



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

2015-17

Psychology Job Advertisements

AN OVERVIEW

AMERICAN PSYCHOLOGICAL ASSOCIATION
CENTER FOR WORKFORCE STUDIES

Luona Lin, Jessica Conroy, Karen Stamm, and Peggy Christidis

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For questions regarding this report, please contact the APA Center for Workforce Studies at cws@apa.org or 1-800-374-2721 (extension 5980).

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EXECUTIVE SUMMARY

This report examines the characteristics of advertisements for psychology jobs in the United States posted in 2015-17, including job type, employment characteristics, job qualifications, seasonal trends, and geographic distribution. The data source for this report consists of the job ads posted on APA psycCareers. Major findings include:

- In the period 2015-17, 6,922 unique job advertisements were posted on APA psycCareers. The majority of job ads were for **health service psychologist** positions (48 percent) and **faculty** positions (37 percent).
- There were **seasonal spikes** in the number of **faculty** job ads between July and November, consistent with the academic hiring cycle. Job ads for health service psychologist and other positions were spread out more evenly across the year.
- Most of the job ads were for positions located in the **Northeast** and the **Pacific coast** areas. Smaller numbers of job ads were found in the Midwest and the South. When adjusted for population, the concentrations of job ads were highest in the **Northeast** and the **Midwest** areas.
- By work setting, the majority of job ads were for positions in **educational settings** (54 percent), followed by **organized human service settings** (25 percent), **hospitals** (10 percent), and **private practice** (five percent).
- Psychology job ads typically specify multiple work activities. The majority of job ads specified **health service activities** (76 percent) in the job description, followed by education activities (54 percent), research activities (50 percent), and management activities (40 percent).
- The majority of job ads (78 percent) specified a **doctoral degree**. The majority of job ads (69 percent) did not specify years of experience.
- Many job ads specified desired skills and traits for potential candidates. “**Leadership skills**,” “**cultural awareness skills**,” and “**teamwork skills**” were the most frequently sought skills. “**Adaptability**,” “**ethical**,” and “**compassion/empathy**” were the most the frequently sought personal traits.

INTRODUCTION

This report provides an overview of psychology job advertisements in recent years. It examines the characteristics of psychology job ads posted in the period 2015-2017, including job type, employment characteristics, job qualifications, seasonal trends, and geographic distribution.

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.

[Section 1](#) of this report presents an overview on the characteristics of psychology job advertisements in the period 2015-2017. [Section 2](#) examines the job characteristics described in the job ads, including work settings and work activities. [Section 3](#) analyzes the job qualifications specified in the job ads, including degrees, experience, skills, and traits. Limitations of the data presented in this report, as well as issues for future research, are discussed in the [Conclusion](#). Data supporting the figures in the report are provided in the [Appendix](#).

Methods

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 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

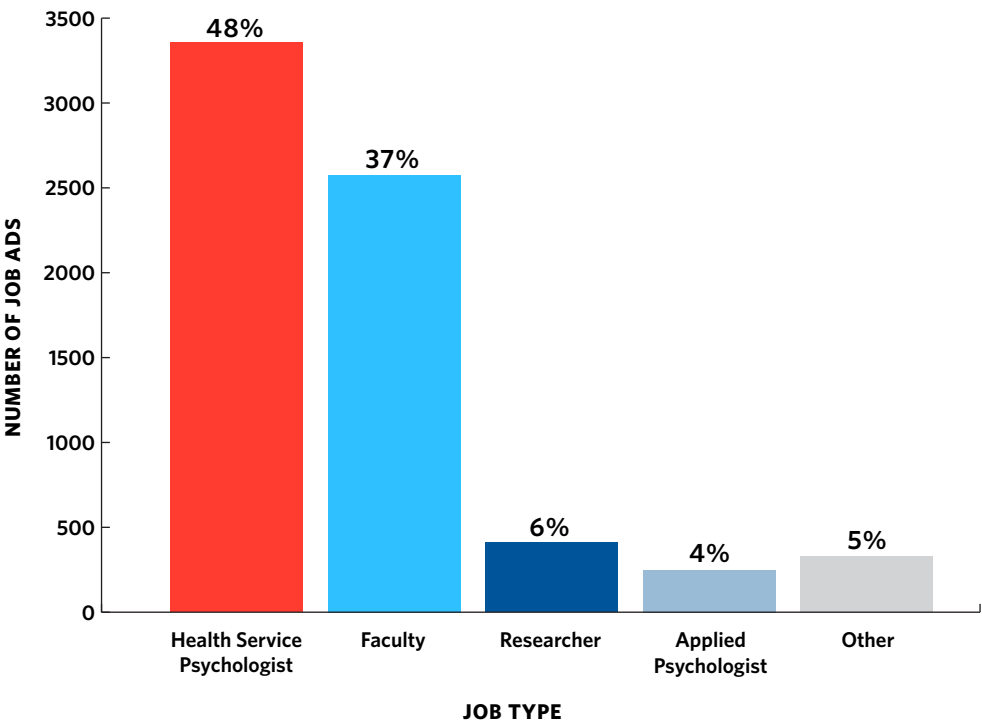
OVERVIEW

Types of Job Ads

In the period 2015-17, 6,922 unique job advertisements were posted on APA psycCareers, which averages to 2,307 job ads annually and 192 job ads monthly.

