

# APA Fact Sheet Series on Psychologist Supply and Demand Projections 2015-2030:

## Demand across Racial/Ethnic Groups

### Key Findings

- By 2030, there is a projected demand within racial/ethnic minority populations in the United States for **37,650 FTE** (full-time equivalent) psychologists, an increase of **7,250 FTEs** from 2015.
- Specifically, the projections consist of a demand for **11,870 FTE** psychologists within the Black/African American population, **17,630 FTEs** within the Hispanic population, and **8,150 FTEs** within other racial/ethnic minority populations.
- States with highest demand within racial/ethnic minority populations for psychologists include **California** (8,000 FTEs), **Texas** (5,300 FTEs), **Florida** (2,800 FTEs), **New York** (2,200 FTEs), and **Georgia** (1,400 FTEs).

### Background

Workforce projections<sup>1</sup> examine current and future psychologist supply and demand in the United States from 2015 to 2030. Supply is determined on the basis of the number of licensed psychologists active in the workforce,<sup>2</sup> new entrants, and workforce participation patterns, whereas demand is determined on the basis of current patterns of service utilization and projected demographic changes of the U.S. population.

The projections are described in terms of full-time equivalent (FTE) psychologists. An FTE is defined as a licensed, doctoral-level psychologist who works 39 hours per week.

### Findings

From 2015 to 2030, the national demand for psychologists is projected to increase to 101,120 FTEs. That is an increase of 5,940 FTEs (6%) from the demand level in 2015.

Within the White population, the demand for psychologists is projected to decrease by 1,310 FTEs between 2015 and 2030. For racial/ethnic minority populations,<sup>3</sup> the demand for psychologists is projected to increase by 7,250 FTEs to 37,650 FTEs by 2030, an increase of 7,250 FTEs from 2015. Specifically, projections indicated:

- A demand within the Black/African American population for 11,870 FTE psychologists in 2030, an increase of 1,140 FTEs from 2015.
- A demand within the Hispanic population for 17,630 FTE psychologists in 2030, an increase of 4,120 FTEs from 2015.
- A demand within other racial/ethnic minority groups for 8,150 FTE psychologists in 2030, an increase of 1,990 FTEs from 2015.

Projected demand within racial/ethnic minority populations for psychologists in 2030 is higher along the coastal areas and in the South. States with the highest projected demand within racial/ethnic minority populations in 2030 include California (8,000 FTEs), Texas (5,300 FTEs), Florida (2,800 FTEs), New York (2,200 FTEs), and Georgia (1,400 FTEs).

<sup>1</sup> IHS Markit. (2018). *Psychologist workforce projections for 2015-2030: Addressing supply and demand*. Washington, DC: American Psychological Association.

<sup>2</sup> Includes licensed psychologists actively working in a position that requires a psychology license, or in a position that does not require a psychology license but uses clinical skills and/or training as a psychologist.

<sup>3</sup> Racial/ethnic groups were treated here as mutually exclusive. Details may not sum to totals due to rounding. Racial/ethnic minority groups include Black/African American, Hispanic, and other racial/ethnic minority groups (Asian, Native American/Alaska Native, Native Hawaiian/Pacific Islander, and people of two or more races). These racial/ethnic groups were combined due to their relative small sizes, and in some cases, the lack of detailed breakdown of racial/ethnic categories within federal data sources. Terminologies of racial/ethnic groups are those used within federal data sources.

