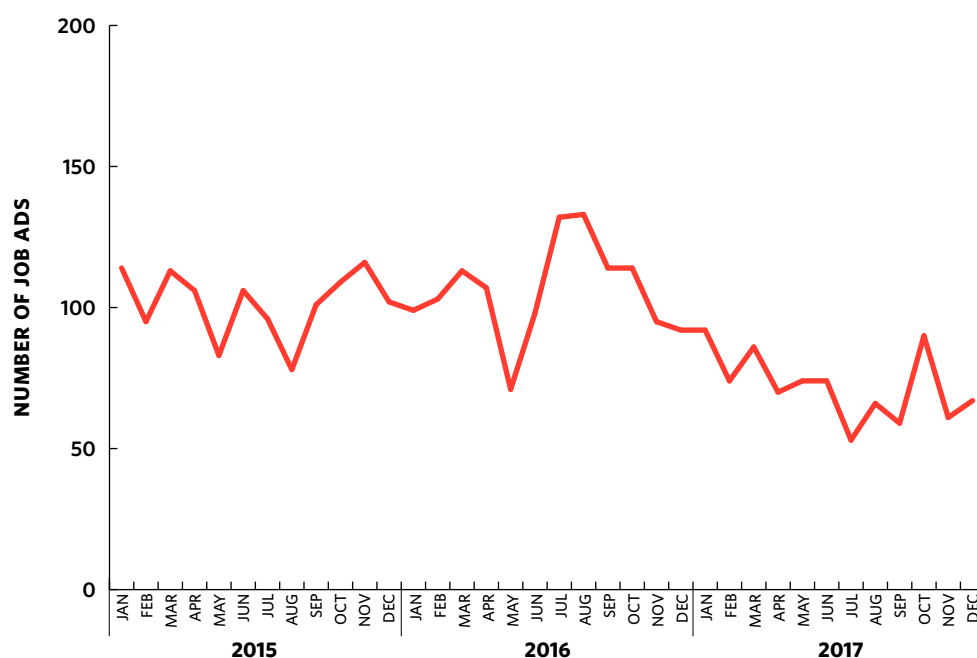
¹ Job ads were categorized into job types based on text analysis of job title and job description. Each job ad is categorized in one job type only. Health service psychologist positions refer to positions that primarily provide clinical services, including those providing services in educational settings. 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

Figure 2 displays monthly trends of job ads for health service psychologist from 2015 to 2017. In general, the number of monthly job postings for health service psychologist was spread out evenly across the year.

FIGURE 2.

MONTHLY TRENDS OF JOB ADVERTISEMENTS FOR HEALTH SERVICE PSYCHOLOGISTS, 2015-17



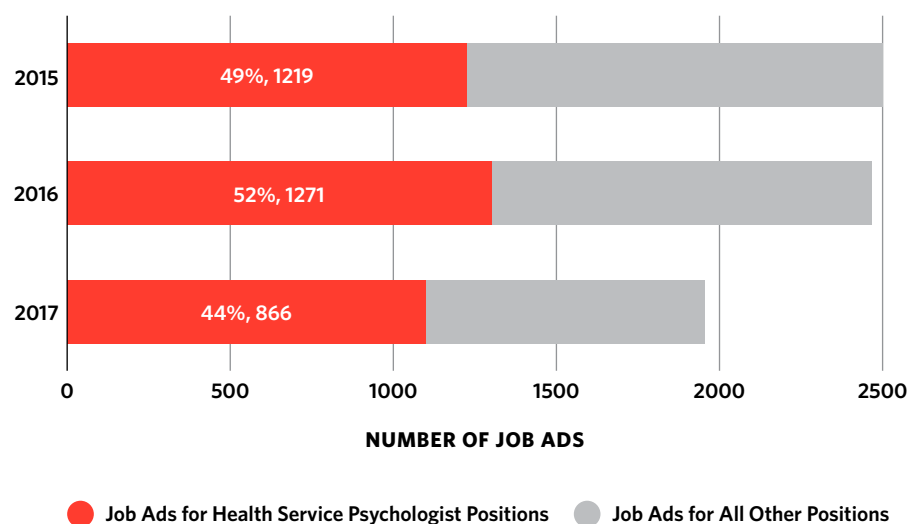
Source: 2015-17 APA psycCareers, American Psychological Association.

Figure 3 presents annual changes in the number of job ads for health service psychologist during the period of 2015-17.² Between 2015 and 2017, the total number of job advertisements for health service psychologist positions decreased by 27 percent from 1,219 to 886. The percentage of all job ads that were for health service psychologist positions also decreased from 49 percent in 2015 and 52 percent in 2016, to 44 percent in 2017.

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](#).

FIGURE 3.