The majority of ads were for health service psychologist positions (48 percent) and faculty positions (37 percent). The remaining 14 percent consisted of researcher positions, applied psychologist positions, and other positions.¹

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



Source: 2015-17 APA psycCareers, American Psychological Association

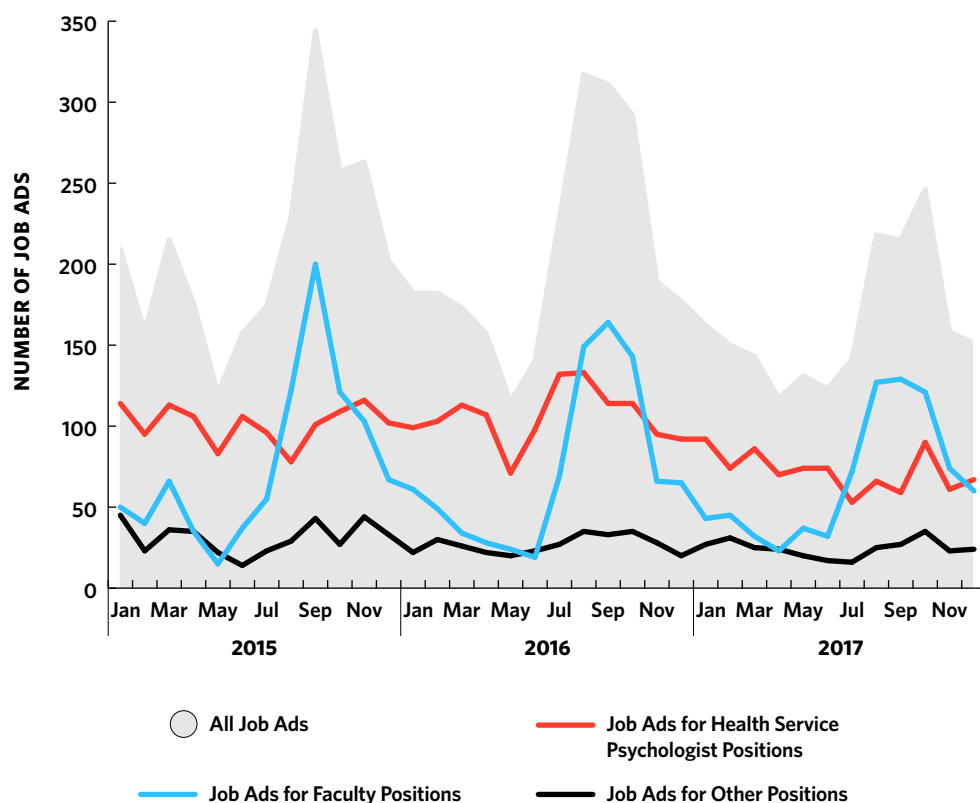
¹ Job ads were categorized into job types based on text analysis of job title and job description. Each job ad is categorized in one job type only. Health service psychologist positions refer to positions that primarily provide clinical services, including those providing services in educational settings.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

Seasonal Trends

In the period 2015-17, there were seasonal spikes in the number of faculty postings between July and November, consistent with the academic hiring cycle. Job ads for health service psychologist positions and other positions were spread out more evenly across the year. The proportion of job ads of each job type stayed relatively consistent across years.²

FIGURE 2.