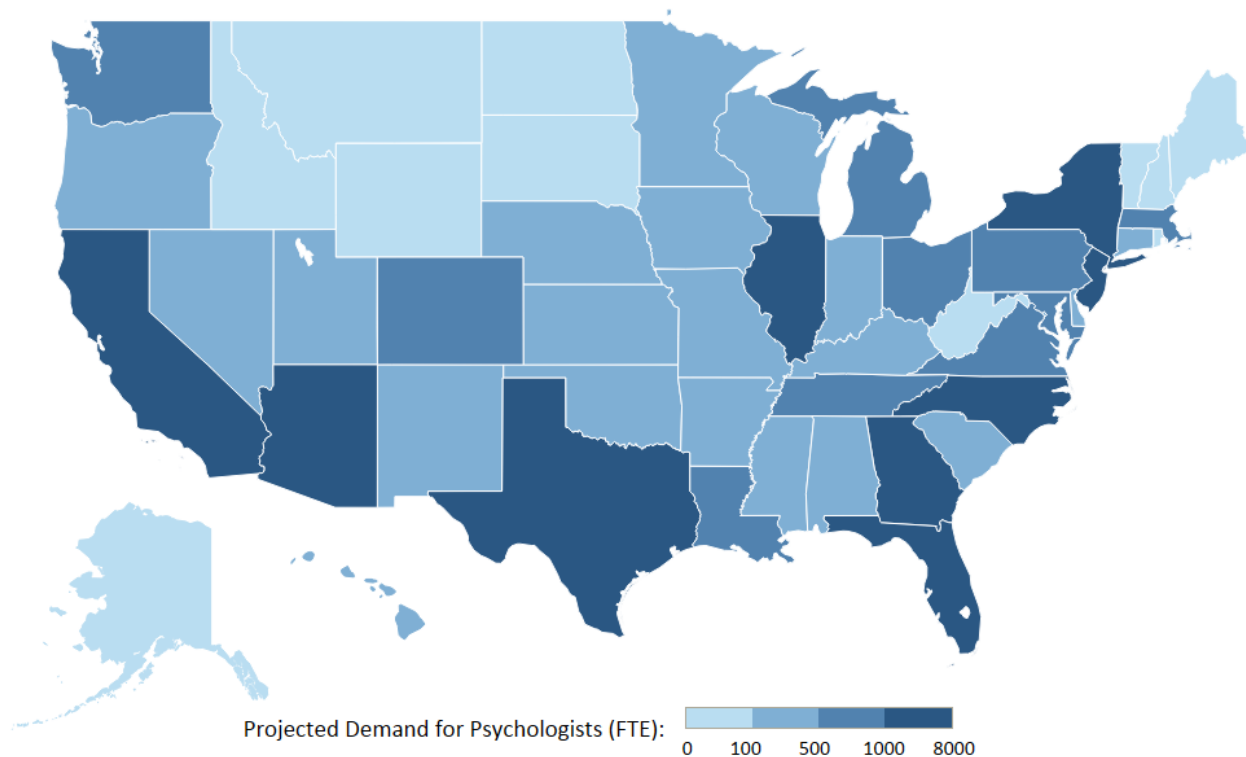
### Projected Demand for Psychologists within Racial/Ethnic Minority Populations, 2015-2030

Racial/Ethnic Groups	2015 Demand (FTEs)	2030 Demand (FTEs)	FTE Change	Percent Change
White	64,790	63,480	-1,310	-2%
<b>Racial/Ethnic Minority Groups</b>	<b>30,410</b>	<b>37,650</b>	<b>+7,250</b>	<b>+24%</b>
Black/African American	10,730	11,870	+1,140	+11%
Hispanic	13,510	17,630	+4,120	+30%
Other Racial/Ethnic Minority Groups	6,160	8,150	+1,990	+32%
<b>All</b>	<b>95,180</b>	<b>101,120</b>	<b>+5,940</b>	<b>+6%</b>

Note: This table summarizes projected demand for psychologists based on current utilization patterns and projected demographic changes. FTE Change = 2030 Demand – 2015 Demand; Percent Change = FTE Change / 2015 Demand. Projected FTEs were rounded to the nearest ten. Details may not sum to totals due to rounding. "Other racial/ethnic minority groups" include Asian, Native American/Alaska Native, Native Hawaiian/Pacific Islander, and people of two or more races. These groups were combined due to their relative small sizes, and in some cases, the lack of detailed breakdown of racial/ethnic categories within federal data sources.

Source: IHS Markit, *Psychologist workforce projections for 2015-2030: Addressing supply and demand* (2018).

### Projected Demand for Psychologists within Racial/Ethnic Minority Populations by State, 2030



Source: IHS Markit, *Psychologist workforce projections for 2015-2030: Addressing supply and demand* (2018).

#### Limitations

Workforce projections are based on available data that reflect current patterns. Several limitations are worth noting. Demand is based on service utilization rather than need. It is likely that the need for psychological services exceeds current utilization levels. While the projections include psychology specialties, available data do not enable separate projections by specialty. Workload definitions for psychologists in federal data sources emphasize mental health services, rather than health services more broadly. It is likely that the projections underestimate psychologists' provision of physical health-related services. Therefore, demand for health services may be higher than estimated here.