NUMBER OF HEALTH SERVICE PSYCHOLOGIST JOB ADVERTISEMENTS, 2015-17



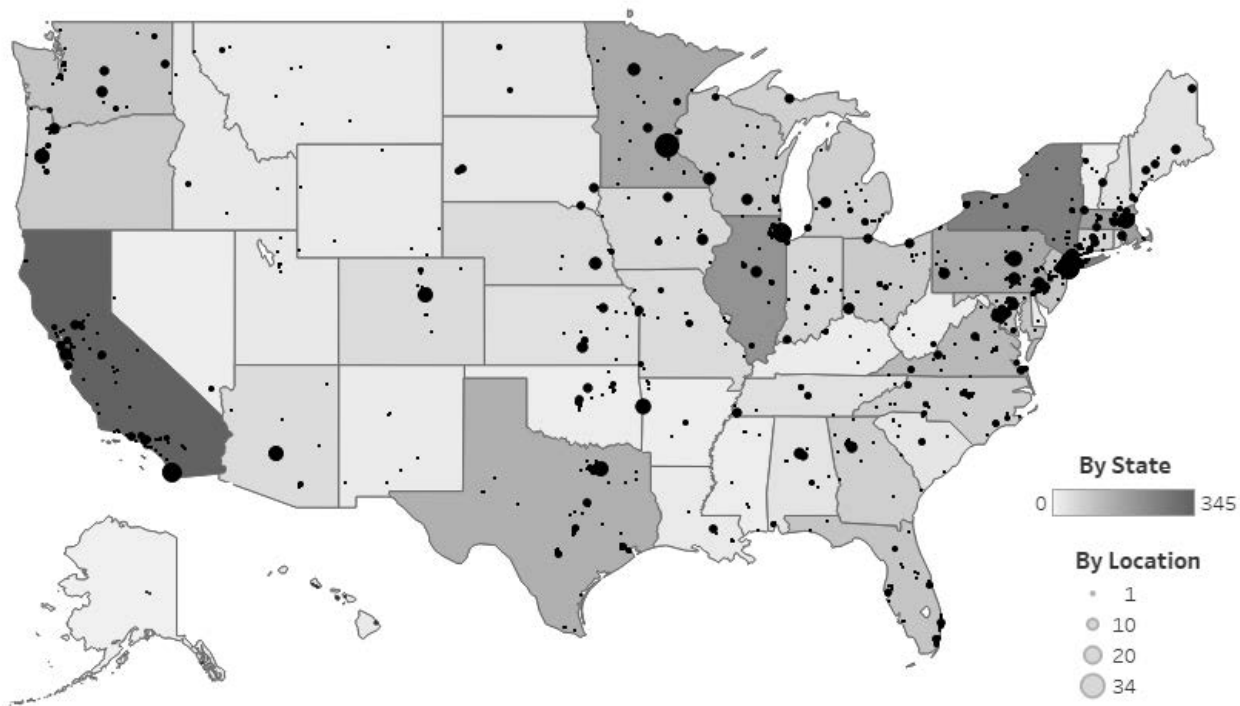
Source: 2015-17 APA psycCareers, American Psychological Association.

Geographic Distribution

Most of the job ads for health service psychologist positions were located in the Northeast and the Pacific coast areas (Figure 4). Smaller numbers of job ads were found within the Midwest and the South. States with the largest number of job ads for health service psychologists included California (345 job ads), New York (263), Illinois (208), Massachusetts (178), and Pennsylvania (160).

FIGURE 4.

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



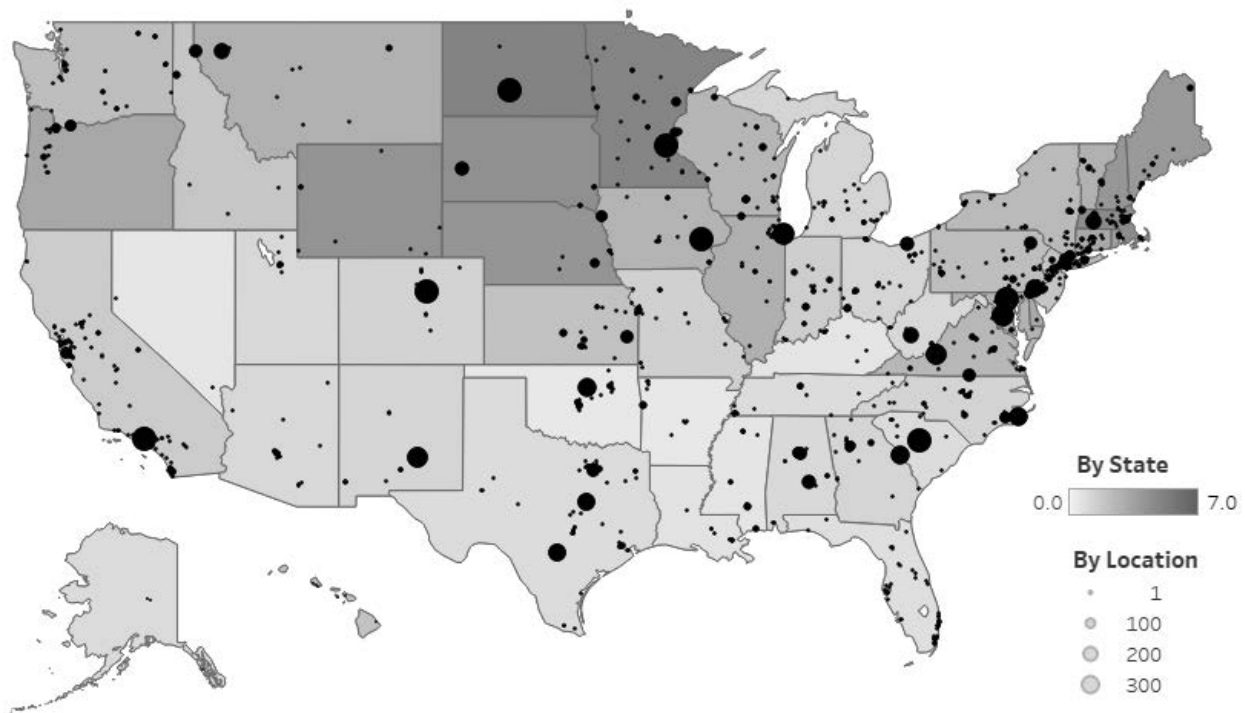
Source: 2015-17 APA psycCareers, American Psychological Association.