SEASONAL TRENDS OF JOB ADVERTISEMENTS BY JOB TYPE, 2015-17



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

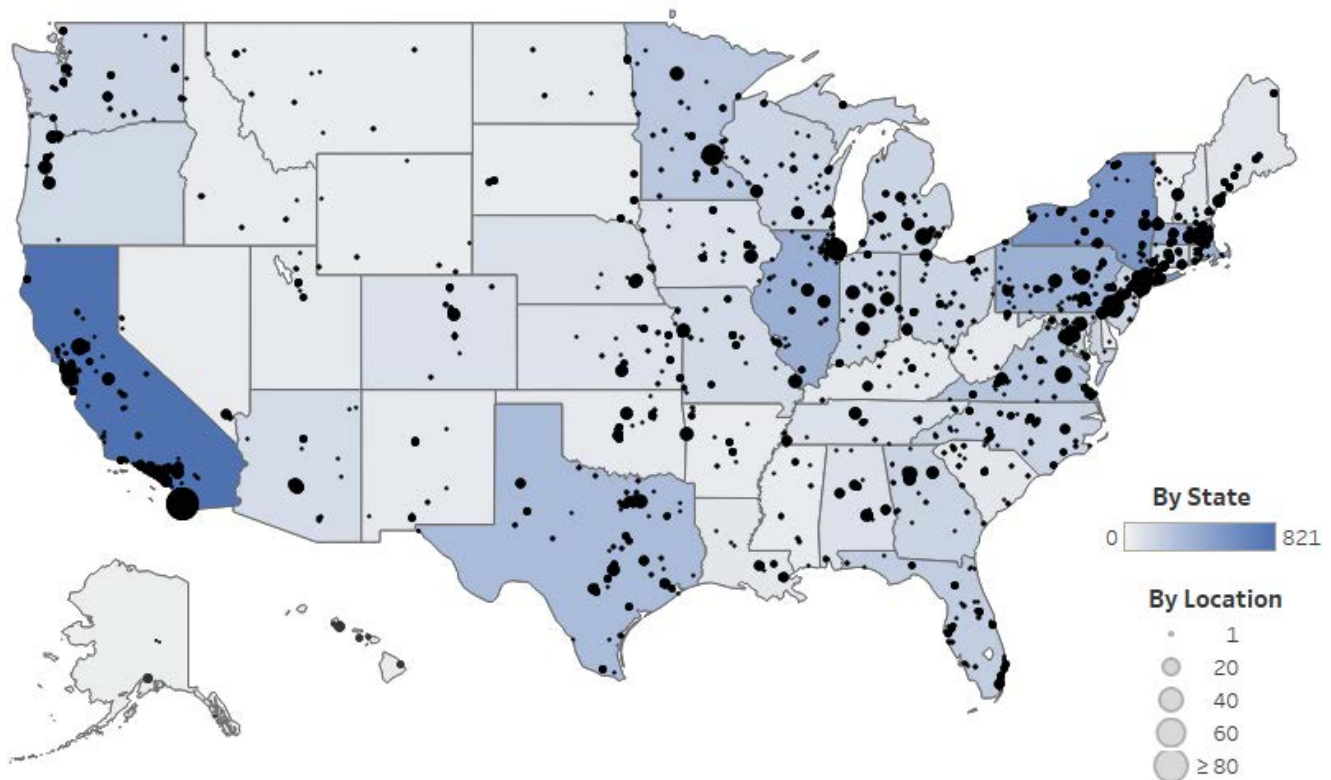
² In July 2016, APA psycCareers underwent changes that might have affected the number and the format of job advertisements. The system changed vendors, which involved changes in payment packages and the job posting form. A new payment package (the "Featured" online job posting package) was made available 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 were for positions located in the Northeast and the Pacific coast areas. Smaller numbers of job ads were found within the Midwest and the South (although the number of ads for positions in Illinois and Texas were fairly high). States with the largest number of job ads included California (809 job ads), New York (540), Illinois (379), Massachusetts (368), and Pennsylvania (366).

FIGURE 3.

GEOGRAPHIC DISTRIBUTION OF PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



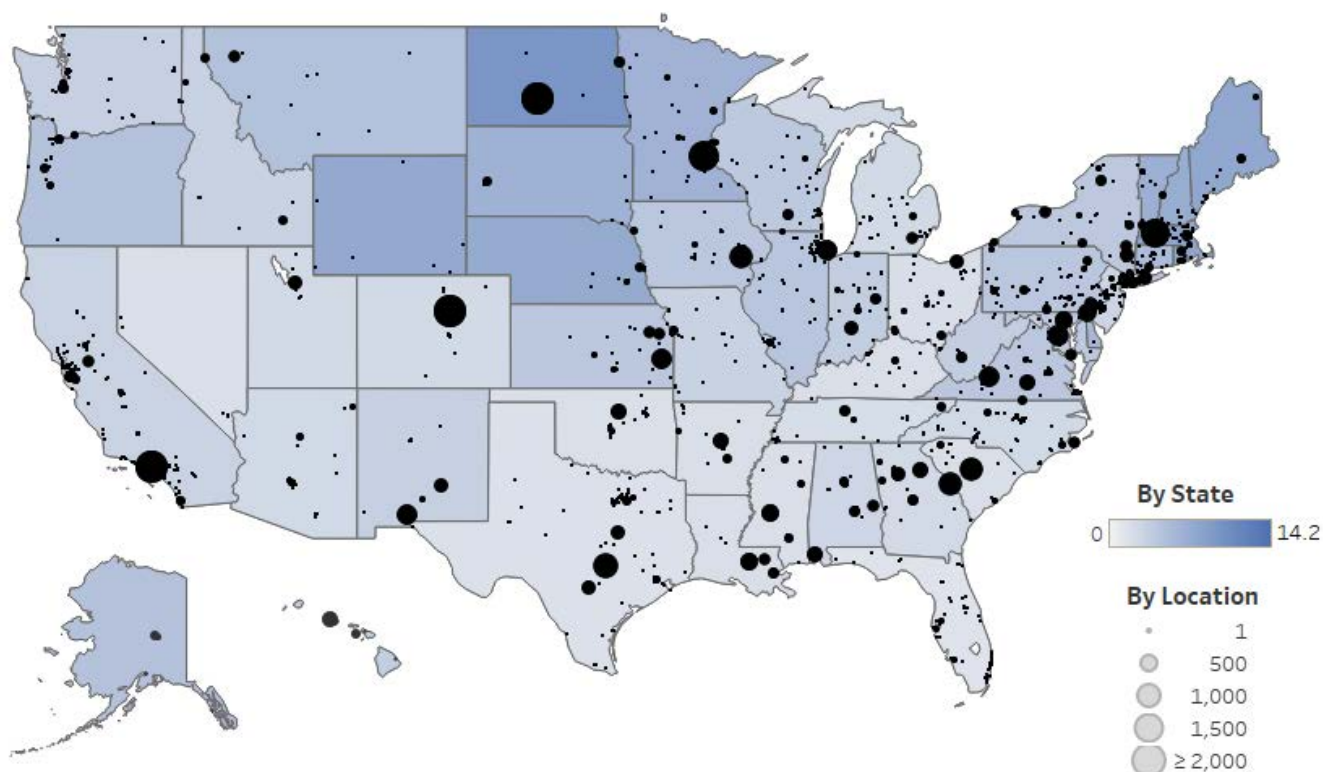
Source: 2015-17 APA psycCareers, American Psychological Association.

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 job ads were highest in the Northeast as well as the Midwest areas. Highest concentrations of job ads were found in District of Columbia (14.2 job ads per 100,000 population), Massachusetts (5.4), North Dakota (5.2), Nebraska (4.4), and Maine (4.4).

FIGURE 4.

GEOGRAPHIC CONCENTRATION OF PSYCHOLOGY JOB ADVERTISEMENTS, 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 of 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](#).

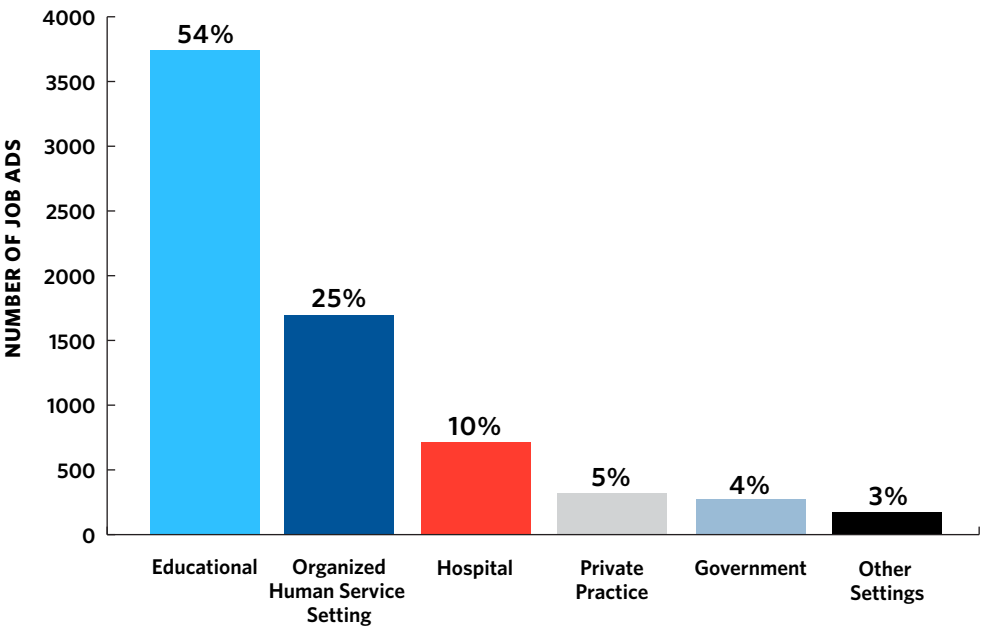
SECTION 2

JOB AD CHARACTERISTICS

Work Settings

By work setting, the majority of job ads were for positions in educational settings (54 percent), followed by organized human service settings (25 percent), hospitals (10 percent), and private practices (five percent).³ Smaller percentages of job ads were for positions in government settings (four percent) and other settings (two percent).