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 5 displays the number of job ads per 100,000 population by state and by location. When adjusted for population, the concentrations of health service psychologist job ads were highest in the Northeast as well as in the Midwest areas. Highest concentrations of job ads for health service psychologist positions were found in District of Columbia (7.0 job ads per 100,000 population), North Dakota (2.9), Minnesota (2.9), Massachusetts (2.6), and South Dakota (2.5).

FIGURE 5.

**GEOGRAPHIC CONCENTRATION OF JOB ADVERTISEMENTS
FOR HEALTH SERVICE 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.

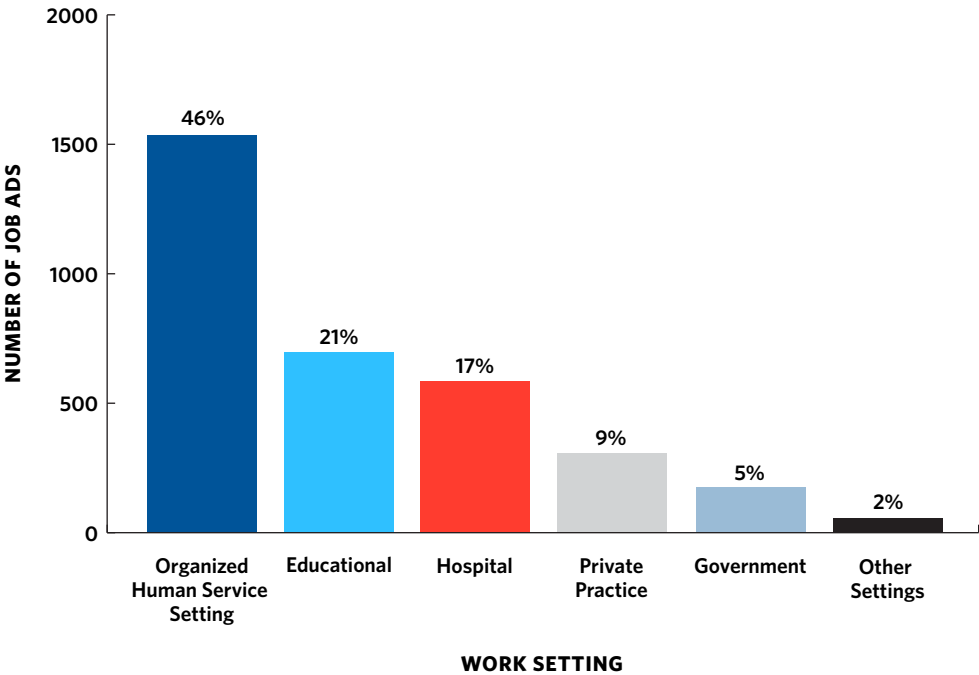
SECTION 2

JOB CHARACTERISTICS

Work Settings

By work setting, the largest number of job ads for health service psychologists were for positions located in organized human service settings (46 percent), followed by educational settings (21 percent), hospitals (17 percent), and private practices (nine percent).³ Smaller percentages of job ads were for positions in government settings (five percent) and other settings (two percent).

FIGURE 6.
JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS BY WORK SETTING, 2015-17



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

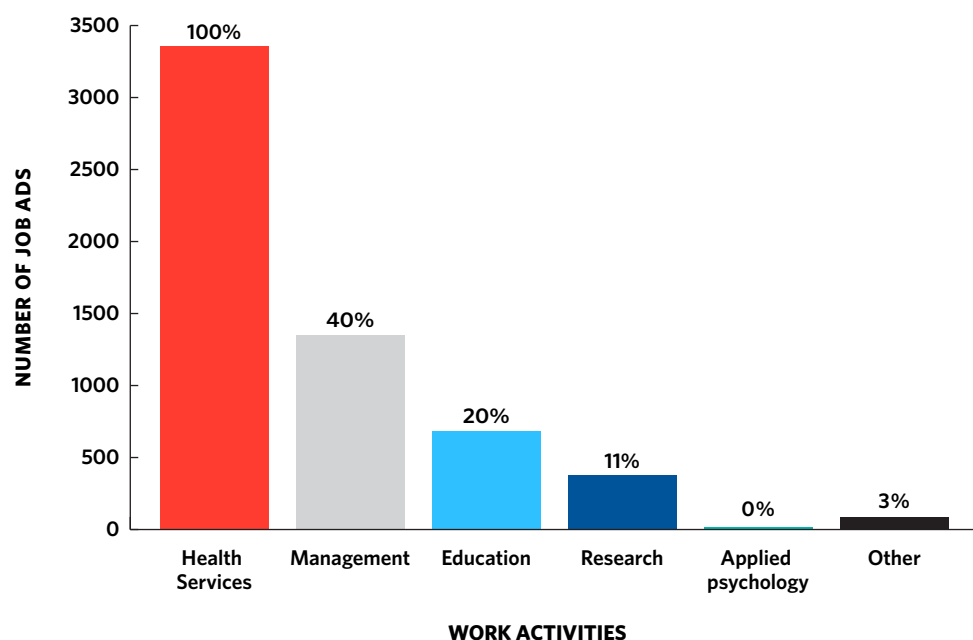
³ Job ads were categorized into different work settings based on text analysis of employer name and job description. Each job ad was categorized into only one setting. Private practice includes individual practice, group practice, and primary care group practice. Examples of hospital settings include 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. 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. Other settings include business settings, such as consulting firms and research organizations, and any position that could not be otherwise categorized.

Work Activities

Figure 7 presents the number and percentage of job advertisements for health service psychologist positions, by work activities specified in job ads.⁴ In addition to health service activities, job ads for health service psychologists also specified activities such as management (40 percent), education (20 percent), research (11 percent), applied psychology (less than one percent), and other activities (three percent).

FIGURE 7.

JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS BY WORK ACTIVITY, 2015-17



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

Approximately 14 percent of job ads for health service psychologist positions were leadership positions, such as clinical director, medical director, program director, or health service manager.

Approximately 65 percent of job ads for health service psychologists specified employment status: 60 percent specified full-time and five percent specified part-time. Approximately 35 percent of job ads for health service psychologist positions did not specify whether the position was full-time or part-time. Nearly all job ads for health service psychologist positions (99 percent) were for non-temporary positions and approximately one percent were for temporary positions.⁵

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 client/patient care, clinical service, clinical supervision, etc. Management activities include policy or program development/review, personnel administration, recruiting, budgeting, etc. Other work activities include marketing, sales, publishing, public relations, etc. 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 employment status reported in the job posting form. For more details, refer to the [Technical Documentation](#).

SECTION 3

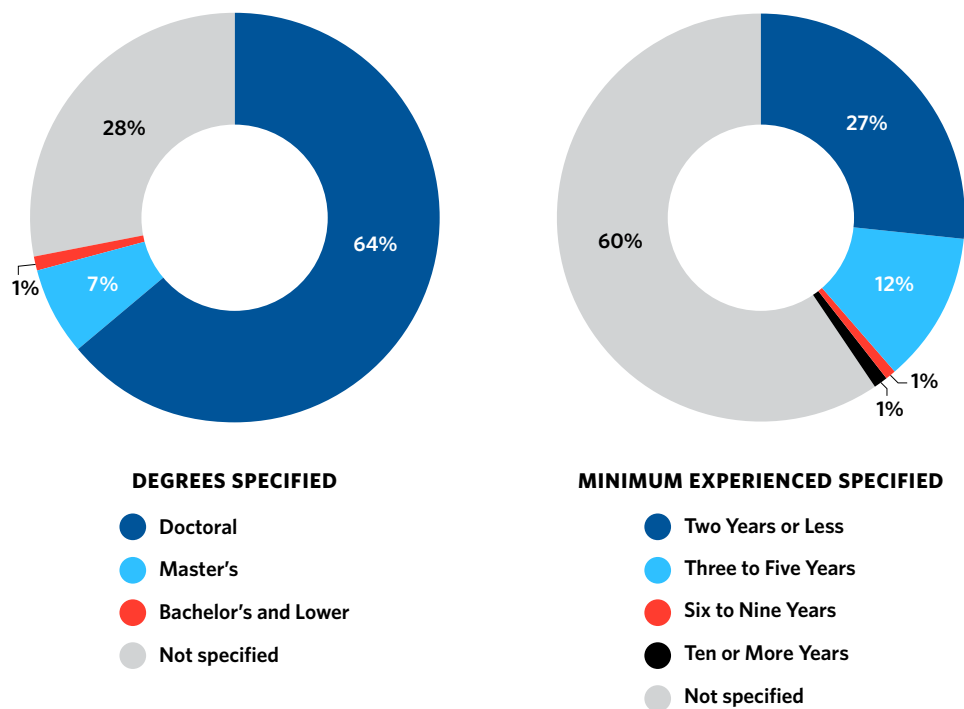
JOB QUALIFICATIONS

Degree and Experience

Figure 8 displays the degree and experience qualifications specified in job ads for health service psychologist positions. Seventy-two percent of job ads for health service psychologist positions specified a degree qualification: 64 percent specified a doctoral degree, and eight percent specified a master’s or lower degree.

The majority (60 percent) of job ads for health service psychologist positions did not specify years of experience and 40 percent of job ads for health service psychologist positions specified experience: 27 percent specified two years or less experience, 12 percent specified three to five years of experience, and two percent specified six or more years of experience. Of job ads that specified a required or desired minimum prior experience, the mean minimum years of experience specified in job ads for health service positions was 2.24 years.