FIGURE 5.
PSYCHOLOGY JOB ADVERTISEMENTS BY WORK SETTING, 2015-17



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

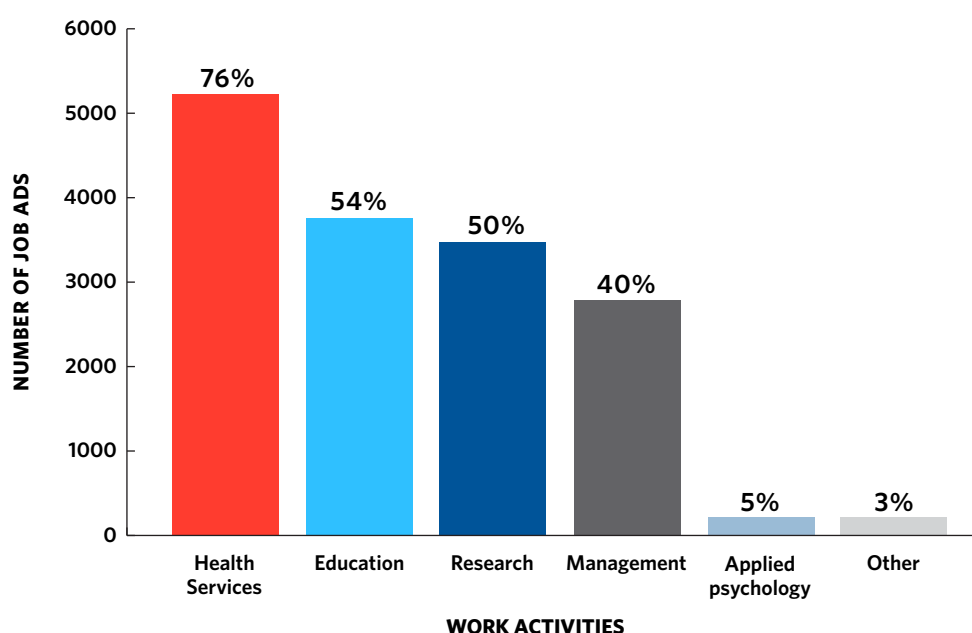
³ Job ads were categorized into different work settings based on text analysis of employer name and job description. Each job ad was categorized into only one setting. Private practice includes individual practice, group practice, and primary care group practice. Examples of hospital settings include 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 and other non-service and non-educational settings.

Work Activities

Figure 6 presents the number and percentage of job advertisements by work activities specified in job ads. Psychology job ads typically specify a variety of work activities. Allowing for multiple work activities, the majority of job ads specified health service activities (76 percent), followed by education activities (54 percent), research activities (50 percent), and management activities (40 percent).⁴ Applied psychology activity (five percent) and other activities (three percent) represented smaller percentages.

FIGURE 6.

PSYCHOLOGY JOB ADVERTISEMENTS BY WORK ACTIVITIES, 2015-17



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

Sixty-six percent of job ads specified employment status: the majority (63 percent) specified full-time and three percent specified part-time. Approximately 34 percent of job ads did not specify whether the position was full-time or part-time.

Nearly all job ads (99 percent) were for non-temporary positions and approximately one percent were for temporary positions.

Approximately 13 percent of job ads were for leadership 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, 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. For more details, refer to the [Technical Documentation](#).

⁵ Leadership positions were coded based on text analysis of job description. Examples of leadership positions include president, provost, director, manager, CEO, and chief executive. For more details, refer to the [Technical Documentation](#).

QUALIFICATIONS SPECIFIED IN JOB ADS

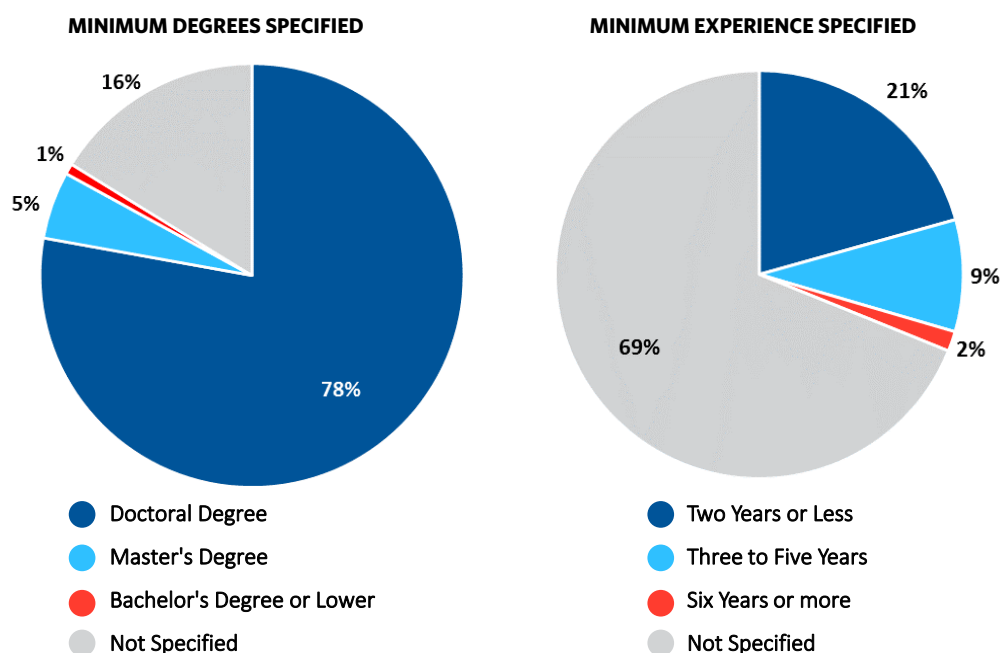
Degree and Experience

Eighty-four percent of job ads specified a required or desired minimum degree: the majority specified a doctoral degree (78 percent), and six percent specified a master's degree or lower. Approximately 16 percent of all job ads did not specify a degree.