FIGURE 8.
**DEGREE AND EXPERIENCE SPECIFIED IN JOB ADVERTISEMENTS
FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS, 2015-17**



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

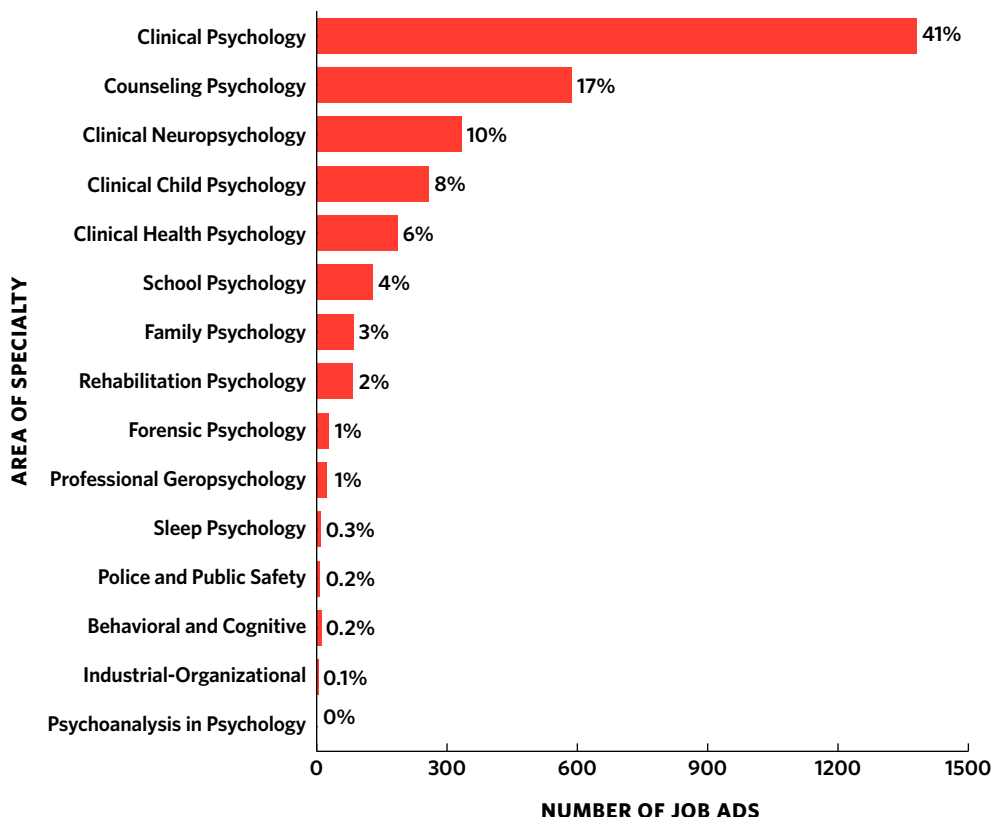
Specialties

Sixty percent of job ads for health service psychologist positions specified at least one desired or required area of specialty.⁶ Approximately 33 percent of job ads for health service psychologists specified one area of specialty or proficiency, and 27 percent specified more than one area of specialty or proficiency. Approximately 40 percent of job ads for health service psychologist positions did not specify an area of specialty.

Figure 9 displays the areas of specialties specified in job ads for health service psychologists. The most frequently specified area was clinical psychology (41 percent), followed by counseling psychology (17 percent), clinical neuropsychology (ten percent), clinical child psychology (eight percent), and clinical health psychology (six percent). Other areas represented smaller percentage of job ads (six percent or less) for health service psychologist positions.⁷

FIGURE 9.

AREAS OF SPECIALTIES SPECIFIED IN JOB ADVERTISEMENTS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS, 2015-17



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

Note: Figure presents areas of specialties only due to small number of job ads that specified areas of proficiencies. For complete breakdown of job ads by all areas of specialties and proficiencies, refer to the [Appendix](#).

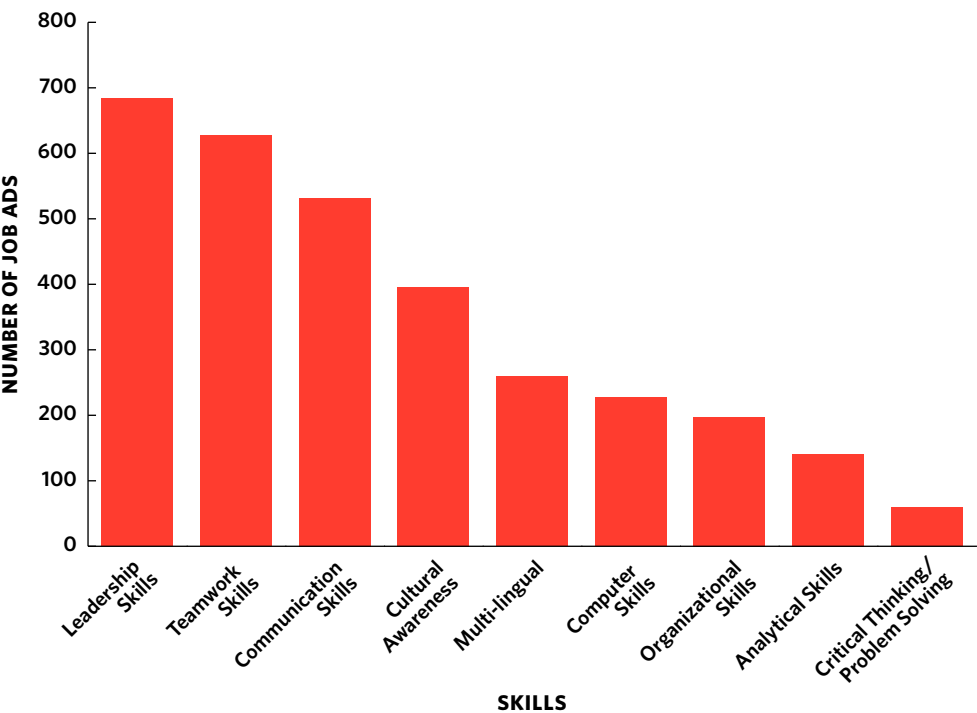
⁶ Areas of specialties were those recognized by the APA Commission for the Recognition of Specialties and Proficiencies in Professional Psychology. For more information, refer to the [Technical Documentation](#).

⁷ For job ads that specified more than one area of specialty, the areas most frequently specified together were clinical psychology and counseling psychology (15 percent of job ads for health service psychologists); clinical psychology and clinical neuropsychology (four percent); clinical psychology and clinical child psychology (four percent); and clinical psychology and clinical health psychology (three percent).

Skills and Traits

Approximately 45 percent of job ads for health service psychologists specified at least one skill for desired candidates. For specified skills, “leadership skills,” “teamwork skills,” and “communication skills” were most frequently specified in job ads for health service psychologist positions (Figure 10).⁸

FIGURE 10.
**SKILLS SPECIFIED IN JOB ADVERTISEMENTS FOR HEALTH SERVICE PSYCHOLOGISTS,
2015-17**



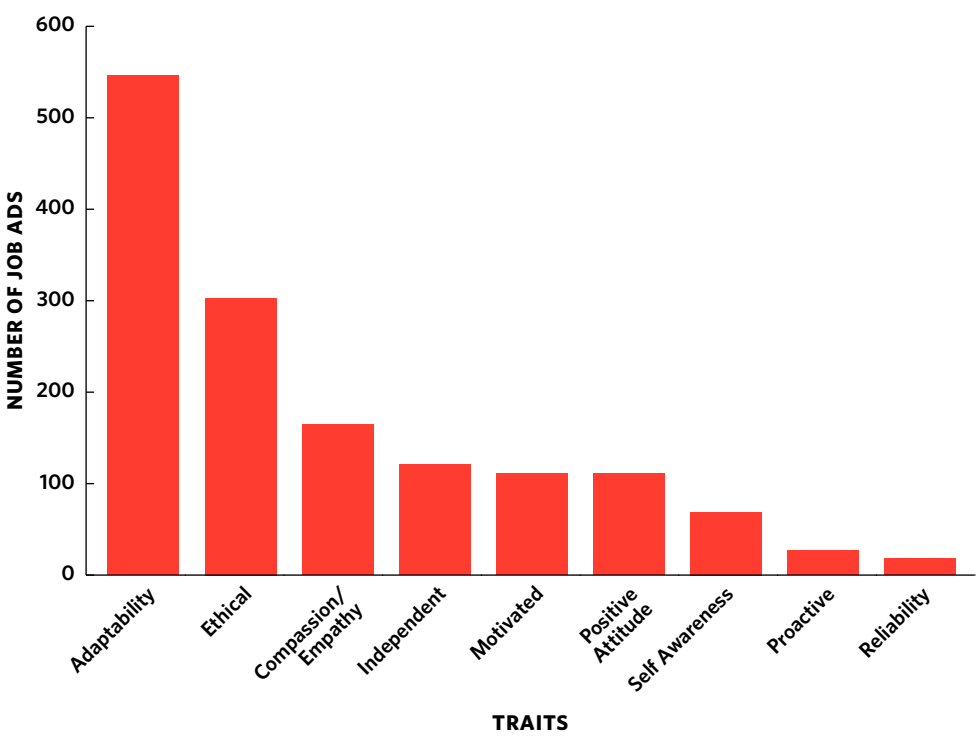
Source: 2015-17 APA psycCareers, American Psychological Association.

Approximately 30 percent of health service psychologist job ads specified at least one personality trait for desired candidates. “Adaptability,” “ethical,” and “compassion/empathy” were most frequently specified in job ads for health service psychologist positions (Figure 11).⁹

⁸ 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. One job ad may specify multiple skills. Examples of “leadership” skills include: ability to lead, supervisory and administrative skills, delegation, and strategic leadership. Examples of “teamwork” skills included: strong interpersonal skills, ability to maintain collaborative relationships, team player, and team oriented. For more information, refer to the [Technical Documentation](#).

⁹ 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. One job ad may specify multiple 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 11.
TRAITS SPECIFIED IN JOB ADVERTISEMENTS FOR HEALTH SERVICE PSYCHOLOGISTS,
2015-17



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

CONCLUSION

This report examines the characteristics of job advertisements for health service psychologist positions, including employment characteristics, job qualifications, seasonal trends, and geographic distribution. In the period 2015-17, approximately 3,356, or 48 percent of the all job ads posted to APA psycCareers were for health service psychologist positions. In general, the number of monthly job postings for health service psychologist was spread out evenly across the year. By work setting, the largest number of job ads for health service psychologist positions were within organized human service setting. The most frequently specified area of specialty was clinical psychology, followed by counseling psychology and clinical neuropsychology. "Leadership skills," "teamwork skills," and "communication skills" were the most frequently sought skills for health service psychologist positions. "Adaptability," "ethical," and "compassion/empathy" were the most the frequently sought personal traits.