The majority of job ads (69 percent) did not specify a required or desired minimum prior experience. Twenty-one percent specified a minimum prior experience of two years or less, nine percent specified a minimum prior experience of three to five years, and two percent specified six or more years of experience. Among job ads that specified minimum years of experience, the mean minimum experience was 2.16 years.

FIGURE 7.

DEGREE AND EXPERIENCE SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



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

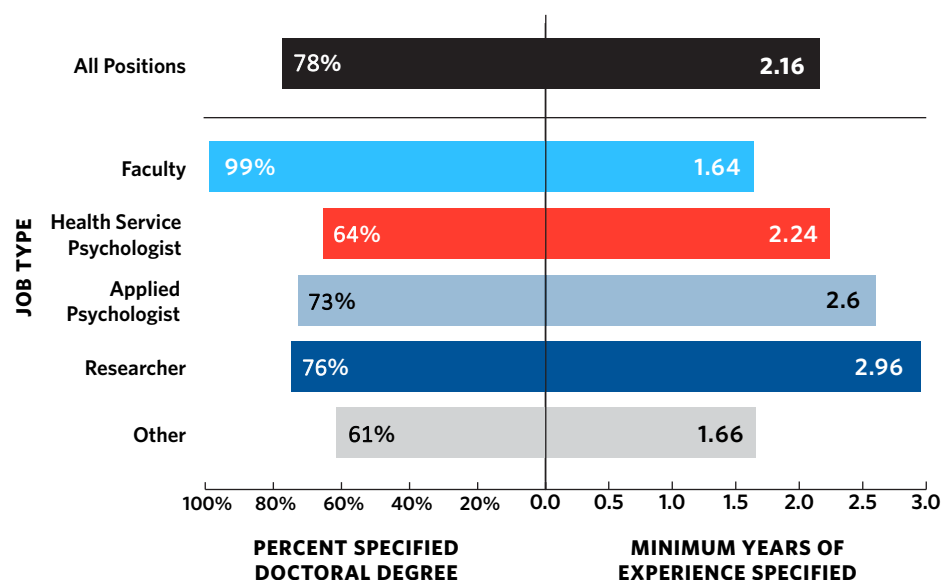
The education and experience qualifications specified in the job advertisements vary across job types (Figure 8). The percentage of job ads that specified a doctoral degree was the highest among job ads for faculty positions (99 percent).⁶ The percentages of job ads that specified doctoral degree were lower among job ads for health service psychologist positions (64 percent), applied psychologist (73 percent), and researcher positions (76 percent).

However, job ads for faculty positions specified the smallest mean minimum years of experience (1.64 years), followed by health service psychologist positions (2.24 years), applied psychologist positions (2.6 years), and researcher positions (2.96 years).

⁶ Some faculty positions, e.g., dean, director, or other administrative positions, specified a master's degree or lower as the minimum degree qualification.

FIGURE 8.

DEGREE AND EXPERIENCE SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS BY JOB TYPE, 2015-17



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

Skills and Traits

Job ads typically specify a number of skill qualifications and traits for desired candidates. For specified skills, “leadership skills,” “cultural awareness skills,” and “teamwork skills” were most frequently specified in job ads (Figure 9).⁷ For specified traits for desired candidates, “adaptability,” “ethical,” and “compassion/empathy” were most frequently specified in job ads (Figure 10).⁸

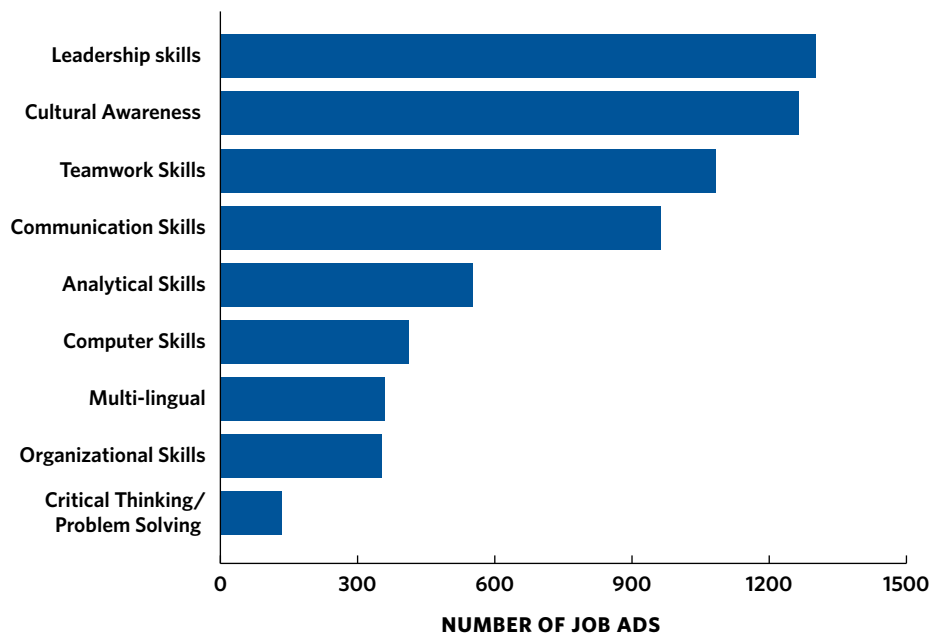
With regard to computer skills, the most frequently specified software was Microsoft Office, followed by Electronic Medical or Health Records, SPSS, SAS, and STATA. With regard to language skills, the most frequently specified language was Spanish, followed by Arabic, Mandarin Chinese, and Russian.