When compared to the health service psychologist workforce, data on job ads for health service psychologists often paint a different picture, especially with regard to work settings and areas of specialties. For example, private practice was the most common primary and secondary work setting among health service psychologists, yet it only represented nine percent of work settings specified in job ads for health service psychologists.¹⁰ Approximately 55 percent of licensed psychologists reported clinical psychology as their primary or secondary area of specialty,⁸ and 34 percent of board-certified psychologists were certified in the area of clinical psychology,¹¹ compared to 41 percent of job ads for health service psychologists specifying clinical psychology as a required or desired area of specialty. Size and growth in the number of positions, means of recruiting, as well as the job turnover rates within a specific work setting or an area of specialty may affect the number of job ads, and are likely to contribute to these differences between the structure of the workforce and the structure of job ads.

A previous APA Center for Workforce Studies report on job ads used data from Burning Glass Technologies (BGT).¹² The previous

report focused on job ads for licensed psychologists only. This report included job ads for health service psychologists. Although the two groups of psychologists are likely to largely overlap with each other, the methodologies in identifying the two groups remained different. 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 this report are worth noting. The analysis focused on job advertisements, rather than actual jobs. Based on text analysis of job descriptions, it is estimated that about 20 percent of job ads for health service psychologists listed multiple openings for one position type (e.g., two openings for a clinical psychologist), or multiple position types (e.g., one opening for a clinical psychologist and another opening for a counseling psychologist in one job ad). Therefore, the number of job ads does not exactly reflect the number of job openings. Furthermore, job ads posted on APA psycCareers are only a segment of all job ads for psychologists. 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 psycCareers represent psychology job ads overall. Finally, based on text analysis alone, it is impossible to determine whether job ads are for new or vacant positions, or whether an ad resulted in an offer or hire.

Despite these limitations, the strengths of using APA psycCareers as a data source to analyze psychology jobs are considerable. APA psycCareers is a job posting platform specifically for psychology; the vast majority of job ads posted to APA psycCareers 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

¹⁰ American Psychological Association. (2016). *2015 survey of psychology health service providers*. Retrieved from <https://www.apa.org/workforce/publications/15-health-service-providers/index.aspx>

¹¹ Lin, L., Christidis, P., & Stamm, K. (2017, September). A look at psychologists' specialty areas. *Monitor on Psychology*, 48(8), 15. Retrieved from <http://www.apa.org/monitor/2017/09/datapoint.aspx>

¹² 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.

challenging. Job ads on APA psycCareers have an additional advantage for text analysis. Compared to job platforms like Indeed and Glassdoor, which are targeted to the general public, APA psycCareers is specifically designed for an audience of psychologists and is therefore more likely to contain accurate and consistent psychology terms. Text analysis on the job ads from APA psycCareers also allows for fine grained analysis on variables such as areas of specialty and proficiencies, which were not available before. Job ads data from APA psycCareers make it possible to present a broader and richer picture of the psychology job market.

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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 HEALTH SERVICE PSYCHOLOGIST (HSP) POSITIONS, 2015-17

Year	Quarter	HSP Jobs		All Other Jobs		All Jobs	
		N	%	N	%	N	%
2015	1	322	55%	260	45%	582	100%
	2	295	65%	158	35%	453	100%
	3	275	37%	472	63%	747	100%
	4	327	45%	395	55%	722	100%
	All	1219	49%	1285	51%	2504	100%
2016	1	315	59%	222	41%	537	100%
	2	276	67%	136	33%	412	100%
	3	379	44%	477	56%	856	100%
	4	301	46%	357	54%	658	100%
	All	1271	52%	1192	48%	2463	100%
2017	1	252	55%	203	45%	455	100%
	2	218	59%	153	41%	371	100%
	3	178	31%	396	69%	574	100%
	4	218	39%	337	61%	555	100%
	All	866	44%	1089	56%	1955	100%

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

Note: Each job ad can only be categorized in one job type. Percentages may not sum to 100% due to rounding.

TABLE 3.

NUMBER JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS BY STATE, 2015-17

State	Number of Job Ads	Percent of Job Ads	Number of Job Ads per 100,000 Population
AK	4	0%	0.5
AL	27	1%	0.6
AR	7	0%	0.2
AZ	43	1%	0.6
CA	345	10%	0.9
CO	41	1%	0.7
CT	64	2%	1.8
DC	49	1%	7
DE	17	1%	1.8
FL	94	3%	0.4
GA	71	2%	0.7
HI	16	0%	1.1
IA	48	1%	1.5
ID	18	1%	1
IL	208	6%	1.6
IN	56	2%	0.8
KS	33	1%	1.1
KY	13	0%	0.3
LA	16	0%	0.3
MA	178	5%	2.6
MD	93	3%	1.5
ME	30	1%	2.2
MI	67	2%	0.7
MN	159	5%	2.9
MO	47	1%	0.8
MS	9	0%	0.3
MT	17	1%	1.6
NC	73	2%	0.7
ND	22	1%	2.9
NE	46	1%	2.4
NH	31	1%	2.3
NJ	95	3%	1.1
NM	14	0%	0.7
NV	8	0%	0.3
NY	263	8%	1.3
OH	79	2%	0.7
OK	9	0%	0.2
OR	77	2%	1.9
PA	160	5%	1.3
RI	22	1%	2.1
SC	25	1%	0.5
SD	22	1%	2.5
TN	34	1%	0.5

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

TX	141	4%	0.5
UT	19	1%	0.6
VA	118	4%	1.4
VI	6	0%	1.6
VT	10	0%	1.3
WA	93	3%	1.5
WI	85	3%	0.6
WV	11	0%	2.4
WY	14	0%	0.5
Missing	109	3%	-
Total	3356	100%	1.0

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

TABLE 4.

JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS BY WORK SETTING, 2015-17

Work Setting	N	%
Private Practice	306	9%
Hospital	584	17%
Organized Human Service Setting	1537	46%
Government	176	5%
Educational	698	21%
Other Settings	55	2%
All	3356	100%

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

Note: Each job ad was categorized into only one setting. Private practice includes individual practice, group practice, and primary care group practice. 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. 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. Other settings include business settings and other non-service and non-educational settings.

TABLE 5.

JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS BY WORK ACTIVITY, 2015-17

Work Activity	N	%
Applied psychology	15	0%
Research	379	11%
Education	686	20%
Health Services	3356	100%
Management	1350	40%
Other	89	3%
All	3356	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.

JOB ADS BY FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS BY EMPLOYMENT STATUS, 2015-17

Employment Status	N	%
Full Time	2012	60%
Part Time	186	6%
Not Specified	1158	35%
ALL Job Ads	3356	100%

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

Note: Approximately 35 percent of job ads did not specify whether the position is full-time or part-time.

TABLE 7.

LEADERSHIP POSITIONS WITHIN JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS, 2015-17

Leadership	N	%
Postings that are for Leadership Positions	476	14%
Postings that are for Non-leadership Positions	2880	86%
ALL	3356	100%

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

Note: Examples of leadership positions included clinical director, medical director, program director health service manager, etc.

TABLE 8.

**TEMPORARY JOBS WITHIN JOB ADS FOR HEALTH SERVICE
PSYCHOLOGIST POSITIONS, 2015-17**

Temporary Jobs	N	%
Postings for Temporary Jobs	31	1%
Postings for Non-temporary Jobs	3325	99%
ALL	3356	100%

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

TABLE 9.

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

Minimum Degree	N	%
Doctoral Degree	2158	64%
Master's Degree	226	7%
Bachelor's Degree or Lower	23	1%
Not Specified	949	28%
All Job Ads	3356	100%

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

Note: Approximately 28 percent of job ads did not specify degree.

TABLE 10.

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

Minimum Experience	N	%
Two Years or Less	893	27%
Three to Five Years	409	12%
Six to Nine Years	34	1%
Ten Years or More	23	1%
Not Specified	1997	60%
All Job Ads	3356	100%

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

Note: Approximately 60 percent of job ads did not specify years of experience.

TABLE 11.

**NUMBER OF JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS
BY SPECIALTY AND PROFICIENCY, 2015-17**

Specialty/Proficiency	N	%
Clinical Psychology	1381	41%
Counseling Psychology	587	17%
Clinical Neuropsychology	333	10%
Clinical Child Psychology	259	8%
Clinical Health Psychology	186	6%
School Psychology	129	4%
Family Psychology	85	3%
Rehabilitation Psychology	83	2%
Forensic Psychology	28	1%
Professional Geropsychology	23	1%
Sleep Psychology	9	0.3%
Police and Public Safety	8	0.2%
Behavioral and Cognitive	11	0.1%
Industrial-Organizational	5	0.1%
Psychoanalysis in Psychology	0	0%
Addictions Psychology	49	1%
Personality Assessment	13	0%
Psychopharmacology Proficiency	12	0%
Sport Psychology	5	0%
Assess/Treat SMI	5	0%
Not Specified	1338	40%
All Job Ads	3356	100%

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

Note: Areas of specialties were those recognized by the APA Commission for the Recognition of Specialties and Proficiencies in Professional Psychology. A job ad may specify multiple areas of specialty or proficiency. Approximately 60 percent of job ads specified at least one desired specialty or proficiency.

TABLE 12.

**NUMBER OF JOB ADS FOR HEALTH SERVICE PSYCHOLOGIST POSITIONS
BY NUMBER OF AREAS OF SPECIALTY AND PROFICIENCY SPECIFIED, 2015-17**

Number of Areas of Specialties and Proficiencies Specified	N	%
0	1338	40%
1	1093	33%
2	706	21%
3 or More	219	7%
All	3356	100%

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

Note: Areas of specialties were those recognized by the APA Commission for the Recognition of Specialties and Proficiencies in Professional Psychology.

TABLE 13.

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

Specified Skills	N	%
Leadership skills	684	20%
Teamwork Skills	627	19%
Communication Skills	532	16%
Cultural Awareness	396	12%
Multi-lingual	259	8%
Computer Skills	227	7%
Organizational Skills	197	6%
Analytical Skills	141	4%
Critical Thinking/Problem Solving	59	2%
Not Specified	1842	55%
All Job Ads	3356	100%

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

Note: A job ad can specify multiple skills for one position. Approximately 55 percent of job ads for health service psychologists did not specify any skills. 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 14.

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

Personal Characteristics	N	%
Adaptability	546	16%
Ethical	303	9%
Compassion/Empathy	165	5%
Independent	121	4%
Motivated	111	3%
Positive Attitude	111	3%
Self Awareness	69	2%
Proactive	27	1%
Reliability	18	1%
Not Specified	2342	70%
All Job Ads	3356	100%

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

Note: A job ad can specify multiple traits for one position. Approximately 70 percent of job ads for health service psychologist positions did not specify any traits. 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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