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. 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 “cultural awareness” skills included: ability to advance diversity, comfortable working with diverse constituencies, commitment to supporting diversity, and cultural sensitivity. Approximately 49 percent of job ads specified at least one skill. 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. 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. Approximately 21 percent of ads specified at least one personality trait for desired candidates. For more information, refer to the [Technical Documentation](#).

FIGURE 9.

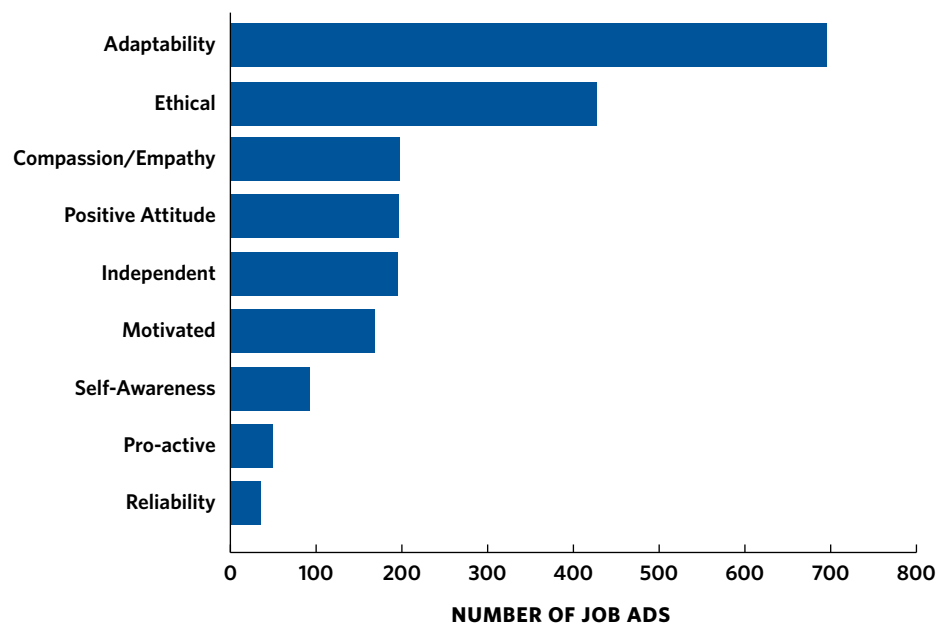
SKILLS SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



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

FIGURE 10.

TRAITS SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



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

CONCLUSION

This report examines the characteristics of psychology job ads in APA psycCareers in the period 2015-2017, including job type, employment characteristics, job qualifications, seasonal trends, and geographic distribution. The majority of ads were for health service psychologist positions and faculty positions. Additionally, most job ads were for positions in educational settings and specified a doctoral degree as the minimum education qualification.

Findings of this report demonstrated the diversity of the psychology field. A variety of job types were posted on APA psycCareers, across different work settings and with a variety of work activities. Results from this analysis also identified key skills and traits employers look for when filling particular positions. “Leadership skills” and “cultural awareness skills” both stood out as the most frequently specified skills in job ads, outnumbering teamwork, communication, and analytical skills. Similarly, “adaptability” and “ethical” were the most frequently specified traits, among “compassion,” “positive attitude,” “independent,” etc.

A previous APA Center for Workforce Studies report on job ads used data from Burning Glass Technologies (BGT).⁹ The previous report focused on job ads for licensed psychologists only. By comparison, this report included psychology job ads for all job types, including those for health service providers, faculty, applied psychologists, researchers and other job types. 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 17 percent of job ads 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, especially when psychologists could work in a variety of occupations and work settings, as demonstrated in this report. 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. 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. Job ads data from APA psycCareers 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 BY JOB TYPE, 2015-17

Year	Quarter	HSP Jobs		Faculty Jobs		All Other Jobs		All Jobs	
		N	%	N	%	N	%	N	%
2015	1	322	55%	156	27%	104	18%	582	100%
	2	295	65%	87	19%	71	16%	453	100%
	3	275	37%	377	50%	95	13%	747	100%
	4	327	45%	291	40%	104	14%	722	100%
	All	1219	49%	911	36%	374	15%	2504	100%
2016	1	315	59%	144	27%	78	15%	537	100%
	2	276	67%	71	17%	65	16%	412	100%
	3	379	44%	382	45%	95	11%	856	100%
	4	301	46%	274	42%	83	13%	658	100%
	All	1271	52%	871	35%	321	13%	2463	100%
2017	1	252	55%	120	26%	83	18%	455	100%
	2	218	59%	92	25%	61	16%	371	100%
	3	178	31%	328	57%	68	12%	574	100%
	4	218	39%	255	46%	82	15%	555	100%
	All	866	44%	795	41%	294	15%	1955	100%

Source: 2015-17 APA psycCareers, 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.

JOB ADS BY STATE, 2015-17

State	N	%
AK	12	0%
AL	77	1%
AR	27	0%
AZ	105	2%
CA	809	12%
CO	79	1%
CT	122	2%
DC	99	1%
DE	26	0%
FL	191	3%
GA	153	2%
HI	23	0%
IA	80	1%
ID	25	0%
IL	379	5%
IN	152	2%
KS	71	1%
KY	42	1%
LA	48	1%
MA	368	5%
MD	154	2%
ME	59	1%
MI	148	2%
MN	233	3%
MO	118	2%
MS	24	0%
MT	23	0%

NC	158	2%
ND	39	1%
NE	85	1%
NH	54	1%
NJ	156	2%
NM	36	1%
NV	24	0%
NY	540	8%
OH	145	2%
OK	34	0%
OR	124	2%
PA	366	5%
RI	43	1%
SC	50	1%
SD	27	0%
TN	81	1%
TX	297	4%
UT	39	1%
VA	235	3%
VI	9	0%
VT	17	0%
WA	152	2%
WI	146	2%
WV	32	0%
WY	18	0%
Missing	368	5%
All	6922	100%

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

TABLE 4.

JOB ADS BY WORK SETTING, 2015-17

Work Setting	N	%
Private Practice	321	5%
Hospital	716	10%
Organized Human Service Setting	1697	25%
Government	271	4%
Educational	3744	54%
Other Settings	173	3%
All	6922	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. Private practice includes individual or group practice. Hospitals include VA and military hospitals. Educational settings include medical schools. Other settings include business settings and other non-service and non-educational settings.

TABLE 5.

JOB ADS BY WORK ACTIVITY, 2015-17

Work Activity	N	%
Applied psychology	223	3%
Research	3480	50%
Education	3755	54%
Health Services	5232	76%
Management	2784	40%
Other	214	3%
All	6922	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 EMPLOYMENT STATUS, 2015-17

Employment Status	N	%
Full Time	4343	63%
Part Time	213	3%
Not Specified	2366	34%
ALL Job Ads	6922	100%

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

TABLE 7.

LEADERSHIP JOBS, 2015-17

Leadership	N	%
Postings that are for Leadership Positions	900	13%
Postings that are for Non-leadership Positions	6022	87%
ALL	6922	100%

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

Note: Examples of leadership positions included president, provost, director, manager, CEO, and chief executive.

TABLE 8.

TEMPORARY JOBS, 2015-17

Temporary Jobs	N	%
Postings for Temporary Jobs	59	1%
Postings for Non-temporary Jobs	6863	99%
ALL	6922	100%

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

TABLE 9.

MINIMUM EXPERIENCE SPECIFIED, 2015-17

Minimum Experience	N	%
Two Years or Less	1430	66%
Three to Five Years	614	29%
Six to Nine Years	61	3%
Ten Years or More	49	2%
Not Specified	4768	69%
All Job Ads	6922	100%

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

TABLE 10.

MINIMUM DEGREE SPECIFIED, 2015-17

Minimum Degree	N	%
Doctoral Degree	5388	78%
Master's Degree	356	5%
Bachelor's Degree or Lower	56	1%
Not Specified	1122	16%
All Job Ads	6922	100%

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

TABLE 11.

MINIMUM DEGREE AND YEARS OF EXPERIENCE SPECIFIED, BY JOB TYPE, 2015-17

Position Type	Percentage Specified a Doctoral Degree	Mean Minimum Years of Experience Specified
All Positions	78%	2.16
Faculty	99%	1.64
Health Service Psychologist	64%	2.24
Applied Psychologist	73%	2.6
Researcher	75%	2.96
Other	61%	1.66

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

TABLE 12.

SKILLS SPECIFIED IN JOB ADS, 2015-17

Skills	N	%
Leadership skills	1303	19%
Cultural Awareness	1265	18%
Teamwork Skills	1084	16%
Communication Skills	964	14%
Analytical Skills	551	8%
Computer Skills	413	6%
Multi-lingual	359	5%
Organizational Skills	354	5%
Critical Thinking/Problem Solving	135	2%
Not Specified	3549	51%
All	6922	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 13.

TRAITS SPECIFIED IN JOB ADS, 2015-17

Traits	N	%
Adaptability	696	10%
Ethical	427	6%
Compassion/Empathy	198	3%
Positive Attitude	197	3%
Independent	195	3%
Motivated	168	2%
Self-Awareness	93	1%
Pro-active	50	1%
Reliability	35	1%
Missing	5446	79%
All	6922	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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